

EEOP Utilization Report



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Step 1: Introductory Information

Policy Statement:

Step 4b: Narrative Underutilization Analysis

According to the data collected for this survey, with the exception of black and Native Indian females, females in general are underrepresented in classified positions of the Houston Police Department. In addition, Asian males are also underrepresented. The goal of the Houston Police Department is to have a diverse department that reflects the ethnic and cultural makeup of the community it serves. While it is recognized that underrepresentation of these communities could be the result of recruiting flaws within the department, the sociological and cultural factors cannot be ignored.

In many cultures, the law enforcement career is not encouraged: civilian or classified. The Houston Police Department is currently working to change this by providing superior police service within the communities it serves. In addition, the department often has community meetings with representatives of various ethnic groups in order to promote positive relationships and to encourage members of all communities to consider careers in law enforcement.

Regarding civilian positions, the Houston Police Department utilizes the City of Houston Human Resources Department systems and policies.

Step 5 & 6: Objectives and Steps

1. Attract Female Recruits

- a. Regarding underrepresentation of females on the Houston Police Department ranks, the Recruiting Division has, and will continue to, be represented at job fairs hosted at womens colleges. Furthermore, the departments various recruiting materials depict female police officers. More specifically, the department currently is advertising for police officers positions using a large display of a female officer on a bus stop at the University of Houston. The Houston Police Department will continue to explore other means to actively recruit women.
- b. The Houston Police Departments Recruiting Division also aggressively recruits at military bases and colleges throughout the United States. The division also attends general job fairs to attract those outside of the military and colleges. Furthermore, representatives from the Recruiting Division attend various public relations events to promote the department as an excellent employer.
- c. The Houston Police Departments Recruiting Division is continually looking for ways to improve its overall recruiting methods by reviewing other police departments recruiting techniques, attending law enforcement recruiting classes, obtaining ideas from the internet and welcoming suggestions from others.

2. Target Asian Males in police recruitment campaigns

- a. In regards to the Asian community, members from the department (including recruiting personnel) attend community meetings in order to encourage the recruitment of members of the Asian community. Representatives of the Recruiting Division have also spoken on Asian radio station programs to reach out to members of this group for recruiting purposes. Going forward, the Recruiting Division will utilize the departments Asian community liaison to explore more effective ways of reach out to the Asian community. Division representatives will also make an effort to be guest speakers at public service programs at Asian market radio stations.

Step 7a: Internal Dissemination

1. Post a copy of the EEOP Utilization Report on the Houston Police Department intranet service.
2. A copy of this document will be available for review in the Human Resources Department Employee Relations Division.
3. EEO notices are posted, as required by law, in prominent and accessible places, readily observable by employed staff and applicants.
4. The Houston Police Department will periodically conduct training about EEO/AA policies and hiring procedures for staff, managers and supervisory personnel.

Step 7b: External Dissemination

1. Post a copy of the EEOP Utilization Report on the COHs public website.
2. Distribute bound copies of the EEOP Utilization Report to local public libraries for display.

3. Include on the webpage where applicants can access information about job opportunities, a link to the City of Houston's EEO Utilization Report.

Utilization Analysis Chart
Relevant Labor Market: Harris County, Texas

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	21/32%	6/9%	6/9%	0/0%	4/6%	0/0%	0/0%	0/0%	6/9%	5/8%	15/23%	0/0%	2/3%	0/0%	0/0%	0/0%
CLS #/%	118,405/43%	26,350/10%	13,690/5%	495/0%	10,815/4%	85/0%	1,090/0%	530/0%	58,785/22%	17,170/6%	18,185/7%	200/0%	5,945/2%	95/0%	590/0%	530/0%
Utilization #/%	-11%	-0%	4%	-0%	2%	-0%	-0%	-0%	-12%	1%	16%	-0%	1%	-0%	-0%	-0%
Professionals																
Workforce #/%	245/38%	47/7%	52/8%	0/0%	32/5%	0/0%	0/0%	0/0%	85/13%	54/8%	93/15%	2/0%	30/5%	1/0%	0/0%	0/0%
CLS #/%	118,755/30%	23,745/6%	21,065/5%	175/0%	28,265/7%	15/0%	1,345/0%	960/0%	113,885/28%	27,120/7%	39,780/10%	385/0%	23,305/6%	45/0%	1,770/0%	930/0%
Utilization #/%	9%	1%	3%	-0%	-2%	-0%	-0%	-0%	-15%	2%	5%	0%	-1%	0%	-0%	-0%
Technicians																
Workforce #/%	656/52%	224/18%	141/11%	2/0%	26/2%	0/0%	0/0%	0/0%	88/7%	37/3%	73/6%	0/0%	8/1%	0/0%	0/0%	0/0%
CLS #/%	17,590/28%	6,370/10%	4,205/7%	35/0%	4,100/7%	25/0%	265/0%	50/0%	11,575/19%	5,290/9%	8,665/14%	110/0%	3,540/6%	0/0%	70/0%	80/0%
Utilization #/%	24%	8%	4%	0%	-5%	-0%	-0%	-0%	-12%	-6%	-8%	-0%	-5%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,655/36%	5,835/15%	8,700/23%	45/0%	635/2%	0/0%	110/0%	170/0%	2,410/6%	1,205/3%	4,690/12%	30/0%	160/0%	0/0%	70/0%	25/0%
Utilization #/%																
Protective Services: Sworn-Patrol Officers																
Workforce #/%	1803/37%	1023/21%	844/18%	6/0%	208/4%	13/0%	0/0%	0/0%	240/5%	224/5%	431/9%	1/0%	18/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	39,355/17%	41,120/18%	26,635/12%	285/0%	5,720/2%	120/0%	625/0%	660/0%	34,605/15%	39,560/17%	33,700/15%	230/0%	5,555/2%	15/0%	900/0%	765/0%
Utilization #/%	20%	3%	6%	0%	2%	0%	-0%	-0%	-10%	-13%	-6%	-0%	-2%	-0%	-0%	-0%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	620/24%	235/9%	505/19%	20/1%	75/3%	0/0%	20/1%	0/0%	535/20%	340/13%	220/8%	0/0%	0/0%	0/0%	40/2%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	12/3%	16/4%	15/4%	0/0%	6/1%	0/0%	0/0%	0/0%	48/12%	98/24%	204/49%	1/0%	13/3%	0/0%	0/0%	0/0%
CLS #/%	100,820/18%	57,275/10%	34,450/6%	370/0%	15,930/3%	290/0%	1,210/0%	945/0%	144,090/26%	99,560/18%	73,870/13%	655/0%	16,555/3%	200/0%	1,875/0%	1,715/0%
Utilization #/%	-15%	-7%	-3%	-0%	-1%	-0%	-0%	-0%	-15%	6%	36%	0%	0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	6/67%	2/22%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	69,875/29%	130,525/55%	17,755/7%	560/0%	8,015/3%	100/0%	1,060/0%	600/0%	3,070/1%	3,430/1%	1,350/1%	55/0%	1,685/1%	0/0%	190/0%	0/0%
Utilization #/%	37%	-33%	-7%	-0%	8%	-0%	-0%	-0%	-1%	-1%	-1%	-0%	-1%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	1/6%	2/12%	1/6%	0/0%	3/19%	0/0%	0/0%	0/0%	3/19%	3/19%	3/19%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	76,120/14%	188,340/34%	60,175/11%	480/0%	14,395/3%	165/0%	900/0%	1,280/0%	44,925/8%	111,790/20%	45,595/8%	410/0%	14,940/3%	130/0%	905/0%	620/0%
Utilization #/%	-7%	-21%	-4%	-0%	16%	-0%	-0%	-0%	11%	-1%	11%	-0%	-3%	-0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators									✓							
Professionals					✓				✓							
Technicians					✓		✓		✓	✓	✓		✓			
Protective Services: Sworn-Patrol Officers							✓	✓	✓	✓	✓		✓		✓	✓
Administrative Support	✓	✓	✓						✓							

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers																
Workforce #/%	1803/37%	1023/21%	844/18%	6/4%	208/4%	13/0%	0/0%	0/0%	240/5%	224/5%	431/9%	1/0%	18/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

[signature]

[title]

[date]