

EEO Utilization Report

Organization Information

Name: City Of Glendale Police Department

City: Glendale

State: AZ

Zip: 85301

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Policy Statement:

Human Resources Policy No. 201

Title: Employment

Effective Date: 7/1/2000 Revised: 3/6/2015

Contact: Human Resources & Risk Management Department (623) 930-2270

I. PURPOSE

The City of Glendale is committed to providing equal employment opportunities and fair employment practices for all employees and applicants. The City is an Equal Opportunity Employer and complies with Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act of 1967, Americans with Disabilities Act of 1990, Americans with Disabilities Act Amendments Act of 2008, Title II of the Genetic Information Nondiscrimination Act of 2008 and the Equal Pay Act of 1963 and employs without regard to sex, sexual orientation, gender identity or expression, genetic characteristics, race, color, national origin, religion, age, marital, familial, or veterans status, political affiliation or physical or mental disability. This non-discrimination, fair employment practice applies to all terms and conditions of employment.

USDOJ, Office

Step 4b: Narrative of Interpretation

A review of the relevant labor market statistics for Glendale Arizona as compared to the current demographic makeup of the Glendale Police Department shows the following underutilizations for sworn personnel:

Police Department Utilization (1/8/18) City Labor Force
Hispanic Males 13.5% 27%
White Females 7.3% 18%
Hispanic Females 2.6% 16%
American Indian/Alaskan Native Females 0% 1%

Reviewing data from 2016 through 2018, the Glendale Police Department has seen notable changes in department demographics. In underrepresented categories, the Department has seen improvement over the last utilization report:

- Total female sworn employees increased by 8.9% (45 to 49)
 - o White female sworn employees remained the same (31 to 31)
 - o Hispanic females sworn employees increased by 10% (10 to 11)
 - o African American female sworn employees increased 400% (1 to 4)
 - o American Indian/Alaskan Native females represents a small percentage of the population of Glendale (1%). The small sample size overstates the significant of this underrepresentation. The GPD currently has no employees in this demographic.
- Hispanic male sworn employees increased by 9.6% (52 to 57)

The Glendale Police Department is committed to having a workforce that reflects the community it serves. To that end, the GPD continues to examine its recruitment and retention practices to see if there may be ways to attract applicants in the underutilized categories. To reach that goal, the Department uses directed outreach to attract a diverse candidate pool by working with professional law enforcement organizations, military transition programs, and education institutions. Additionally, we have sought partnerships with community groups and businesses to attend recruitment and community events to further build the Glendale Police Department brand. These efforts are complemented with advertisements and brand-building through social media campaigns for both sworn and civilian positions.

Step 5: Objectives and Steps

1. Recruit more minority entry sworn officers

- a. As an agency we routinely interact with numerous colleges in the Phoenix valley, womens colleges in other states as well as Luke Air Force base. We have contact with female specific organizations including business, profession and social organizations. We are in contact regarding hiring with other organizations such as the National Organization of Black Law Enforcement Executives, Latino Peace Officers Association and the Hispanic Womens Corporation.
- b. Utilize social media to better reach a wider audience in support of fostering an interest in law enforcement.
- c. Advertising outreach through professional law enforcement organizations that focus on minority memberships.

Step 6: Internal Dissemination

1. Provide a link of the EEOP Utilization Report on the Glendale Police Departments internal website, an in-house, electronic communication service that only employees can access.
2. The Citys Human Resources & Risk Management department will post a copy of the EEOP Utilization Report on the Citys Human Resources intranet page, which is available to all employees.
3. Include a bound copy of the EEOP Utilization Report in the City of Glendales Human Resources & Risk Management Office.

Step 7: External Dissemination

1. Statement on Police Department job postings that we are an Equal Opportunity Employer.
2. A link will be provided on the City of Glendales Police Department public web page to view the EEOP Utilization Report.
3. The City's Human Resources & Risk Management Department will post on its public website a pdf of the EEOP Utilization Report that any user may access and download.
4. Statement on Police Department job postings that applicants may obtain a copy of the City of Glendales EEOP Utilization Report upon request.
5. Include a bound copy of the EEOP Utilization Report in the City of Glendales Human Resources & Risk Management Office.

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 #/%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	1/25%	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%	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%	-5%	19%	-2%	-0%	-1%	-0%	-0%	-0%	-0%
Professionals																
Workforce #/%	6/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/56%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	115,995/36%	13,970/4%	6,550/2%	1,260/0%	12,920/4%	145/0%	1,220/0%	128,930/40%	19,060/6%	7,475/2%	1,920/1%	8,075/3%	360/0%	1,650/1%	815/0%	
Utilization #/%	-3%	-4%	-2%	-0%	-4%	-0%	-0%	15%	5%	-2%	-1%	-3%	-0%	-1%	-0%	-0%
Technicians																
Workforce #/%	0/0%	0/0%	0/0%	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%
CLS #/%	17,545/37%	3,420/7%	720/2%	355/1%	1,670/4%	30/0%	255/1%	16,670/35%	3,435/7%	1,165/2%	475/1%	1,360/3%	35/0%	215/0%	95/0%	
Utilization #/%	-37%	-7%	-2%	-1%	96%	-0%	-1%	-35%	-7%	-2%	-1%	-3%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	55/67%	13/16%	5/6%	0/0%	1/1%	0/0%	0/0%	6/7%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,495/57%	4,685/14%	1,850/5%	440/1%	350/1%	145/0%	290/1%	4,470/13%	1,645/5%	530/2%	305/1%	45/0%	15/0%	29/0%	45/0%	
Utilization #/%	10%	2%	1%	-1%	0%	-0%	-1%	-6%	-2%	-2%	-1%	-0%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	229/67%	49/14%	12/4%	2/1%	9/3%	0/0%	0/0%	24/7%	10/3%	4/1%	0/0%	3/1%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	44,830/28%	42,355/27%	5,270/3%	1,995/1%	1,145/1%	370/0%	945/1%	28,840/18%	25,540/16%	3,375/2%	1,870/1%	1,315/1%	120/0%	765/0%	370/0%	
Utilization #/%	39%	-12%	0%	-1%	2%	-0%	-1%	-11%	-13%	-1%	-1%	0%	-0%	-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 #/%	11/38%	6/21%	2/7%	0/0%	1/3%	0/0%	0/0%	0/0%	3/10%	5/17%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%
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 #/%	-6%	13%	5%	-2%	3%	0%	-1%	0%	-23%	8%	-0%	-1%	0%	0%	0%	3%
Administrative Support																
Workforce #/%	11/14%	3/4%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	40/52%	17/22%	2/3%	1/1%	2/3%	0/0%	0/0%	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 #/%	-14%	-3%	-2%	-0%	0%	-0%	-0%	-0%	11%	8%	-0%	0%	1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	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 #/%																
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								
	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-Patrol Officers		✓							✓	✓		✓				
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																
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%
Assistant Chief Of Police																
Workforce #/%	2/100%	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																
Workforce #/%	3/60%	1/20%	1/20%	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%
Lieutenant																
Workforce #/%	10/56%	6/33%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	39/70%	6/11%	3/5%	0/2%	1/2%	0/0%	0/0%	0/0%	5/9%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	229/67%	49/14%	12/4%	2/3%	9/3%	0/0%	0/0%	0/0%	24/7%	10/3%	4/1%	0/0%	3/1%	0/0%	0/0%	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 EEO Utilization Report.

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

Certified As Final By: Rick St John

Chief of Police

06-18-2018

[signature]

[title]

[date]