

EEO Utilization Report

Organization Information

Name: CITY OF ARLINGTON

City: ARLINGTON

State: TX

Zip: 76010-

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

City of Arlington, Texas;

Personnel Manual

103.01 Hiring and Selection

103.01 Policy/Purpose

The City of Arlington is committed to hiring qualified employees, regardless of race, color, religion, national origin, sex, age, or disability. Selection for employment with the City of Arlington is based on job-related qualifications and is contingent on satisfactory results on exams or tests, as required by law, and/or specific qualifications to perform job duties.

103.03 Selection

A. Equal Employment Opportunity. Discrimination in recruitment, examination, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration based on an employee's or applicant's religion, race, color, national origin, disability, age, or sex (including sexual orientation and gender identity) is prohibited.

Section 5: Narrative Interpretation of Data

1. White males within professionals are shown to be underutilized (-11%).
2. White males and females within protective services: non-sworn are shown to be underutilized (-20%).
3. White (-21%), Hispanic or Latino (-8%), and Black or African American (-5%) males within administrative support are shown to be underutilized.

According to the Utilization Analysis Chart, the previously reported underutilized categories are no longer underutilized. However, the department will continue to prioritize hiring females and minorities within all categories to accurately reflect the communities that the department serve.

Section 6: Objectives and Steps

1. Increase the number of qualified female applicants for the position of police officer.

- a. Bolster recruitment at colleges and universities that have predominately female and diverse student bodies.
- b. Select females and minorities within the department to be utilized for recruiting marketing programs and recruiting website for the Arlington Police Department.
- c. Prioritize campus visits and attendance of career fairs at historically black colleges and universities.
- d. Engage and sustain the growth of the department's successful outreach programs such as PAL Camp, Police Explorers, Coach 5-0, The MAY Program, Police Internships, and the AISD Hometown Recruiting program. The department will continue to speak with both the Explorer and Hometown Recruiting Programs. This allows the department a greater opportunity to connect with and guide potential future recruits to success early on.

2. Attract quality applicants with the objective of meeting the demographic representation of the community, while providing equal employment opportunities.

- a. Advertise positions on websites such as Indeed, Police1, Texas Municipal League, TCOLE, and Handshake.
- b. Establish partnerships which allow the department to conduct classroom visits to meet and speak with students who may have an interest in becoming a police officer or working for local government.
- c. Encourage current employees to reach out to their personal contacts to recruit qualified candidates for all positions.
- d. Recruit qualified Military Veterans who are transitioning to civilian life by building and maintaining partnerships with Military entities and by attending Military Career Fairs.

Section 7: Dissemination Strategy: Internal

The department will post the Utilization Report on the Police Department's SharePoint.

Section 7: Dissemination Strategy: External

The department will post the EEO Utilization Report to the City of Arlington Police Department website.

Utilization Analysis Chart
Relevant Labor Market: Tarrant 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 #/%	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%
CLS #/%	55,125/41%	11,050/8%	6,160/5%	320/0%	3,610/3%	100/0%	1,250/1%	37,015/27%	9,130/7%	8,300/6%	150/0%	2,530/2%	105/0%	920/1%
Utilization #/%	59%	-8%	-5%	-0%	-3%	-0%	-1%	-27%	-7%	-6%	-0%	-2%	-0%	-1%
Professionals														
Workforce #/%	9/17%	0/0%	2/4%	0/0%	1/2%	0/0%	0/0%	18/34%	10/19%	11/21%	1/2%	1/2%	0/0%	0/0%
CLS #/%	50,715/28%	9,010/5%	8,050/4%	140/0%	7,850/4%	120/0%	1,665/1%	66,545/37%	13,045/7%	14,355/8%	370/0%	6,365/4%	85/0%	2,235/1%
Utilization #/%	-11%	-5%	-1%	-0%	-2%	-0%	-1%	-3%	12%	13%	2%	-2%	-0%	-1%
Technicians														
Workforce #/%	5/21%	3/12%	1/4%	0/0%	0/0%	0/0%	0/0%	6/25%	6/25%	1/4%	0/0%	1/4%	0/0%	1/4%
CLS #/%	21,160/26%	14,445/18%	6,220/8%	125/0%	3,020/4%	60/0%	650/1%	14,200/18%	10,745/13%	6,985/9%	115/0%	2,285/3%	15/0%	650/1%
Utilization #/%	-5%	-5%	-4%	-0%	-4%	-0%	-1%	7%	12%	-4%	-0%	1%	-0%	3%
Protective Services: Sworn														
Workforce #/%	346/48%	97/13%	100/14%	4/1%	23/3%	1/0%	15/2%	83/11%	27/4%	18/2%	2/0%	3/0%	0/0%	5/1%
CLS #/%	8,780/51%	2,300/13%	2,195/13%	55/0%	225/1%	0/0%	155/1%	1,465/9%	670/4%	1,165/7%	70/0%	40/0%	0/0%	50/0%
Utilization #/%	-3%	0%	1%	0%	2%	0%	1%	3%	-0%	-4%	-0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	8/12%	8/12%	9/14%	0/0%	3/5%	0/0%	0/0%	9/14%	9/14%	15/23%	2/3%	0/0%	0/0%	1/2%
CLS #/%	505/32%	70/5%	145/9%	0/0%	60/4%	0/0%	35/2%	535/34%	80/5%	95/6%	0/0%	0/0%	0/0%	30/2%
Utilization #/%	-20%	8%	5%	0%	1%	0%	-2%	-20%	9%	17%	3%	0%	0%	-0%
Administrative Support														
Workforce #/%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	30/44%	16/24%	16/24%	1/1%	2/3%	1/1%	0/0%
CLS #/%	52,715/22%	18,390/8%	11,445/5%	270/0%	4,730/2%	75/0%	2,015/1%	75,165/32%	35,930/15%	24,900/11%	390/0%	5,675/2%	170/0%	2,790/1%

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
	%							%	%	%				
Utilization #/%	-21%	-8%	-5%	-0%	-1%	-0%	-1%	12%	8%	13%	1%	1%	1%	-1%
Skilled Craft														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	2/40%	1/20%	0/0%	0/0%	0/0%	0/0%
CLS #/%	30,730/37%	36,995/44%	5,275/6%	355/0%	2,610/3%	30/0%	980/1%	2,280/3%	2,385/3%	1,025/1%	10/0%	745/1%	30/0%	160/0%
Utilization #/%	-37%	-44%	-6%	-0%	-3%	-0%	-1%	37%	37%	19%	-0%	-1%	-0%	-0%
Service/Maintenance														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	48,885/21%	56,320/24%	24,515/10%	545/0%	5,185/2%	290/0%	2,820/1%	35,195/15%	35,990/15%	18,295/8%	255/0%	7,655/3%	295/0%	1,635/1%
Utilization #/%	29%	-24%	-10%	-0%	-2%	-0%	-1%	35%	-15%	-8%	-0%	-3%	-0%	-1%

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	✓													
Protective Services: Sworn	✓									✓				
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
Chiefs														
Workforce #/%	5/38%	2/15%	5/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%
Lieutenants														
Workforce #/%	10/40%	1/4%	10/40%	0/0%	0/0%	0/0%	0/0%	2/8%	0/0%	2/8%	0/0%	0/0%	0/0%	0/0%
Sergeants														
Workforce #/%	55/51%	14/13%	13/12%	1/5%	5/5%	0/0%	3/3%	9/8%	2/2%	4/4%	0/0%	1/1%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	276/48%	80/14%	72/12%	3/3%	18/3%	1/0%	12/2%	72/12%	25/4%	11/2%	2/0%	2/0%	0/0%	5/1%

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: Rachel Tims

Interim Business Resource Manager

02-29-2024

[signature]

[title]

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