

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

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

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

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

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

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

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

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
Officials/Administrators																
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%
Professionals																
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%
Technicians																
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%
Protective Services: Sworn-Officials																
Workforce #/%	331/70%	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%
Protective Services: Sworn-Patrol Officers																
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%
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 #/%	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%
Administrative Support																
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%
Skilled Craft																
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%
Service/Maintenance																
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							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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander		Two or More Races
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																
	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%
Commander-Executive Assistant Chief																
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%
Commander-Assistant Chief																
	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%
Commander																
Workforce #/%	13/68%	4/21%	1/5%	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%
Lieutenant																
	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%
Sergeant																
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%
Protective Services: Sworn-Patrol Officers																
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.

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