



# Equal Employment Opportunity Program (EEOB)

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PRESENTED TO THE CITY COUNCIL –APRIL 6, 2026

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## BACKGROUND

- Typically, required by the Federal government (Office of Civil Rights) for grant recipients and sub-recipients.
- Police department utilizes these grants for specific personnel and equipment
  - ✓ Victim Assistance Coordinator is partially funded by a grant
- City employee demographic data is input into the Federal's specialized online system to be compared to the county labor market demographics
- Areas of opportunity are identified in the specialized online 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
- EEO is renewed every two years, and must be acknowledged by the governing body

# Equal Employment Opportunity Program (EEOP)

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- Current EEOP – February 2024
- EEOP update due in 2026 - data analysis, development and adoption
- Office of Civil Rights' Online Utilization Reporting Tool was removed 3/11/2025 with message that the OCR is temporarily pausing collecting information and reviewing EEOPs at this time. The site will be updated when available.
- Kiley & Associates followed up on our behalf with Senator Cruz's office and reported that we are in compliance since federal government is not allowing reporting.

## EEOP Notice



Thank you for visiting the web site of the Office for Civil Rights (OCR). We recognize some recipients are required to submit EEOP information for compliance purposes. However, OCR is temporarily pausing this collection of information as we evaluate this program and has removed this page and the associated tool. While this page is unavailable, OCR will not collect or review EEOP submissions from recipients. We will update this site with additional information as it becomes available, so please check back for updates.

Date Created: March 11, 2025

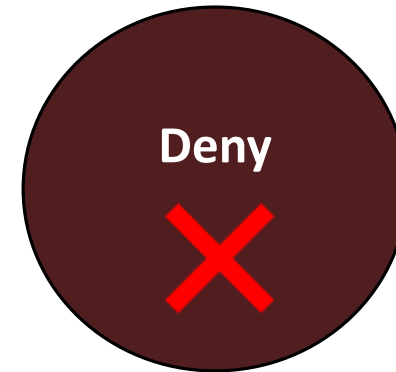
# 2026 EEOP Recommended Next Steps

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- Continue the current 2024 EEOP given the specialization in the tool except for 3 amended sections:
  - Introductory grant information
  - Nondiscrimination policy statements
  - Approval dates
- Check Office of Civil Rights site routinely for updates
- Complete new plan as applicable once further guidance is available

# City Council Considerations and Actions:

Consider and take possible action on a resolution for the City of Burleson's Equal Employment Opportunity Plan (EEOP) plan pending further guidance.



# Questions / Comments

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