

# EEO Utilization Report

## Organization Information

Name: Nebraska State Patrol

City: Lincoln

State: NE

Zip: 68509

Type: State Law Enforcement

## Step 1: Introductory Information

### Policy Statement:

#### POLICY STATEMENT:

It is the policy of the Nebraska State Patrol to provide equal employment opportunity to all employees and applicants without regard to race, religion, sex, age, marital status, disability, color, or national origin. Personnel processes will provide equal opportunity to all employees and applicants including but not limited to: recruitment/selection, compensation/benefits, promotions, transfers, demotions, terminations, layoffs, corrective and disciplinary actions, training, and tuition assistance. The ultimate goal is to achieve, at all levels, an agency and state government workforce which is representative of the state's working population. As the Superintendent, I pledge my support to this policy. Commanders, managers and supervisors will be responsible for the implementation of this policy within their divisions. In addition to our equal opportunity commitment, we have developed a Comprehensive Recruitment Plan (also known as an Affirmative Action Plan). The Plan contains specific goals and objectives which are designed to ensure equal employment opportunities. The Human Resource Division Commander is charged with overall responsibility for the administration of this Plan. All complaints alleging discrimination should be brought to the attention of the Human Resource Division at (402) 471-4545.

Following File has been uploaded:03-18 Workplace Harassment.pdf

## Step 4b: Narrative of Interpretation

Underrepresentation of females and minorities is present in the Nebraska State Patrol, and appears to be a nationwide issue as well. Historically, law enforcement careers were male dominated. We recently had a long term female officer retire who had promoted up to the rank of Lieutenant. We realize we must broaden our efforts in reaching out to our female officers to pursue promotional opportunities, and this discussion is held with command staff often. Our Comprehensive Recruitment Plan is attached. We advertise state wide and on an extensive number of websites, which get swiped from the State of Nebraska website. We also attend various career and job fairs when staff is available. We attend recruitment seminars and functions whenever possible to gather new ideas and strategies, which include focusing on diversity recruitment. We continue to have 15% of total recruits that are females in the new recruit classes. We are working to reach out to the minority populations in Nebraska for recruitment functions, and this topic is discussed nearly every week at the Major's Meetings, held on Monday mornings. Our reviews of our selection processes show that many minorities who initially apply with our agency do not schedule themselves to continue in the process; not making it to testing locations. We have added weekend appointments and more metro locations to our testing schedule to see if this improves the attendance of minorities. We make extra efforts to continue to contact applicants who have not scheduled themselves to continue in the process by sending multiple e-mails and phone calls. Our CALEA (Commission on Accreditation of Law Enforcement Agencies) Accreditation with Excellence verifies our efforts and commitment to recruiting a workforce that reflects the diversity of our state. We continue to focus on the need for a diverse workforce in all of our recruitment efforts.

Following File has been uploaded: Comprehensive Recruit Plan for EEOP.pdf

## Step 5: Objectives and Steps

### 1. Utilize Female Community Service Officer

- a. Have the sworn office CSO attend all recruitment functions when possible, and specifically when we have applications become available.
- b. Get feedback from the female community service officer about functions that we should continue to attend.
- c. Provide the female CSO contact information to all recruitment outlets.
- d. Encourage other female officers to attend CSO functions with the female CSO when their schedule allows them.

### 2. Continue networking with other law enforcement agencies

- a. Networking at career fairs and other recruitment functions continues to be beneficial in gathering new ideas, and comparing difficulty with recruitment.
- b. Research other agency websites to see if calendars are available for the recruitment functions they are attending, and verify with that agency on the diversity outreach of particular functions.
- c. Compare underrepresentation numbers involving women and minorities with other similarly sized state law enforcement agencies; contact those agencies to see what efforts they are using to attract candidates.

### 3. Promote leadership roles in sworn ranks for females and minorities.

- a. Leadership training is now available to all sworn officers.
- b. Provide acting leadership roles to sworn minorities and females in the absence of other ranking officers.
- c. Continue to ask for group leadership by female recruits during training academy camp.
- d. Encourage female and minority Patrol officers to participate as TAC (Teach, Assess, Correct) Officers for recruit camp.
- e. Continue to review the females who participate in the promotional processes; reach out to those that do not and find out why they are not participating.

### 4. Advertise in highly populated Hispanic areas

- a. Continue to use billboards in the Omaha areas that are heavily populated with the Hispanic community.
- b. Reach out to publications that focus on minority issues/topics. Advertise with those publications are budget allows.

- c. Focus on recent camp graduates who are from the Hispanic community in advertising efforts.

### **Step 6: Internal Dissemination**

In addition to the Patrol's policies, we will also post the EEO Utilization Report on the agency's shared drive electronically and send out notification to all employees of the location of the policy and plans. Employees will be notified also that they may request a hard copy of the EEO Utilization Report if they are unable to print it in their location. This request may be made to the Human Resources Division through their Chain of Command.

### **Step 7: External Dissemination**

We continue to advertise as an Equal Opportunity Employer on all recruitment material, and our website. We will add the EEO Utilization Report directly on the State Patrol's website, with a statement that a hard copy may be requested through a Public Records Request. The instructions for a Public Records Request is also available on the Nebraska State Patrol's website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Nebraska**

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
<b>Officials/Administrators</b>																
Workforce #/%	3/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/70%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	76,800/60%	1,765/1%	1,085/1%	170/0%	780/1%	10/0%	310/0%	110/0%	42,890/34%	1,100/1%	1,160/1%	110/0%	695/1%	0/0%	350/0%	25/0%
Utilization #/%	-30%	-1%	-1%	-0%	-1%	-0%	-0%	-0%	36%	-1%	-1%	-0%	-1%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	43/48%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	40/45%	0/0%	0/0%	0/0%	3/3%	0/0%	1/1%	0/0%
CLS #/%	58,625/37%	1,795/1%	1,945/1%	95/0%	2,580/2%	45/0%	510/0%	430/0%	85,625/54%	2,120/1%	1,965/1%	255/0%	1,840/1%	50/0%	680/0%	225/0%
Utilization #/%	11%	-1%	1%	-0%	-2%	-0%	-0%	-0%	-9%	-1%	-1%	-0%	2%	-0%	1%	-0%
<b>Technicians</b>																
Workforce #/%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	30/81%	0/0%	0/0%	0/0%	2/5%	0/0%	1/3%	0/0%
CLS #/%	10,385/37%	195/1%	340/1%	20/0%	355/1%	0/0%	70/0%	20/0%	15,480/54%	435/2%	530/2%	50/0%	430/2%	0/0%	100/0%	15/0%
Utilization #/%	-26%	-1%	-1%	-0%	-1%	0%	-0%	-0%	27%	-2%	-2%	-0%	4%	0%	2%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	168/92%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%	2/1%	11/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,725/71%	350/3%	485/4%	80/1%	35/0%	25/0%	44/0%	30/0%	2,110/17%	125/1%	240/2%	15/0%	0/0%	10/0%	34/0%	65/1%
Utilization #/%	21%	-3%	-3%	-1%	-0%	-0%	-0%	1%	-11%	-1%	-2%	-0%	0%	-0%	-0%	-1%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	229/88%	5/2%	2/1%	0/0%	2/1%	0/0%	2/1%	2/1%	19/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	31,505/48%	4,870/7%	1,880/3%	265/0%	465/1%	10/0%	675/1%	59/0%	19,645/30%	3,495/5%	2,070/3%	350/1%	360/1%	20/0%	494/1%	48/0%
Utilization #/%	40%	-5%	-2%	-0%	0%	-0%	-0%	1%	-22%	-5%	-3%	-1%	-1%	-0%	-1%	-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	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 #/%	28/74%	3/8%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	6/16%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	490/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	935/64%	15/1%	0/0%	0/0%	4/0%	0/0%	15/1%	10/1%
Utilization #/%	40%	8%	3%	0%	0%	0%	0%	0%	-48%	-1%	0%	0%	-0%	0%	-1%	-1%
<b>Administrative Support</b>																
Workforce #/%	14/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	87/85%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	77,020/31%	3,835/2%	3,870/2%	220/0%	905/0%	90/0%	820/0%	185/0%	145,290/58%	6,630/3%	6,145/2%	850/0%	1,455/1%	65/0%	1,505/1%	215/0%
Utilization #/%	-17%	-2%	-2%	-0%	-0%	-0%	-0%	-0%	27%	-3%	-2%	-0%	-1%	-0%	0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	69,020/84%	6,750/8%	1,160/1%	365/0%	415/1%	15/0%	590/1%	50/0%	3,280/4%	240/0%	75/0%	35/0%	250/0%	0/0%	50/0%	10/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	11/92%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	123,700/45%	22,775/8%	7,050/3%	785/0%	2,780/1%	25/0%	1,460/1%	385/0%	92,120/33%	13,810/5%	5,750/2%	745/0%	2,210/1%	90/0%	1,440/1%	270/0%
Utilization #/%	47%	-8%	-3%	-0%	-1%	-0%	-1%	-0%	-33%	3%	-2%	-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
<b>Technicians</b>	✓															
<b>Protective Services: Sworn-Officials</b>		✓							✓							
<b>Protective Services: Sworn-Patrol Officers</b>		✓	✓						✓	✓	✓					
<b>Protective Services: Non-sworn</b>									✓							
<b>Administrative Support</b>	✓															

### 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
<b>Investigator</b>																
Workforce #/%	57/83%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	2/3%	8/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Colonel</b>																
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%
<b>Lieutenant Colonel</b>																
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%
<b>Major</b>																
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%
<b>Captain</b>																
Workforce #/%	13/93%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	27/96%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	66/99%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	229/88%	5/2%	2/1%	0/1%	2/1%	0/0%	2/1%	2/1%	19/7%	0/0%	0/0%	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 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: Tami Ringland

Personnel Manager I

05-03-2017

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[signature]

[title]

[date]