

# EEOP Short Form



Thu Aug 13 18:24:19 EDT 2009

## Step 1: Introductory Information

<b>Grant Title:</b>	COPS Hiring Recovery Program	<b>Grant Number:</b>	2009RJWX008
<b>Grantee Name:</b>	Mesa Police Department	<b>Award Amount:</b>	\$5,800,725.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	130 N. Robson Mesa, Arizona 85201		
<b>Contact Person:</b>	Beth Thuringer	<b>Telephone #:</b>	480-644-5365
<b>Contact Address:</b>	130 N. Robson Mesa, Arizona 85201		
<b>DOJ Grant Manager:</b>	David M. Buchanan	<b>DOJ Telephone #:</b>	800-421-6770

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### Policy Statement:

The Mesa City policy as stated in Section 901-a-1 of the City Charter is to consider each applicant for City employment on the basis of his or her qualifications for the job and without regard to race, color, religion, sex, marital status, age, or national origin. The City will not discriminate against any employee or applicant for employment because of physical or mental disability in regard to any position for which the person is qualified. Every effort will be made to ensure that appointments, promotions, reclassifications, transfers, compensation, training, layoffs, terminations, or any other type of personnel action is based on all factors determined to be free of discrimination.

## Step 4b: Narrative Underutilization Analysis

A comparison of the Mesa Police Department workforce to the community labor statistics for Maricopa County indicates critical underutilization of relevant labor market workforces in several areas. Critical underutilization is defined as any workforce represented with negative 10% or higher. Community labor statistics show that Asian, Native Hawaiian/Other Pacific Islander, and American Indian/Alaska Native populations are very small in Maricopa County (all under 3.1%). The largest areas of underutilization by the Mesa Police Department are as follows: White and Hispanic males in Administrative Support, Skilled Craft, Service/Maintenance, and Professionals. White and Hispanic females were underutilized in Protective Services (Sworn-Patrol officers) and Technicians. The majority of this plan will focus on addressing those larger areas of underutilization. The Mesa Police Department has identified and the following areas of concern:

Skilled Craft: Hispanic males are underutilized by 29% and White females by 4%.

Professionals: White males are underutilized by 25%. Other minority groups have very small percentages of underutilization, although White females are over-utilized by 23%.

Service Maintenance: Hispanic males are underutilized by 25% although White females are over-utilized by 17% and Hispanic females by 7%.

Administrative Support: White males are underutilized by 19% although White females are over-utilized by 23%.

Protective Services (Sworn-Patrol Officers): Females are underutilized in every category except Native Hawaiian/Other Pacific Islander. The largest classes to be underutilized are White females by 16%, and Hispanic females by 10%. White males were over-utilized by 35% in this field.

Technicians: White females are underutilized by 13% and Hispanic males by 5%. This group has an overutilization of White males by 20%.

## Step 5 & 6: Objectives and Steps

### 1. To increase the percentage of White and Hispanic female employees in Sworn positions.

a. The Mesa Police Department will continue to evaluate recruitment practices and explore various avenues to target female applicants. The Mesa Police Department is working with local universities to enhance female recruitment. The development of a new recruiting video as well as the use of targeted internet sites, community events and job fairs will be utilized to encourage female applicants. Posters and handout materials have been developed and will be distributed into areas that are frequented by females. A link to the Mesa Police Department's recruiting webpage has been established on social websites such as Twitter, Myspace and Facebook. The Mesa Police Department, in conjunction with the City of Mesa Personnel Department, will ensure all job requirements and hiring procedures in place do not cause unnecessary barriers that would deny females equal employment opportunity with the department.

### 2. To increase the percentage of White and Hispanic male employees in Civilian positions.

a. The Mesa Police Department will work closely with the City of Mesa Human Resources Division to evaluate promotional and recruitment practices. The Mesa Police Department will recruit White and Hispanic male Civilian employees through the use of targeted internet sites, community events and job fairs. Civilian job listings will be posted on the Mesa Police Department's recruiting website. The Mesa Police Department will work with the department's Volunteer in Police Service (VIPS) coordinator to encourage participation by the volunteers in the civilian testing process. The department will also utilize an internship program as an avenue to fill civilian positions by all underutilized classes. The Mesa Police Department, in conjunction with the City of Mesa Personnel Department, will ensure all job requirements and hiring procedures in place do not cause unnecessary barriers that would deny White and Hispanic males equal employment opportunity with the department.

**Step 7a: Internal Dissemination**

Post the EEO plan on the employees Intranet page and the Just the Facts website.

Post the EEO plan on bulletin boards throughout the Department.

**Step 7b: External Dissemination**

Continue to include the statement, "The Mesa Police Department is an Equal Opportunity Employer" on all job announcements, applications, postings, and recruiting literature.

Post the EEO plan on the official City of Mesa website.

Post a memo in the City of Mesa Human Resource Office explaining how applicants and members of the public may obtain a copy of the EEO plan.

**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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Officials/Administrators</b>														
Workforce #/%	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%
CLS #/%	118,600/53%	12,430/6%	3,060/1%	760/0%	2,650/1%	125/0%	760/0%	72,090/32%	9,310/4%	2,660/1%	955/0%	1,810/1%	55/0%	605/0%
Utilization #/%	-3%	-6%	-1%	-0%	-1%	-0%	-0%	18%	-4%	-1%	-0%	-1%	-0%	-0%
<b>Professionals</b>														
Workforce #/%	14/18%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	51/64%	11/14%	1/1%	1/1%	0/0%	0/0%	0/0%
CLS #/%	113,220/42%	10,135/4%	4,520/2%	935/0%	6,405/2%	100/0%	1,155/0%	110,160/41%	11,620/4%	4,175/2%	1,360/1%	4,420/2%	110/0%	665/0%
Utilization #/%	-25%	-3%	-0%	-0%	-2%	-0%	-0%	23%	9%	-0%	1%	-2%	-0%	-0%
<b>Technicians</b>														
Workforce #/%	34/57%	1/2%	0/0%	0/0%	2/3%	0/0%	0/0%	17/28%	3/5%	1/2%	0/0%	2/3%	0/0%	0/0%
CLS #/%	11,630/37%	2,175/7%	565/2%	255/1%	525/2%	0/0%	175/1%	12,965/41%	1,735/5%	665/2%	360/1%	485/2%	10/0%	120/0%
Utilization #/%	20%	-5%	-2%	-1%	2%	0%	-1%	-13%	-0%	-0%	-1%	2%	-0%	-0%
<b>Protective Services: Sworn-Officials</b>														
Workforce #/%	118/83%	11/8%	2/1%	1/1%	0/0%	0/0%	0/0%	10/7%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,760/61%	2,955/11%	1,500/5%	395/1%	160/1%	60/0%	150/1%	3,905/14%	840/3%	465/2%	230/1%	30/0%	4/0%	40/0%
Utilization #/%	22%	-3%	-4%	-1%	-1%	-0%	-1%	-7%	-2%	-2%	-1%	-0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	462/69%	99/15%	23/3%	4/1%	12/2%	0/0%	0/0%	58/9%	12/2%	3/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	40,040/34%	23,045/20%	3,240/3%	1,725/1%	805/1%	105/0%	745/1%	29,465/25%	13,825/12%	2,205/2%	1,255/1%	730/1%	160/0%	525/0%
Utilization #/%	35%	-5%	1%	-1%	1%	-0%	-1%	-16%	-10%	-1%	-1%	-1%	-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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Workforce #/%	38/41%	6/6%	7/8%	1/1%	1/1%	0/0%	0/0%	32/34%	3/3%	4/4%	0/0%	1/1%	0/0%	0/0%
CLS #/%	490/45%	45/4%	10/1%	0/0%	0/0%	0/0%	0/0%	455/41%	70/6%	0/0%	30/3%	0/0%	0/0%	0/0%
Utilization #/%	-4%	2%	7%	1%	1%	0%	0%	-7%	-3%	4%	-3%	1%	0%	0%
<b>Administrative Support</b>														
Workforce #/%	18/8%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	160/72%	27/12%	11/5%	1/0%	4/2%	0/0%	0/0%
CLS #/%	110,635/27%	21,890/5%	6,140/2%	1,565/0%	2,340/1%	200/0%	1,400/0%	199,625/49%	43,780/11%	10,460/3%	4,720/1%	4,360/1%	405/0%	1,750/0%
Utilization #/%	-19%	-4%	-2%	-0%	-1%	-0%	-0%	23%	1%	2%	-1%	1%	-0%	-0%
<b>Skilled Craft</b>														
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%
CLS #/%	91,045/58%	45,975/29%	3,220/2%	2,765/2%	1,730/1%	150/0%	1,165/1%	6,130/4%	2,790/2%	255/0%	335/0%	785/1%	20/0%	140/0%
Utilization #/%	42%	-29%	-2%	-2%	-1%	-0%	-1%	-4%	-2%	-0%	-0%	-1%	-0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	4/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/40%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	110,045/31%	89,225/25%	8,460/2%	3,285/1%	3,865/1%	320/0%	1,820/1%	80,520/23%	45,790/13%	4,885/1%	3,010/1%	3,890/1%	125/0%	1,405/0%
Utilization #/%	9%	-25%	-2%	-1%	-1%	-0%	-1%	17%	7%	-1%	-1%	-1%	-0%	-0%

### 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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Police Chief</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%
<b>Police Assistant Chief</b>														
Workforce #/%	2/67%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Police Commander</b>														
Workforce #/%	8/80%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Police Lieutenant</b>														
Workforce #/%	25/81%	1/3%	1/3%	1/0%	0/0%	0/0%	0/0%	2/6%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Police Sergeant</b>														
Workforce #/%	83/85%	7/7%	1/1%	0/0%	0/0%	0/0%	0/0%	7/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	462/69%	99/15%	23/3%	4/2%	12/2%	0/0%	0/0%	58/9%	12/2%	3/0%	0/0%	0/0%	0/0%	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 EEOP Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.



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*7-14-09*

[date]