

Testimony of Assistant Chief Daniel R. Nichols

United States Capitol Police

Before the Subcommittee on Federal Workforce, Postal Service,  
and the District of Columbia

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Chairman Davis, Congressman Marchant, and Members of the Committee, thank you for the opportunity to testify today before the Committee on the important matter of diversity in the workplace. The vision of the Chief of the United States Capitol Police encompasses the importance of including a wide variety of perspectives and approaches, including policy development and its implementation within the Department. Currently, our Department is comprised of 2,085 employees, 80% of which are sworn law enforcement officers, and 20% of which are civilian employees.

The USCP values and champions diversity at all levels of the Department. Diversity brings to us a wider variety of perspectives and approaches to enrich our decisionmaking. According to the latest Bureau of Justice Statistics Bulletin for Law Enforcement Officers, the USCP sworn workforce is comprised of 34.7% minority representation. Currently, at our SES equivalent positions, 43% are occupied by women and minorities. While

we will never be complacent in our efforts, we are proud of our achievements regarding diversity.

Our ability to maintain a diverse workforce differs between our sworn and civilian employee populations. With regard to our sworn employees, to obtain optimum diversity at the SES equivalent level requires planning many years beforehand. Because we do not hire supervisory/managerial sworn employees from external organizations, our succession planning and efforts to enhance the diversity of the pool of sworn employees must be concentrated on recruitment efforts for entry level sworn positions and retention of those employees. In the 2002 to 2006 time period, we have found that our recruitment efforts for entry level sworn positions have resulted in minority race/ethnicity representation ranging between 36-38%.

Our recruitment program at the Department is a nationwide effort. While a significant number of applicants are from the Washington, DC metropolitan area, a diversified employment market, our recruiters travel nationwide to targeted recruiting events that are geared towards women and minority candidates. In addition, a continual nationwide advertising campaign compliments the recruiting events of the Department. From September 2002 to September 2006, the Department's workforce has undergone significant changes, both in terms of size and diversity. The sworn overall

leadership rank increased by 16% in size and the population from which to select new leaders grew by almost 30%.

Within the civilian side of the Department, we have professionalized the ranks of our administrative processes and functions. In 2002, women and minorities representation in civilian SES equivalent positions was 40%.

Today, that percentage has increased to 47%.

Our efforts in developing a strategic human capital plan includes the development of a Department workforce plan as well as a succession plan.

The Department is actively working to incorporate strategic workforce diversity principles into these planning tools that we believe will facilitate our goal of becoming the federal government's premiere law enforcement agency. We believe we have been successful to date, but clearly we can strive for continued growth, responsibility, and new opportunities for both the Department's sworn and civilian workforce.

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