

4B Submissions

The KDOC continues to prorate in the appropriate Civilian Labor Force by position title/Standard Occupational Classification (SOC) for each Agency position, and this results in most of the variation between the Agency AAP data and the Federal EEO data. The Agency data is necessary to assess underutilization for specific hiring decisions as they related to jobs and job family lines of progression. As an example - If the Agency was hiring an attorney, they would need to examine where they were in relation to available people with the necessary credentials to be an attorney, while the broader EEO data would reflect based upon all the SOC's incorporated within that broader EEO Category, to include things like doctors and retail store managers, who would not be minimally qualified to be an attorney. Policy continues to require placement of any underutilized candidate based upon that analysis if they represent the top choice for a position by the initial interview board. Specifically, unless appropriate justification is received, even the appointing authority cannot choose to hold second interviews.

Another error in EEO data has to do with assigning security staff above the rank of patrol officers as Official and Managers. Typically, job family lines of progression wouldn't cross EEO Category boundaries and the EEO Category is actually assigned by the applicable SOC. While the EEO lists all sworn positions above entry, specifically using sergeant as the first example, to an Officials & Managers EEO category, most remain in the sworn security EEO Category 4. While appropriate to separate by rank, using SOC to look for disparity, many of those positions are not Officials & Managers. Agency data places regular sergeants in with other line staff because they truly are not considered supervisors by even state policy because, though often acting as lead workers, they do not evaluate others or make hiring decisions, but the pay difference could reflect a place where some disparity might be found. It considers First Sergeants and Lieutenants in the SOC designated as first line supervisors of sworn officers (SOC 33-1011 because they have more general supervisory duties). The Agency push only those to Officials & Managers (SOC 11-1021) when they achieve a position of broader responsibility, at a rank of Captain and above, because they at times represent the on-site authority at the prison and accordingly make decisions at an administrative and program level. THE KDOC prorates availability based upon the applicable SOC code for each position within the Agency to allow for examination on a classification and job-family lines of progression basis.

- The EEO data indicates an under-utilization of white males in the Officials & Managers EEO Category.

While EEO and Agency data indicates a under-representation in white males in this group and an over-representation of white females in this group but there is no indication that white males are discriminated against (many of highest level positions are filled by white males). The Agency data indicates that anything regarding white males may be on the hiring end as well as retention. To that end we will publicize this shortfall to its recruitment staff, so that they can seek out applicants and encourage members of the groups to apply and further undertake recruitment based upon the EEO figures as noted in item 5.

- The Agency has examined the EEO data, which indicates that white females in the Professionals EEO category are under-represented.

Data continues to show that women move out of security and even counseling positions to other Agency positions, often moving to positions where they are less likely to encounter violence from our primarily

male offender population. They often promote to positions falling in the Officials & Managers categories where an overrepresentation is present. Many women choosing work in the corrections field, often have degrees or hours toward them, which results in them being screened into the applicant pool for the next group up, at higher rates. Often women leaving this group represent the group that supervise many of the classifications found in the professional's group. As example, Women, primarily white, make up over 43% of those found in the Unit Team Supervisory group managing the corrections counselors. The Agency will continue to target recruitment efforts toward women in under-utilized areas and hiring data supports they apply and are hired at rates that exceed availability in most job families - Advancement out of some categories will likely continue to represent barriers to retention in other Agency categories.

- The Agency has examined EEO data for the sworn officer EEO category which shows an underutilization of Hispanics of both genders and White females.

The Agency's own data shows no under-utilization of Hispanic's of either gender due to the over-generalization of data discussed elsewhere in this plan. White females are underutilized, but Agency data shows that females are selected into the Agency at rates above civilian labor force availability. Agency figures support that they often move out of these classifications as noted elsewhere in this plan, and the Agency anticipates that movement will likely continue to represent a barrier toward retention in the entry security classes. The Agency will continue to undertake recruitment based upon the EEO data as noted in item 5 though retention appears the greater issue. While not indicated on the EEO chart, Agency data indicates an underutilization of Native American females that appears most likely retention based. The Agency data also shows an underutilization of Black females and to address this we will more closely monitor both recruitment and retention of black females. Critical in both recruitment and retention is a lack of applicants of any gender or race, currently the Agency has attempted numerous fixes to maintain even minimum staffing levels - The state has just approved salary increases for all levels of KDOC security, that are coming on line as this plan is being pushed up, to try to alleviate ongoing staffing problems which should help on both the recruitment and retention ends. But the sworn officer patrol level is the one classification where the KDOC has a recent history of literally trying to onboard every minimally qualified applicant and data shows diversity in its hiring decisions – But data shows that many quit quickly, once they learn of or experience the amount of overtime necessary to work to merely maintain minimum staffing levels.

- The Agency has reviewed the EEO data that indicates that white males are under-utilized in the Administrative support EEO category.

Some of these positions are not opened because when officers and others can no longer perform essential functions due to an ADA covered event, these classifications often represent the only available classifications the Agency could reassign staff to, as an accommodation of last resort. When positions are opened, data indicates that a lack of applicants is likely at issue and word of mouth can be a better utilized to help fill these positions. Agency data also suggest an underutilization of Black males and Hispanic females within this specific category. This is one classification that still contain large applicant pools for posted positions, which are often screened based upon experience, and longer experience is often held by female applicants. The Agency will encourage staff to refer interested applicants for these positions and undertake recruitment efforts as noted under item 5.

- The Agency has reviewed the EEOP data that notes an underutilization of Hispanic males in the Skilled Craft EEO category and Hispanics of both genders and white females in the Service Maintenance category.

The classifications and pay rates represented in both of these EEO categories make recruitment and retention an ongoing issue. The Agency moved some of the positions listed under these EEO categories out of the classified service to allow greater salary flexibility to obtain a better applicant pool. Often these positions require a license or oversee an inmate workforce that can create a concern for some applicants. The Agency goes for long periods with posted openings. Even in small towns, classifications like mechanics and facilities maintenance staff can make more money privately or as a contractor. Our current hiring data shows the positions are often filled by people who have retired from the private sector but desire to maintain paid insurance. People will seldom commute far for the pay represented by these positions. That said, the prorated Agency data does not indicate an underutilization of Hispanic males in the skilled craft Category. The Agency will continue to monitor this to assess the impact of the unclassified service changes and undertake recruitment based upon appropriate EEOP and Agency figures as noted in item 5.

The Agency notes an overall improvement in the data from the previous plan, which indicates that its current actions are effective when it comes to eliminating underutilization.