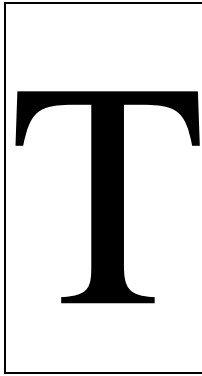


City of Sikeston, Missouri

Equal Employment
Opportunity Plan

For the Period
July 1, 2005 – June 30, 2006



The City of Sikeston, Missouri is located in a rural, agricultural region approximately 135 miles south of St. Louis. With a population of just over 17,000, racial minorities comprise 25% of Sikeston's population.

In April 2003, Sikeston's home-rule charter went into effect. Under this form of government the City Council consists of seven members with four serving as ward representatives, two serving as at-large representatives, and the mayor being elected at-large. The city manager serves as the City's chief executive officer.

Structurally, the City consists of five departments: Administrative Services, Economic Development, Governmental Services, Public Safety and Public Works. (See organizational chart, Appendix A.)

In July 1987, the City reconfirmed its status as an Equal Opportunity Employer with the passage of Resolution 87-07-01. All employment advertisements for the City carry this declaration. Additionally the City's personnel policy (Article 70.15(c)) supports affirmative action and equal opportunity employment when candidates possess relatively equal qualifications. In this event, an employment preference may be given to applicants of a racial or sexual minority group, disabled veterans, disabled persons, veterans, and persons over 40 years of age.

The City uses a number of resources

to locate qualified minority applicants. These include placing advertisements in local and regional newspapers, and the posting of openings on the City's web site, www.sikeston.org. The City enlists the services of the Missouri Division of Workforce Development and the use of their statewide database to solicit job applicants. Additionally, the City has worked with the local NAACP chapter and leaders within Sikeston's minority community to locate qualified applicants.

It has been a goal of the City to increase minority employment, especially within the Department of Public Safety. To meet this goal the City offers a scholarship to Southeast Missouri State University for minority students attending Sikeston Public School, who wish to pursue a career in public safety services. Under the terms of this program, qualified students receive \$1,500 annually for tuition. In return they agree, upon graduation, to work within the Sikeston Department of Public Safety. Requirements for this program include: 1) maintaining a 2.5 grade point average; 2) maintaining a clean criminal record with no controlled substance charges; and 3) maintaining the general hiring eligibility requirements of the Sikeston

City of Sikeston, Missouri
Equal Employment Opportunity Plan
July 1, 2005 - June 30, 2006

In addition to this scholarship program, Sikeston Public Safety utilizes a team of minority and non-minority officers to recruit graduates at area job fairs, local high schools, colleges, and universities.

Efforts to recruit and retain minorities within Public Safety have been successful. Since 2004 the City has obtained full utilization within protective services for the three most prevalent minorities within the City; White/Female, Black/Female and Black/Male.

For purposes of this report, a minority is defined as all female individuals and all persons, regardless of sex, of any of the following origins: Black, Hispanic, American Indian/Native Alaskan, Native Hawaiian or Other Pacific Islands, or other national origin. Under-utilization is determined by comparing the City’s percentage of employment against that of Scott County, Missouri. (Scott County data was obtained from the U.S. Census Bureau, Census 2000 EEO Data Tool found at www.census.gov.) Where the City’s percentage of utilization is less than that of Scott County, under-utilization is deemed to exist. While there exists the premise that all individuals within Scott County are potential employees of the City, residency requirements for City employment do affect candidate eligibility thereby limiting, to some degree, the pool of individuals available for employment with the City. Additionally, Missouri statutory requirements for employment as a certified police officer affect the employment pool for protective services personnel.

The Census 2000 Special EEO Tabulation, Occupational Crosswalk to State and Local Government Job Categories was used to verify classification of the City’s job categories. This review resulted in the reclassification of three positions. The positions of network administrator and IT technician, previously classified as “Technicians”, were moved to the State and Local Job Category of “Professional”, and the position of dispatch supervisor, a civilian position equivalent in rank to that of police captain, has been reclassified to the “Officials/Administrators” category.

**City of Sikeston
Changes in Staffing Level by Job Category
At June 30, 2005 and June 30, 2006**

Job Category	2005 Employment	2006 Employment	Net Change
Officials/Administrators	13	14	+1
Professionals	1	3	+2
Technicians	2	0	-2
DPS: Officials	25	28	+3
DPS: Patrol Officers	46	42	-4
Administrative Support	18	17	-1
Skilled Craft	16	16	0
Service/Maintenance	2	2	0
Total Staffing Level	123	122	-1

As evidenced in the following chart, no significant change was made to the City's staffing levels during this reporting period.

**City of Sikeston
Employment by Minority Classification**

Employment As of June 30,	Total Employment	Black Male	Hispanic Male	American Indian Male	Black Female	White Female
2006	122	2.5% - 3	0	0	4.1% - 5	18.0% - 22
2005	123	2.4% - 3	0	0	4.1% - 5	17.1% - 21
2004	121	2.5% - 3	0	0	4.1% - 5	19.1% - 23
2003	115	2.6% - 3	0	0	4.3% - 5	19.1% - 22
2002	120	1.6% - 2	0	0	4.1% - 5	20.1% - 25

The findings of this report indicate that 25% of those employed by the City of Sikeston at June 30, 2006, represent a racial or sexual minority. Due to budgetary restraints, no increase in staffing is anticipated in the coming year. As positions open due to attrition, efforts will be made to maintain the appropriate levels of minority employment.

Respectfully submitted,

Doug Friend, Manager
City of Sikeston

City of Sikeston

**RECORD OF FINANCIAL ASSISTANCE
AS GRANTEE AND SUB-GRANTEE
AT JUNE 30, 2006**

*Equal Employment Opportunity Plan
June 2006*

Grant Name: COPS (Secure our Schools)

Granting Agency: Bureau of Justice Assistance
Office of Justice Programs

Grant Number: 2002-SHWX-0298

ORI Number: MO1010600

Vendor Number: 43-6003510

Applicant

Organization: City of Sikeston, Department of Public Safety

Law Enforcement

Executive Name: Drew Juden, Director
Department of Public Safety
215 North New Madrid Street
Sikeston, MO 63801
Phone: (573) 471-6200 Fax: (573) 471-7872

Government

Executive Name: Doug Friend, City Manager
City of Sikeston
105 East Center Street
Sikeston, MO 63801
Phone: (573) 471-2512 Fax: (573) 471-1526

Award Date: September 1, 2002

Award End Date: February 28, 2007

Amount of Award: \$346,008.00

Grant Name: COPS (Secure our Schools)

Granting Agency: Bureau of Justice Assistance
Office of Justice Programs

Grant Number: 2003-CHWX-0401

ORI Number: MO1010600

Vendor Number: 43-6003510

Applicant

Organization: City of Sikeston, Department of Public Safety

Law Enforcement

Executive Name: Drew Juden, Director
Department of Public Safety
215 North New Madrid Street
Sikeston, MO 63801
Phone: (573) 471-6200 Fax: (573) 471-7872

Government

Executive Name: Doug Friend, City Manager
City of Sikeston
105 East Center Street
Sikeston, MO 63801
Phone: (573) 471-2512 Fax: (573) 471-1526

Award Date: September 1, 2003

Award End Date: August 31, 2005

Amount of Award: \$23,348.00

Grant Name: COPS (Secure our Schools)

Granting Agency: Bureau of Justice Assistance
Office of Justice Programs

Grant Number: 2005-CKWX-0563

ORI Number: MO1010600

Vendor Number: 43-6003510

Applicant

Organization: City of Sikeston, Department of Public Safety

Law Enforcement

Executive Name: Drew Juden, Director
Department of Public Safety
215 North New Madrid Street
Sikeston, MO 63801
Phone: (573) 471-6200 Fax: (573) 471-7872

Government

Executive Name: Doug Friend, City Manager
City of Sikeston
105 East Center Street
Sikeston, MO 63801
Phone: (573) 471-2512 Fax: (573) 471-1526

Award Date: September 1, 2005

Award End Date: August 31, 2007

Amount of Award: \$25,000.00

City of Sikeston

WORK FORCE ANALYSIS

*Equal Employment Opportunity Plan
June 2006*

**AGENCY WORKFORCE ANALYSIS
CITY OF SIKESTON, MISSOURI
AT JUNE 30, 2006**

Job Category	Total		MALE						FEMALE													
			B		W		H		NHOPI		AIAN		B		W		H		NHOPI		AIAN	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Officials/ Administrative	11.48%	14	0.00%	0	7.38%	9	0.00%	0	0.00%	0	0	0	0.00%	0	4.10%	5	0.00%	0	0.00%	0	0.00%	0
Professionals	2.46%	3	0.00%	0	1.64%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.82%	1	0.00%	0	0.00%	0	0.00%	0
Technicians	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Protective Services: Officials	22.95%	28	0.00%	0	22.13%	27	0.00%	0	0.00%	0	0.00%	0	0.82%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Patrol Officers	34.43%	42	1.64%	2	30.33%	37	0.00%	0	0.00%	0	0.00%	0	0.82%	1	1.64%	2	0.00%	0	0.00%	0	0.00%	0
Administrative/ Support	13.93%	17	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	2.46%	3	11.48%	14	0.00%	0	0.00%	0	0.00%	0
Skilled Craft	13.11%	16	0.00%	0	13.11%	16	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Service/ Maintenance	1.64%	2	0.82%	1	0.82%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Total Labor Force	100.00%	122	2.46%	3	75.41%	92	0.00%	0	0.00%	0	0.00%	0	4.10%	5	18.03%	22	0.00%	0	0.00%	0	0.00%	0

Key: B - Black, non-Hispanic
W - White, non-Hispanic
H - Hispanic

AIAN - American Indian/Alaskan Native
NHOPI - Native Hawaiian & Other Pacific Islands

Source: City of Sikeston Employment Records as of June 30, 2006

City of Sikeston

COMMUNITY LABOR STATISTICS
SCOTT COUNTY, MISSOURI

Equal Employment Opportunity Plan
June 2006

**COMMUNITY LABOR STATISTICS
SCOTT COUNTY, MISSOURI**

Job Category	Total M/F #	MALE								FEMALE															
		B		W		H		NHOPI		AIAN		Mixed/ Other		B		W		H		NHOPI		AIAN		Mixed/ Other	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Officials/ Administrative	2,425	0.21%	40	7.87%	1,530	0.04%	8	0.02%	4	0.00%	0	0.02%	4	0.23%	45	4.04%	785	0.00%	0	0.02%	4	0.00%	0	0.00%	0
Professionals	1,830	0.13%	25	2.78%	540	0.00%	0	0.08%	15	0.05%	10	0.05%	10	0.21%	40	6.02%	1170	0.02%	4	0.02%	4	0.00%	0	0.07%	14
Technicians	534	0.02%	4	0.69%	135	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.18%	35	1.85%	360	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Protective Services, Sworn	220	0.10%	20	0.85%	165	0.00%	0	0.00%	0	0.00%	0	0.02%	4	0.02%	4	0.13%	25	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Administrative Support	4,475	0.13%	25	5.61%	1,090	0.04%	8	0.00%	0	0.02%	4	0.05%	10	0.95%	185	15.97%	3105	0.13%	25	0.02%	4	0.02%	4	0.10%	19
Skilled Craft	2,175	0.36%	70	9.95%	1,935	0.07%	14	0.02%	4	0.05%	10	0.02%	4	0.00%	0	0.67%	130	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Service Maintenance	7,635	2.21%	430	19.45%	3,780	0.31%	60	0.02%	4	0.02%	4	0.05%	10	2.80%	545	14.12%	2745	0.18%	35	0.05%	10	0.00%	0	0.06%	12
Other Classifications	144	0.31%	61	0.13%	25	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.08%	15	0.23%	44	0.02%	4	0.00%	0	0.00%	0	0.02%	4
Total Civilian Labor Force	19,438	3.47%	675	47.33%	9,200	0.46%	90	0.14%	27	0.14%	28	0.22%	42	4.47%	869	43.03%	8,364	0.35%	68	0.11%	22	0.02%	4	0.25%	49

Key: B - Black, non-Hispanic AIAN - American Indian/Alaskan Native
W - White, non-Hispanic NHOPI - Native Hawaiian & Other Pacific Islands
H - Hispanic

Source: U.S. Census, 2000 EEO Data Tools

City of Sikeston

UTILIZATION ANALYSIS

*Equal Employment Opportunity Plan
June 2006*

**UTILIZATION REPORT
CITY OF SIKESTON, MISSOURI
AT JUNE 30, 2006**

Job Category	Total		MALE								FEMALE																	
			B		W		H		NHOP1		AIAN		Mixed/ Other		B		W		H		NHOP1		AIAN		Mixed/ Other			
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
Officials/Administrative																												
City Workforce	11.48%	14	0.00%	0	7.38%	9	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	4.10%	5	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	12.48%	2,425	0.21%	40	7.87%	1,530	0.04%	8	0.02%	4	0.00%	0	0.02%	4	0.23%	45	4.04%	785	0.00%	0	0.02%	4	0.00%	0	0.00%	0	0.00%	0
Utilization			-0.21%		-0.49%		-0.04%		-0.02%		0.00%		-0.02%		-0.23%		0.06%		0.00%		-0.02%		0.00%		0.00%		0.00%	
Professionals																												
City Workforce	2.46%	3	0.00%	0	1.64%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.82%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	9.41%	1,830	0.13%	25	2.78%	540	0.00%	0	0.08%	15	0.05%	10	0.05%	10	0.21%	40	6.02%	1170	0.02%	4	0.02%	4	0.00%	0	0.00%	0	0.07%	14
Utilization			-0.13%		-1.14%		0.00%		-0.08%		-0.05%		-0.05%		-0.21%		-5.20%		-0.02%		-0.02%		0.00%		0.00%		-0.07%	
Technicians																												
City Workforce	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	2.75%	534	0.02%	4	0.69%	135	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.18%	35	1.85%	360	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Utilization			-0.02%		-0.69%		0.00%		0.00%		0.00%		0.00%		-0.18%		-1.85%		0.00%		0.00%		0.00%		0.00%		0.00%	
Protective Services:																												
Officials	22.95%	28	0.00%	0	22.13%	27	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.82%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Patrol Officers	34.43%	42	1.64%	2	30.33%	37	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.82%	1	1.64%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
City Total	57.38%	70	1.64%	2	52.46%	64	0.00%	0	0.00%	0	0.00%	0	0.00%	0	1.64%	2	1.64%	2	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	1.13%	220	0.10%	20	0.85%	165	0.00%	0	0.00%	0	0.00%	0	0.02%	4	0.02%	4	0.13%	25	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Utilization			1.54%		51.61%		0.00%		0.00%		0.00%		-0.02%		1.62%		1.51%		0.00%		0.00%		0.00%		0.00%		0.00%	
Admin./Support																												
City Workforce	13.93%	17	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	2.46%	3	11.48%	14	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	23.02%	4,475	0.13%	25	5.61%	1,090	0.04%	8	0.00%	0	0.02%	4	0.05%	10	0.95%	185	15.97%	3,105	0.13%	25	0.02%	4	0.02%	4	0.02%	4	0.10%	19
Utilization			-0.13%		-5.61%		-0.04%		0.00%		-0.02%		-0.05%		1.51%		-4.50%		-0.13%		-0.02%		-0.02%		-0.02%		-0.10%	
Skilled Craft																												
City Workforce	13.11%	16	0.00%	0	13.11%	16	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	11.19%	2,175	0.36%	70	9.95%	1,935	0.07%	14	0.02%	4	0.05%	10	0.02%	4	0.00%	0	0.67%	130	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Utilization			-0.36%		3.16%		-0.07%		-0.02%		-0.05%		-0.02%		0.00%		-0.67%		0.00%		0.00%		0.00%		0.00%		0.00%	
Serv./Maintenance																												
City Workforce	1.64%	2	0.82%	1	0.82%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
County Workforce	39.28%	7,635	2.21%	430	19.45%	3,780	0.31%	60	0.02%	4	0.02%	4	0.05%	10	2.80%	545	14.12%	2,745	0.18%	35	0.05%	10	0.00%	0	0.00%	0	0.06%	12
Utilization			-1.39%		-18.63%		-0.31%		-0.02%		-0.02%		-0.05%		-2.80%		-14.12%		-0.18%		-0.05%		0.00%		0.00%		-0.06%	
Other, County		144	0.31%	61	0.13%	25	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.08%	15	0.23%	44	0.02%	4	0.00%	0	0.00%	0	0.00%	0	0.02%	4
Total City Workforce	100%	122	2.46%	3	75.41%	92	0.00%	0	0.00%	0	0.00%	0	0.00%	0	4.10%	5	18.03%	22	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Total																												
County Workforce	100%	19,438	3.47%	675	47.33%	9,200	0.46%	90	0.14%	27	0.14%	28	0.22%	42	4.47%	869	43.03%	8,364	0.35%	68	0.11%	22	0.02%	4	0.25%	49		

City of Sikeston
Areas of Employment Under-Utilization
When Compared to Scott County, Missouri
As of June 30, 2006

Percentage Of Under-Utilization	Race	Sex	Job Category
14.12%	White	Female	Service Maintenance
5.20%	White	Female	Professional
4.50%	White	Female	Admin/Support
2.80%	Black	Female	Service Maintenance
1.39%	Black	Male	Service Maintenance

CITY OF SIKESTON

2006 UTILIZATION/UNDER-UTILIZATION ANALYSIS - Narrative

An utilization/under-utilization analysis was conducted within the parameters established by the Office of Civil Rights Compliance to ascertain utilization of minorities in the City's workforce as compared to that of Scott County, Missouri. Community Labor Statistics for Scott County were acquired from the U.S. Census, 2000 EEO Data Tools.

The Census 2000 Special EEO Tabulation, Occupational Crosswalk to State and Local Government Job Categories was used to classify the City's job categories. This process resulted in the reclassification of three positions. The positions of network administrator and IT Technician, previously classified as "Technicians", were reclassified to the State and Local Job Category of "Professional", and the position of dispatch supervisor, a civilian position equivalent in rank to that of police captain, has been moved to the "Officials/Administrators" category. Using the Occupational Crosswalk as the basis for categorization, no employees were classified as "Technicians".

During the twelve-month period ending June 30, 2006 neither the City nor Scott County experienced a significant change in employment. Ethnic minority composition within City employment remain virtually unchanged from the prior year with minorities composing 25% of the City's 2006 workforce (2.5% Black males, 4.1% Black females and 18.03% White females).

The City exhibited five areas of under-utilization of 1% or greater. Under-utilization of females was reported in four job categories: service-maintenance, professional, administrative and maintenance. One area of Black male under-utilization was identified in

the service-maintenance category.

CLASSIFICATION OF EMPLOYMENT POSITIONS
OF THE CITY OF SIKESTON, MISSOURI
WITHIN EEO JOB CATEGORIES
JUNE 30, 2006

<u>EEO Job Category</u>	<u>City of Sikeston Employment Position</u>
Officials/Administrators	City Manager Director of Economic Development Director of Governmental Services City Treasurer City Collector Community Resource Coordinator Parks & Recreation Director Code Enforcement Officer Street Superintendent Dispatch Supervisor Emergency Management Coordinator
Professional	Director of Administrative Services (CPA) Network Administrator IT Technician
Office Clerical	Administrative Assistant Secretary/Receptionist Court Clerk/Deputy Court Clerk Account Clerk Communications Officer
Protective Services Officials & Administrators	Director of Public Safety Captain Lieutenant Sergeant Detective
Patrol Officers	Field Training Officer Public Safety Officer K-9 Officer DARE/SRO Officer
Skilled Craft	Vehicle Maintenance Supervisor Mechanic Street Division Supervisor Park Division Supervisor Building Maintenance Supervisor Skilled Worker <u>1</u>
Service Maintenance	Entry Level Skilled Worker <u>2</u>

1 Skilled workers with skills required to operate all Street and Park Division equipment.

2 Skilled workers without skills required to operate all Street and Park Division equipment.

City of Sikeston

GOALS AND DISSEMINATION

Equal Employment Opportunity Plan

June 2006

CITY OF SIKESTON, MISSOURI
 EQUAL EMPLOYMENT OPPORTUNITY PLAN
 JUNE 2006

GOALS

To determine the City's goals in the coming year, utilization statistics from 2006 were compared against those of prior years.

CITY OF SIKESTON
 SUMMARY OF UNDER-UTILIZATION
 AT JUNE 30, 2004 THROUGH 2006

		Total Employment	121	123	122
		Under-Utilization			
Race/Sex	Job Category	2004	2005	2006	
White/Female	Professional	6.01%	6.02%	5.20%	
	Official/Administrator	0.73%	0.73%	-	
	Protective Services	-	-	-	
	Service/Maintenance	14.10%	14.13%	14.12%	
	Skilled Craft	0.67%	0.67%	0.67%	
	Admin/Support	1.91%	3.70%	4.50%	
	Technician	1.02%	1.04%	-	
Black/Female	Official/Administrator	0.23%	0.23%	0.23%	
	Protective Services	-	-	-	
	Service/Maintenance	2.21%	2.80%	2.80%	
Black/Male	Protective Services	-	-	-	
	Skilled Craft	-	-	0.36%	
	Service/Maintenance	2.21%	2.21%	1.39%	
	Admin/Support	0.13%	0.13%	0.13%	
	Official/Administrator	0.21%	0.21%	0.21%	
Hispanic/Male	Service/Maintance	-	0.31%	0.31%	
	Skilled Craft	-	0.07%	0.07%	

It should be noted the City's has maintained its goal of minority utilization within protective services for a third year. Recruitment efforts will continue, and as positions become available in Public Safety, the City will work to maintain utilization of minorities within protective services.

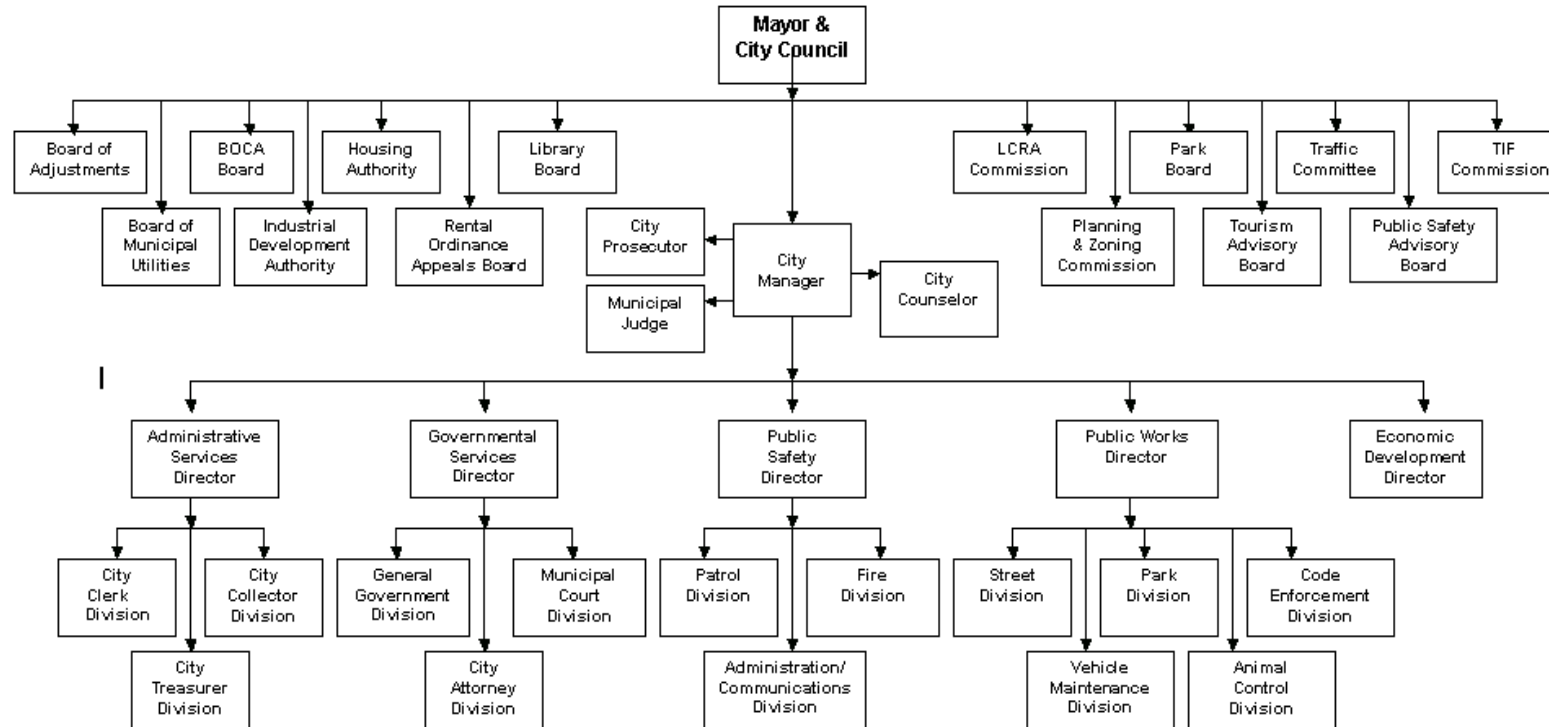
Under-utilization of females in the service/maintenance category remains. This is due, primary, to the fact the service/maintenance industry within Scott County encompasses a greater number of job descriptions than that of the City. Municipal service/maintenance positions require heavy equipment or construction-related skills, for which there is a very limited number of qualified minority applicants. Additionally, the City competes with the Missouri Highway Department (also located in Sikeston) to obtain employees from this limited minority job pool. The City will continue to seek qualified Female and Black male applicants for its service/maintenance positions.

The remaining areas of under-utilization occur in the White Female categories of professional and administrative support. The City maintains a stable employment base in these areas, resulting in limited job turnover. Additionally, the City Council has limited the amount of authorized staffing positions in these job categories. It should be noted, all 17 administrative support municipal positions are held by either White or Black female employees. The illusion of under-utilization is created by the size discrepancy of the two populations. While the City will seek qualified minority applicants, no significant change can be anticipated until such time as the number of authorized positions is increased by City ordinance.

DISSEMINATION INFORMATION

City Manager Doug Friend, as chief executive officer of the City of Sikeston, is responsible for implementation of the Equal Employment Opportunity Program. This program, as outlined in the preceding pages, will be on file in the Administrative Office of the City at Sikeston City Hall, 105 E. Center Street, Sikeston, MO 63801, and will be available for review upon timely request, made to the City Manager. Additionally, it will be available on the City's website at www.sikeston.org.

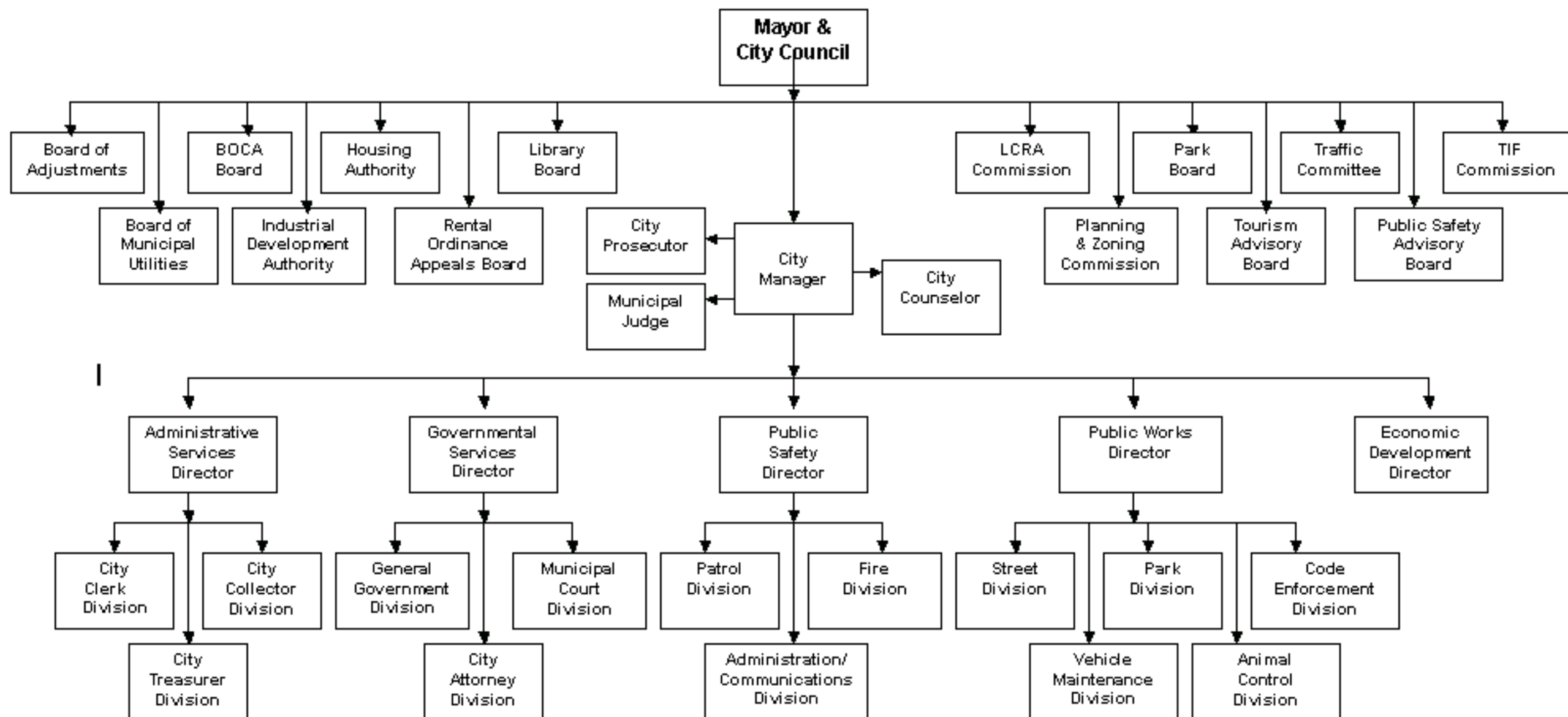
**CITY OF SIKESTON
ORGANIZATIONAL CHART**



Note: In addition to the Boards and Commissions listed above, there exists the DED Executive Board. Its membership includes the Mayor, Mayor Pro Tem, City Manager, BMU Board Chairman, BMU Vice Chairman and the Director of the BMU. This Board provides general guidance and direction in regard to DED projects.

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CITY OF SIKESTON ORGANIZATIONAL CHART



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CERTIFICATION FORM

Recipient Name and Address: City of Sikeston, 105 E. Center St., Sikeston, MO 63801

Grant Title: COPS SECURE OUR SCHOOLS Grant Number: 2005-CKWX-0563 Award Amount: \$25,000

Contact Person Name and Title: Drew Juden, Director, Sikeston DPS Phone Number: (573) 471-6200

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEOP) in accordance with 28 C.F.R §§ 42.301-308. The regulations exempt some recipients from all of the EEOP requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEOP, but they do not need to submit the EEOP to OJP for review. Recipients that claim a complete exemption from the EEOP requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete either Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEOP recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEOP Requirement. Please check all the boxes that apply.

- | | | | |
|-------------------------------------|---|-------------------------------------|--|
| <input checked="" type="checkbox"/> | Recipient has less than 50 employees, | <input type="checkbox"/> | Recipient is an Indian tribe, |
| <input type="checkbox"/> | Recipient is a non-profit organization, | <input type="checkbox"/> | Recipient is an educational institution, or |
| <input type="checkbox"/> | Recipient is a medical institution, | <input checked="" type="checkbox"/> | Recipient is receiving an award less than \$25,000 |

I, Doug Friend, Manager, City of Sikeston [responsible official], certify that the City of Sikeston [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that the City of Sikeston [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Doug Friend, City Manager _____ 09/15/08
Print or type Name and Title Signature Date

Section B- Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, _____ [responsible official], certify that the _____ [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR §42.301, et seq., subpart E. I further certify that the EEOP has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEOP is on file in the office of: _____ [organization], at _____ [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

Print or type Name and Title Signature Date