

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: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. An emphasis should be placed on the recruitment of Hispanic/Latino sworn males and females. Additionally the need to attract, hire, and retain white females was identified. Successful recruitment from within these demographics will allow for the workforce of the El Paso County Sheriffs Office 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 men and women; along with white females when our organization fills vacancies that become available in the Protective Services Sworn job category.

a. The EPSO Recruiting Coordinator has researched the community in which we reside as well as surrounding communities and has identified cities/counties which statistically have a strong population who have been identified as Hispanic/Latino. Additionally, the size of the overall community in comparison to the percentage of those who identify as being Hispanic must be considered. As such, only cities with a population above 50,000 will be targeted for recruitment efforts. These cities/communities have been identified as:

Pueblo
Greeley
Denver
Aurora
Longmont

It is important to note while these cities have the highest identified population of citizens who identify as being Hispanic/Latino, the educational services provided within these communities have the potential to attract additional viable candidates from surrounding smaller cities.

b. The EPSO Recruitment Team will target the following institutions within each of the aforementioned cities/communities:

Colorado State University - Pueblo, 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. It is important to note while the identification of target communities outside of El Paso County is based on the Hispanic/Latino population, the El Paso County Recruitment Team will actively seek to recruit white females at the aforementioned locations. Additionally, recruitment efforts will continue at venues along the Front Range such as:

Pikes Peak Community College
University of Colorado Colorado Springs (UCCS)
Colorado Technical University (CTU)
Military Bases Fort Carson Army Base, Peterson Air Force Base, etc.
Arapahoe Community College
Trinidad State Junior College
Aims Community College

d. 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 Hispanic or Latino heritage as well as females.

e. Similarly, literature (brochures, flyers, handouts) will explain the corporate culture of the El Paso County Sheriffs Office and how an individual's gender and heritage can contribute to serving the community in which they reside or work.

f. The EPSO will include messages on employment opportunities on the web page recruiting link which will include white females and Hispanics of both genders describing the roles of a Law Enforcement Officer.

g. The EPSO Recruiting Team will actively seek out opportunities and events which are more likely to have members of the Hispanic/Latino community present.

h. The EPSO Recruiting Team will coordinate with the Community Relations and Outreach Unit to determine opportunities based on the criteria above, in which the Recruitment Team can interact with the public and provide

information relevant to careers within the EPSO.

Step 6: Internal Dissemination

1. The EPSO will distribute a hard copy of the EEOP Utilization Report to all employees in a supervisory position.
2. EPSO will post the EEOP 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. The El Paso County Sheriffs Office will post the EEOP on its website within the recruitment link on the external website.
2. The El Paso County Sheriffs Office will post the EEOP Utilization Report on the EPSOs 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 #/%	11/85%	1/8%	1/8%	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%
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 #/%	34%	3%	6%	-0%	-1%	-0%	-1%	-0%	-32%	-4%	-2%	-0%	-1%	0%	-1%	-0%
Professionals																
Workforce #/%	20/33%	2/3%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	29/48%	4/7%	1/2%	0/0%	0/0%	0/0%	2/3%	1/2%
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 #/%	-9%	1%	-0%	-0%	-1%	-0%	-1%	-0%	6%	4%	0%	-0%	-1%	-0%	2%	1%
Technicians																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	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 #/%	-40%	-5%	-2%	-0%	-1%	0%	-1%	-0%	65%	-8%	-3%	-0%	-2%	0%	-2%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	63/75%	5/6%	5/6%	0/0%	1/1%	0/0%	0/0%	0/0%	8/10%	1/1%	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 #/%	16%	-5%	-0%	-1%	1%	-0%	-1%	-0%	-6%	-1%	-2%	-0%	1%	0%	-0%	-1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	270/62%	32/7%	22/5%	1/0%	4/1%	0/0%	9/2%	2/0%	76/17%	10/2%	9/2%	0/0%	1/0%	0/0%	1/0%	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 #/%	28%	-6%	-1%	-0%	0%	-0%	0%	-0%	-9%	-7%	-1%	-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 #/%	43/33%	9/7%	8/6%	0/0%	1/1%	0/0%	3/2%	0/0%	53/40%	7/5%	4/3%	0/0%	2/2%	0/0%	2/2%	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 #/%	11%	2%	6%	0%	1%	0%	2%	0%	-24%	5%	3%	0%	-1%	0%	-6%	0%
Administrative Support																
Workforce #/%	3/5%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	43/69%	10/16%	2/3%	0/0%	1/2%	0/0%	1/2%	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 #/%	-22%	-3%	-1%	-0%	-0%	-0%	-1%	-0%	20%	8%	0%	-0%	0%	-0%	1%	-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 #/%	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%
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 #/%	65%	-10%	-4%	-0%	-1%	-0%	-1%	-0%	-31%	-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
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
Sergeant																
Workforce #/%	37/73%	4/8%	2/4%	0/2%	1/2%	0/0%	0/0%	0/0%	5/10%	1/2%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	16/76%	0/0%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	3/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander																
Workforce #/%	6/75%	1/12%	1/12%	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 (Bureau Chief included)																
Workforce #/%	3/100%	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%
Chief of Police (Sheriff)																
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	280/62%	33/7%	23/5%	1/1%	4/1%	0/0%	9/2%	1/0%	76/17%	10/2%	9/2%	0/0%	1/0%	0/0%	1/0%	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: Scott Deno

Personnel Services Lieutenant

08-29-2018

[signature]

[title]

[date]