

# 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 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 (-9%);  
White Female Professionals (-11%);  
White Female Technicians (-17%);  
Hispanic or Latino Female Technicians (-14%);  
American Indian or Alaska Native Male Protective Services: Sworn-Patrol Officers (-2%);  
White Female Protective Services: Sworn-Patrol Officers (-4%);  
Hispanic or Latino Female Protective Services: Sworn-Patrol Officers (-14%);  
Black or African American Female Protective Services: Sworn-Patrol Officers (-1%);  
American Indian or Alaska Native Female Protective Services: Sworn-Patrol Officers (-2%);  
White Female Protective Services; Non-sworn (-16%);  
White Male Administrative Support (-12%); and  
White Female Administrative Support (-6%).

There is underrepresentation among women in five of nine job categories, and among men in three of nine job categories. Four female demographic groups are underrepresented in the Protective Services: Sworn-Patrol Officers job category: White; Hispanic or Latino; Black or African American; and American Indian or Alaska Native. One male demographic group is underrepresented in this job category: American Indian or Alaska Native.

## Step 5: 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 has established the Office of Equity and Inclusion (OEI), which engages in community outreach and hosts public events. Every Friday, the Human Resources Department sends a list of job postings to OEI. In addition, the City has established the Office of Native American Affairs; the Office of Black Community Engagement; and the Office of Immigrant and Refugee Affairs.

### **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 new Hiring Bus is being deployed throughout the City. The bus is equipped with internet access for people to research and apply for jobs, 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 Professional 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; Technician; Protective Services: Sworn-Patrol Officers; Protective Services: Non-sworn; and Administrative Support positions.

d. Identify any barriers that may deter Hispanic or Latino Females from applying for and being selected for Technician; and Protective Services: Sworn-Patrol Officers positions.

e. Identify any barriers that may deter Black or African American Females from applying for and being selected for Protective Services: Sworn-Patrol Officers positions.

f. Identify any barriers that may deter American Indian or Alaska Native Females from applying for and being selected for Protective Services: Sworn-Patrol Officers positions.

### **Step 6: Internal Dissemination**

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

### **Step 7: External Dissemination**

The City of Albuquerque's EEO 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 EEO 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
<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 #/%	64/22%	41/14%	3/1%	0/0%	1/0%	0/0%	1/0%	0/0%	66/23%	98/34%	3/1%	3/1%	3/1%	0/0%	3/1%	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 #/%	-9%	4%	0%	-1%	-2%	-0%	0%	-0%	-11%	20%	0%	-0%	-1%	0%	0%	-1%
<b>Technicians</b>																
Workforce #/%	63/52%	36/30%	0/0%	1/1%	1/1%	0/0%	2/2%	0/0%	11/9%	8/7%	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 #/%	22%	16%	-2%	-1%	0%	0%	1%	0%	-17%	-14%	-0%	-3%	-1%	0%	-1%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	16/53%	8/27%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	5/17%	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 #/%	18%	-9%	-3%	-4%	-1%	3%	-1%	-1%	8%	-8%	-1%	-1%	0%	0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	279/38%	285/38%	27/4%	16/2%	9/1%	4/1%	11/1%	0/0%	33/4%	67/9%	0/0%	5/1%	1/0%	1/0%	4/1%	0/0%
Civilian Labor Force #/%	4,355/16%	11,330/41%	475/2%	1,175/4%	180/1%	10/0%	135/0%	70/0%	2,445/9%	6,365/23%	190/1%	695/3%	110/0%	55/0%	14/0%	29/0%
Utilization #/%	22%	-3%	2%	-2%	1%	1%	1%	-0%	-4%	-14%	-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 #/%	15/21%	30/42%	0/0%	0/0%	2/3%	0/0%	2/3%	0/0%	8/11%	13/18%	0/0%	1/1%	0/0%	0/0%	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 #/%	0%	20%	-3%	0%	3%	0%	3%	0%	-16%	-2%	0%	-2%	0%	0%	0%	-2%
<b>Administrative Support</b>																
Workforce #/%	12/6%	23/11%	0/0%	1/0%	1/0%	0/0%	0/0%	0/0%	46/23%	100/50%	1/0%	10/5%	3/1%	1/0%	4/2%	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 #/%	-12%	-2%	-1%	-0%	0%	-0%	-0%	-0%	-6%	20%	-1%	2%	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%	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%
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>Technicians</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-Patrol Officers</b>																
Workforce #/%	279/38%	285/38%	27/4%	16/1%	9/1%	4/1%	11/1%	0/0%	33/4%	67/9%	0/0%	5/1%	1/0%	1/0%	4/1%	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: Anthony Romero

Director

05-05-2022

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