



Equal Employment Opportunity Program (EEOP)

HUMAN RESOURCES - PRESENTED TO THE CITY COUNCIL

FEBRUARY 5, 2024

Equal Employment Opportunity Program (EEOB)

Background:

- Required by the Federal Government for grant recipients and sub-recipients
- The police department utilizes these grants for specific personnel and equipment
- EEOB is renewed every two years, and must be acknowledged by the governing body
- City employee demographic data is input into the federal system to be compared to the county labor market demographics
- Areas of opportunity are identified in the system based upon job categories and the demographics of the labor market
- An internal plan is created to address the areas of opportunity to attract applicants in those categories for employment
- The Victim Assistance Coordinator in the Police Department is partially funded by a grant

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2024 EEOB Summary Data:

- Tarrant County statistics used in federal system as more representative of our community in regards to those who live, work and visit
- Underutilized areas of focus:

Job Category	Female		Male	
	Hispanic or Latino	Black or African American	Hispanic or Latino	Black or African American
Officials/Administrators		X		
Protective Services: Sworn-Officials		X		X
Protective Services: Non-Sworn				X
Administrative Support			X	
Skilled Craft			X	
Service/Maintenance	X	X	X	

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2024 EEOP Summary Action Plan:

- Protective Services—Sworn Officials:
 - Continue focus on new hire recruitment as one of the critical success points in developing a pool of employees who are positioned to be eligible for higher ranked positions
 - Proactive steps to encourage the promotional process and promotional preparation
- All Categories:
 - Educate department leadership and recruitment staff on the underutilization areas and applicable roles
 - Advertise open positions on sites that target candidates from underutilized areas
 - Ensure recruitment material visually represents diversity from underutilized areas
 - Engage candidates at hiring events that represent underutilized areas
 - Continue diverse hiring panels
 - Continue training on inclusion, diversity, and non-discrimination

Recommendation

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

Questions/Comments

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