
Choose an item.

DEPARTMENT: Human Resources

FROM: Wanda Bullard, Interim Director of Human Resources

MEETING: February 5, 2024

SUBJECT:

Consider approval of a Resolution for the City of Burleson's Equal Employment Opportunity Plan (EEOP). *(Staff Contact: Wanda Bullard, Interim Director of Human Resources)*

SUMMARY:

An Equal Employment Opportunity Plan (EEOP) is a workforce report that organizations must complete as a condition for receiving grant funding for various eligible programs either directly through the Department of Justice or as a sub-recipient through the State of Texas.

The City's last EEOP was approved February 7, 2022 and was good for up to 24 months for grant funding. The actions we took in the 2022 EEOP showed good results with improved statistics where we hired more females and people of color at the public safety entry ranks.

The new EEOP was developed using the federal governments EEOP Reporting Tool to populate our employee demographic statistics to create a Utilization Chart based on our relevant labor market's statistics housed in the reporting tool. We used the Tarrant County labor market for the 2024 EEOP since we feel the diversity in Tarrant County is more representative of our community in regards to those who live, work or visit. The reporting tool then provides an analysis of potential demographic underutilization. In the context of analyzing underutilization, organizations are made aware that the Office of Civil Rights does not expect an exact parity between the workforce and the relevant community labor market.

From the identified areas of potential underutilization, we prepare narrative analysis and objective steps to take to correct the underutilized areas to ensure we are employing a diverse workforce. The 2024 statistics indicates we have six job categories where underutilized areas may be present. The updated EEOP outlines the actions we are going to take to address the potential underutilized areas. We will also continue to balance our hiring with conscious efforts to employ various minority groups to ensure a diverse workforce that reflects the community in its entirety.

RECOMMENDATION:

1. Approve as presented or with modifications.
2. Deny request.

PRIOR ACTION/INPUT (Council, Boards, Citizens):

None

REFERENCE:

FISCAL IMPACT:

None

STAFF CONTACT:

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