

EEO Utilization Report

Organization Information

Name: Kentucky State Police

City: Frankfort

State: KY

Zip: 40601

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Justice and Public Safety Cabinet is committed to ensuring an environment free from discrimination and harassment against employees and those who conduct business with the Cabinet. Types of prohibited conduct include, but are not necessarily limited to, harassment

because of ones race, color, national origin, sex, age, religion, veteran status, genetic information, disability, political affiliation, sexual orientation, gender identity or ancestry.

Any employee may participate in these procedures without fear of retaliation. The Cabinet prohibits retaliatory action of any kind and regards such action as a separate and distinct cause for complaint. Any interference, coercion, reprisal, or other intimidation against an employee who has participated in the EEO/civil rights complaint procedures shall result in disciplinary action against the responsible individual(s).

Following File has been uploaded:JPSC EEO Policy Final.pdf

Step 4b: Narrative of Interpretation

Law enforcement agencies across the country are facing increasing difficulties recruiting and retaining in all areas of their workforce. Historic issues in recruiting and retaining minority and female officers is further exacerbated by this negative trend. Kentucky's urban communities, by virtue of population, have more minorities and females and the Kentucky State Police must compete with larger local law enforcement agencies in those areas. Salary and locality increases the success of these urban agencies in recruiting officers, technicians, and administrative employees. In addition to locality, national trends and the disruption in the labor market due to the COVID-19 pandemic in 2020 have both led to decreased recruitment and retention across all demographic categories. Increased recruitment in the areas of underutilized minority and female populations will affect the future opportunities for promotion of these populations into the sworn-officials job classification. The Kentucky State Police will continue efforts, specifically in urban areas, to reach underutilized populations.

Step 5: Objectives and Steps

1. Increase minority and female representation through advertising and recruitment efforts.

- a. We have started a very large state-wide media and marketing campaign consisting of the following: Billboards, micro-targeting via social media/YouTube and poster distribution to gyms, colleges and local businesses.
- b. Conduct bi-weekly Diversity Team meetings which consist of individuals not employed by the Kentucky State Police. The topics discussed include projects the agency is working on, recommendations for directing our recruiting efforts for minorities and females, and receiving feedback from the diversity team.
- c. Conducted a roundtable meeting with retired minority Troopers which resulted in a partnership for recruitment assistance. Continue this partnership to build contacts and relationships in their respective communities where we have not actively recruited in the past. (i.e. churches and community events with large minority populations, NAACP and Urban League functions.)
- d. Conducting roundtable discussions with current minority and female sworn members to gain insight from them on what the agency has been doing right and areas for improvement with regards to recruitment and retention.
- e. Utilize the most current census data by county to determine areas to focus our efforts based on underutilized populations.
- f. Grow the Recruitment Branch to include current minority and female sworn officers in an effort to dedicate more resources and allow potential applicants to relate to our recruiters.

2. Provide equal employment opportunities for all minority and female populations in the commonwealth in the administrative job category.

- a. Launch the first Police Administrative Assistant apprenticeship in the nation. Develop relationships with high schools with underutilized populations who have an interest in a career in law enforcement and related fields. The programs inaugural year is 2021.

3. Provide equal employment opportunities for all minority and female populations in the commonwealth in the technician job category.

- a. KSP utilizes the Public Affairs Branch Audio/Visual Section to develop targeted advertisement campaigns that include social media and marketing materials to reach the minority and female population.

Step 6: Internal Dissemination

This report will be published to the intranet which is available to all Kentucky State Police employees.

Step 7: External Dissemination

This report will be published to the Kentucky State Police web page to make it available to general public.

Utilization Analysis Chart
Relevant Labor Market: Kentucky

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 #/%	10/42%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	12/50%	0/0%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%
CLS #/%	110,440/55%	1,765/1%	4,450/2%	70/0%	1,725/1%	85/0%	545/0%	105/0%	72,470/36%	965/0%	4,905/2%	185/0%	790/0%	65/0%	395/0%	165/0%
Utilization #/%	-14%	-1%	-2%	-0%	-1%	-0%	-0%	-0%	14%	-0%	2%	-0%	4%	-0%	-0%	-0%
Professionals																
Workforce #/%	16/80%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	2/10%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%
CLS #/%	109,555/36%	2,365/1%	5,965/2%	225/0%	4,765/2%	55/0%	825/0%	350/0%	162,840/54%	2,185/1%	10,150/3%	115/0%	3,715/1%	80/0%	810/0%	270/0%
Utilization #/%	44%	-1%	-2%	-0%	3%	-0%	-0%	-0%	-44%	-1%	-3%	-0%	4%	-0%	-0%	-0%
Technicians																
Workforce #/%	83/48%	0/0%	3/2%	0/0%	0/0%	0/0%	1/1%	0/0%	83/48%	0/0%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	18,300/33%	245/0%	920/2%	0/0%	540/1%	0/0%	69/0%	75/0%	32,255/58%	495/1%	2,530/5%	60/0%	335/1%	0/0%	140/0%	85/0%
Utilization #/%	16%	-0%	0%	0%	-1%	0%	0%	-0%	-9%	-1%	-4%	-0%	-1%	0%	0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	240/98%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,255/74%	260/1%	2,030/6%	15/0%	0/0%	45/0%	160/1%	20/0%	4,690/15%	125/0%	675/2%	35/0%	0/0%	0/0%	54/0%	0/0%
Utilization #/%	24%	-1%	-6%	-0%	0%	-0%	-1%	-0%	-14%	-0%	-2%	-0%	0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	602/93%	7/1%	11/2%	1/0%	2/0%	1/0%	4/1%	0/0%	15/2%	1/0%	0/0%	1/0%	0/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	103,895/53%	6,770/3%	8,165/4%	195/0%	555/0%	20/0%	965/0%	245/0%	63,590/32%	2,520/1%	7,865/4%	65/0%	700/0%	64/0%	600/0%	205/0%
Utilization #/%	40%	-2%	-2%	0%	0%	0%	0%	-0%	-30%	-1%	-4%	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 #/%	42/93%	0/0%	1/2%	0/0%	0/0%	1/2%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,060/30%	0/0%	55/2%	0/0%	4/0%	0/0%	0/0%	0/0%	1,985/57%	15/0%	265/8%	0/0%	30/1%	45/1%	40/1%	0/0%
Utilization #/%	63%	0%	1%	0%	-0%	2%	0%	0%	-55%	-0%	-8%	0%	-1%	-1%	-1%	0%
Administrative Support																
Workforce #/%	200/37%	1/0%	5/1%	0/0%	0/0%	0/0%	0/0%	0/0%	325/60%	3/1%	7/1%	0/0%	1/0%	0/0%	1/0%	0/0%
CLS #/%	145,530/30%	3,300/1%	10,445/2%	280/0%	1,305/0%	85/0%	990/0%	210/0%	286,735/60%	4,005/1%	23,145/5%	500/0%	2,065/0%	375/0%	1,895/0%	615/0%
Utilization #/%	7%	-1%	-1%	-0%	-0%	-0%	-0%	-0%	0%	-0%	-4%	-0%	-0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	8/89%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	162,950/87%	6,405/3%	5,460/3%	250/0%	445/0%	100/0%	780/0%	90/0%	8,650/5%	325/0%	910/0%	15/0%	80/0%	0/0%	29/0%	15/0%
Utilization #/%	2%	-3%	-3%	-0%	-0%	-0%	11%	-0%	-5%	-0%	-0%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	26/90%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	274,780/48%	19,295/3%	32,210/6%	605/0%	2,485/0%	125/0%	2,465/0%	630/0%	194,590/34%	7,850/1%	26,500/5%	385/0%	2,880/1%	240/0%	1,860/0%	460/0%
Utilization #/%	41%	-3%	-6%	-0%	-0%	-0%	-0%	-0%	-24%	-1%	-5%	-0%	-1%	-0%	-0%	-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
Technicians									✓		✓					
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 #/%	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%	0/0%	0/0%
Major																
Workforce #/%	7/100%	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%
Captain																
Workforce #/%	32/94%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	58/97%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	140/100%	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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	602/93%	7/1%	11/2%	1/0%	2/0%	1/0%	4/1%	0/0%	15/2%	1/0%	0/0%	1/0%	0/0%	0/0%	1/0%	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: Katie Hamilton

Executive Staff Advisor

04-30-2021

[signature]

[title]

[date]