

EEO Utilization Report

Organization Information

Name: Kansas Bureau Of Investigation

City: Topeka

State: KS

Zip: 66612

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

EEO/Affirmative Action Policy Statement:

As Director of the Kansas Bureau of Investigation (KBI), I wish to hereby reaffirm my commitment to and support for ensuring that all individuals who have the necessary qualifications receive an equal opportunity to compete for employment and advancement within the KBI. Employment transactions shall be made on the basis of an individual's qualifications without regard to race, color, religion, sex, national origin, ancestry, age, disability status or political affiliation.

Management personnel shall support recruitment and career development plans that ensure equitable representation of minorities, women and persons with disabilities in all job categories.

Management personnel shall endeavor to create and promote a work environment that is free of unwelcome sexual advances, sexually harassing language, unwanted sexually suggestive remarks or any other sexually harassing action. Likewise, employees are encouraged to develop respectful and harmonious relationships with fellow employees.

Agency employees are responsible for knowing and complying with the conduct expectations set forth in KBI Policy and Procedure 3, Productive Work Environment. Any employee who feels he or she has received unfair or discriminatory treatment may file a grievance as set forth in KBI Policy and Procedure 7, Grievances.

Each supervisor and manager in the KBI has a duty and responsibility in achieving this agency's affirmative action goals and encouraging subordinate staff to support the achievement of these goals, which are to improve the representation of minorities, women and individuals with disabilities in the KBI.

Step 4b: Narrative of Interpretation

A comparison of the Kansas Bureau of Investigations workforce to the community labor statistics indicates under utilization of women and minorities in several areas continues, however, efforts have been made to improve. The Kansas Bureau of Investigation has and will continue to boost all under-utilized groups by encouraging all race and ethnic groups regarding KBI job opportunities.

Upon reviewing the results of the under-utilization analysis, the KBI has identified the following areas of concerns:

Protective Services Sworn - Patrol Officers: White females are under-utilized by 26%.

In keeping with the KBIs commitment to having a workforce that reflects the community it serves, the KBI will examine its recruitment and retention practices to see if there may be ways to attract more white females to apply for entry-level patrol officer (Special Agent) positions.

Step 5: Objectives and Steps

1. Continue to emphasize recruitment efforts for females for Special Agent vacancies.

- a. Increase, through targeted recruitment the utilization of minorities both men and women.
- b. Increase advertising for Agent positions in Kansas City and Wichita to increase awareness of vacancies in areas with more females and minorities.
- c. Utilize the Kansas Law Enforcement Training Center (KLETC) and career service offices at all accredited state regents institutions which offer a bachelor level criminal justice program for advertising recruitment efforts for sworn law enforcement positions.
- d. Expand and increase current attendance at career fairs.
- e. Seek assistance from Kansas Works and the Workforce Centers in reaching females and minorities.

Step 6: Internal Dissemination

- a. EEO and affirmative action policies are conspicuously posted on bulletin boards throughout the agency.
- b. Post a copy of the KBI EEOP Utilization report on the KBI Intranet which is available to all KBI employees.
- c. Meet with supervisory staff so they may become familiar with the EEO objectives.

Step 7: External Dissemination

- a. Continue to utilize the following statement The Kansas Bureau of Investigation is an Equal Opportunity Employer on all job applications and postings
- b. Post the EEOP on the KBI web site.
- c. Post a memo in the KBI Human Resource office explaining how applicants and members of the public may obtain a copy of the EEOP.
- d. Annually inform all recruiting sources in writing of the EEO plan and commitment.

Utilization Analysis Chart
Relevant Labor Market: Kansas

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 #/%	17/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	16/47%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	100,195/57%	3,190/2%	2,835/2%	415/0%	1,865/1%	40/0%	1,315/1%	145/0%	57,020/33%	2,250/1%	2,735/2%	535/0%	1,030/1%	15/0%	670/0%	140/0%
Utilization #/%	-7%	-2%	-2%	-0%	-1%	-0%	-1%	-0%	14%	-1%	1%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	50/44%	4/4%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	57/50%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	89,405/36%	3,795/2%	3,450/1%	485/0%	5,180/2%	35/0%	1,045/0%	255/0%	126,395/51%	4,495/2%	4,925/2%	590/0%	4,000/2%	25/0%	1,165/0%	200/0%
Utilization #/%	7%	2%	-1%	-0%	-2%	-0%	-0%	-0%	-1%	-1%	-1%	-0%	-2%	-0%	-0%	-0%
Technicians																
Workforce #/%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/83%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	14,320/36%	620/2%	660/2%	140/0%	505/1%	35/0%	140/0%	45/0%	19,070/48%	1,130/3%	1,780/4%	115/0%	890/2%	0/0%	240/1%	0/0%
Utilization #/%	-31%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	35%	3%	1%	-0%	-2%	0%	-1%	0%
Protective Services: Sworn-Officials																
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%
CLS #/%	16,215/71%	935/4%	1,015/4%	145/1%	55/0%	25/0%	180/1%	0/0%	3,155/14%	270/1%	540/2%	70/0%	4/0%	0/0%	85/0%	15/0%
Utilization #/%	21%	-4%	-4%	-1%	-0%	-0%	-1%	0%	-7%	-1%	-2%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	40/73%	2/4%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	11/20%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	38,465/40%	2,195/2%	1,665/2%	270/0%	1,980/2%	15/0%	530/1%	110/0%	44,890/46%	2,095/2%	1,645/2%	150/0%	2,300/2%	20/0%	442/0%	80/0%
Utilization #/%	33%	1%	-2%	2%	-2%	-0%	-1%	-0%	-26%	-0%	-2%	-0%	-2%	-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 #/%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/90%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	740/34%	45/2%	30/1%	4/0%	4/0%	0/0%	54/2%	0/0%	1,135/52%	8/0%	75/3%	0/0%	4/0%	0/0%	75/3%	0/0%
Utilization #/%	-24%	-2%	-1%	-0%	-0%	0%	-2%	0%	38%	-0%	-3%	0%	-0%	0%	-3%	0%
Administrative Support																
Workforce #/%	8/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	31/78%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	107,630/30%	7,820/2%	7,025/2%	570/0%	1,860/1%	80/0%	1,730/0%	305/0%	199,150/55%	13,995/4%	13,170/4%	1,360/0%	3,045/1%	40/0%	3,800/1%	515/0%
Utilization #/%	-10%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	23%	-1%	-4%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
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%
CLS #/%	102,310/77%	14,590/11%	3,310/2%	1,135/1%	1,580/1%	45/0%	1,365/1%	275/0%	6,490/5%	545/0%	535/0%	35/0%	795/1%	0/0%	103/0%	25/0%
Utilization #/%	23%	-11%	-2%	-1%	-1%	-0%	-1%	-0%	-5%	-0%	-0%	-0%	-1%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	5/100%	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 #/%	164,290/42%	35,075/9%	14,870/4%	1,695/0%	4,595/1%	110/0%	3,505/1%	480/0%	122,560/31%	23,390/6%	11,550/3%	1,570/0%	5,205/1%	85/0%	3,290/1%	415/0%
Utilization #/%	58%	-9%	-4%	-0%	-1%	-0%	-1%	-0%	-31%	-6%	-3%	-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-Patrol Officers									✓							

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
Special Agent in Charge																
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%
Assistant Special Agent in Charge																
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	40/73%	2/4%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	11/20%	1/2%	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: Roger Morgan

Human Resources Director

10-20-2017

[signature]

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[date]