



UNITED STATES CAPITOL POLICE
WASHINGTON, DC 20510-7218

**Statement of
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Before the
Subcommittee on Federal Workforce, Postal Service,
and the District of Columbia
Committee on Oversight and Government Reform
U.S. House of Representatives

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Chairman Davis and Members of the Subcommittee, thank you for the opportunity to appear before you today to discuss diversity within the workforce, and especially within the senior levels, of the United States Capitol Police. Thank you for bringing attention to this important issue not only in the Legislative Branch, but throughout the federal government.

Let me also assure you that the Chief of the United States Capitol Police and his Executive Team are totally committed to the continued improvement of the Department's workforce diversity, including our requested funding for a diversity officer in fiscal year 2009. We also intend to have a formal written diversity policy in fiscal year 2009, as requested by our appropriators.

Despite the lack of a formal Equal Employment Opportunity (EEO)/Diversity Office, we believe that the Department has made significant improvements in recent years and achieved strong female and minority representation within the Department's workforce and its senior level staff, relative to the federal and civilian workforce. That said, we also know that we need to improve the representation of females and specific minority staff throughout the Department, especially in our sworn and senior level staff, and we will continue to seek new approaches toward achieving these goals.

As of August 29, 2008, the Department's on-board staff totaled 2,010 (350 civilian and 1,660 sworn). Of these, about 23% are women and about 39% are minority staff. Minority representation among our senior level staff has improved in the past fiscal year (from about 14% to 22%), while our female representation at the senior level has experienced a slight decline (from about 28% to 22%).

We are encouraged by the increasingly diverse composition of our senior level developmental pool, which will provide the Department with a trained and experienced cadre of minority and female inspectors, captains, and civilian managers from which to draw into our senior level positions going forward. This developmental pool has increased its representation of minorities by 5% and women by 2% in the current fiscal year.

Much of our success can be attributed to our aggressive recruiting plan which includes universities, colleges and job fairs throughout the country targeted toward women and specific minority populations and also targets returning veterans from the wars in Iraq and Afghanistan. As a result of this targeted recruiting, we have been able to achieve significant positive results in the diversity of our workforce which 'keeps the pipeline flowing' to increase the representation of women and minorities into the developmental pool and senior levels of the Department. In addition, we have used participation in senior level development training programs to improve the representation of women and minorities in our senior levels.

Our Strategic Human Capital Plan draft has been completed and is being reviewed before final issuance. We intend to update this Strategic Plan with fiscal year 2008 data, as appropriate, and view this plan as a 'living' document, through which we will be able to set recruitment, retention, advancement, and succession planning goals; measure our progress in meeting them; and make adjustments as warranted. Diversity representation is an integral part of this Plan, and we intend to fully implement it early in fiscal year 2009. In addition, over the last several years, a number of key sworn assignments that have a direct impact on the future make up of the Department have been filled by women and minorities. These leadership positions serve to ensure that there is diverse representation in important personnel positions, including Recruiting and Background Investigations, the Firearms Training Section, and the Training Services Bureau.

While we do not have an Equal Employment Opportunity (EEO) office, as some other federal agencies do, for investigating discrimination complaints, such complaints are investigated by our Office of Professional Responsibility (OPR). OPR currently has two EEO-trained investigators and two additional OPR investigators are registered to attend EEO training this month, increasing the total number of trained EEO investigators to four. During fiscal year 2008, OPR investigated, or is currently investigating, seven cases of alleged violations of the Department's policy on anti-discrimination and anti-harassment.

In response to our recent Inspector General (IG) report on our workforce diversity, we are reconsidering the appropriate Office to perform OPR's legal sufficiency reviews for all of OPR's cases involving grievance or discrimination complaints. Currently, our Office of Employment Counsel conducts these reviews, in addition to representing the Department or the Capitol Police Board should the case make its way to court. In conjunction with our new directives on discipline, dispute resolution, and grievance procedures, we will determine the best process to avoid any appearance of

conflict going forward. We expect to make these final determinations and issue these directives in the near future.

We appreciate the attention this Subcommittee has focused on this issue within the Department and are working diligently to address our IG's recommendations related to this issue.

Mr. Chairman and Members of the Subcommittee, this concludes my statement. I would be pleased to respond to any questions that you may have.