

# EEO Utilization Report

## Organization Information

Name: City Of Albuquerque Police Department

City: Albuquerque

State: NM

Zip: 87102

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

Equal Employment Employer:

The City of Albuquerque provides equal employment opportunity to all individuals regardless of their race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law.

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

The job categories with underutilization of two or more standard deviations include: White Male Professionals; Hispanic or Latino and American Indian or Alaska Native Male Protective Services: Sworn-Patrol Officers; Hispanic or Latino, Black or African American, and American Indian or Alaska Native Female Protective Services: Sworn-Patrol Officers; White and Hispanic or Latino Female Protective Services: Non-sworn; and White Male Administrative Support.

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

### **1. Identify any barriers that may deter White Males from applying and being selected for Professional and Administrative Support positions.**

- a. COA will monitor processes to capture recruitment/retention data and analyze the data to identify any factors that may be contributing to under representation of aforementioned categories.

### **2. Identify any barriers that may deter White, Hispanic or Latino, Black or African American, or American Indian or Alaska Native Females from applying and being selected for Protective Services: Sworn-Patrol Officers and Protective Services: Non-sworn positions.**

- a. With respect to gender equality, APD has utilized a number of specific methods to emphasize our commitment to increasing the numbers of women in our sworn workforce. This is accomplished through training, community outreach and recruiting processes. Examples include: Sponsoring/hosting specialty training specifically designed to include women. Partnerships with community organizations such as Mothers Against Drunk Driving and Leadership Albuquerque. Maintaining family-friendly and flexible work schedules and assignments. Emphasizing APDs commitment to a safe and respectful workplace through basic and in-service training programs.

### **3. Identify any barriers that may deter Hispanic or Latino and American Indian or Alaska Native Males from applying and being selected for Protective Services: Sworn-Patrol Officers Positions.**

- a. COA will monitor processes to capture recruitment/retention data and analyze the data to identify any factors that may be contributing to under representation of aforementioned categories.

## **Step 6: Internal Dissemination**

COA will distribute the plan to all department directors to make the EEOP available to all employees in City Departments. It will also post the EEOP utilization report on the City's employee intranet.

## **Step 7: External Dissemination**

COA's Equal Employment Opportunity Plan (EEOP) is a public document and will be provided upon request to interested individuals, community and civic organizations, educational institutions, and public and private sector employers. The EEOP Utilization Report will also be posted on COA's public web page.

**Utilization Analysis Chart**  
**Relevant Labor Market: Bernalillo County, New Mexico**

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 #/%	1/100%	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 #/%	14,395/34%	7,660/18%	460/1%	555/1%	630/1%	15/0%	180/0%	80/0%	11,105/26%	5,925/14%	275/1%	635/1%	325/1%	0/0%	115/0%	95/0%
Utilization #/%	66%	-18%	-1%	-1%	-1%	-0%	-0%	-0%	-26%	-14%	-1%	-1%	-1%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	33/17%	19/10%	2/1%	0/0%	1/1%	1/1%	1/1%	0/0%	56/29%	72/38%	1/1%	2/1%	0/0%	0/0%	2/1%	0/0%
CLS #/%	22,475/32%	7,255/10%	710/1%	725/1%	1,360/2%	40/0%	194/0%	305/0%	24,120/34%	10,050/14%	745/1%	1,095/2%	1,185/2%	0/0%	475/1%	395/1%
Utilization #/%	-14%	-0%	0%	-1%	-1%	0%	0%	-0%	-4%	24%	-1%	-0%	-2%	0%	0%	-1%
<b>Technicians</b>																
Workforce #/%	3/23%	2/15%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	5/38%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,375/30%	1,585/14%	205/2%	255/2%	50/0%	0/0%	40/0%	0/0%	2,935/26%	2,305/20%	40/0%	345/3%	130/1%	0/0%	130/1%	40/0%
Utilization #/%	-6%	2%	-2%	-2%	-0%	0%	7%	0%	13%	-5%	-0%	-3%	-1%	0%	-1%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	8/38%	11/52%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,975/36%	2,935/35%	285/3%	335/4%	50/1%	0/0%	110/1%	45/1%	720/9%	700/8%	65/1%	80/1%	0/0%	0/0%	10/0%	4/0%
Utilization #/%	2%	17%	-3%	-4%	-1%	0%	-1%	-1%	1%	-8%	-1%	-1%	0%	0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	402/47%	289/34%	17/2%	8/1%	8/1%	3/0%	7/1%	0/0%	50/6%	74/9%	0/0%	1/0%	0/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	895/7%	6,850/51%	85/1%	310/2%	15/0%	0/0%	50/0%	55/0%	575/4%	4,255/31%	135/1%	240/2%	60/0%	0/0%	20/0%	10/0%
Utilization #/%	40%	-17%	1%	-1%	1%	0%	0%	-0%	2%	-23%	-1%	-2%	-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 #/%	51/31%	69/42%	4/2%	3/2%	3/2%	1/1%	3/2%	0/0%	11/7%	18/11%	0/0%	1/1%	1/1%	1/1%	0/0%	0/0%
CLS #/%	155/21%	170/23%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%	205/27%	155/21%	0/0%	25/3%	0/0%	0/0%	0/0%	15/2%
Utilization #/%	10%	19%	-1%	2%	2%	1%	2%	0%	-21%	-10%	0%	-3%	1%	1%	0%	-2%
<b>Administrative Support</b>																
Workforce #/%	16/7%	23/10%	0/0%	1/0%	1/0%	0/0%	2/1%	0/0%	52/24%	103/47%	2/1%	13/6%	2/1%	0/0%	5/2%	0/0%
CLS #/%	16,655/18%	12,420/14%	985/1%	850/1%	350/0%	50/0%	350/0%	255/0%	26,575/29%	27,055/30%	1,330/1%	2,345/3%	1,000/1%	95/0%	415/0%	365/0%
Utilization #/%	-11%	-3%	-1%	-0%	0%	-0%	1%	-0%	-6%	17%	-1%	3%	-0%	-0%	2%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	9,040/29%	17,135/55%	515/2%	1,600/5%	380/1%	10/0%	145/0%	95/0%	655/2%	1,055/3%	55/0%	220/1%	100/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/0%	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%
CLS #/%	13,805/17%	25,670/32%	1,485/2%	1,920/2%	925/1%	20/0%	470/1%	140/0%	10,875/14%	20,100/25%	905/1%	2,195/3%	1,000/1%	55/0%	255/0%	210/0%
Utilization #/%	-17%	68%	-2%	-2%	-1%	-0%	-1%	-0%	-14%	-25%	-1%	-3%	-1%	-0%	-0%	-0%

### 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-Patrol Officers</b>		✓		✓						✓	✓	✓				
<b>Protective Services: Non-sworn</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>Protective Services: Sworn-Officials</b>																
Workforce #/%	8/38%	11/52%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	402/47%	289/34%	17/2%	8/1%	8/1%	3/0%	7/1%	0/0%	50/6%	74/9%	0/0%	1/0%	0/0%	0/0%	1/0%	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: Mary Scott

Director Human Resources

08-12-2020

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