



# City of Pflugerville

## Legislation Details (With Text)

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**Title:** Approval of an Equal Employment Opportunity Plan.

**Sponsors:**

**Indexes:**

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**Attachments:** 1. EEO Plan 2018 FINAL (2) Jan 2018

Date	Ver.	Action By	Action	Result
1/9/2018	1	City Council	Approved	Pass

Approval of an Equal Employment Opportunity Plan.

Staff at the Pflugerville Police Department are working on a number of grants for equipment for the department. Without an Equal Employment Opportunity Plan (EEO Plan) in place, the maximum grant award is \$25,000. By preparing and approving this EEO Plan, the maximum grant awarded from the entities providing the funds is \$500,000. At this time, the PPD is working on three grants totaling \$430,000.

The City of Pflugerville provides Equal Employment Opportunity to all job applicants and employees through the policies outlined in our personnel manual. Approving this plan requires annual reporting that includes statistical information from our records and labor markets in our area. Staff is requesting that this plan, and its reporting requirements, apply only to PPD at this time.

Legal counsel has reviewed the plan.

### Deadline for City Council Action

Applications for the grants have a deadline of January 22, 2018. In order to apply for the amounts over \$25,000, this plan must be approved prior to submittal.

### Fiscal Impact

There is no fiscal impact associated with the EEO Plan. Current staff in the Human Resources can manage the reporting for the Police Department personnel. Positive fiscal impact would occur should the grants be approved.

### Staff Recommendation

Approve the Equal Employment Opportunity Plan.

### Drafter

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Assistant City Manager

