

EEOP Utilization Report



Wed Aug 17 16:10:54 EDT 2016

Step 1: Introductory Information

Grant Title:	City of Sikeston/Scott County Sheriff's Office Joint L.E. Enhancement Project	Grant Number:	2015-DJ-BX-1028
Grantee Name:	City of Sikeston	Award Amount:	\$25,590.00
Grantee Type:	Local Government Agency		
Address:	105 E. Center St. SIKESTON, Missouri 63801		
Contact Person:	Carroll Couch	Telephone #:	573-471-2511
Contact Address:	105 E. Center St. SIKESTON, Missouri 63801		
DOJ Grant Manager:	VERONICA MUNSON	DOJ Telephone #:	202-514-7710

Policy Statement:

In 1987 the Sikeston City Council confirmed the City's status as an Equal Opportunity Employer with the passage of Resolution 87-07-01 (July 6, 1987). In this policy it states the City of Sikeston is an equal opportunity employer providing employment and promotion without regard to race, color, creed, sex, age, national origin, religion, or physical disability which would not detract from the ability to perform assigned duties.

The City's Personnel Policy further supports nondiscrimination in Chapter 20.15(c), where it states "Based on equal qualifications of requirements set out in the job description, in support of affirmative action and equal opportunity employment, preference may be given to applicants in the following descending order of priority: 1. Minority group: a. racial or b. sexual; 2. Disabled a. military veteran or b. all others; 3. Military Veteran; 4. Persons over forty (40) years of age."

Step 4b: Narrative Underutilization Analysis

White and mixed-race females within the category of Protective Services - Sworn have been found to be under-utilized in the City of Sikeston's workforce. Factors to be considered when analyzing this under-utilization are 1) Sikeston's more restrictive employment qualifications for protective services - sworn officers. Sikeston operates a public safety department requiring officer candidates to be Missouri Police Officer Standards & Training (POST) certified and possess Missouri Firefighter I and II certifications. It has been Sikeston's experience that only a select few candidates, either male or female, wish to work in both police and fire capacities. 2) Residency requirements: protective services - sworn personnel must live within 10 miles of Sikeston. Officers are subject to "on-call" requirements to ensure an adequate response can be mounted in a timely manner should a major incident or fire occur. 3) Competition with other protective services agencies with less restrictive employment qualifications. Sikeston is the only public safety agency in the Missouri Bootheel and must compete with a state prison, municipal and county law enforcement agencies for qualified minority applicants.

Step 5 & 6: Objectives and Steps

1. Objective: Increase employment of white females and females of two or more races as sworn officers within the Sikeston Department of Public Safety.

- a. The City of Sikeston will continue active, on-site recruitment of qualified applicants from the region's three law enforcement academies, and state-wide fire academies.
- b. Sikeston will expand recruitment efforts by employing print media, social media and the Internet to communicate public safety officer openings.
- c. Minority applicants, over the age of 20, that successfully complete public safety testing will be offered scholarships to regional law enforcement and fire academies. Upon successful graduation, and obtaining POST and Fire certifications applicants will be employed by the City of Sikeston in a protective services - sworn position.

Step 7a: Internal Dissemination

The 2016 EEOP Utilization Report will be posted to the City's internal web site and employees notified, via email, of its availability.

The City Manager, HR Director, and department heads involved in the employment process will receive a copy of the 2016 EEOP Utilization Report.

The Sikeston City Council will be briefed on, and receive a copy of the 2016 EEOP Utilization Report.

Step 7b: External Dissemination

The 2016 EEOP Utilization Report will be posted to the City web site, www.sikeston.org for public access.

Hard copies of the EEOP Utilization Report will be maintained by the City Manager's Office, and made available to the public upon request.

Utilization Analysis Chart
Relevant Labor Market: Scott County, 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 #/%	6/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	885/54%	0/0%	0/0%	0/0%	4/0%	0/0%	15/1%	0/0%	705/43%	0/0%	15/1%	0/0%	4/0%	0/0%	0/0%	0/0%
Utilization #/%	6%	0%	0%	0%	-0%	0%	-1%	0%	-3%	0%	-1%	0%	-0%	0%	0%	0%
Professionals																
Workforce #/%	3/75%	1/25%	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 #/%	580/27%	0/0%	25/1%	0/0%	15/1%	0/0%	0/0%	0/0%	1,430/67%	0/0%	40/2%	0/0%	40/2%	0/0%	0/0%	0/0%
Utilization #/%	48%	25%	-1%	0%	-1%	0%	0%	0%	-67%	0%	-2%	0%	-2%	0%	0%	0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	195/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	265/54%	4/1%	20/4%	0/0%	0/0%	0/0%	4/1%	0/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	58/88%	0/0%	3/5%	0/0%	1/2%	0/0%	0/0%	0/0%	2/3%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	45/76%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/17%	0/0%	0/0%	0/0%	0/0%	0/0%	4/7%	0/0%
Utilization #/%	12%	0%	5%	0%	2%	0%	0%	0%	-14%	0%	3%	0%	0%	0%	-7%	0%
Protective Services: Non-sworn																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/89%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	0%	0%	0%	0%	0%	0%	0%	0%	-11%	0%	11%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/83%	0/0%	2/17%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,445/33%	25/1%	115/3%	0/0%	0/0%	0/0%	10/0%	0/0%	2,465/57%	0/0%	240/6%	0/0%	4/0%	0/0%	55/1%	0/0%
Utilization #/%	-33%	-1%	-3%	0%	0%	0%	-0%	0%	27%	0%	11%	0%	-0%	0%	-1%	0%

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
Skilled Craft																
Workforce #/%	12/100%	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 #/%	1,350/84%	30/2%	90/6%	0/0%	4/0%	0/0%	40/2%	0/0%	85/5%	0/0%	15/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	16%	-2%	-6%	0%	-0%	0%	-2%	0%	-5%	0%	-1%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	5/100%	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 #/%	3,360/53%	55/1%	400/6%	0/0%	25/0%	0/0%	14/0%	0/0%	1,970/31%	50/1%	485/8%	10/0%	0/0%	0/0%	10/0%	0/0%
Utilization #/%	47%	-1%	-6%	0%	-0%	0%	-0%	0%	-31%	-1%	-8%	-0%	0%	0%	-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
Protective Services: Sworn									✓						✓	

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]