

# EEO Utilization Report

## Organization Information

Name: City Of Phoenix Police Department

City: Phoenix

State: AZ

Zip: 85003-2108

Type: County/Municipal Law Enforcement

## Step 1: Introductory Information

### Policy Statement:

Effective March 22, 2005, and reviewed on March 3, 2010, the City of Phoenix enacted Administrative Regulation 2.35, which states; The City of Phoenix is committed to providing a discrimination-free environment for all employees. The City will not tolerate prohibited discrimination in the workplace. The policy reads, Discrimination will not be tolerated in any aspect of City employment. No employee of the City is permitted to discriminate against another employee based on race, color, religion, gender, age, disability, sexual orientation, genetic information, or national origin. No employee can discriminate against another based on the race, color, religion, gender, age, disability, sexual orientation or national origin of a person with whom the other associates. Supervisors, managers, and executives are required to take proactive steps to prevent discrimination and to take prompt corrective action wherever it occurs. Administrative Regulation 2.35 is attached.

Effective June 2003, and revised March 2018, the Phoenix Police Department enacted Operations Order 3.14 (2D), which states; The Department is committed to ensuring that the principles of equal treatment in all aspects of employment are understood, respected, and practiced throughout the organization. Section 3B Equal Treatment states: All employees will be treated equally without regard to race, color, religion/creed, sex/gender, national origin, age, genetic information, marital status, sexual orientation, gender identity or expression, disability, or pregnancy in all employment matters, including, but not limited to, promotions, transfers, job rotation, training, work assignments, hiring, merit increases, overtime, awards, and discipline. Operations Order 3.14 is available upon request. This step of the form only allowed one attachment, and both documents combined exceeded the acceptable file size.

Following File has been uploaded:ar235 Equal Employment Opportunity Policy.pdf

## **Step 4b: Narrative of Interpretation**

See attachment.

Following File has been uploaded:Step 4b of 7 Narrative Attachment.docx

## **Step 5: Objectives and Steps**

### **1. Eliminate barriers, promote engagement, and provide a collaborative work environment for all employees.**

- a. Encourage all employees to participate in inclusive practices by incorporating appropriate online awareness training via a robust learning management system, Phoenix Police Center for Higher Learning, implemented in May 2018.
- b. Encourage hiring managers to utilize diversity and inclusion based interviewing practices through informational resources.
- c. Communicate and train employees on prohibition against discrimination, harassment, and retaliation via posted placards in common areas.

### **2. Address all underutilizations through recruitment efforts.**

- a. Conduct outreach efforts by attending a diverse range of job fairs and community events in order to attract individuals from under-represented groups within Maricopa County.
- b. Maintain a career site that profiles the diverse range of employment opportunities through advertisement on the City of Phoenix's job opportunity website.
- c. Continue to focus on well-defined job descriptions/announcements that delineate minimum qualifications including allowable experience and substitutions for education requirements to reduce barriers to employment.
- d. The recruiting team is comprised of diverse ethnicities and genders to ensure they are characteristic of the community they are recruiting.

## **Step 6: Internal Dissemination**

A copy of the approved EEO Utilization Report will be maintained at the Police Departments Human Resources Unit and made available upon request to interested parties. The report will also be made available via the Police Departments intranet/internet site so employees can access both internally and externally. Employees will be notified of its availability, upon its approval, through a notice posted on the intranet.

## **Step 7: External Dissemination**

A copy of the approved EEO Utilization Report will be maintained at the City of Phoenix's main Human Resources Department and made available for review by interested parties upon request. It will also be made available for review by the public on the City's internet site. Staff will also maintain a copy for review at job fairs or other related events.

**Utilization Analysis Chart**  
**Relevant Labor Market: Maricopa County, Arizona**

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
<b>Officials/Administrators</b>																
Workforce #/%	1/50%	0/0%	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%	0/0%
CLS #/%	115,545/48%	16,880/7%	4,225/2%	905/0%	4,340/2%	185/0%	960/0%	550/0%	73,205/30%	14,950/6%	4,105/2%	990/0%	3,055/1%	155/0%	795/0%	335/0%
Utilization #/%	2%	-7%	-2%	-0%	-2%	-0%	-0%	-0%	20%	-6%	-2%	-0%	-1%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	57/29%	4/2%	4/2%	0/0%	5/3%	0/0%	2/1%	0/0%	77/39%	31/16%	3/2%	2/1%	5/3%	0/0%	4/2%	2/1%
CLS #/%	115,995/36%	13,970/4%	6,550/2%	1,260/0%	12,920/4%	145/0%	1,220/0%	605/0%	128,930/40%	19,060/6%	7,475/2%	1,920/1%	8,075/3%	360/0%	1,650/1%	815/0%
Utilization #/%	-7%	-2%	0%	-0%	-1%	-0%	1%	-0%	-1%	10%	-1%	0%	0%	-0%	2%	1%
<b>Technicians</b>																
Workforce #/%	19/26%	6/8%	1/1%	0/0%	1/1%	0/0%	3/4%	0/0%	37/51%	5/7%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	17,545/37%	3,420/7%	720/2%	355/1%	1,670/4%	30/0%	255/1%	90/0%	16,670/35%	3,435/7%	1,165/2%	475/1%	1,360/3%	35/0%	215/0%	95/0%
Utilization #/%	-11%	1%	-0%	-1%	-2%	-0%	4%	-0%	16%	-0%	-2%	-1%	-1%	-0%	-0%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	332/72%	44/10%	13/3%	1/0%	10/2%	1/0%	6/1%	2/0%	35/8%	8/2%	3/1%	1/0%	2/0%	0/0%	1/0%	0/0%
CLS #/%	19,495/57%	4,685/14%	1,850/5%	440/1%	350/1%	145/0%	290/1%	65/0%	4,470/13%	1,645/5%	530/2%	305/1%	45/0%	15/0%	29/0%	45/0%
Utilization #/%	16%	-4%	-3%	-1%	1%	-0%	0%	0%	-5%	-3%	-1%	-1%	0%	-0%	0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	1499/63%	373/16%	76/3%	7/0%	38/2%	8/0%	41/2%	19/1%	203/9%	86/4%	12/1%	4/0%	8/0%	0/0%	10/0%	2/0%
Civilian Labor Force #/%	44,830/28%	42,355/27%	5,270/3%	1,995/1%	1,145/1%	370/0%	945/1%	345/0%	28,840/18%	25,540/16%	3,375/2%	1,870/1%	1,315/1%	120/0%	765/0%	370/0%
Utilization #/%	35%	-11%	-0%	-1%	1%	0%	1%	1%	-10%	-12%	-2%	-1%	-0%	-0%	-0%	-0%
<b>Protective Services: Non-sworn</b>																

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 #/%	8/36%	1/5%	3/14%	0/0%	2/9%	0/0%	0/0%	0/0%	3/14%	1/5%	2/9%	2/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,065/43%	180/7%	45/2%	55/2%	0/0%	0/0%	20/1%	0/0%	820/33%	235/10%	10/0%	20/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-7%	-3%	12%	-2%	9%	0%	-1%	0%	-20%	-5%	9%	8%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	121/16%	72/10%	11/1%	1/0%	4/1%	3/0%	11/1%	0/0%	304/40%	180/24%	26/3%	2/0%	5/1%	0/0%	9/1%	3/0%
CLS #/%	143,520/28%	36,400/7%	8,865/2%	1,710/0%	4,760/1%	355/0%	1,745/0%	810/0%	207,140/41%	69,345/14%	13,805/3%	5,260/1%	7,990/2%	600/0%	3,335/1%	1,280/0%
Utilization #/%	-12%	2%	-0%	-0%	-0%	0%	1%	-0%	-0%	10%	1%	-1%	-1%	-0%	1%	0%
<b>Skilled Craft</b>																
Workforce #/%	7/78%	1/11%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	79,770/49%	64,725/40%	3,870/2%	2,650/2%	1,845/1%	450/0%	895/1%	435/0%	4,390/3%	2,870/2%	300/0%	135/0%	765/0%	70/0%	60/0%	0/0%
Utilization #/%	29%	-29%	-2%	-2%	-1%	-0%	11%	-0%	-3%	-2%	-0%	-0%	-0%	-0%	-0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	108,540/26%	117,670/28%	10,850/3%	4,520/1%	6,140/1%	505/0%	1,860/0%	650/0%	87,055/20%	66,680/16%	7,170/2%	3,830/1%	7,100/2%	430/0%	1,520/0%	790/0%
Utilization #/%																

### 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
<b>Professionals</b>	✓															
<b>Protective Services: Sworn-Officials</b>		✓	✓	✓					✓	✓						
<b>Protective Services: Sworn-Patrol Officers</b>		✓		✓					✓	✓	✓	✓	✓			
<b>Administrative Support</b>	✓											✓	✓			

### 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
<b>Police Chief</b>																
Workforce #/%	0/0%	0/0%	0/0%	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%
<b>Commander-Executive Assistant Chief</b>																
Workforce #/%	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%	0/0%
<b>Commander-Assistant Chief</b>																
Workforce #/%	2/40%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Commander</b>																
Workforce #/%	14/58%	4/17%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	1/4%	1/4%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	59/75%	7/9%	2/3%	0/1%	1/1%	0/0%	1/1%	1/1%	5/6%	2/3%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	256/73%	32/9%	8/2%	1/3%	9/3%	1/0%	5/1%	1/0%	28/8%	5/1%	1/0%	0/0%	1/0%	0/0%	1/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	1499/63%	373/16%	76/3%	7/2%	38/2%	8/0%	41/2%	19/1%	203/9%	86/4%	12/1%	4/0%	8/0%	0/0%	10/0%	2/0%