

EEO Utilization Report

Organization Information

Name: El Paso County Sheriff's Office

City: Colorado Springs

State: CO

Zip: 80903

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

See attachment

Following File has been uploaded:405 Discriminatory Harassment.pdf

Step 4b: Narrative of Interpretation

As a result of the aforementioned research, a need to refocus efforts with respect to recruitment has been identified. While improvement has been made in recruiting and retaining Hispanic/Latino males and Black/African American females in sworn positions, a continuing emphasis should be placed on the recruitment of protective services sworn and non-sworn females, across all demographics with a specific focus on white females. Successful recruitment from within these demographics will allow for the workforce of the El Paso County Sheriffs Office (EPSO) to be a reflection of the El Paso County community composition.

Step 5: Objectives and Steps

1. The objective of the El Paso County Sheriffs Office is to provide equal employment opportunities for Hispanic/Latino and Asian women; along with white females when our organization fills vacancies that become available in the Protective Services Sworn and Non-Sworn job categories.

- a. The EPSO Recruitment Team will partner with El Paso County's Talent Acquisition Team to broaden recruitment venues/opportunities and strategically target/engage with communities of diverse heritage (with a focus on females of diverse heritage for protective services positions).
- b. The EPSO Recruitment Team will look to actively recruit females in the local and surrounding communities. While at recruitment events, we will focus efforts to attract women interested in EPSOs protective services positions. While we focus on women at our existing events we attend, in addition, we will take steps to recruit females at the following institutions:
 - Colorado Womens College Denver, CO
 - Colorado State University; Pueblo Community College Pueblo, CO
 - University of Northern Colorado Greeley, CO
 - Denver University; Metro State University; National American University Denver, CO
 - Colorado Technical University Aurora, CO
 - Front Range Community College Longmont, CO
- c. The EPSO Recruitment Team will work to establish relationships with local and state womens professional organizations:
 - Military Spouse Career Coalition
 - Womens Job Search Network
 - Womens Foundation of Colorado
 - Colorado Business Women
- d. The EPSO Recruitment Team will focus on recruitment of separating female military members and military spouses at our local and surrounding military installations:
 - Fort Carson
 - Peterson Space Force Base
 - U.S. Air Force Academy
 - Schriever Space Force Base
 - Cheyenne Mountain Space Force Station
- e. The El Paso County Sheriffs Office recruiting link will be modified to reflect the need and importance of a diverse workforce to include those of diverse heritage as well as females.
- f. Similarly, literature (brochures, flyers, handouts) will explain the corporate culture of the El Paso County Sheriffs Office and how an individuals gender and heritage can contribute to serving the community in which they reside or work.
- g. The EPSO Recruitment Team will include message on employment opportunities on the web page recruiting link which will include diverse females describing the roles of a Security and Law Enforcement Officer.
- h. The EPSO Recruitment Team will actively seek out opportunities and events which are more likely to have members of diverse communities present.
- i. The EPSO Recruitment Team will coordinate with the Community Relations and Outreach Unit to determine opportunities based on the criteria above, in which the EPSO Recruitment Team can interact with the public and provide information relevant to careers within EPSO.

Step 6: Internal Dissemination

1. EPSO will distribute a hard copy of the EEO Utilization Report to all employees in a supervisory position.
2. EPSO will post the EEO Short Form in a PDF format on the EPSO Intranet, accessible to all employees.
3. Employees will be notified via e-mail advising them of the availability of this report.
4. Information regarding the accessibility of this report will be disseminated through Media Services via the weekly newsletter, The Informer.

Step 7: External Dissemination

1. EPSO will post the EEO on its website within the recruitment link on the external website.
2. EPSO will post the EEO Utilization Report on EPSO's public website.

Utilization Analysis Chart
Relevant Labor Market: El Paso County, Colorado

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 #/%	2/40%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,715/50%	1,805/5%	835/2%	140/0%	360/1%	35/0%	320/1%	135/0%	12,530/32%	1,480/4%	970/2%	80/0%	415/1%	0/0%	395/1%	80/0%
Utilization #/%	-10%	-5%	18%	-0%	-1%	-0%	-1%	-0%	8%	-4%	-2%	-0%	-1%	0%	-1%	-0%
Professionals																
Workforce #/%	9/10%	4/4%	2/2%	0/0%	1/1%	0/0%	1/1%	0/0%	60/67%	8/9%	1/1%	0/0%	0/0%	1/1%	3/3%	0/0%
CLS #/%	24,670/43%	1,335/2%	1,105/2%	140/0%	830/1%	45/0%	500/1%	260/0%	24,740/43%	1,725/3%	830/1%	125/0%	660/1%	95/0%	570/1%	145/0%
Utilization #/%	-33%	2%	0%	-0%	-0%	-0%	0%	-0%	24%	6%	-0%	-0%	-1%	1%	2%	-0%
Technicians																
Workforce #/%	14/19%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	45/61%	7/9%	2/3%	0/0%	1/1%	0/0%	4/5%	0/0%
CLS #/%	3,235/40%	445/5%	175/2%	4/0%	110/1%	0/0%	55/1%	30/0%	2,850/35%	610/8%	215/3%	35/0%	175/2%	0/0%	165/2%	10/0%
Utilization #/%	-21%	-4%	-2%	-0%	-1%	0%	-1%	-0%	26%	2%	0%	-0%	-1%	0%	3%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	68/64%	6/6%	9/8%	1/1%	2/2%	0/0%	0/0%	0/0%	17/16%	3/3%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	3,100/59%	555/11%	340/6%	60/1%	35/1%	15/0%	75/1%	10/0%	795/15%	115/2%	120/2%	4/0%	15/0%	0/0%	10/0%	30/1%
Utilization #/%	5%	-5%	2%	-0%	1%	-0%	-1%	-0%	1%	1%	-2%	-0%	1%	0%	-0%	-1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	315/61%	43/8%	23/4%	2/0%	5/1%	0/0%	16/3%	0/0%	87/17%	15/3%	9/2%	0/0%	3/1%	0/0%	2/0%	0/0%
Civilian Labor Force #/%	8,585/36%	3,165/13%	1,330/6%	95/0%	205/1%	65/0%	435/2%	190/1%	6,190/26%	2,100/9%	785/3%	105/0%	169/1%	20/0%	304/1%	65/0%
Utilization #/%	25%	-5%	-1%	-0%	0%	-0%	1%	-1%	-9%	-6%	-2%	-0%	-0%	-0%	-1%	-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 #/%	49/43%	10/9%	12/11%	1/1%	2/2%	1/1%	1/1%	0/0%	30/26%	3/3%	4/4%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	75/22%	15/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	220/64%	0/0%	0/0%	0/0%	10/3%	0/0%	25/7%	0/0%
Utilization #/%	21%	4%	11%	1%	2%	1%	1%	0%	-37%	3%	4%	0%	-3%	0%	-6%	0%
Administrative Support																
Workforce #/%	13/15%	3/3%	2/2%	0/0%	1/1%	0/0%	0/0%	0/0%	42/49%	17/20%	4/5%	0/0%	1/1%	0/0%	3/3%	0/0%
CLS #/%	19,140/27%	3,170/4%	1,955/3%	160/0%	350/0%	50/0%	550/1%	145/0%	35,420/50%	5,735/8%	2,210/3%	190/0%	1,060/1%	145/0%	685/1%	305/0%
Utilization #/%	-12%	-1%	-0%	-0%	1%	-0%	-1%	-0%	-1%	12%	2%	-0%	-0%	-0%	3%	-0%
Skilled Craft																
Workforce #/%	3/75%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,515/65%	5,315/22%	680/3%	155/1%	270/1%	115/0%	270/1%	175/1%	1,090/5%	245/1%	40/0%	15/0%	80/0%	0/0%	35/0%	0/0%
Utilization #/%	10%	-22%	-3%	-1%	24%	-0%	-1%	-1%	-5%	-1%	-0%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	21,645/35%	6,340/10%	2,645/4%	200/0%	870/1%	45/0%	690/1%	220/0%	19,075/31%	5,640/9%	2,245/4%	165/0%	1,805/3%	85/0%	555/1%	225/0%
Utilization #/%	-35%	-10%	-4%	-0%	-1%	-0%	-1%	-0%	69%	-9%	-4%	-0%	-3%	-0%	-1%	-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
Professionals	✓															
Technicians	✓															
Protective Services: Sworn-Patrol Officers		✓						✓	✓	✓	✓					
Protective Services: Non-sworn									✓						✓	
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
Chief of Police																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief of Police																
Workforce #/%	3/60%	1/20%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander																
Workforce #/%	5/56%	1/11%	1/11%	0/11%	1/11%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	21/84%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	2/8%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	38/57%	4/6%	6/9%	1/1%	1/1%	0/0%	0/0%	0/0%	14/21%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	315/61%	43/8%	23/4%	2/1%	5/1%	0/0%	16/3%	0/0%	87/17%	15/3%	9/2%	0/0%	3/1%	0/0%	2/0%	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 EEO Utilization Report.

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

Certified As Final By: Capri Jungels

Grant Coordinor

01-13-2023

[signature]

[title]

[date]