

**WASHINGTON STATE PATROL
EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION STATEMENT**

The purpose of this statement is to affirm the commitment of the Washington State Patrol's policy in providing equal employment opportunity in accordance with the principles, intent, and purposes of the laws and regulations cited below and to recognize that affirmative action is an effective, legal tool for attaining and maintaining parity within the workforce.

The WSP will provide Equal Employment Opportunity and equal access to its programs and services for all persons without regard to age, sex, marital status, sexual orientation, race, creed, color, national origin, honorably discharged veteran or military status, or the presence of any sensory mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

The agency will administer hiring, compensation, training, promotions, demotions, transfers, layoffs, recalls, and benefits on a merit basis and comply with federal and state laws regarding Affirmative Action.

In an effort to eliminate barriers and to improve employment opportunities available to underutilized groups, policies shall be implemented in recruitment, hiring, career development, training, promotion, transfer, retention, reclassification, corrective/disciplinary actions, termination, reversion, and nonpermanent appointments. These policies are also applicable to any contractual agreements entered into by this department.

Equal Employment Opportunity and Affirmative Action are vital responsibilities and, as such, assume equal importance within all functions of the agency. It shall be the responsibility of each agency employee to comply with and promote these policies.

This statement and the policies of the WSP is based on Presidential Executive Order 11246 (as amended); Code of Federal Regulations (CFR) Title 41; Title VII of the Civil Rights Act of 1964; The Vietnam Era Veterans Readjustment Assistance Act of 1974; Americans with Disabilities Act of 1990; Governor Executive Order 93-07; WAC 357-01, 357-25, 446-70; RCW 43.43, 49.60, 49.74; Applicable Collective Bargaining Agreements.

I therefore reaffirm the Washington State Patrol's strong commitment to take affirmative steps to provide Equal Employment Opportunity and prohibit discrimination.

Signed



Chief John R. Batiste

Dated August 24, 2015

EEOP Utilization Report



Thu Aug 27 16:02:57 EDT 2015

Step 1: Introductory Information

Grant Title: National Criminal History Improvement Program
Grant Number: F14-31440-020
Grantee Name: Washington State Patrol
Award Amount: \$258,072.00
Grantee Type: State Government Agency
Address: POB 42602
Olympia, Washington
98504
Contact Person: Jim Anderson
Telephone #: 360-534-2101
Contact Address: 3000 Pacific Ave SE, Suite 202
Olympia, Washington
98504-2619
DOJ Grant Manager: Allina Lee
DOJ Telephone #: 202-305-2696

Grant Title: Paul Coverdell Forensic Science Improvement Program
Grant Number: 2013-CD-BX-0029
Grantee Name: Washington State Patrol
Award Amount: \$143,547.00
Grantee Type: State Government Agency
Address: POB 42602
Olympia, Washington
98504
Contact Person: Captain Ronald W. Mead
Telephone #: 360-596-4131
Contact Address: POB 42602
Olympia, Washington
98504
DOJ Grant Manager: Alan Spanbauer
DOJ Telephone #: 202-305-2436

Grant Title: Forensic DNA Capacity Enhancement Program
Grant Number: 2013-DN-BX-0024
Grantee Name: Washington State Patrol
Award Amount: \$1,238,926.00
Grantee Type: State Government Agency
Address: POB 42602
Olympia, Washington
98504
Contact Person: Dr. Gary Shuttler
Telephone #: 206-262-6053
Contact Address: 2203 Airport Way S, Suite 250
Seattle, Washington
98134

DOJ Grant Manager: Charles Heurich

DOJ Telephone #: 202-616-9264

Grant Title: Post Conviction DNA Testing
Program

Grant Number: 2013-DY-BX-K005

Grantee Name: Washington State Patrol

Award Amount: \$472,170.00

Grantee Type: State Government Agency

Address: POB 42602
Olympia, Washington
98504

Contact Person: Dr. Gary Shutler

Telephone #: 206-262-6020

Contact Address: 2203 Airport Way S, Suite 250
Seattle, Washington
98134

DOJ Grant Manager: Michael Dillon

DOJ Telephone #: 202-574-5528

Grant Title: Domestic Cannabis Eradication

Grant Number: 2015-126

Grantee Name: Washington State Patrol

Award Amount: \$950,000.00

Grantee Type: State Government Agency

Address: POB 42620
Olympia, Washington
98504

Contact Person: Lt. Chris Sweet

Telephone #: 360-704-2390

Contact Address: POB 42634
Olympia, Washington
98504

DOJ Grant Manager: Stanley Martin

DOJ Telephone #: 206-553-1174

Grant Title: Edward Byrne Memorial Justice
Assistance Grant Program

Grant Number: F14-31440-020

Grantee Name: Washington State Patrol

Award Amount: \$1,058,292.00

Grantee Type: State Government Agency

Address: POB 42602
Olympia, Washington
98504

Contact Person: Captain Roger Wilbur

Telephone #: 360-704-2391

Contact Address: POB 42634
Olympia, Washington
98504-2525

State Granting Agency: Washington Department of Commerce
Grant Number: F14-31440-020
Contact Name: Bill Johnston
Contact Address: POB 4525
Olympia, Washington
98504-2525
Telephone #: 360-725-3030

Grant Title: National Criminal History Improvement Program
Grant Number: 2014-RU-BX-K034
Grantee Name: Washington State Patrol
Award Amount: \$529,453.00
Grantee Type: State Government Agency
Address: POB 42602
Olympia, Washington
98504
Contact Person: Jim Anderson
Telephone #: 360-534-2101
Contact Address: 3000 Pacific Ave Se, Suite 202
Olympia, Washington
98504-2619
DOJ Grant Manager: Michael Alston
DOJ Telephone #: 202-307-0690

Grant Title: Paul Coverdell Forensic Science Improvement Program
Grant Number: 2014-CD-BX-0017
Grantee Name: Washington State Patrol
Award Amount: \$156,127.00
Grantee Type: State Government Agency
Address: POB 42602
Olympia, Washington
98504
Contact Person: Larry Hebert
Telephone #: 360-596-4119
Contact Address: POB 42600
Olympia, Washington
98504-2600
DOJ Grant Manager: Alan Spanbauer
DOJ Telephone #: 202-305-2436

Grant Title: Forensic DNA Capacity Enhancement Program
Grant Number: 2014-DN-BX-0121
Grantee Name: Washington State Patrol
Award Amount: \$1,187,293.00
Grantee Type: State Government Agency

Address: POB 42620
Olympia, Washington
98504

Contact Person: Dr. Gary Shuller

Telephone #: 206-262-6053

Contact Address: 2203 Airport Way S, Suite 250
Seattle, Washington
98134

DOJ Grant Manager: Charles Heurich

DOJ Telephone #: 202-616-6264

Policy Statement:

Please see the attached hard copy document.

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, the Human Resource Division (HRD) at the Washington State Patrol (WSP) made the following observations:

Given the small number of employees in some job categories, it is difficult to interpret the level of underutilization as meaningful or significant in relation to the pertaining community labor market.

However, it is noteworthy to address underutilization in the following job categories:

- * Administrative Support
 - o White males (-25%)
- * Protective Services: Sworn-Officials
 - o White females (-9%)
- * Protective Services: Sworn-Patrol Officers
 - o White females (-20%)
 - o Hispanic males (-7%)
 - o Hispanic females (-6%)
 - o Black females (-1%)
 - o Asian females (-2%)
- * Protective Services: Non-Sworn
 - o White females (-32%)

In keeping with the WSPs commitment to having a workforce that reflects the community it serves, recruitment practices have been examined and modified so that a more diverse pool of applicants can now be reached.

Step 5 & 6: Objectives and Steps

1. Widen the scope of recruitment efforts so as to reach larger and more diverse applicant pools both within and outside the state of Washington.
 - a. Recruitment ads on Pandora (streaming radio) that reaches up to 60% of the female target market ranging from age 18-34.
 - b. 60-second commercials at several intervals throughout particular shows on KIRO radio.
 - c. Placement of 10 poster billboards at strategic and busy locations on Interstate 5 to broadcast our recruitment message to a diverse group of commuters.
 - d. Human Resource Divisions Operational Plan now includes specific objectives to hire minorities in proportions representative of the states demographics (i.e., within +/- 2%) as identified in the U.S. census.
 - e. Encourage current WSP employees to proactively recruit friends and family by providing \$200 per employee for each applicant they refer that is provided a conditional job offer.
 - f. Decentralized recruiters will partner with local Public Information Officers, headquarters staff, and Government and Media Relations (GMR) to maximize exposure through the use of social media (primarily Twitter and Facebook) and soft media stories.
 - g. Production of two television commercials through Cox Media for the position of trooper cadet, one of which was specifically targeted toward a female audience.
 - h. Adopting a new online written test for Phase 1 of the trooper cadet hiring process that allows applicants all over the country to conveniently apply to the WSP.

Step 7a: Internal Dissemination

- * A copy of the EEOP will be published on WSPs intranet making it available to all employees.
- * A daily bulletin (an electronic daily notification that is sent to all employees and WSP retirees) will be sent out informing employees that they can now view the EEOP on the intranet.

* Highlight accomplishments via WSPs Strategic Advancement Forum (SAF).

Step 7b: External Dissemination

* A copy of the EEOP will be published on WSPs internet employment page.

* A statement that WSP is an EEOP employer will be included on all job announcements.

Utilization Analysis Chart
Relevant Labor Market: Washington

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 #/%	39/50%	2/3%	0/0%	0/0%	3/4%	2/3%	1/1%	0/0%	27/35%	1/1%	1/1%	1/1%	1/1%	0/0%	0/0%	0/0%
CLS #/%	206,155/50%	10,340/2%	5,140/1%	1,995/0%	14,980/4%	440/0%	3,730/1%	1,305/0%	138,815/34%	7,505/2%	4,295/1%	1,890/0%	12,310/3%	470/0%	3,220/1%	1,040/0%
Utilization #/%	0%	0%	-1%	-0%	0%	2%	0%	-0%	1%	-1%	0%	1%	-2%	-0%	-1%	-0%
Professionals																
Workforce #/%	143/37%	4/1%	3/1%	3/1%	12/3%	0/0%	4/1%	0/0%	182/47%	8/2%	2/1%	2/1%	14/4%	1/0%	7/2%	0/0%
CLS #/%	240,840/39%	10,870/2%	7,165/1%	1,330/0%	34,325/6%	725/0%	4,555/1%	1,410/0%	254,840/42%	12,365/2%	6,130/1%	2,255/0%	28,345/5%	820/0%	5,340/1%	1,615/0%
Utilization #/%	-2%	-1%	-0%	1%	-2%	-0%	0%	-0%	6%	0%	-0%	0%	-1%	0%	1%	-0%
Technicians																
Workforce #/%	83/34%	4/2%	0/0%	4/2%	3/1%	0/0%	4/2%	0/0%	122/50%	4/2%	4/2%	2/1%	10/4%	2/1%	2/1%	0/0%
CLS #/%	31,360/38%	1,645/2%	1,670/2%	295/0%	4,165/5%	70/0%	805/1%	305/0%	33,190/40%	2,085/3%	1,180/1%	380/0%	4,415/5%	185/0%	1,060/1%	155/0%
Utilization #/%	-4%	-0%	-2%	1%	-4%	-0%	1%	-0%	10%	-1%	0%	0%	-1%	1%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	177/82%	6/3%	7/3%	5/2%	6/3%	0/0%	1/0%	0/0%	11/5%	0/0%	1/0%	1/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	32,710/65%	2,695/5%	2,510/5%	760/2%	1,900/4%	280/1%	645/1%	350/1%	7,020/14%	345/1%	345/1%	170/0%	220/0%	55/0%	135/0%	140/0%
Utilization #/%	17%	-3%	-2%	1%	-1%	-1%	-1%	-1%	-9%	-1%	-0%	0%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	697/80%	27/3%	21/2%	9/1%	22/3%	5/1%	10/1%	0/0%	67/8%	4/0%	4/0%	3/0%	3/0%	1/0%	1/0%	0/0%
Civilian Labor Force #/%	104,185/40%	25,925/10%	6,080/2%	2,730/1%	6,175/2%	1,790/1%	4,460/2%	1,495/1%	70,515/27%	16,450/6%	4,665/2%	2,235/1%	5,570/2%	1,380/1%	3,100/1%	935/0%
Utilization #/%	39%	-7%	0%	-0%	0%	-0%	-1%	-1%	-20%	-6%	-1%	-1%	-2%	-0%	-1%	-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				
Administrative Support																				
Workforce #/%	158/75%	7/3%	2/1%	5/2%	2/1%	0/0%	0/0%	0/0%	27/13%	1/0%	1/0%	1/0%	1/0%	0/0%	2/1%	0/0%				
CLS #/%	2,165/40%	70/1%	60/1%	60/1%	90/2%	10/0%	50/1%	2,435/45%	145/3%	35/1%	40/1%	135/2%	0/0%	105/2%	4/0%	0/0%				
Utilization #/%	36%	2%	-0%	1%	-1%	-0%	1%	-32%	-2%	-0%	-0%	-2%	0%	-1%	-0%	-0%				
Skilled Craft																				
Workforce #/%	4/3%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	107/78%	3/2%	4/3%	2/1%	11/8%	1/1%	4/3%	0/0%	0/0%				
CLS #/%	214,660/28%	17,900/2%	9,360/1%	1,965/0%	19,015/2%	1,555/0%	5,530/1%	391,170/51%	31,260/4%	14,580/2%	5,955/1%	29,885/4%	3,035/0%	10,695/1%	4,060/1%	0/0%				
Utilization #/%	-25%	-2%	-1%	-0%	-2%	-0%	-1%	27%	-2%	1%	1%	4%	0%	2%	-1%	-1%				
Service/Maintenance																				
Workforce #/%	30/64%	0/0%	0/0%	1/2%	1/2%	0/0%	0/0%	11/23%	0/0%	3/6%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%				
CLS #/%	197,680/74%	28,775/11%	4,640/2%	2,435/1%	9,065/3%	1,150/0%	3,935/1%	12,345/5%	1,175/0%	640/0%	190/0%	2,020/1%	120/0%	495/0%	85/0%	0/0%				
Utilization #/%	-10%	-11%	-2%	1%	-1%	-0%	-1%	19%	-0%	6%	-0%	1%	-0%	-0%	-0%	-0%				
Service/Maintenance																				
Workforce #/%	10/56%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/39%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #/%	281,695/35%	91,795/11%	19,470/2%	5,505/1%	29,020/4%	3,680/0%	8,840/1%	237,200/30%	55,455/7%	13,515/2%	4,495/1%	33,715/4%	2,125/0%	8,045/1%	2,600/0%	0/0%				
Utilization #/%	20%	-11%	-2%	-1%	-4%	-0%	-1%	9%	-1%	-2%	-1%	-4%	-0%	-1%	-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
Professionals					✓											
Technicians			✓		✓											
Protective Services: Sworn-Officials								✓								
Protective Services: Sworn-Patrol Officers		✓						✓	✓	✓			✓		✓	
Protective Services: Non-sworn									✓							
Administrative Support	✓															
Skilled Craft		✓														

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
Sworn Officials																
Workforce #/%	177/82%	6/3%	7/3%	5/3%	6/3%	0/0%	1/0%	0/0%	11/5%	0/0%	1/0%	1/0%	0/0%	0/0%	0/0%	0/0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	69/80%	27/3%	21/2%	9/3%	22/3%	5/1%	10/1%	0/0%	67/8%	4/0%	4/0%	3/0%	3/0%	1/0%	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 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.

[signature]

[title]

[date]