



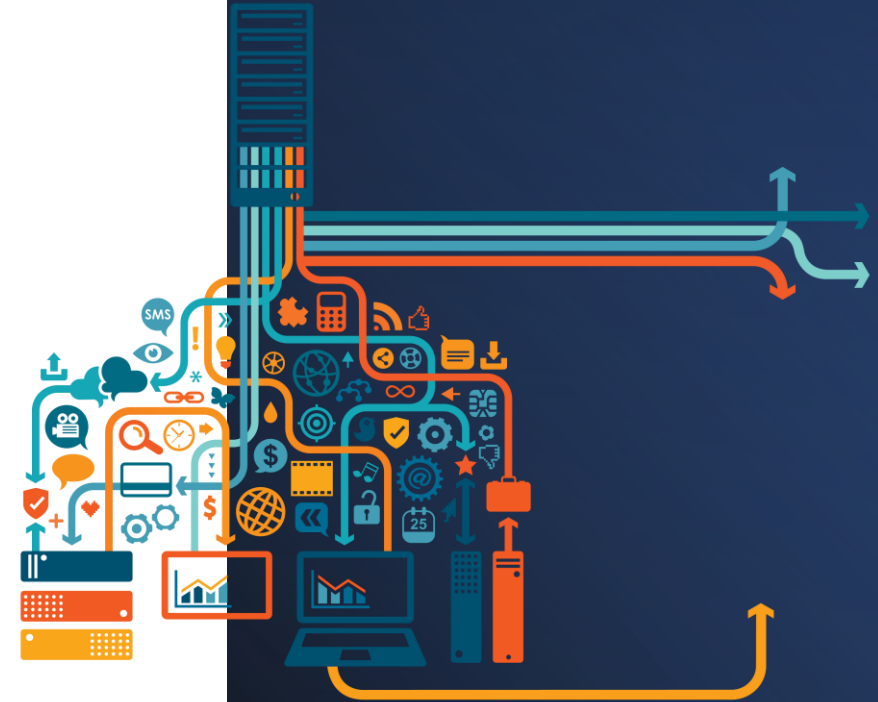
SLCo 2020 Equal Employment Opportunity Plan

Presented by:

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What is an Equal Employment Opportunity Plan?

- An EEOP is a workforce report that some organizations must complete as a condition for receiving Justice Department funding authorized by the Omnibus Crime Control and Safe Streets Act of 1968.
- The EEOP's purpose is to ensure that recipients of financial assistance from the Justice Department are providing equal employment opportunities to men and women regardless of sex, race or national origin.
- As part of the conditions of our grants, we are subject to reviews to “ensure that the subaward is used for authorized purposes, in compliance with State and Federal statutes, regulations, and the terms and conditions of the subaward; and that subaward performance goals are achieved.”



Job Categories

The U.S. Census Bureau uses the following **eight major job categories in collecting employment statistics** for state or local government agencies:

1. Officials and Managers
 2. Professionals
 3. Technicians
 4. Protective Services: Sworn
 5. Protective Services: Non-sworn
 6. Administrative Support
 7. Skilled Craft
 8. Service Maintenance
- State and local government agencies should use these same categories in developing an EEOP Report.



Salt Lake County Human Resources reviewed the Utilization Analysis and noted the following:



1. White females are significantly underutilized in the Protective Services Sworn category (-10%).

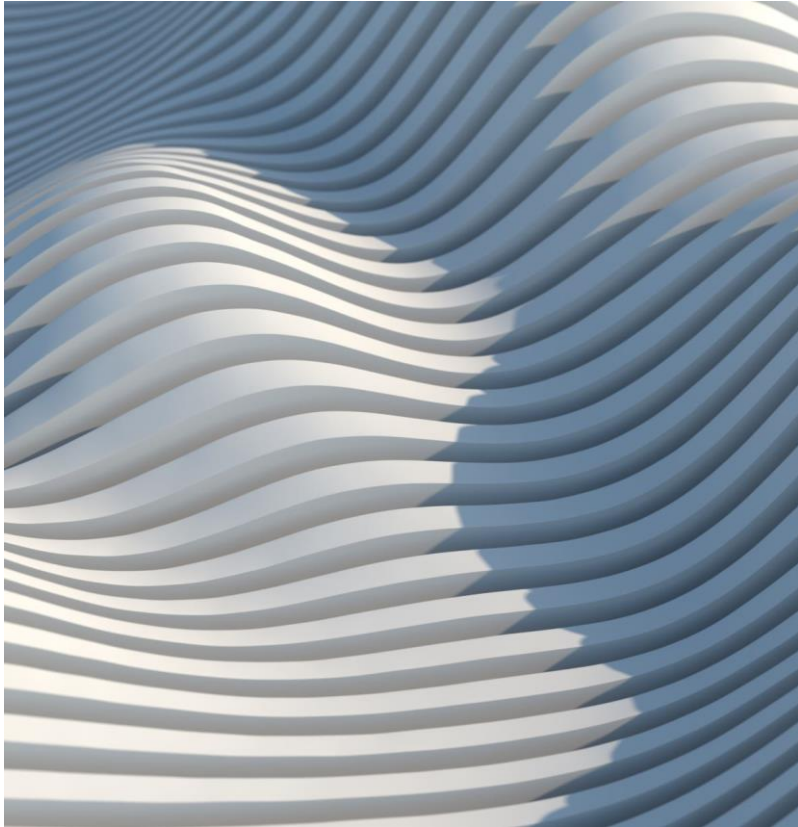


2. Hispanic and Latino males are significantly underutilized in the Skilled Craft (-7%) and Service/Maintenance (-6%) categories.



3. Asian males and Asian females are significantly underutilized in the Professionals (-2%) category.

Overview of Objectives and Steps



We will:

Partner with community organizers to promote distribution of job availability.

Review job posting to ensure they are written in a format that is appealing, relatable and accessible to applicants.

Conduct a bi-annual review of recruitment and retention efforts to minimize and prevent adverse impact on applicants and employees.

Disseminate job announcements to diverse organizations and groups.

Sheriff Rivera routinely participates in both local and national committees, panel discussions, etc. on recruiting women in law enforcement.

Our Commitment



Salt Lake County is committed to employing a workforce that mirrors the relevant labor force and the community it serves.



Questions & Feedback

We value your input and feedback, thank you!