

EEO Utilization Report

Organization Information

Name: City Of Denton Police Department

City: Denton

State: TX

Zip: 76205

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

2.2.1 POLICY

To implement this policy, the Department will continue to: Recruit, hire, train, and promote qualified persons in all job classifications without regard to race, color, religion, gender, sexual orientation, gender identity, age, disability status, national origin, genetics, or any protected classification under federal or State law; Base decisions on employment so as to further the principle of EEO; Ensure that promotion decisions are in accord with principles of EEO by imposing only valid requirements for promotional opportunities; Ensure that all personnel actions including, but not limited to, compensation, benefits, transfers, layoffs, returns from layoffs, Department-sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to any protected classification under federal or State law;

EEO is the law and is a principle of the Departments operation. Each employee shall cooperate to achieve this goal.

Following File has been uploaded:Equal Employment Opportunity.pdf

Step 4b: Narrative of Interpretation

There is an underutilization of white males (1) indicated in Administrative Support. (-25%) This employee is the only male employed in Administrative Support. The Denton Police Department will continue to follow the City of Denton's Equal Employment Opportunity policy to ensure every applicant to a position is afforded the same opportunity.

In the Sworn Patrol Officer category White (-24%) and Latino/Hispanic (-8%) females are shown to be under utilized. The Denton Police Department will examine recruiting efforts to be sure that White and Hispanic/Latino females are attracted to and encouraged to apply for entry level police officer positions.

Step 5: Objectives and Steps

1. 1. Attract and hire White and Hispanic/Latino female officers

- a. The Denton Police Department will poll currently employed female officers to find out how they learned about the opportunity to become an officer. DPD will also inquire as to whether anything in the recruitment or training process either encouraged or discouraged them from becoming officers.
- b. DPD will utilize current female officers during recruiting and hiring events and trips. Denton is the home of Texas Women's University. The university is known as a nursing and social work university. DPD will increase efforts to recruit these students that have an interest toward service.
- c. DPD currently participates in a criminal justice program through the area high schools. DPD will continue to participate in this program.

Step 6: Internal Dissemination

Post the EEOP to the department's intranet site; SharePoint.

Step 7: External Dissemination

Notifying applicants, vendors and contractors in writing that the Denton Police Department has developed an EEOP Report and that it is available on request for review.

Utilization Analysis Chart
Relevant Labor Market: Denton 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 #/%	0/0%	0/0%	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%
CLS #/%	11,740/45%	1,465/6%	975/4%	10/0%	490/2%	25/0%	190/1%	50/0%	8,610/33%	1,215/5%	860/3%	50/0%	360/1%	0/0%	115/0%	120/0%
Utilization #/%	-45%	-6%	-4%	-0%	-2%	-0%	-1%	-0%	-33%	-5%	97%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	1/25%	0/0%	1/25%	0/0%	0/0%	0/0%
CLS #/%	11,275/30%	890/2%	1,090/3%	15/0%	1,360/4%	0/0%	70/0%	55/0%	18,445/49%	1,510/4%	1,355/4%	40/0%	975/3%	0/0%	124/0%	120/0%
Utilization #/%	-30%	23%	-3%	-0%	-4%	0%	-0%	-0%	-24%	-4%	21%	-0%	22%	0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,410/31%	300/6%	130/3%	4/0%	250/5%	0/0%	0/0%	20/0%	1,890/41%	195/4%	255/6%	4/0%	150/3%	0/0%	10/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	28/90%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,775/69%	155/6%	135/5%	4/0%	25/1%	0/0%	55/2%	20/1%	250/10%	40/2%	85/3%	4/0%	0/0%	0/0%	19/1%	0/0%
Utilization #/%	21%	-3%	-5%	3%	-1%	0%	-2%	-1%	-7%	-2%	-3%	-0%	0%	0%	-1%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	81/57%	14/10%	19/13%	1/1%	5/4%	0/0%	0/0%	1/1%	9/6%	1/1%	11/8%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	16,775/34%	4,260/9%	2,840/6%	39/0%	745/2%	25/0%	320/1%	65/0%	14,905/30%	4,050/8%	3,350/7%	74/0%	795/2%	0/0%	558/1%	90/0%
Utilization #/%	23%	1%	8%	1%	2%	-0%	-1%	1%	-24%	-8%	1%	-0%	-2%	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 #/%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	20/77%	2/8%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	185/37%	0/0%	15/3%	0/0%	0/0%	0/0%	0/0%	0/0%	225/45%	0/0%	20/4%	0/0%	10/2%	0/0%	45/9%	0/0%
Utilization #/%	-33%	0%	1%	0%	0%	0%	0%	0%	32%	8%	4%	0%	-2%	0%	-9%	0%
Administrative Support																
Workforce #/%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	22/65%	8/24%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,890/28%	3,435/6%	1,910/3%	45/0%	845/2%	0/0%	215/0%	25/0%	24,040/43%	5,270/9%	2,910/5%	50/0%	965/2%	60/0%	480/1%	95/0%
Utilization #/%	-25%	-6%	-3%	-0%	-2%	0%	-0%	-0%	22%	14%	4%	-0%	-2%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,445/52%	5,855/36%	380/2%	15/0%	275/2%	0/0%	105/1%	10/0%	450/3%	410/3%	80/0%	4/0%	55/0%	0/0%	75/0%	10/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	14,185/28%	11,315/22%	2,450/5%	100/0%	1,045/2%	0/0%	279/1%	85/0%	10,740/21%	7,105/14%	1,795/4%	80/0%	1,025/2%	0/0%	255/1%	4/0%
Utilization #/%																

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									✓	✓						
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: Assistant Chief																
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: Deputy Chief																
Workforce #/%	2/100%	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: Lieutenant																
Workforce #/%	9/100%	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: Sergeant																
Workforce #/%	16/84%	1/5%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	81/57%	14/10%	19/13%	1/4%	5/4%	0/0%	0/0%	1/1%	9/6%	1/1%	11/8%	0/0%	0/0%	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 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: Frank Pagdett

Deputy Chief

04-05-2019

[signature]

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