

EEO Utilization Report

Organization Information

Name: El Mirage Police Department

City: El Mirage

State: AZ

Zip: 85335

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

See attachment

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

Step 4b: Narrative of Interpretation

Following the Department of Justice formula, a review of the results was undertaken, noting those job categories with notable under-representation. For purposes of this summary, those categories with under-representation of -5% or more are listed.

White males came out as under-represented in:

Protective Services Non-Sworn (-43%)

Hispanic or Latino males came out as under-represented in:

Officials/Administrators (-7%)

Technicians (-7%)

Protective Services Non-Sworn (-7%)

Administrative Support (-7%)

White females came out as under-represented in:

Officials/Administrators (-30%)

Technicians (-17%)

Protective Services Sworn- (-10%)

Administrative Support (-28%)

Hispanic or Latino females came out as under-represented in:

Officials/Administrators (-6%)

Professionals (-6%)

Protective Services Sworn (-5%)

Step 5: Objectives and Steps

1. In reviewing and assessing the City's underutilization data, the City's Human Resources Department will work to achieve a diversified workforce with representation and participation from diverse sectors of our community.

- a. Communicate underutilization to the Police Department to assist in marketing positions to attract applicants in the underrepresented categories.
- b. When the Police Department attends the Glendale Community College Law Enforcement Training Academy, they will make a special effort to include female and underrepresented categories during outreach to encourage them to apply for vacant positions.

Step 6: Internal Dissemination

The El Mirage Police Department will distribute the EEO Utilization report to supervisors. In addition, Police Department employees will be notified of the online location to which they can access the report.

Step 7: External Dissemination

The El Mirage Police Department will coordinate the posting of the EEO Utilization Report on the Department website, and making the physical report available upon request.

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 #/%	2/100%	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 #/%	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 #/%	52%	-7%	-2%	-0%	-2%	-0%	-0%	-0%	-30%	-6%	-2%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/50%	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%	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 #/%	14%	-4%	-2%	-0%	-4%	-0%	-0%	-0%	10%	-6%	-2%	-1%	-3%	-0%	-1%	-0%
Technicians																
Workforce #/%	7/64%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	2/18%	1/9%	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%	90/0%	16,670/35%	3,435/7%	1,165/2%	475/1%	1,360/3%	35/0%	215/0%	95/0%
Utilization #/%	27%	-7%	-2%	8%	-4%	-0%	-1%	-0%	-17%	2%	-2%	-1%	-3%	-0%	-0%	-0%
Protective Services: Sworn																
Workforce #/%	21/72%	5/17%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	1/3%	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%	65/0%	4,470/13%	1,645/5%	530/2%	305/1%	45/0%	15/0%	29/0%	45/0%
Utilization #/%	16%	4%	-2%	2%	-1%	-0%	-1%	-0%	-10%	-5%	-2%	-1%	-0%	-0%	-0%	-0%
Protective Services: Non-sworn																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	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 #/%	-43%	-7%	-2%	-2%	0%	0%	-1%	0%	17%	40%	-0%	-1%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	3/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

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
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 #/%	9%	-7%	-2%	-0%	-1%	-0%	-0%	-0%	-28%	36%	-3%	-1%	-2%	-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 #/%																

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: Robert Nilles

Interim City Manager

06-04-2018

[signature]

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