

EEO Utilization Report

Organization Information

Name: Missouri State Highway Patrol

City: Jefferson City

State: MO

Zip: 65101

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Missouri State Highway Patrol is firmly committed to a policy of equal employment opportunity and of nondiscrimination in public service. The Patrol will administer personnel policies and conduct employment practices in a manner that treats employees and qualified applicants on the basis of qualifications, experience, and other work-related criteria without regard to race, color, religion, sex, age, national origin, veteran status, ancestry, sexual orientation, or disability. Equal opportunity will be provided in all personnel practices, such as recruitment, hiring, training, promotion, classification/compensation, transfer, demotion, termination, layoff, disciplinary action, benefits, and social or recreational programs.

As the superintendent, I pledge my support to this policy. Each commander will be responsible for ensuring the proper administration of this policy. Leadership at every level must share the responsibility of promoting equal employment opportunities.

The means to achieve the Patrol's goals and objectives are outlined within the Affirmative Action Plan. The Patrol will continue to implement good faith efforts to meet the established goals and objectives.



ERIC T. OLSON, Colonel
Superintendent

Step 4b: Narrative of Interpretation

The Job Groups within the Missouri State Highway Patrol where underutilization exists are:

Officials/Administrators: Hispanic or Latino Males (-1%), Black or African American Males (-3%), Asian Males (-1%), Hispanic or Latino Females (-1%), Black or African American Females (-3%), and Asian Females (-1%).

Professionals: Hispanic or Latino Males (-1%), Asian Males (-2%), Black or African American Females (-2%), and Asian Females (-1%).

Technicians: Asian Males (-1%), White Females (-4%), Black or African American Females (-5%), and Asian Females (-1%).

Protective Services - Sworn Officials: Hispanic or Latino Males (-2%), Black or African American Males (-8%), White Females (-7%), and Black or African American Females (-4%).

Protective Services - Sworn Officers: Hispanic or Latino Males (-1%), Black or African American Males (-5%), White Females (-25%), Hispanic or Latino Females (-1%), Black or African American Females (-7%), and Two or More Races Females (-1%).

Administrative Support: White Males (-21%), Hispanic or Latino Males (-1%), Black or African American Males (-2%), Hispanic or Latino Females (-1%), Black or African American Females (-5%), and Two or More Races Females (-1%).

Skilled Craft: Hispanic or Latino Males (-4%), Black or African American Males (-4%), Asian Males (-1%), Two or More Races Males (-1%), White Females (-5%), and Black or African American Females (-1%).

Service/Maintenance: Hispanic or Latino Males (-1%), Black or African American Males (-7%), Asian Males (-1%), Two or More Races Males (-1%), White Females (-23%), Hispanic or Latino Females (-2%), Black or African American Females (-4%), Asian Females (-1%), Two or More Races Females (-1%).

The Missouri State Highway Patrol remains committed to equal employment opportunity and of nondiscrimination in public service through continuous examination of personnel practices.

Step 5: Objectives and Steps

1. Identify and recruit qualified and diverse candidates for member and civilian positions.

- a. The Recruiting and Community Outreach Division (RCOD) will continue to develop closer relationships with individuals, groups, and businesses in communities that may not frequently interact with the Missouri State Highway Patrol and will participate in outreach activities in areas of underutilization.
- b. RCOD will continue to contact universities and two and four-year colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students; these institutions will be advised of the Patrols desire to fill job openings with minority and female employees. RCOD will continue to participate in job fairs and career day activities, and will consider relevant work experience programs. Feedback received from these events will be solicited and RCOD will utilize the information to enhance their outreach efforts. Also, statistical data will be compiled and consistently reviewed to determine causes for lower participation in outreach events by underrepresented groups.
- c. RCOD will collect and analyze data and information gathered from attending various activities and annually compare to past data to ensure they are reaching and/or exceeding division goals. Through this analysis, RCOD will determine where they can improve or enhance their efforts over the next year.

2. Ensure exit interview data is captured and addressed in areas of possible discriminatory attitudes or practices.

- a. The Human Resources Division (HRD) will review each exit interview, with extensive consideration given to information provided about possible discriminatory attitudes or practices, and gather additional details to address these areas within thirty days. Correspondence will be prepared for the Patrols Command Staff for further action to be taken when necessary.
- b. HRD will analyze exit interview data annually to identify issues that pose barriers to underutilized groups. Specific remedies will be established to address issues, such as creating more awareness about diversity and inclusion and providing additional training.

Step 6: Internal Dissemination

The EEO Utilization Report will be placed on the Human Resources Division's and Recruiting and Community Outreach Division's intranet page, and employees will be notified by email with a link to review the report. The report will also be available upon request and discussed at troop meetings, organizational meetings, orientation sessions, and will be part of in-service training programs and the annual recruiters training program.

Step 7: External Dissemination

The EEO Utilization Report will be placed on the Human Resources Division's and Recruiting and Community Outreach Division's internet page. The report will also be made available upon request.

Utilization Analysis Chart
Relevant Labor Market: Missouri

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 #/%	14/64%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	184,650/54%	3,175/1%	8,670/3%	620/0%	3,120/1%	60/0%	1,690/0%	285/0%	119,280/35%	2,595/1%	11,405/3%	490/0%	1,825/1%	25/0%	1,450/0%	270/0%
Utilization #/%	9%	-1%	-3%	-0%	-1%	-0%	-0%	-0%	1%	-1%	-3%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	107/41%	0/0%	5/2%	0/0%	1/0%	0/0%	3/1%	0/0%	138/53%	2/1%	5/2%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	180,155/36%	4,275/1%	11,025/2%	425/0%	10,395/2%	65/0%	1,715/0%	640/0%	254,975/51%	5,335/1%	21,950/4%	760/0%	6,910/1%	225/0%	2,260/0%	585/0%
Utilization #/%	5%	-1%	-0%	-0%	-2%	-0%	1%	-0%	2%	-0%	-2%	-0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	278/46%	7/1%	15/2%	1/0%	3/0%	0/0%	2/0%	0/0%	277/46%	7/1%	16/3%	0/0%	1/0%	0/0%	1/0%	0/0%
CLS #/%	30,115/34%	710/1%	1,880/2%	90/0%	1,485/2%	0/0%	245/0%	60/0%	43,730/50%	990/1%	6,790/8%	130/0%	1,085/1%	15/0%	490/1%	130/0%
Utilization #/%	11%	0%	0%	0%	-1%	0%	0%	-0%	-4%	0%	-5%	-0%	-1%	-0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	89/88%	0/0%	2/2%	1/1%	1/1%	0/0%	1/1%	0/0%	77/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	32,540/68%	885/2%	4,710/10%	50/0%	120/0%	35/0%	545/1%	70/0%	6,795/14%	150/0%	1,735/4%	115/0%	10/0%	0/0%	159/0%	35/0%
Utilization #/%	20%	-2%	-8%	1%	1%	-0%	-0%	-0%	-7%	-0%	-4%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	982/90%	17/2%	24/2%	10/1%	3/0%	0/0%	6/1%	0/0%	46/4%	3/0%	2/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	122,955/48%	7,750/3%	19,420/8%	610/0%	1,015/0%	119/0%	2,315/1%	245/0%	74,155/29%	4,480/2%	17,875/7%	480/0%	1,090/0%	125/0%	1,559/1%	440/0%
Utilization #/%	42%	-1%	-5%	1%	-0%	-0%	-0%	-0%	-25%	-1%	-7%	-0%	-0%	-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
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,725/34%	75/1%	380/8%	20/0%	20/0%	0/0%	44/1%	2,270/45%	75/1%	320/6%	0/0%	10/0%	0/0%	60/1%	0/0%	
Utilization #/%																
Administrative Support																
Workforce #/%	9/8%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	94/87%	0/0%	2/2%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	217,975/29%	5,790/1%	21,740/3%	570/0%	2,950/0%	130/0%	2,595/0%	416,350/56%	9,785/1%	54,500/7%	1,670/0%	5,375/1%	320/0%	5,425/1%	1,160/0%	
Utilization #/%	-21%	-1%	-2%	-0%	-0%	-0%	-0%	31%	-1%	-5%	-0%	1%	-0%	-1%	-0%	
Skilled Craft																
Workforce #/%	31/100%	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 #/%	214,410/85%	9,320/4%	10,695/4%	1,025/0%	1,320/1%	135/0%	2,220/1%	11,580/5%	640/0%	1,275/1%	110/0%	250/0%	45/0%	190/0%	30/0%	
Utilization #/%	15%	-4%	-4%	-0%	-1%	-0%	-1%	-5%	-0%	-1%	-0%	-0%	-0%	-0%	-0%	
Service/Maintenance																
Workforce #/%	40/83%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	5/10%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	359,755/45%	26,760/3%	54,850/7%	1,910/0%	6,005/1%	560/0%	5,130/1%	262,530/33%	15,300/2%	48,290/6%	1,310/0%	7,105/1%	325/0%	4,150/1%	825/0%	
Utilization #/%	38%	-1%	-7%	2%	-1%	-0%	-1%	-23%	-2%	-4%	-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
Technicians					✓				✓		✓		✓			
Protective Services: Sworn-Officials			✓					✓								
Protective Services: Sworn-Patrol Officers		✓	✓					✓	✓				✓		✓	
Administrative Support	✓															
Service/Maintenance								✓			✓					

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 #/%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	26/93%	0/0%	1/4%	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%
Lieutenant																
Workforce #/%	57/88%	0/0%	0/0%	1/2%	1/2%	0/0%	1/2%	0/0%	5/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	982/90%	17/2%	24/2%	10/0%	3/0%	0/0%	6/1%	0/0%	46/4%	3/0%	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 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: Amanda L. Renn

HR Assistant Director

07-03-2021

[signature]

[title]

[date]