

EEO Utilization Report

Organization Information

Name: City Of Tucson, Police Department

City: Tucson

State: AZ

Zip: 85701

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Tucson City Codes Chapter 10 (Civil Service) and Chapter 17 (Human Relations) include Ordinances prohibiting discrimination, harassment and retaliation in the workplace. To support these Ordinances, the City of Tucson has adopted and continually enforces the Administrative Directives 2.05-8 Discrimination/Harassment Policy for all employees. The Tucson Police Department augments the Tucson City Codes/Policies with General Orders applicable to departmental employees. These General Orders (4111) detail the Police Department's policies on equal employment opportunity.

4110 EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY 4111 GENERAL

The Tucson Police Department is committed to providing equal opportunity to all applicants for employment and to all employees. Recruitment, hiring, assignment, promotion, compensation, training, discipline, termination, and all other terms, privileges, and conditions of employment shall be administered in a manner that does not discriminate on the basis of race, color, religion, ancestry, sex, gender identity, age, disability, national origin, sexual orientation, familial status, or marital status.

The Police Department will take action to prevent and correct discriminatory behavior in violation of these policies. Members who engage in prohibited conduct are subject to disciplinary action up to and including termination of employment.

Following File has been uploaded:General Order 4100.pdf

Step 4b: Narrative of Interpretation

The City of Tucson is richly represented with a diverse population. A commitment exists to create a workforce reflective of the community that the City serves. For this reason, the Tucson Police Department has taken steps to provide an equal opportunity in employment.

The Community Labor Statistics from U.S. Census Bureau 2010 for the Pima County shows that some racial/ethnic groups have small representations in the workforce: Black (2.0%), Asian (2.0%), and American Indian/Alaskan Native (2.0).

The Tucson Police Department will examine its recruitment practices to hire and promote into the ranks the following race/ethnicity and gender personnel identified as significantly underutilized:

Increase Hispanic or Latino and Other Male Protective Services: Sworn-Officials;

Increase White, Hispanic, Black and American Indian or Alaska Native Female Protective Services Sworn Patrol Officers;

Increase American Indian or Alaska Native and Two or More Races Male Protective Services Sworn Patrol Officers;

Increase Black Male Protective Services Non-Sworn; and

Increase White Males in the Administrative Support job category.

The comparison of the Tucson Police Departments workforce with the 2010 Pima County occupational census yields eight larger areas of under-utilization in which men, women and/or minority groups in the Tucson Police Departments workforce are underutilized by more than 3% in a job category.

Protective Services: Sworn-Officials: Hispanic males are underutilized by 7%.

Protective Services: Sworn-Patrol Officers: American Indian or Alaska Native and Two or More Races Males are both underutilized by 1% and Females of the following Race/Ethnic groups are underutilized by: White 9%, Hispanic or Latino 17%, Black or African American 1%, and American Indian or Alaska Native 2%.

Protective Services: Non-Sworn: Black males are underutilized by 10%.

Administrative Support: White males are underutilized by 15%.

Step 5: Objectives and Steps

1. 1. Hispanic and Other racial group Males:

a. The Tucson Police Departments objective is to provide equal employment opportunities for Hispanic and Other racial group males when TPD fills vacancies that become available in the Protective Services: Sworn Officials job category. The City of Tucson will continue targeted recruitment for minority males as well as minority and non-minority women in an effort to ensure TPD's selection practices offer full equal opportunity for all qualified candidates. Hiring opportunities in high ranking positions of TPD open to external applicants (i.e. outside City of Tucson employment) are often available. Internal/external recruitment's are listed on COT website and frequently updated on TPD's website. Organizations, educational institutions and other agencies throughout Arizona may also receive recruitment bulletins and notices. Candidates who are interested in these opportunities are directed to the TPD and City of Tucson websites for hiring and application information.

2. 2. White, Hispanic/Latina and American Indian/Alaska Native Females:

a. The Tucson Police Departments (TPD) objective is to provide equal employment opportunities for White, Hispanic and American Indian females when TPD fills vacancies that become available in the Protective Services: Sworn-Patrol Officers job category.

b. The City of Tucson will continue targeted recruitment for non-minority and minority women in an effort to ensure that the TPD's practices offer full equal opportunity. Hiring opportunities in the TPD that are open to external

applicants (i.e. outside City of Tucson employment) are readily available. The recruitments are listed on the City of Tucson website and frequently updated on the TPD website. Organizations, educational institutions and other agencies throughout Arizona may also receive recruitment bulletins and notices. Candidates who are interested in these opportunities are directed to the TPD and City of Tucson websites for hiring and application information.

c. TPD is involved in a number of outreach activities throughout the surrounding area of Southern Arizona as well as to some degree, throughout the State. Outreach activities include job fairs/career days, school presentations and presentations to various special interest organizations. The City's NewsNet (internal newsletter) also posts opportunities at TPD. Mayor and Council Member online newsletters are widely distributed throughout the community which spotlight employment opportunities at TPD.

d. The City of Tucson and TPD offer career development training designed to enhance an employee's ability to assume positions of greater responsibility including intern and leadership training. The City has taken steps to ensure that women and minorities are afforded equal access to these training opportunities.

3.3. Males of American Indian/Alaska Native and Two or More Races:

a. The Tucson Police Department's (TPD) objective is to provide equal employment opportunities for Males representing American Indian/Alaska Native and Two or More Races when the TPD fills vacancies that become available in the Protective Services: Sworn Patrol job categories.

b. The City of Tucson will continue targeted recruitment for minority males in an effort to ensure that TPD's practices offer full equal opportunity. Hiring opportunities in the TPD that are open to external applicants (i.e. outside City of Tucson employment) are readily available. The recruitments are listed on the City of Tucson website and frequently updated on the TPD website. Organizations, educational institutions and other agencies throughout Arizona may also receive recruitment bulletins and notices. Candidates who are interested in these opportunities are directed to the TPD and City of Tucson websites for hiring and application information.

4.4. African American/Black Males:

a. The Tucson Police Department's (TPD) objective is to provide equal employment opportunities for Black males when the TPD fills vacancies that become available in the Protective Services: Sworn Patrol job category.

b. The City of Tucson will continue targeted recruitment for minority males in an effort to ensure that TPD's practices offer full equal opportunity. Hiring opportunities in the TPD that are open to external applicants (i.e. outside City of Tucson employment) are readily available. The recruitments are listed on the City of Tucson website and frequently updated on the TPD website. Organizations, educational institutions and other agencies throughout Arizona may also receive recruitment bulletins and notices. Candidates who are interested in these opportunities are directed to the TPD and City of Tucson websites for hiring and application information.

c. TPD is involved in a number of outreach activities throughout the surrounding area of Southern Arizona as well as to some degree, throughout the State. Outreach activities include job fairs/career days, school presentations and presentations to various special interest organizations. The City's NewsNet (internal newsletter) also posts opportunities at TPD. Mayor and Council Member online newsletters are widely distributed throughout the community which spotlight employment opportunities at TPD.

5.5. White Males:

a. The Tucson Police Department's (TPD) objective is to provide equal employment opportunities for White males when the TPD fills vacancies that become available in the Administrative Support job category.

b. The City of Tucson will continue targeted recruitment for non-minority males in an effort to ensure that TPD's practices offer full equal opportunity. Internal and external hiring opportunities in the TPD are readily available. The recruitments are listed on the City of Tucson website and frequently updated on the TPD website. Organizations, educational institutions and other agencies throughout Arizona may also receive recruitment bulletins and notices. Candidates who are interested in these opportunities are directed to the TPD and City of Tucson websites for hiring and application information.

Step 6: Internal Dissemination

With respect to internal opportunities at TPD, the City of Tucson offers professional development and career training opportunities designed to enhance an employee's ability to assume positions of greater responsibility including intern and leadership training. The City has taken steps to ensure that women and minorities are afforded equal access to these training opportunities. Diversity, Inclusion and Equity awareness training for City of Tucson departments, including TPD, is conducted by the Office of Equal Opportunity Programs (OEOP). This mandatory training is utilized as an education

and discrimination prevention tool. If specific concerns surface from any departments/divisions relative to discrimination, the OEOP conducts the training as a corrective measure.

Employees and applicants who believe that they have been discriminated against may file a complaint with the Office of Equal Opportunity Programs (OEOP). The OEOP investigates such complaints and reports its findings to the complainant and respondent departments as well as the City Manager. When discrimination or inappropriate practices are determined, the City Manager and/or Police Chief take immediate action for correction. Employees (including management) found to have violated policies are subject to disciplinary action up to and including dismissal.

Step 7: External Dissemination

In order to ensure that all employees, applicants for employment and others are aware that the Tucson Police Department (TPD) is an Equal Opportunity Employer and that the City of Tucson and the TPD have an official policy on Equal Employment Opportunity (EEO), the policy dissemination will continue to be as follows:

The City's Administrative Directives, which include EEO policies, Anti-discrimination/retaliation directives and complaint procedures, are made available to all employees upon hiring and continually via the COT Intranet. The TPD General Orders, which include EEO and anti-discrimination policies are made available to all employees on the COT and the TPDs Websites. Tucson City Codes 10 and 17 related to Ordinances mandating EEO policies are also available on the City Internet site which is easily accessible to employees and the public.

An Equal Employment Opportunity (EEO) statement is included on all job announcements. In addition, the TPD displays non-discrimination postings throughout its facilities. The City and the TPDs non-discrimination posting includes information for employees relative to the process for filing a discrimination complaint and/or confidential phone number for OEOP.

The TPD department and division heads receive various updates from the Office of Equal Opportunity Programs (OEOP) relative to their department workforce profile. The OEOP Webpage includes the COT EEO statement and informs employees and the public of the process for filing a discrimination complaint.

Utilization Analysis Chart
Relevant Labor Market: Pima 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 #/%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	20,310/43%	4,555/10%	650/1%	260/1%	665/1%	100/0%	430/1%	50/0%	14,275/30%	4,140/9%	510/1%	215/0%	520/1%	30/0%	280/1%	15/0%
Utilization #/%	-43%	40%	-1%	-1%	-1%	-0%	-1%	-0%	20%	-9%	-1%	-0%	-1%	-0%	-1%	-0%
Professionals																
Workforce #/%	10/26%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	21/55%	3/8%	0/0%	1/3%	1/3%	0/0%	0/0%	0/0%
CLS #/%	28,805/35%	5,250/6%	1,320/2%	435/1%	2,330/3%	95/0%	515/1%	195/0%	31,490/38%	8,030/10%	1,170/1%	690/1%	1,860/2%	35/0%	355/0%	205/0%
Utilization #/%	-8%	-1%	-2%	-1%	-3%	-0%	-1%	-0%	17%	-2%	-1%	2%	0%	-0%	-0%	-0%
Technicians																
Workforce #/%	8/21%	5/13%	0/0%	0/0%	1/3%	1/3%	0/0%	0/0%	15/38%	8/21%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,400/27%	1,360/11%	265/2%	25/0%	320/3%	0/0%	59/0%	70/1%	4,730/37%	1,830/14%	235/2%	90/1%	270/2%	0/0%	80/1%	50/0%
Utilization #/%	-6%	2%	-2%	-0%	0%	3%	-0%	-1%	1%	6%	1%	-1%	-2%	0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	184/59%	52/17%	5/2%	3/1%	6/2%	3/1%	0/0%	0/0%	39/13%	14/5%	1/0%	0/0%	2/1%	0/0%	1/0%	0/0%
CLS #/%	5,580/50%	2,665/24%	230/2%	180/2%	160/1%	20/0%	130/1%	155/1%	1,205/11%	675/6%	70/1%	65/1%	40/0%	0/0%	15/0%	0/0%
Utilization #/%	9%	-7%	-0%	-1%	1%	1%	-1%	-1%	2%	-2%	-0%	-1%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	294/53%	177/32%	10/2%	3/1%	10/2%	0/0%	0/0%	0/0%	34/6%	25/4%	2/0%	0/0%	2/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	9,150/25%	10,650/29%	585/2%	750/2%	245/1%	0/0%	275/1%	49/0%	5,790/16%	7,980/21%	325/1%	855/2%	240/1%	70/0%	145/0%	95/0%
Utilization #/%	28%	3%	0%	-1%	1%	0%	-1%	-0%	-9%	-17%	-1%	-2%	-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 #/%	31/34%	25/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	23/25%	9/10%	2/2%	1/1%	1/1%	0/0%	0/0%	0/0%
CLS #/%	240/38%	75/12%	65/10%	15/2%	0/0%	0/0%	0/0%	0/0%	160/26%	69/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-5%	15%	-10%	-2%	0%	0%	0%	0%	-1%	-1%	2%	1%	1%	0%	0%	0%
Administrative Support																
Workforce #/%	6/8%	3/4%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	34/43%	28/35%	3/4%	0/0%	1/1%	1/1%	2/3%	0/0%
CLS #/%	26,075/23%	11,615/10%	1,405/1%	430/0%	1,235/1%	75/0%	355/0%	230/0%	41,850/37%	24,310/21%	1,825/2%	1,655/1%	1,855/2%	110/0%	775/1%	415/0%
Utilization #/%	-15%	-6%	-1%	-0%	0%	-0%	-0%	-0%	6%	14%	2%	-1%	-0%	1%	2%	-0%
Skilled Craft																
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 #/%	18,745/48%	16,450/42%	755/2%	765/2%	340/1%	65/0%	300/1%	35/0%	1,265/3%	375/1%	40/0%	25/0%	115/0%	0/0%	50/0%	0/0%
Utilization #/%	52%	-42%	-2%	-2%	-1%	-0%	-1%	-0%	-3%	-1%	-0%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	2/40%	3/60%	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 #/%	25,770/24%	26,065/25%	2,300/2%	1,190/1%	1,500/1%	55/0%	605/1%	175/0%	21,225/20%	21,870/21%	1,335/1%	1,400/1%	1,310/1%	85/0%	455/0%	130/0%
Utilization #/%	16%	35%	-2%	-1%	-1%	-0%	-1%	-0%	-20%	-21%	-1%	-1%	-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
Protective Services: Sworn-Officials		✓						✓								
Protective Services: Sworn-Patrol Officers				✓			✓		✓	✓		✓				
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
Chiefs/Deputy Chiefs																
Workforce #/%	2/50%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captains																
Workforce #/%	11/85%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenants																
Workforce #/%	18/60%	4/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/20%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeants																
Workforce #/%	80/62%	23/18%	3/2%	0/2%	3/2%	3/2%	0/0%	0/0%	13/10%	4/3%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
Detectives																
Workforce #/%	73/55%	25/19%	2/2%	1/2%	3/2%	0/0%	0/0%	0/0%	18/14%	9/7%	0/0%	0/0%	1/1%	0/0%	1/1%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	294/53%	177/32%	10/2%	3/2%	10/2%	0/0%	0/0%	0/0%	34/6%	25/4%	2/0%	0/0%	2/0%	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: Rebecca Hill

Director/OEOP

07-08-2020

[signature]

[title]

[date]