

EEOP Utilization Report



Mon Oct 12 18:25:46 EDT 2015

Step 1: Introductory Information

Grant Title:	NHTSA-Odometer Fraud Awareness	Grant Number:	DTN22-13-H-0042
Grantee Name:	Arkansas State Police	Award Amount:	\$83,670.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	Federal Motor Carrier Safety-Data Improvement	Grant Number:	FM-SAD-0042-14-01-00
Grantee Name:	Arkansas State Police	Award Amount:	\$509,375.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	SHSGP	Grant Number:	ADEM/FY13 Fusion
Grantee Name:	Arkansas State Police	Award Amount:	\$101,726.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
State Granting	Arkansas Department of	Grant Number:	ADEM/FY13 Fusion

Agency: Emergency Management
Contact Name: Kathy Wright
Contact Address: Camp Robinson, Bldg. 9501
North Little Rock, Arkansas
72199
Telephone #: 501-618-8583

Grant Title:	SHSGP	Grant Number:	ADEM/FY13 Bomb
Grantee Name:	Arkansas State Police	Award Amount:	\$20,000.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
State Granting Agency:	Arkansas Department of Emergency Management	Grant Number:	ADEM/FY13 Bomb
Contact Name:	Kathy Wright		
Contact Address:	Camp Robinson, Bldg, 9501 North Little Rock, Arkansas 72199		
Telephone #:	501-618-8583		

Grant Title:	SHSGP	Grant Number:	ADEM/FY14 Fusion
Grantee Name:	Arkansas State Police	Award Amount:	\$89,658.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
State Granting Agency:	Arkansas Department of Emergency Management	Grant Number:	ADEM/FY14 Fusion
Contact Name:	Kathy Wright		

Contact Address: Camp Robinson, Bldg. 9501
North Little Rock, Arkansas
72199

Telephone #: 501-618-8583

Grant Title: SHSGP **Grant Number:** ADEM/FY14 Bomb
Grantee Name: Arkansas State Police **Award Amount:** \$179,736.00
Grantee Type: State Government Agency
Address: #1 State Police Plaza Drive
Little Rock, Arkansas
72209

Contact Person: Mae Humphries **Telephone #:** 501-618-8583
Contact Address: #1 State Police Plaza Drive
Little Rock, Arkansas
72209

State Granting Agency: Arkansas Department of
Emergency Management **Grant Number:** ADEM/FY14 Bomb
Contact Name: Kathy Wright
Contact Address: Camp Robinson, Bldg, 9501
North Little Rock, Arkansas
72199

Telephone #: 501-618-8583

Grant Title: SHSGP **Grant Number:** ADEM/FY14 SWAT
Grantee Name: Arkansas State Police **Award Amount:** \$100,000.00
Grantee Type: State Government Agency
Address: #1 State Police Plaza Drive
Little Rock, Arkansas
72209

Contact Person: Mae Humphries **Telephone #:** 501-618-8583
Contact Address: #1 State Police Plaza Drive
Little Rock, Arkansas
72209

State Granting Agency: Arkansas Department of
Emergency Management **Grant Number:** ADEM/FY14 SWAT
Contact Name: Kathy Wright
Contact Address: Camp Robinson, Bldg. 9501
North Little Rock, Arkansas
72199

Telephone #: 501-618-8583

Grant Title:	OJJDP-ICAC	Grant Number:	2013MCFXK026
Grantee Name:	Arkansas State Police	Award Amount:	\$657,815.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	FMCSA-CDL	Grant Number:	FM-CDL-0094-12-01-00
Grantee Name:	Arkansas State Police	Award Amount:	\$195,252.00
Grantee Type:	State Government Agency		
Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
Contact Person:	Mae Humphries	Telephone #:	501-618-8583
Contact Address:	#1 State Police Plaza Drive Little Rock, Arkansas 72209		
DOJ Grant Manager:		DOJ Telephone #:	

Policy Statement:

Discussion: The establishment of equal employment opportunity within the Arkansas State Police is critical to the productive management of employees. Non-discriminatory practices and behavior by Arkansas State Police employees are equally critical to this mission.

Policy: It is the policy of the Arkansas State Police to recruit, select, hire, train, transfer, upgrade/promote, and discipline without regard to race, color, religion, national origin, age, sex, disability, genetic information or any other non-merit-based factor. The Arkansas State Police will work continually to improve recruitment, employment, career development, and promotional opportunities for all employees. The identification, qualification, evaluation, or selection of candidates for promotions within the Arkansas State Police will be based solely on job-related criteria.

When any state or federal court of law, or the Director, determines that any employee of this agency is guilty of discrimination based upon race, color, religion, national origin, age, sex, disability, or genetic information, such determination may be grounds for dismissal from employment with the Arkansas State Police.

If an employee has a problem or complaint with respect to this policy, he/she should contact the Administrative Services Division Commander or the Human Resources Section.

Step 4b: Narrative Underutilization Analysis

Given the small numbers in job categories of Officials/Administrators (6); Skilled Craft (3); and Service/Maintenance(10), it is difficult to interpret the level of underutilization in each job category as significant in relation to the relevant community labor market; however comparative underutilization exists for the following categories: White females in Protective Services: Sworn -Officials (-6%); Black females in Protective Services: Sworn-Officials (-7%); Hispanic males in Protective Services: Sworn-Patrol Officers (-4%); White females in Protective Services: Sworn-Patrol Officers (-25%); Hispanic females in Protective Services: Sworn-Patrol Officer (-3%); and Black females in Protective Services: Sworn-Patrol Officers (-8%); White males in Protective Services-Non Sworn (-29%);and Two or more races in Protective Services Non-Sworn (-4%); and White males in Administrative Support (-29%).

ASP commits to having a workforce that reflects the community it serves. ASP monitors recruitment, hiring and retention practices to determine if additional human resource measures can be placed into action that would attract Hispanic/Latino-Male and Female; Black, White and Hispanic females and White males for all jobs available within the agency. Available job positions are advertised on both the State jobs website, as well as the ASP website.

Step 5 & 6: Objectives and Steps

1. Identify any barriers in recruitment that might deter Hispanic or Latino, and Black and White applicants from applying for entry-level Trooper positions.

- a. The ASP continues to meet with Hispanic/Latino, Black/African American and White applicants on a one-on-one basis to find out how they learned of the opportunity to become a Trooper. The ASP inquires as to whether anything in the recruitment process could be changed to encourage more recruits. Based on feedback, ASP will re-examine its recruiting efforts and revise the recruitment program, if necessary.
- b. During recruit training, the ASP Training Staff will monitor and document actions that are contributable to voluntary resignations of recruits. If possible, all attempts will be made to save recruit employment.
- c. Based on existing policy, ASP will conduct exit interviews of recruits who voluntarily leave, and will review all information derived from these interviews. Based on findings, ASP will review how its employment practices may affect the recruitment and retention of recruits.

2. Target Hispanic or Latino, Black or African American and White females in police recruitment campaigns, as well as the civilian workforce in the designated job categories.

- a. The ASP recruiting team makes a concentrated effort to target and recruit the female population for qualified trooper personnel. ASP's recruiting effort is ongoing and continually makes recruiting presentations to Criminal Justice classes throughout the state's colleges and universities, which includes the heavily populated Black and Hispanic female student enrollment. The diverse populated communities of the state's female workforce are also targeted. One-on-one, in person, as well as telephone interviews are conducted, outlining the complete hiring process and benefits, (retirement and health insurance plans).
- b. The ASP participates in job fairs, career days, military and community events in which the recruitment team works diligently to promote ASP equal employment opportunities for women. Women's groups are targeted i.e. churches, community centers and discharged military personnel. Recruitment advertising materials featuring women troopers have been developed. ASP also encourages the female civilian work staff within the agency to pursue a law enforcement career
- c. Civilian job positions are advertised and posted in-house and on the State Jobs website.

Step 7a: Internal Dissemination

1. A copy of the department's EEOP Utilization Report will be placed on the ASP public website. Employees have access to the website and will be notified by electronic memorandum that the report is available and posted for review.

2. Employees will be notified by electronic memorandum that a copy of the department's EEOP Utilization Report will be

maintained in the ASP Human Resources office and will be made available on request.

Step 7b: External Dissemination

1. A copy of the department's EEOP Utilization Report will be placed on the ASP public website for review.
2. A copy of the department's EEOP Utilization Report will be placed on the Arkansas Department of Workforce Services website for review.

Utilization Analysis Chart
Relevant Labor Market: Arkansas

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 #/%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	72,190/55%	2,125/2%	4,030/3%	475/0%	1,270/1%	40/0%	520/0%	140/0%	42,390/32%	980/1%	5,735/4%	290/0%	355/0%	0/0%	530/0%	90/0%
Utilization #/%	-22%	-2%	-3%	-0%	-1%	-0%	-0%	-0%	34%	-1%	-4%	-0%	-0%	0%	-0%	-0%
Professionals																
Workforce #/%	27/32%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	46/55%	0/0%	10/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	61,425/33%	1,635/1%	5,495/3%	355/0%	2,395/1%	15/0%	530/0%	325/0%	94,980/51%	2,145/1%	13,625/7%	645/0%	1,845/1%	50/0%	965/1%	180/0%
Utilization #/%	-1%	-1%	-2%	-0%	-1%	-0%	-0%	-0%	4%	-1%	5%	-0%	-1%	-0%	-1%	-0%
Technicians																
Workforce #/%	59/38%	2/1%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	71/46%	1/1%	19/12%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	11,615/31%	540/1%	1,055/3%	70/0%	635/2%	0/0%	99/0%	25/0%	19,590/52%	265/1%	2,810/7%	165/0%	325/1%	0/0%	190/1%	85/0%
Utilization #/%	7%	-0%	-2%	-0%	-2%	0%	-0%	-0%	-6%	-0%	5%	-0%	-0%	0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	85/82%	0/0%	12/12%	0/0%	0/0%	0/0%	0/0%	0/0%	5/5%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	13,495/62%	465/2%	2,895/13%	175/1%	40/0%	30/0%	265/1%	40/0%	2,405/11%	70/0%	1,865/9%	25/0%	0/0%	0/0%	74/0%	10/0%
Utilization #/%	20%	-2%	-2%	-1%	-0%	-0%	-1%	-0%	-6%	-0%	-7%	-0%	0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	366/81%	5/1%	65/14%	2/0%	2/0%	0/0%	0/0%	0/0%	12/3%	0/0%	2/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	61,595/43%	7,545/5%	13,225/9%	415/0%	655/0%	210/0%	1,180/1%	170/0%	39,320/28%	3,705/3%	12,530/9%	610/0%	410/0%	80/0%	665/0%	155/0%
Utilization #/%	37%	-4%	5%	0%	-0%	-0%	-1%	-0%	-25%	-3%	-8%	-0%	-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 #/%	22/22%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	56/57%	1/1%	17/17%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	715/52%	0/0%	50/4%	0/0%	0/0%	0/0%	60/4%	0/0%	510/37%	0/0%	30/2%	0/0%	0/0%	0/0%	15/1%	0/0%
Utilization #/%	-29%	0%	-2%	0%	0%	0%	-4%	0%	20%	1%	15%	0%	0%	0%	-1%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	46/78%	0/0%	13/22%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	91,115/29%	3,585/1%	11,325/4%	760/0%	1,075/0%	110/0%	1,170/0%	150/0%	170,940/53%	5,235/2%	28,400/9%	1,625/1%	1,680/1%	105/0%	2,040/1%	310/0%
Utilization #/%	-29%	-1%	-4%	-0%	-0%	-0%	-0%	-0%	24%	-2%	13%	-1%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	3/100%	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 #/%	98,785/78%	9,970/8%	7,505/6%	930/1%	535/0%	90/0%	1,385/1%	135/0%	5,245/4%	355/0%	750/1%	75/0%	100/0%	0/0%	85/0%	4/0%
Utilization #/%	22%	-8%	-6%	-1%	-0%	-0%	-1%	-0%	-4%	-0%	-1%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	9/90%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	163,595/41%	26,230/6%	38,910/10%	1,675/0%	2,280/1%	510/0%	2,895/1%	465/0%	111,050/27%	14,655/4%	34,095/8%	1,430/0%	3,345/1%	310/0%	2,095/1%	390/0%
Utilization #/%	49%	-6%	-10%	-0%	-1%	-0%	-1%	-0%	-17%	-4%	-8%	-0%	-1%	-0%	-1%	-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
Colonel																
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%
Lieutenant Colonel																
Workforce #/%	0/0%	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%
Major																
Workforce #/%	3/75%	0/0%	1/25%	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%
Captain																
Workforce #/%	13/87%	0/0%	2/13%	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%
Lieutenant																
Workforce #/%	18/78%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	2/9%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	50/83%	0/0%	6/10%	0/0%	0/0%	0/0%	0/0%	0/0%	3/5%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	366/81%	5/1%	65/14%	2/0%	2/0%	0/0%	0/0%	0/0%	12/3%	0/0%	2/0%	0/0%	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 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: William J. Bryant

Director

10-12-2015

[signature]

[title]

[date]