

EEOP Utilization Report



Mon Sep 08 18:52:49 EDT 2014

Step 1: Introductory Information

Grant Title: NIJ DNA Backlog Reduction Program **Grant Number:** 2013-DN-BX-0125

Grantee Name: Alaska Department of Public Safety **Award Amount:** \$308,986.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog **Telephone #:** 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225

DOJ Grant Manager: Alan Spanbauer **DOJ Telephone #:** 202-305-2436

Grant Title: BJA Edward Byrne Memorial Justice Assistance Grant Program **Grant Number:** 2013-DJ-BX-0044

Grantee Name: Alaska Department of Public Safety **Award Amount:** \$891,541.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog **Telephone #:** 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225

DOJ Grant Manager: Barry Roberts **DOJ Telephone #:** 202-616-1144

Grant Title: NIJ Paul Coverdell Forensic Science Improvement Grants Program **Grant Number:** 2013-CD-BX-0040

Grantee Name: Alaska Department of Public Safety **Award Amount:** \$58,186.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog **Telephone #:** 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska

99507-1225

DOJ Grant Manager: Alan Spanbauer

DOJ Telephone #: 202-305-2436

Grant Title: BJS National Criminal History Improvement Program **Grant Number:** 2013-BJ-CX-K071

Grantee Name: Alaska Department of Public Safety **Award Amount:** \$237,102.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog **Telephone #:** 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225

DOJ Grant Manager: Stephanie Burroughs

DOJ Telephone #: 202-514-9012

Grant Title: SMART Support for Adam Walsh Act Implementation **Grant Number:** 2013-AW-BX-0034

Grantee Name: Alaska Department of Public Safety **Award Amount:** \$384,000.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog **Telephone #:** 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225

DOJ Grant Manager: Bruce Hillman

DOJ Telephone #: 202-616-1705

Grant Title: OVW STOP Violence Against Women Formula Grant Program **Grant Number:** 2012-WF-AX-0028

Grantee Name: Alaska Dept of Public Safety Council on Domestic Violence and Sexual Assault **Award Amount:** \$796,817.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: Lauree Morton **Telephone #:** 907-465-4356
Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745
DOJ Grant Manager: Kim Galvan **DOJ Telephone #:** 202-307-3348

Grant Title: OVW Sexual Assault Services **Grant Number:** 2012-KF-AX-0038
Formula Grant Program
Grantee Name: Alaska Dept of Public Safety **Award Amount:** \$231,060.00
Council on Domestic Violence and
Sexual Assault
Grantee Type: State Government Agency
Address: 450 Whittier Street
Juneau, Alaska
99801-1745
Contact Person: Lauree Morton **Telephone #:** 907-465-4356
Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745
DOJ Grant Manager: Melissa Schmisek **DOJ Telephone #:** 202-305-1271

Grant Title: BJA Sex Offender Registration and **Grant Number:** 2012-DS-BX-0028
Notification Act (SORNA) Project
Grantee Name: Alaska Department of Public Safety **Award Amount:** \$145,333.00
Grantee Type: State Government Agency
Address: 450 Whittier Street
Juneau, Alaska
99801-1745
Contact Person: April Herzog **Telephone #:** 907-269-5802
Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225
DOJ Grant Manager: Cynthia Siimons **DOJ Telephone #:** 202-305-1020

Grant Title: OVW Supervised Visitation and **Grant Number:** 2012-CW-AX-K028
Safe Exchange Program
Grantee Name: Alaska Dept of Public Safety **Award Amount:** \$359,721.00
Council on Domestic Violence and

Sexual Assault

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: Lauree Morton

Telephone #: 907-465-4356

Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745

DOJ Grant Manager: Michelle Dodge

DOJ Telephone #: 202-353-7945

Grant Title: OVC VOCA Victim Assistance
Formula Grant

Grant Number: 2011-VA-GX-0045

Grantee Name: Alaska Dept of Public Safety
Council on Domestic Violence and
Sexual Assault

Award Amount: \$1,410,228.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: Lauree Morton

Telephone #: 907-465-4356

Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745

DOJ Grant Manager: Joel Hall

DOJ Telephone #: 202-307-3940

Grant Title: COPS Secure our Schools (SOS)

Grant Number: 2011-CKWX-0045

Grantee Name: Alaska Department of Public Safety

Award Amount: \$112,525.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog

Telephone #: 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225

DOJ Grant Manager: Tammy Richardson

DOJ Telephone #: 202-307-3422

Grant Title: OVW Grants to Encourage Arrest **Grant Number:** 2010-WE-AX-0002
Grantee Name: Alaska Dept of Public Safety **Award Amount:** \$633,401.00
Council on Domestic Violence and Sexual Assault
Grantee Type: State Government Agency
Address: 450 Whittier Street
Juneau, Alaska
99801-1745
Contact Person: Lauree Morton **Telephone #:** 907-465-4356
Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745
DOJ Grant Manager: Nicolette Gantt **DOJ Telephone #:** 202-307-3333

Grant Title: OVC VOCA Victim Assistance **Grant Number:** 2012-VA-GX-0058
Formula Grant
Grantee Name: Alaska Dept of Public Safety **Award Amount:** \$1,307,108.00
Council on Domestic Violence and Sexual Assault
Grantee Type: State Government Agency
Address: 450 Whittier Street
Juneau, Alaska
99801-1745
Contact Person: Lauree Morton **Telephone #:** 907-465-4356
Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745
DOJ Grant Manager: Joel Hall **DOJ Telephone #:** 202-307-3940

Grant Title: BJS National Criminal History **Grant Number:** 2012-RU-BX-K027
Improvement Program
Grantee Name: Alaska Department of Public Safety **Award Amount:** \$225,000.00
Grantee Type: State Government Agency
Address: 450 Whittier Street
Juneau, Alaska
99801-1745
Contact Person: April Herzog **Telephone #:** 907-269-5082
Contact Address: 5700 East Tudor Road
Anchorage, Alaska

99507-1225

DOJ Grant Manager: Stephanie Burroughs

DOJ Telephone #: 202-514-9012

Grant Title: OVW STOP Violence Against Women Formula Grant Program **Grant Number:** 2013-WF-AX-0044

Grantee Name: Alaska Department of Public Safety Council on Domestic Violence and Sexual Assault **Award Amount:** \$785,132.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: Lauree Morton **Telephone #:** 907-465-4356

Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745

DOJ Grant Manager: Kim Galvan **DOJ Telephone #:** 202-307-3348

Grant Title: OVC VOCA Victim Assistance Formula Grant **Grant Number:** 2013-VA-GX-0043

Grantee Name: Alaska Dept of Public Safety Council on Domestic Violence and Sexual Assault **Award Amount:** \$1,415,761.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: Lauree Morton **Telephone #:** 907-465-4356

Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745

DOJ Grant Manager: Joel Hall **DOJ Telephone #:** 202-307-3940

Grant Title: BJA Residential Substance Abuse Treatment (RSAT) for State Prisoners Program **Grant Number:** 2013-RT-BX-0048

Grantee Name: Alaska Department of Public Safety **Award Amount:** \$60,227.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: April Herzog

Telephone #: 907-269-5082

Contact Address: 5700 East Tudor Road
Anchorage, Alaska
99507-1225

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5058

Grant Title: OVW Sexual Assault Services
Formula Grant Program

Grant Number: 2013-KF-AX-0032

Grantee Name: Alaska Dept of Public Safety
Council on Domestic Violence and
Sexual Assault

Award Amount: \$236,681.00

Grantee Type: State Government Agency

Address: 450 Whittier Street
Juneau, Alaska
99801-1745

Contact Person: Lauree Morton

Telephone #: 907-465-4356

Contact Address: 450 Whittier Street
Juneau, Alaska
99801-1745

DOJ Grant Manager: Melissa Schmisek

DOJ Telephone #: 202-305-1271

Policy Statement:

Please see the attached hard copy document.

Step 4b: Narrative Underutilization Analysis

Please see the attached hard copy document.

Step 5 & 6: Objectives and Steps

1. Implement recruitment strategies aligned with underutilization goals

- a. The trooper recruitment unit will continue to identify recruitment venues that specifically target women and minority groups. The recruitment unit will attend these venues and have an appropriately diverse team of staff available to interact with potential applicants (i.e., whenever possible a woman State Trooper will serve as part of the team attending events targeted at women).
- b. Advertise recruitments in media targeted at women and other minority groups
- c. The recruitment unit will continue to participate in national minority recruiting organizations, such as the National Organization of Blacks in Law Enforcement (NOBLE) and the National Latino Peace Officers Association (NLPOA)
- d. The trooper recruitment unit will implement a Candidate Assistance Mentoring Program (CAMP) in which prospective candidates can learn about the selection process and go through practice physical fitness testing.
- e. The department will continue programs oriented at getting youth interested in careers in law enforcement, such as the Law Enforcement Cadet Corps, which provides law enforcement education for youth from Western Alaska, and rural post Trooper school visits.
- f. Continue to ensure recruitment public notices and advertisements contain EEO statements.

2. Implement targeted outreach efforts to both women and Alaska Native applicants.

- a. Women and Alaska Native applicants for the State Trooper Recruit/State Trooper job class are manually designated by DPS Human Resources staff in the online recruitment system as underutilized. Upon receipt of an application from an underutilized candidate, the recruitment unit will perform an initial screen to ensure candidates who meet or exceed minimum qualifications will be afforded opportunity to speak with a representative from the recruitment unit. The DPS representative will be available to call the applicant, explain the next phase of the selection process, and answer questions about the process.
- b. Continue to partner with the Village Public Safety Officer Program or the State of Alaska recruitment booths at the annual conference of the Alaska Federation of Natives.

3. Identify barriers for women and minorities in the recruitment process

- a. After each fully closed State Trooper Recruit/State Trooper recruitment cycle, DPS Human Resources will prepare a report showing applicant flow at each phase of the recruitment process. The report will show applicant flow by gender and race/ethnicity and will be analyzed to identify phases at which women and other minority groups were disproportionately screened out.
- b. The trooper recruitment unit will contact current women and other minority Alaska State Troopers for input on recruitment strategies. Information gained will be used to tailor recruitment efforts toward success in generating more women and other minority underrepresented applicants.

4. Identify any barriers affecting retention of women and other minorities who serve as troopers

- a. Continue to offer exit surveys that specifically ask about any EEO concerns.
- b. Continue to review exit surveys completed by women and other minority troopers who left state service voluntarily to ascertain if employment policies or practices affect the retention of underrepresented groups.

Step 7a: Internal Dissemination

1. Distribute the EEO Report to members of the DPS Senior Management Team and reemphasize the department's commitment to its EEO goals.
2. Post the EEO Report on the DPS Intranet, Human Resources site.
3. Send an email to all DPS employees letting them know the EEO Plan is available on the department intranet site.

Step 7b: External Dissemination

1. Post the EEOP Utilization Report on the department's public website.
2. Include a statement on all job announcement that the EEOP Utilization Report is available upon request.
3. A hard copy of the EEO Utilization Report will be maintained in the Alaska State Troopers Recruitment Unit office.

Utilization Analysis Chart
Relevant Labor Market: Alaska

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 #/%	17/46%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	17/46%	0/0%	0/0%	1/3%	1/3%	0/0%	0/0%	0/0%
CLS #/%	18,740/46%	435/1%	495/1%	1,380/3%	520/1%	30/0%	810/2%	55/0%	14,125/35%	540/1%	360/1%	1,750/4%	580/1%	40/0%	800/2%	80/0%
Utilization #/%	-0%	-1%	-1%	-1%	-1%	-0%	-2%	-0%	11%	-1%	-1%	-2%	1%	-0%	-2%	-0%
Professionals																
Workforce #/%	28/53%	2/4%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	18/34%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,995/39%	870/1%	585/1%	1,075/2%	840/1%	110/0%	730/1%	215/0%	26,385/43%	1,110/2%	800/1%	2,550/4%	885/1%	60/0%	1,130/2%	115/0%
Utilization #/%	14%	2%	1%	2%	-1%	-0%	-1%	-0%	-9%	-2%	-1%	-0%	-1%	-0%	-2%	-0%
Technicians																
Workforce #/%	13/32%	2/5%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	20/50%	0/0%	0/0%	1/2%	3/8%	0/0%	0/0%	0/0%
CLS #/%	3,690/38%	300/3%	160/2%	235/2%	270/3%	15/0%	185/2%	15/0%	3,375/34%	375/4%	265/3%	360/4%	235/2%	35/0%	255/3%	25/0%
Utilization #/%	-5%	2%	-2%	-2%	-0%	-0%	-2%	-0%	16%	-4%	-3%	-1%	5%	-0%	-3%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	144/77%	4/2%	6/3%	12/6%	8/4%	0/0%	0/0%	0/0%	9/5%	1/1%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,275/64%	135/2%	375/6%	410/6%	150/2%	65/1%	230/3%	25/0%	810/12%	40/1%	10/0%	125/2%	4/0%	0/0%	10/0%	0/0%
Utilization #/%	13%	0%	-2%	0%	2%	-1%	-3%	-0%	-7%	-0%	-0%	-1%	-0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	234/83%	12/4%	7/2%	14/5%	2/1%	0/0%	0/0%	0/0%	9/3%	1/0%	0/0%	1/0%	1/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	11,880/35%	1,065/3%	830/2%	3,910/11%	1,010/3%	535/2%	1,524/4%	180/1%	6,510/19%	960/3%	255/1%	3,370/10%	855/2%	220/1%	1,049/3%	80/0%
Utilization #/%	49%	1%	0%	-6%	-2%	-2%	-4%	-1%	-16%	-2%	-1%	-9%	-2%	-1%	-3%	-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 #/%	23/82%	1/4%	0/0%	3/11%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	300/44%	0/0%	4/1%	20/3%	0/0%	0/0%	4/1%	0/0%	310/45%	4/1%	0/0%	40/6%	4/1%	0/0%	0/0%	0/0%
Utilization #/%	38%	4%	-1%	8%	4%	0%	-1%	0%	-45%	-1%	0%	-6%	-1%	0%	0%	0%
Administrative Support																
Workforce #/%	14/7%	1/1%	1/1%	4/2%	1/1%	0/0%	0/0%	0/0%	140/73%	5/3%	5/3%	12/6%	10/5%	0/0%	0/0%	0/0%
CLS #/%	18,655/23%	1,405/2%	1,265/2%	2,025/2%	1,840/2%	280/0%	980/1%	250/0%	37,365/45%	2,635/3%	1,655/2%	6,725/8%	3,705/4%	470/1%	2,885/3%	620/1%
Utilization #/%	-15%	-1%	-1%	-0%	-2%	-0%	-1%	-0%	27%	-1%	1%	-2%	1%	-1%	-3%	-1%
Skilled Craft																
Workforce #/%	10/100%	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 #/%	27,485/73%	1,145/3%	675/2%	3,755/10%	650/2%	210/1%	1,709/5%	260/1%	1,500/4%	100/0%	35/0%	90/0%	65/0%	10/0%	50/0%	15/0%
Utilization #/%	27%	-3%	-2%	-10%	-2%	-1%	-5%	-1%	-4%	-0%	-0%	-0%	-0%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	7/78%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	28,980/35%	4,915/6%	2,375/3%	5,160/6%	5,920/7%	685/1%	2,115/3%	260/0%	18,385/22%	2,325/3%	1,365/2%	4,350/5%	4,480/5%	635/1%	1,635/2%	410/0%
Utilization #/%	43%	-6%	-3%	-6%	-7%	-1%	-3%	-0%	0%	-3%	-2%	-5%	-5%	-1%	-2%	-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				✓	✓	✓	✓		✓	✓		✓	✓		✓	
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 #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captains																
Workforce #/%	11/85%	0/0%	1/8%	0/8%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenants																
Workforce #/%	19/83%	0/0%	2/9%	1/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeants, Corporals																
Workforce #/%	64/82%	3/4%	2/3%	5/3%	2/3%	0/0%	0/0%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Fire, Training, & Other Positions																
Workforce #/%	11/65%	0/0%	0/0%	0/12%	2/12%	0/0%	0/0%	0/0%	2/12%	0/0%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%
Court Services Officers																
Workforce #/%	37/71%	1/2%	1/2%	6/6%	3/6%	0/0%	0/0%	0/0%	3/6%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	234/83%	12/4%	7/2%	14/1%	2/1%	0/0%	0/0%	0/0%	9/3%	1/0%	0/0%	1/0%	1/0%	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 Utilization Report.

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

Certified As Final By: Gary Folger

Commissioner

07-29-2014

[signature]

[title]

[date]