

EEO Utilization Report

Organization Information

Name: Alaska Department Of Public Safety

City: Anchorage

State: AK

Zip: 99507

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

See Attachment

Following File has been uploaded:DPS_EEO_Statement;.pdf

Step 4b: Narrative of Interpretation

See attachment

Following File has been uploaded:Alaska DPS, Narrative Utilization Analysis 2019.docx

Step 5: Objectives and Steps

1. 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 and will be analyzed to identify phases at which women or 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 attracting underutilized applicants.

2. Identify 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 to assess if employment policies or practices affect the retention of underrepresented groups.

3. Implement recruitment strategies aligned with underutilization goals

- a. Trooper Recruitment Unit will continue to identify recruitment venues that specifically target women, minority groups, and teens/high school/college student groups from rural Alaska. The Recruitment Unit, or its designee, will attend these venues and have an appropriately diverseness team of staff available to interact with potential applicants.
- b. Advertise recruitments in media targeted at women and 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).
- d. The Recruitment Unit will continue to utilize the Candidate Assistance Mentoring Program (CAMP) in which prospective candidates can learn about the selection process. This has been video recorded and made available to wider audiences through the departments recruitment website.
- e. The department will continue to push attending events and schools that are oriented at getting youth interested in careers in law enforcement, especially school visits in rural and Western Alaska.
- f. Continue to ensure recruitment public notices and advertisements contain EEO statements.

4. 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 the candidate meets minimum qualifications. For all underutilized candidates who meet minimum qualifications, a representative from the recruitment unit will 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.

Step 6: Internal Dissemination

1. Distribute the EEO Report to members of the DPS Senior Management Team and reemphasize the departments commitment to EEO goals
2. Post the EEO Report on the DPS Intranet, Human Resources site

Step 7: External Dissemination

1. Post the EEO Utilization Report on the departments public website

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 #/%	15/42%	1/3%	1/3%	1/3%	2/6%	0/0%	1/3%	0/0%	15/42%	0/0%	0/0%	0/0%	0/0%	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 #/%	-4%	2%	2%	-1%	4%	-0%	1%	-0%	7%	-1%	-1%	-4%	-1%	-0%	-2%	-0%
Professionals																
Workforce #/%	19/50%	1/3%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	10/26%	1/3%	0/0%	2/5%	2/5%	1/3%	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 #/%	11%	1%	2%	1%	-1%	-0%	-1%	-0%	-17%	1%	-1%	1%	4%	3%	-2%	-0%
Technicians																
Workforce #/%	9/27%	1/3%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	17/52%	0/0%	0/0%	1/3%	3/9%	0/0%	1/3%	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 #/%	-10%	-0%	-2%	-2%	0%	-0%	-2%	-0%	17%	-4%	-3%	-1%	7%	-0%	0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	132/79%	4/2%	5/3%	13/8%	5/3%	0/0%	0/0%	0/0%	7/4%	1/1%	0/0%	0/0%	1/1%	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 #/%	14%	0%	-3%	2%	1%	-1%	-3%	-0%	-8%	-0%	-0%	-2%	1%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	203/81%	8/3%	7/3%	12/5%	2/1%	0/0%	1/0%	0/0%	14/6%	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 #/%	46%	0%	0%	-7%	-2%	-2%	-4%	-1%	-13%	-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 #/%	22/73%	1/3%	0/0%	2/7%	2/7%	0/0%	0/0%	0/0%	3/10%	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 #/%	30%	3%	-1%	4%	7%	0%	-1%	0%	-35%	-1%	0%	-6%	-1%	0%	0%	0%
Administrative Support																
Workforce #/%	14/8%	0/0%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%	117/68%	6/3%	5/3%	10/6%	17/10%	0/0%	1/1%	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 #/%	-14%	-2%	-2%	-1%	-2%	-0%	-1%	-0%	23%	0%	1%	-2%	5%	-1%	-3%	-1%
Skilled Craft																
Workforce #/%	9/90%	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%	1/10%	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 #/%	17%	-3%	-2%	-10%	-2%	-1%	-5%	-1%	-4%	-0%	-0%	-0%	-0%	-0%	10%	-0%
Service/Maintenance																
Workforce #/%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	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 #/%	45%	-6%	-3%	-6%	-7%	-1%	-3%	-0%	-2%	-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
Professionals									✓							
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 #/%	4/100%	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%
Captains																
Workforce #/%	7/78%	0/0%	2/22%	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%
Lieutenants																
Workforce #/%	17/77%	0/0%	0/0%	3/5%	1/5%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeants, Corporals																
Workforce #/%	58/87%	2/3%	2/3%	3/1%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Fire, Training, & Other Positions																
Workforce #/%	9/69%	0/0%	0/0%	0/8%	1/8%	0/0%	0/0%	0/0%	3/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Court Services Officers																
Workforce #/%	37/70%	2/4%	1/2%	7/4%	2/4%	0/0%	0/0%	0/0%	2/4%	1/2%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	203/81%	8/3%	7/3%	12/1%	2/1%	0/0%	1/0%	0/0%	14/6%	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 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: Amanda Price

Commissioner

04-15-2019

[signature]

[title]

[date]