EEO Utilization Report

Organization Information

Name: EL PASO COUNTY

City: COLORADO SPRINGS

State: CO

Zip: 80903-2203

Type: County/Municipal Law Enforcement

Mon 11-25-2024 18:54:50 EST

Section 1: EEO Policy Statement

Policy Statement:

See attached

Following File has been uploaded:405 Discriminatory Harassment.pdf

Section 5: Narrative Interpretation of Data

Data presented in the research indicates a continued need to maintain current recruitment efforts focused on females. While there were no significant changes (less than 1%) to the composition of the EPSO workforce related to the ratio of male to female employees in Protective Services positions, efforts to recruit females for protective service sworn and non-sworn positions should continue. Emphasis should be placed on recruiting white females as this demographic experienced the most significant drop in both sworn (8 or 2%) and non-sworn (5 or 5%), Protective Services positions. All other demographic categories experienced changes of 2% or less.

Successful recruitment of females from all demographics will allow for the EPSO workforce to more closely reflect the diverse composition of the community within El Paso County.

Section 6: Objectives and Steps

1. The objective of the El Paso County Sheriffs Office is to provide equal employment opportunities for all women when our organization fills positions as vacancies occur in Protective Services Sworn and Non-Sworn categories.

a. The EPSO Recruitment Team, in conjunction and partnership with the EPSO HR Team, will maintain broad recruitment efforts at venues/ opportunities and strategically target/ engage with communities of diverse heritage with a focus on females of all heritage for Protective Services positions.

b. The EPSO Recruitment Team will actively recruit females in the local and surrounding communities. While at recruiting events, focused efforts will be made to attract women interested in EPSOs Protective Services positions. In addition to focusing on the recruitment of women at the events we currently participate in, we will pursue the recruitment of females at or through the following institutions:

Colorado State University, Pueblo, CO
Colorado Technical University, Aurora, CO
Colorado Technical University, Colorado Springs, CO
Denver University, Denver, CO
Front Range Community College, Longmont, CO
Metro State University, Denver, CO
National American University, Denver, CO
Pikes Peak State College, Colorado Springs, CO
Pueblo Community College, Pueblo, CO
University of Northern Colorado, Greeley, CO

c. The EPSO Recruitment Team will work to establish relationships with local and state womens professional organizations as follows:

Colorado Business Women
Military Spouse Career Coalition (through Colorado Springs Government)
Mt. Carmel Veterans Center
Pikes Peak Work Force
Womens Chamber of Commerce
Womens Foundation of Colorado

d. The EPSO Recruitment Team will focus on recruitment of separating female military members and military spouses at local and surrounding military installations as follows:

Cheyenne Mountain Space Force Station
Fort Carson United States Army Post
Peterson Space Force Base
Schriever Space Force Base

e. The recruiting link on the EPSO website will be updated to reflect the importance of a diverse workforce including those of diverse heritage as well as females.

f. Brochures, flyers, and handouts (recruiting literature) will be updated to include an explanation of the EPSOs corporate culture and how individuals' gender and heritage can contribute to serving the community in which they

reside or work.

g. The EPSO Recruitment Team will include messages on employment opportunities within the EPSO website recruiting link, including diverse females describing the roles of Security and Law Enforcement Officers.

h. The EPSO Recruitment Team will actively seek opportunities and events which are more likely to have attendance by members of diverse community members.

i. The EPSO Recruitment Team will coordinate with the Community Affairs and Research Unit to identify opportunities based on the criteria above. During this process, they can interact with the public and provide information related to career opportunities within EPSO.

Section 7: Dissemination Strategy: Internal

1. 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 PDF format on the EPSO Intranet, accessible by all employees.
3. Employees will be advised by email of the availability of this report.
4. Information regarding the accessibility of this report will be disseminated by Media Services via the weekly newsletter, The Informer

Section 7: Dissemination Strategy: External

1. EPSO will post the EEOP Utilization Report on its external website within the recruitment link
2. EPSO will post the EEOP Utilization Report on its 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 #/%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	20,975/49%	2,120/5%	1,155/3%	70/0%	555/1%	4/0%	665/2%	13,960/32%	1,720/4%	815/2%	20/0%	470/1%	25/0%	530/1%
Utilization #/%	11%	-5%	-3%	-0%	-1%	-0%	-2%	8%	-4%	-2%	-0%	-1%	-0%	-1%
Professionals														
Workforce #/%	15/15%	4/4%	2/2%	0/0%	0/0%	0/0%	1/1%	65/63%	11/11%	2/2%	0/0%	0/0%	1/1%	2/2%
CLS #/%	27,275/39%	2,755/4%	1,080/2%	100/0%	1,130/2%	35/0%	1,135/2%	30,680/43%	3,225/5%	1,350/2%	60/0%	805/1%	115/0%	1,000/1%
Utilization #/%	-24%	-0%	0%	-0%	-2%	-0%	-1%	20%	6%	0%	-0%	-1%	1%	1%
Technicians														
Workforce #/%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/70%	0/0%	0/0%	0/0%	1/10%	0/0%	1/10%
CLS #/%	6,515/34%	1,510/8%	645/3%	25/0%	345/2%	4/0%	280/1%	6,480/34%	1,715/9%	505/3%	80/0%	575/3%	90/0%	345/2%
Utilization #/%	-24%	-8%	-3%	-0%	-2%	-0%	-1%	36%	-9%	-3%	-0%	7%	-0%	8%
Protective Services: Sworn														
Workforce #/%	367/60%	57/9%	30/5%	5/1%	4/1%	1/0%	18/3%	94/15%	22/4%	11/2%	0/0%	2/0%	0/0%	3/0%
CLS #/%	3,820/60%	685/11%	275/4%	0/0%	95/1%	0/0%	250/4%	780/12%	170/3%	115/2%	25/0%	40/1%	0/0%	160/2%
Utilization #/%	0%	-1%	1%	1%	-1%	0%	-1%	3%	1%	-0%	-0%	-0%	0%	-2%
Protective Services: Non-sworn														
Workforce #/%	59/50%	12/10%	8/7%	1/1%	2/2%	0/0%	4/3%	25/21%	1/1%	2/2%	0/0%	2/2%	0/0%	2/2%
CLS #/%	355/39%	65/7%	0/0%	0/0%	0/0%	0/0%	0/0%	320/36%	80/9%	45/5%	0/0%	0/0%	0/0%	35/4%
Utilization #/%	11%	3%	7%	1%	2%	0%	3%	-14%	-8%	-3%	0%	2%	0%	-2%
Administrative Support														
Workforce #/%	21/15%	1/1%	2/1%	0/0%	1/1%	0/0%	0/0%	77/54%	25/18%	5/4%	0/0%	1/1%	0/0%	9/6%
CLS #/%	19,975/28%	3,745/5%	1,960/3%	100/0%	505/1%	80/0%	875/1%	31,840/45%	6,285/9%	2,185/3%	155/0%	880/1%	195/0%	1,385/2%

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 #/%	-14%	-5%	-1%	-0%	-0%	-0%	-1%	9%	9%	0%	-0%	-1%	-0%	4%
Skilled Craft														
Workforce #/%	4/80%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	14,095/59%	6,045/25%	875/4%	60/0%	240/1%	70/0%	535/2%	960/4%	510/2%	230/1%	4/0%	100/0%	0/0%	65/0%
Utilization #/%	21%	-25%	-4%	-0%	19%	-0%	-2%	-4%	-2%	-1%	-0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	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%
CLS #/%	22,740/33%	8,620/12%	3,425/5%	100/0%	710/1%	175/0%	1,245/2%	19,805/29%	7,290/10%	2,370/3%	125/0%	1,300/2%	160/0%	1,380/2%
Utilization #/%	-33%	-12%	-5%	-0%	-1%	-0%	-2%	71%	-10%	-3%	-0%	-2%	-0%	-2%

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
Sergeant														
Workforce #/%	38/59%	3/5%	7/11%	1/0%	0/0%	0/0%	0/0%	12/19%	2/3%	1/2%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	20/83%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	2/8%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander														
Workforce #/%	4/44%	1/11%	1/11%	0/11%	1/11%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%
Deputy Chief of Police (US and Bureau Chief)														
Workforce #/%	4/100%	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%
Chief of Police (Sheriff)														
Workforce #/%	1/50%	1/50%	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 #/%	300/59%	52/10%	21/4%	4/1%	3/1%	1/0%	18/4%	79/15%	19/4%	10/2%	0/0%	1/0%	0/0%	3/1%

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: Casey Campbell EEO/Title VII Specialist 11-25-2024

[signature] [title] [date]