

EEO Utilization Report

Organization Information

Name: Houston Police Department

City: Houston

State: TX

Zip: 77002

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

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The purpose of this plan is to implement and maintain an Equal Employment Opportunity (EEO) Program to ensure that the City of Houston/ Houston Police Department does not to discriminate against any employee or applicant for employment, based upon race, color, religion, sex, national origin, disability, age, genetic information, retaliation, sex (wages) or veterans status. It is also the policy of the City of Houston/ Houston Police Department to provide employees and applicants a workplace free from harassment. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

Relevant policy can be found in the code of ordinances and executive orders on the citys website at www.houstontx.gov.

Step 4b: Narrative of Interpretation

After reviewing the Underutilization Report provided by the DOJ, which was based on the responsive data provided by the Houston Police Department, it was determined that the following groups in the listed categories were underutilized by two or more standard deviations.

1. White Males- Officials/Administrators, Professionals, Protective Services: Non-Sworn, Administrative Support
2. Hispanic or Latino Males- Protective Services: Sworn-Patrol Officers, Protective Services: Non-Sworn, Administrative Support
3. Two or More Races Males- Protective Services: Sworn-Officials, Protective Services: Sworn-Patrol Officers
4. Other Males- Protective Services: Sworn-Patrol Officers
5. White Females- Professionals, Technicians, Protective Services: Sworn-Officials, Protective Services: Sworn-Patrol Officers, Protective Services: Non-sworn, Administrative Support
6. Latino or Hispanic Females- Protective Services: Sworn-Officials, Protective Services: Sworn-Patrol Officers
7. Black or African American Females- Protective Services: Sworn-Officials
8. Two or More Races Females- Protective Services: Sworn-Patrol Officers
9. Other Females- Protective Services: Sworn-Patrol Officers

The Houston Police Department has two groups of employees; Classified and Civilian. Classified employees consist of the job categories of Protective Services: Sworn-Officials and Protective Services: Sworn-Patrol Officers. Civilian employees are made up of the remaining job categories which are Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, and Administrative Support.

The identified underutilization of people in each of the two employee groups will be addressed differently depending on the group they fall into; Classified or Civilian.

Step 5: Objectives and Steps

1. Encourage those in groups listed as underutilized to apply to the Protective Services: Sworn-Patrol Officers job category

a. Regarding classified employees in the Protective Services: Sworn-Patrol Officers job category, the department recruits from and promotes hiring opportunities in diverse venues across the United States. These venues consist of local and national job fairs, college and university campuses, and military bases both locally and nation-wide. The departments recruiters are diverse in backgrounds, race and sex in order to show the diversity of the Houston Police Department to attract qualified applicants. Recently the department updated their qualifications to include those with three years of work experience as a waiver for the previous requirement of 48 hours of college, military experience, or prior law enforcement experience. This revision of the hiring qualification is expected to address the above-listed underutilized groups. All applicants participate in a fair selection and hiring process that is guided by our non-discrimination policy.

2. Address the identified underutilized groups in the Protective Services: Sworn-Officials job category

a. The classified employees in the Protective Services: Sworn-Officials job category are promoted from within the department after participating in a fair, vetted, competitive, contractually agreed upon written test and assessment to the ranks of Sergeant, Lieutenant, and Commander.

The ranks of Assistant Chief, and Executive Assistant Chief are appointed positions and are selected from current, qualified employees. With the exception of the Chief of Police, all Protective Services: Sworn-Officials come from the existing pool of department employees and there are no tools other than the non-discrimination policy of the department and the city to address any existing underutilizations.

The Chief of Police is, of course, selected by the Mayor of the City of Houston after an extensive and exhaustive nation-wide search.

All promotions and appointments are guided by our non-discrimination policy.

3. Encourage those identified as underutilized in the The underutilization in the civilian job categories of Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, and Administrative Support to apply.

a. The underutilization in the civilian job categories of Officials/Administrators, Professionals, Technicians, Protective Services: Non-Sworn, and Administrative Support are addressed by the City of Houston's recruiting/ hiring efforts. The Houston Police Department does not maintain the City's publicly-accessible job website nor does it post openings to this site. The Houston Police Department can only select employees from qualified applicants who apply for the posted openings. It should be noted that the City of Houston has been under a hiring freeze for the last year and only identified critical positions in the Houston Police Department such as Police Telecommunicators and Criminal Intelligence Analysts are being filled at this time.

As with all hiring practices within the Houston Police Department, the civilian hiring/ promotion process is guided by our non-discrimination policy.

Step 6: Internal Dissemination

The EEO Utilization Report will be posted on the Houston Police Department internal Intranet site.

Step 7: External Dissemination

The EEO Utilization Report will be posted on the Houston Police Department's public website.

Utilization Analysis Chart
Relevant Labor Market: 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 #/%	4/13%	2/6%	4/13%	0/0%	0/0%	0/0%	0/0%	0/0%	6/19%	2/6%	11/35%	0/0%	2/6%	0/0%	0/0%	0/0%
CLS #/%	580,285/4 4%	141,750/1 1%	46,940/4 %	2,855/0% %	32,690/2 %	355/0% %	5,585/0% %	2,320/0% %	329,245/2 5%	104,820/8 %	57,910/4 %	1,450/0% %	18,120/1 %	290/0% %	4,100/0% %	1,920/0% %
Utilization #/%	-31%	-4%	9%	-0%	-2%	-0%	-0%	-0%	-5%	-1%	31%	-0%	5%	-0%	-0%	-0%
Professionals																
Workforce #/%	38/15%	14/6%	24/10%	0/0%	21/8%	0/0%	0/0%	0/0%	35/14%	28/11%	65/26%	1/0%	22/9%	0/0%	0/0%	0/0%
CLS #/%	571,920/3 0%	128,995/7 %	62,490/3 %	2,165/0% %	82,485/4 %	325/0% %	6,205/0% %	3,610/0% %	671,035/3 5%	185,970/1 0%	117,635/6 %	3,215/0% %	64,765/3 %	570/0% %	8,510/0% %	3,885/0% %
Utilization #/%	-15%	-1%	6%	-0%	4%	-0%	-0%	-0%	-21%	2%	20%	0%	5%	-0%	-0%	-0%
Technicians																
Workforce #/%	14/22%	12/19%	9/14%	0/0%	8/13%	0/0%	0/0%	0/0%	3/5%	8/13%	8/13%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	88,020/28 %	35,655/11 %	13,085/4 %	485/0% %	11,895/4 %	225/0% %	1,210/0% %	395/0% %	86,770/28 %	37,265/12 %	26,250/8 %	560/0% %	9,825/3% %	105/0% %	1,215/0% %	695/0% %
Utilization #/%	-6%	8%	10%	-0%	9%	-0%	-0%	-0%	-23%	1%	4%	-0%	-2%	-0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	550/45%	253/21%	153/13%	1/0%	72/6%	1/0%	0/0%	0/0%	90/7%	36/3%	48/4%	0/0%	8/1%	0/0%	0/0%	0/0%
CLS #/%	94,995/42 %	52,260/23 %	26,585/12 %	525/0% %	1,590/1% %	160/0% %	1,295/1% %	575/0% %	21,140/9 %	11,835/5 %	15,775/7 %	215/0% %	355/0% %	15/0% %	490/0% %	240/0% %
Utilization #/%	4%	-2%	1%	-0%	5%	0%	-1%	-0%	-2%	-2%	-3%	-0%	1%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	1402/35%	965/24%	643/16%	5/0%	276/7%	6/0%	0/0%	0/0%	198/5%	226/6%	234/6%	1/0%	18/0%	2/0%	0/0%	0/0%
Civilian Labor Force #/%	232,960/2 2%	320,435/3 0%	73,820/7 %	1,470/0% %	9,985/1% %	720/0% %	4,440/0% %	2,000/0% %	146,040/1 4%	202,670/1 9%	68,000/6 %	1,230/0% %	7,555/1% %	545/0% %	3,100/0% %	1,475/0% %
Utilization #/%	14%	-5%	9%	-0%	6%	0%	-0%	-0%	-9%	-13%	-0%	-0%	-0%	-0%	-0%	-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 #/%	31/9%	30/9%	58/17%	0/0%	6/2%	0/0%	0/0%	0/0%	37/11%	50/14%	134/39%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	4,570/27%	2,460/15%	1,195/7%	30/0%	130/1%	0/0%	95/1%	55/0%	4,390/26%	2,480/15%	1,165/7%	0/0%	85/1%	0/0%	135/1%	20/0%
Utilization #/%	-18%	-6%	10%	-0%	1%	0%	-1%	-0%	-15%	-0%	32%	0%	-0%	0%	-1%	-0%
Administrative Support																
Workforce #/%	7/2%	17/5%	15/4%	0/0%	7/2%	0/0%	0/0%	0/0%	31/9%	81/24%	166/50%	0/0%	11/3%	0/0%	0/0%	0/0%
CLS #/%	591,205/20%	318,910/11%	112,160/4%	2,830/0%	44,130/2%	1,230/0%	7,925/0%	4,360/0%	967,165/33%	566,400/9%	228,485/8%	5,395/0%	47,370/2%	1,255/0%	13,890/0%	6,530/0%
Utilization #/%	-18%	-6%	1%	-0%	1%	-0%	-0%	-0%	-24%	5%	42%	-0%	2%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	5/56%	3/33%	0/0%	1/11%	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 #/%	472,255/42%	521,955/46%	55,720/5%	3,210/0%	18,345/2%	400/0%	5,750/1%	2,820/0%	22,435/2%	18,755/2%	5,855/1%	310/0%	4,830/0%	80/0%	615/0%	135/0%
Utilization #/%	14%	-13%	-5%	11%	-2%	-0%	-1%	-0%	-2%	-2%	-1%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	2/13%	3/20%	2/13%	0/0%	2/13%	0/0%	0/0%	0/0%	2/13%	3/20%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	596,680/20%	895,570/30%	207,740/7%	3,955/0%	41,655/1%	1,280/0%	9,265/0%	5,160/0%	403,495/14%	588,965/20%	173,535/6%	3,805/0%	45,570/2%	975/0%	7,875/0%	3,200/0%
Utilization #/%	-7%	-10%	6%	-0%	12%	-0%	-0%	-0%	-0%	0%	1%	-0%	-2%	-0%	-0%	-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
Officials/Administrators	✓															
Professionals	✓								✓							
Technicians									✓							
Protective Services: Sworn-Officials							✓		✓	✓	✓					
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 #/%	0/0%	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%
Executive Assistant Chief																
Workforce #/%	1/50%	0/0%	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%	0/0%
Assistant Chief																
Workforce #/%	3/38%	1/12%	0/0%	0/12%	1/12%	0/0%	0/0%	0/0%	2/25%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Commander																
Workforce #/%	26/59%	2/5%	2/5%	0/5%	2/5%	0/0%	0/0%	0/0%	7/16%	1/2%	3/7%	0/0%	1/2%	0/0%	0/0%	0/0%
Police Lieutenant																
Workforce #/%	97/46%	32/15%	24/11%	0/9%	19/9%	0/0%	0/0%	0/0%	21/10%	6/3%	10/5%	0/0%	2/1%	0/0%	0/0%	0/0%
Police Sergeant																
Workforce #/%	423/45%	217/23%	126/13%	1/5%	50/5%	1/0%	0/0%	0/0%	60/6%	29/3%	34/4%	0/0%	5/1%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	1402/35%	965/24%	643/16%	5/7%	276/7%	6/0%	0/0%	0/0%	198/5%	226/6%	234/6%	1/0%	18/0%	2/0%	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: Art Acevedo

Chief of Police

01-18-2019

[signature]

[title]

[date]