

EEO Utilization Report

Organization Information

Name: ALBUQUERQUE POLICE DEPARTMENT EVIDENCE UNIT

City: ALBUQUERQUE

State: NM

Zip: 87107-4011

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

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.

Section 5: Narrative Interpretation of Data

The City of Albuquerque is contained almost completely within Bernalillo County in Central New Mexico. The United States Department of Justice (US DOJ) Equal Employment Opportunity Plan (EEO) reporting system limits the City to one relevant labor market for comparison. The City conducted a Utilization Analysis and compared the City of Albuquerque Police Departments workforce to the relevant labor market of Bernalillo County.

The demographic groups within job categories with underutilization of two or more standard deviations include:

White Male Professionals (-14%);

White Female Professionals (-8%);

White Male Protective Services: Sworn (-3%);

American Indian or Alaska Native Male Protective Services: Sworn (-2%);

Two or More Races / Other Male Protective Services: Sworn (-1%);

White Male Protective Services: Non-sworn (-13%);

Black or African American Female Protective Services: Non-sworn (-17%);

White Male Administrative Support (-12%);

White Female Administrative Support (-7%);

There is underrepresentation among women in three of eight job categories, and among men in four of eight job categories.

White males are underrepresented in four of the job categories: Professionals, Protective Services: Sworn, Protective Services: Non-sworn and Administrative Support.

When comparing current demographic groups to those in the previous utilization report in 2022, the following groups are no longer underrepresented:

White Females in the following job categories:

Protective Services: Sworn-Patrol Officers, previously -4%

Protective Services: Non-sworn, previously -16%

In addition, the following demographic groups are no longer underrepresented in the Protective Services: Sworn job category:

Hispanic or Latino Female, previously -14%

Black or African American Female, previously -1%

Section 6: Objectives and Steps

1. Recruiters in the City of Albuquerque Human Resources Department and at the Albuquerque Police Department will be informed of underutilization among specific demographic groups.

- a. On an annual basis, recruiters will be trained to access and use applicant and employee demographic dashboards in the Citys NEOGOV recruiting system and PeopleSoft database.
- b. The City of Albuquerque will monitor processes to capture recruitment/retention data and analyze the data to identify any factors that may be contributing to under representation of the aforementioned demographic groups.
- c. The City of Albuquerque Office of Equity and Inclusion (OEI) engages in community outreach and hosts public events. The Human Resources Department will continue to send a list of job postings to OEI. The Office of Native American Affairs; the Office of Black Community Engagement; and the Office of Immigrant and Refugee Affairs will also receive these job posting.

2. Geographical analysis will be conducted to identify areas with high concentrations of underutilized demographic groups, and recruitment efforts will be directed accordingly.

- a. The Citys Hiring Bus is deployed throughout the City. The bus is equipped with internet access for people to research and apply for jobs as well as computer terminals for potential applicants to use, and it is staffed by the Albuquerque Police Department and Human Resources Department employees who are available to answer questions and assist potential job applicants in the hiring process. To ensure that underutilized labor market groups are reached, the hiring bus will be deployed to community centers and neighborhoods with high concentrations of underutilized demographic groups.

3. The City of Albuquerque and the Albuquerque Police Department are committed to ensuring workforce gender equity.

- a. The Albuquerque Police Department 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.
- b. The Human Resources department has created an internal pay equity dashboard presenting average hourly pay rates for each demographic group and gender. Recruiters will be trained in accessing this dashboard on an annual basis. Analysis of the data will be conducted on a periodic basis, as the City strives for pay equity. Data are readily available for internal and external requests.

4. The City of Albuquerque will periodically assess application and hiring data, and adapt recruitment efforts to reach underutilized demographic groups in each job category. The City will analyze application data by ethnicity, gender, and source to design recruitment campaigns through channels such as professional organizations, educational institutions, and social media. The City will analyze exit interview survey results to identify barriers to employment and retention of employees in underutilized demographic groups.

- a. Identify any barriers that may deter White Males from applying for and being selected for Professionals, Protective Services: Sworn, Protective Services: Non-sworn and Administrative Support positions.
- b. Identify any barriers that may deter American Indian or Alaska Native Males from applying for and being selected for Protective Services: Sworn-Patrol Officers positions.
- c. Identify any barriers that may deter White Females from applying for and being selected for Professional and Administrative Support positions.
- d. Identify any barriers that may deter Black or African American Females from applying for and being selected for Protective Services: non-Sworn positions.

Section 7: Dissemination Strategy: Internal

The City of Albuquerque will distribute the Equal Employment Opportunity Plan (EEOP) Utilization report to Albuquerque Police Department Officials, Administrators, recruiters, and Human Resources personnel. The EEOP will be available to all employees in City Departments, and will be posted on the City's employee intranet.

Section 7: Dissemination Strategy: External

The City of Albuquerque's 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 the City's public webpage.

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
Officials/Administrators														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,885/30%	8,380/20%	510/1%	650/2%	470/1%	20/0%	395/1%	9,850/23%	7,725/18%	320/1%	970/2%	365/1%	0/0%	315/1%
Utilization #/%	-30%	-20%	-1%	-2%	-1%	-0%	-1%	-23%	82%	-1%	-2%	-1%	0%	-1%
Professionals														
Workforce #/%	37/12%	40/13%	4/1%	5/2%	3/1%	1/0%	2/1%	69/23%	127/42%	3/1%	6/2%	2/1%	1/0%	4/1%
CLS #/%	21,605/27%	10,205/13%	790/1%	600/1%	1,885/2%	60/0%	935/1%	25,195/31%	15,200/19%	790/1%	1,255/2%	1,625/2%	10/0%	905/1%
Utilization #/%	-14%	1%	0%	1%	-1%	0%	-0%	-8%	23%	0%	0%	-1%	0%	0%
Technicians														
Workforce #/%	2/29%	3/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	1/14%
CLS #/%	4,520/21%	5,060/24%	330/2%	435/2%	330/2%	0/0%	435/2%	3,660/17%	5,260/25%	280/1%	650/3%	255/1%	0/0%	160/1%
Utilization #/%	7%	19%	-2%	-2%	-2%	0%	-2%	-17%	-10%	-1%	-3%	-1%	0%	14%
Protective Services: Sworn														
Workforce #/%	344/36%	387/41%	27/3%	19/2%	9/1%	5/1%	10/1%	44/5%	89/9%	1/0%	7/1%	1/0%	1/0%	4/0%
CLS #/%	2,930/39%	2,685/36%	165/2%	270/4%	85/1%	0/0%	185/2%	420/6%	615/8%	0/0%	95/1%	4/0%	30/0%	0/0%
Utilization #/%	-3%	5%	1%	-2%	-0%	1%	-1%	-1%	1%	0%	-1%	0%	-0%	0%
Protective Services: Non-sworn														
Workforce #/%	23/16%	61/42%	4/3%	3/2%	2/1%	0/0%	5/3%	12/8%	31/21%	1/1%	2/1%	0/0%	0/0%	1/1%
CLS #/%	205/28%	145/20%	4/1%	0/0%	25/3%	0/0%	4/1%	20/3%	175/24%	125/17%	4/1%	0/0%	0/0%	15/2%
Utilization #/%	-13%	22%	2%	2%	-2%	0%	3%	6%	-3%	-17%	1%	0%	0%	-1%
Administrative Support														
Workforce #/%	8/4%	29/14%	0/0%	1/0%	0/0%	0/0%	0/0%	35/17%	114/56%	1/0%	9/4%	4/2%	0/0%	4/2%
CLS #/%	12,900/16%	14,660/18%	765/1%	655/1%	395/0%	4/0%	680/1%	19,170/24%	26,520/33%	990/1%	2,680/3%	830/1%	50/0%	945/1%

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
Utilization #/%	-12%	-4%	-1%	-0%	-0%	-0%	-1%	-7%	23%	-1%	1%	1%	-0%	1%
Skilled Craft														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	7,795/29%	15,400/57%	480/2%	1,045/4%	200/1%	0/0%	275/1%	565/2%	1,045/4%	30/0%	250/1%	70/0%	0/0%	25/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Service/Maintenance														
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%
CLS #/%	12,850/16%	25,415/32%	1,750/2%	2,280/3%	900/1%	10/0%	835/1%	9,340/12%	20,105/26%	1,140/1%	2,030/3%	1,355/2%	75/0%	650/1%
Utilization #/%	-16%	68%	-2%	-3%	-1%	-0%	-1%	-12%	-26%	-1%	-3%	-2%	-0%	-1%

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
Professionals	✓							✓						
Protective Services: Sworn	✓			✓			✓							
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
Official														
Workforce #/%	12/52%	10/43%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander														
Workforce #/%	10/45%	9/41%	0/0%	0/0%	0/0%	1/5%	0/0%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Major														
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%
Lieutenant														
Workforce #/%	28/58%	11/23%	0/0%	0/0%	0/0%	0/0%	0/0%	5/10%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	59/47%	39/31%	4/3%	2/1%	1/1%	0/0%	3/2%	9/7%	9/7%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	234/32%	318/44%	23/3%	17/1%	8/1%	4/1%	7/1%	28/4%	75/10%	1/0%	7/1%	1/0%	1/0%	4/1%

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: Ian Stoker

Acting Director, Human Resources

06-05-2024

[signature]

[title]

[date]