

# EEOP Utilization Report



Thu Oct 17 11:32:19 EDT 2013

## Step 1: Introductory Information

**Grant Title:** COPS Technology Interoperability - 2007  
**Grant Number:** 2007-CK-WX-0023

**Grantee Name:** City of Phoenix  
**Award Amount:** \$5,341,852.00

**Grantee Type:** Local Government Agency

**Address:** 620 W. Washington Street, Suite 422  
Phoenix, Arizona  
85003

**Contact Person:** Jesse Cooper  
**Telephone #:** 602-534-0315

**Contact Address:** 620 W. Washington Street  
Phoenix, Arizona  
85003

**DOJ Grant Manager:** Peter Stickl  
**DOJ Telephone #:** 202-514-8013

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**Grant Title:** COPLINK Project  
**Grant Number:** 2010-CK-WX-0318

**Grantee Name:** City of Phoenix  
**Award Amount:** \$500,000.00

**Grantee Type:** Local Government Agency

**Address:** 620 W. Washington Street, Suite 422  
Phoenix, Arizona  
85003

**Contact Person:** Commander Mary Roberts  
**Telephone #:** 602-534-1314

**Contact Address:** 620 W. Washington Street  
Phoenix, Arizona  
85003

**DOJ Grant Manager:** Peter Stickl  
**DOJ Telephone #:** 202-514-8013

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**Grant Title:** Mobile Data Security Project  
**Grant Number:** 2010-CK-WX-0231

**Grantee Name:** City of Phoenix  
**Award Amount:** \$300,000.00

**Grantee Type:** Local Government Agency

**Address:** 620 W. Washington, Suite 422  
Phoenix, Arizona  
85003

**Contact Person:** Commander Mary Roberts  
**Telephone #:** 602-534-1314

**Contact Address:** 620 W. Washington, Suite 422  
Phoenix, Arizona  
85003

**DOJ Grant Manager:** Peter Stickl  
**DOJ Telephone #:** 202-514-8013

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**Grant Title:** ARRA 2009 Internet Crimes Against Children Task Force Program  
**Grant Number:** 2009-SN-B9-K058  
**Grantee Name:** City of Phoenix  
**Award Amount:** \$824,004.00  
**Grantee Type:** Local Government Agency  
**Address:** 620 W. Washington Street, Suite 422  
Phoenix, Arizona  
85003  
**Contact Person:** Sergeant Jerry Barker  
**Telephone #:** 623-466-1828  
**Contact Address:** 620 W. Washington Street  
Phoenix, Arizona  
85003  
**DOJ Grant Manager:** Krista Brackens  
**DOJ Telephone #:** 202-305-1229

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**Grant Title:** Gang Resistance Education and Training Regional Grant - 2010  
**Grant Number:** 2010-JV-FX-K004  
**Grantee Name:** City of Phoenix  
**Award Amount:** \$620,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 620 W. Washington Street, Suite 422  
Phoenix, Arizona  
85003  
**Contact Person:** Sergeant Kevin Bryce  
**Telephone #:** 602-495-0432  
**Contact Address:** 620 W. Washington Street  
Phoenix, Arizona  
85003  
**DOJ Grant Manager:** Dennis Mondoro  
**DOJ Telephone #:** 202-514-3913

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**Grant Title:** FY 2012 Internet Crimes Against Children Task Force Continuation Program  
**Grant Number:** 2012-MC-FX-K008  
**Grantee Name:** City of Phoenix  
**Award Amount:** \$350,122.00  
**Grantee Type:** Local Government Agency  
**Address:** 620 W. Washington Street, Suite 422  
Phoenix, Arizona  
85003  
**Contact Person:** Sergeant Jerry Barker  
**Telephone #:** 623-466-1828  
**Contact Address:** 620 W. Washington  
Phoenix, Arizona

85003

**DOJ Grant Manager:** Jaqueline O'Reilly

**DOJ Telephone #:** 202-514-5024

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**Grant Title:** FY 2011 Smart Policing Initiative: Smart Policing Innovation

**Grant Number:** 2011-DB-BX-0018

**Grantee Name:** City of Phoenix

**Award Amount:** \$500,000.00

**Grantee Type:** Local Government Agency

**Address:** 620 W. Washington Street, Suite 422  
Phoenix, Arizona  
85003

**Contact Person:** Commander Michael Kurtenbach

**Telephone #:** 602-495-7878

**Contact Address:** 620 W. Washington Street  
Phoenix, Arizona  
85003

**DOJ Grant Manager:** Tahita Barringer

**DOJ Telephone #:** 202-616-3294

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**Policy Statement:**

Effective March 22, 2005, the City of Phoenix enacted Administrative Regulation 2.35, reviewed on March 3, 2010, 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. A complete copy of the Administrative Regulation is available upon request.

Effective June 2003, the Phoenix Police Department enacted Revised Operations Order 3.14 (2D), which states; The Phoenix Police Department is committed to ensuring that the principles of equal treatment in all aspects of employment are understood, respected, and practiced throughout the organization. A complete copy of the Operations Order 3.14 is available upon request.

## Step 4b: Narrative Underutilization Analysis

### Step 4b: Narrative Underutilization Analysis

Due to the current economic downturn and budget constraints, the PPD has not hired for Protective Services Sworn positions since January 2009. Additionally, the City of Phoenix does not anticipate being able to hire for paid police officer positions until sometime in 2015. The Phoenix Police Department has hired for civilian (non-sworn) positions when an existing position is vacant and only if there is a critical need to fill the position.

In keeping with the Phoenix Police Departments (PPD) commitment to having a workforce that reflects the community it serves, the PPD will examine its recruitment and retention practices to see if there may be ways to attract more applicants from the underutilized categories.

#### Analysis:

Currently, there is an underutilization of two or more standard deviations in eight job categories see below.

#### Officials/Administrators:

Underutilization of -48% in the White male category, -7% in the Hispanic or Latino male category, and -6% in the Hispanic or Latino female category.

#### Professionals:

Underutilization of -3% in the Hispanic or Latino male category.

#### Technicians:

Underutilization of -9% in the White male category and -3% in the Asian female category.

#### Protective Services Sworn-Officials:

Underutilization of -4% in the Hispanic or Latino male category, -3% in the White female category, and -4% in the Hispanic or Latino female category.

#### Protective Services Sworn-Patrol Officers:

Underutilization of -14% in the Hispanic or Latino male category, -9% in the White female category, and -13% in the Hispanic or Latino female category.

#### Protective Services Non-sworn:

Underutilization of -16% in the White male category and -20% in the White female category.

#### Administrative Support:

Underutilization of -15% in the White male category.

#### Skilled Craft:

Underutilization of -40% in the Hispanic or Latino male category and -3% in the White female category.

## Step 5 & 6: Objectives and Steps

- 1. Officials/Administrators: Our objective is to provide equal employment opportunities for White males, Hispanic or Latino males, and Hispanic or Latino females when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**2. Professionals: Our objective is to provide equal employment opportunities for Hispanic or Latino males when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**3. Technicians: Our objective is to provide equal employment opportunities for White males and Asian females when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**4. Protective Services Sworn-Officials: Our objective is to provide equal employment opportunities for Hispanic or Latino males, and for White, and Hispanic or Latino females when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**5. Protective Services Sworn-Patrol Officers: Our objective is to provide equal employment opportunities for Hispanic or Latino males, and for White, Hispanic or Latino females when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**6. Protective Services Non-Sworn: Our objective is to provide equal employment opportunities for White males and females when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**7. Administrative Support: Our objective is to provide equal employment opportunities for White males when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.
- b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

**8. Skilled Craft: Our objective is to provide equal employment opportunities for Hispanic or Latino males and White females when the Phoenix Police Department fills vacancies and our budget supports hiring.**

- a. The City of Phoenix reviews all job requirements and hiring procedures to ensure no barriers exist to any of the categories and provide equal employment opportunity for all applicants.

b. To address underutilization, the Phoenix Police Department advertises job opportunities using local newspapers, radio stations, and trade specific organizations.

### **Step 7a: Internal Dissemination**

1. Provide a link on the Phoenix Police Departments internal website (PolicePoint) for employees to view the EEOP.
2. Annually distribute an EEOP statement of support, from the Chief of Police to all employees, via the internal employee newsletter.

### **Step 7b: External Dissemination**

1. Include a statement in all City of Phoenix job applications and postings that we are an Equal Opportunity Employer.
2. Post a link to the Police Departments EEOP on the City of Phoenix public website.

**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 #/%	0/0%	0/0%	1/50%	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 #/%	-48%	-7%	48%	-0%	-2%	-0%	-0%	-0%	20%	-6%	-2%	-0%	-1%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	71/37%	3/2%	2/1%	0/0%	5/3%	0/0%	4/2%	0/0%	76/40%	19/10%	1/1%	1/1%	8/4%	0/0%	2/1%	0/0%
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 #/%	1%	-3%	-1%	-0%	-1%	-0%	2%	-0%	-1%	4%	-2%	-0%	2%	-0%	1%	-0%
<b>Technicians</b>																
Workforce #/%	22/28%	6/8%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	36/46%	9/11%	3/4%	0/0%	0/0%	0/0%	1/1%	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 #/%	-9%	0%	-0%	-1%	-2%	-0%	-1%	-0%	11%	4%	1%	-1%	-3%	-0%	1%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	33/170%	47/10%	19/4%	1/0%	8/2%	0/0%	5/1%	0/0%	47/10%	6/1%	2/0%	1/0%	2/0%	1/0%	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 #/%	14%	-4%	-1%	-1%	1%	-0%	0%	-0%	-3%	-4%	-1%	-1%	0%	0%	0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	1632/67%	311/13%	78/3%	9/0%	41/2%	6/0%	47/2%	0/0%	227/9%	66/3%	14/1%	5/0%	4/0%	0/0%	9/0%	0/0%
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 #/%	39%	-14%	-0%	-1%	1%	0%	1%	-0%	-9%	-13%	-2%	-1%	-1%	-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 #/%	10/28%	5/14%	4/11%	0/0%	3/8%	0/0%	1/3%	0/0%	5/14%	3/8%	3/8%	2/6%	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 #/%	-16%	7%	9%	-2%	8%	0%	2%	0%	-20%	-1%	8%	5%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	94/14%	42/6%	4/1%	0/0%	5/1%	0/0%	6/1%	0/0%	334/48%	163/23%	31/4%	3/0%	6/1%	0/0%	8/1%	0/0%
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 #/%	-15%	-1%	-1%	-0%	-0%	-0%	1%	-0%	7%	10%	2%	-1%	-1%	-0%	0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	6/100%	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%
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 #/%	51%	-40%	-2%	-2%	-1%	-0%	-1%	-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
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
<b>Chief of Police</b>																
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%
<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 #/%	2/50%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Commander</b>																
Workforce #/%	13/68%	4/21%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	56/67%	7/8%	5/6%	0/1%	1/1%	0/0%	0/0%	0/0%	10/12%	1/1%	1/1%	1/1%	1/1%	1/1%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	259/72%	35/10%	12/3%	1/2%	7/2%	0/0%	5/1%	0/0%	36/10%	4/1%	1/0%	0/0%	1/0%	0/0%	1/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	1632/67%	311/13%	78/3%	9/2%	41/2%	6/0%	47/2%	0/0%	227/9%	66/3%	14/1%	5/0%	4/0%	0/0%	9/0%	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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

 Chief of Police 10-9-13  
[signature] [title] [date]