

EEOP Short Form



Fri Aug 03 16:08:30 EDT 2012

Step 1: Introductory Information

Grant Title:	FY11 Justice Assistance Grant Program	Grant Number:	2011-DJ-BX2589
Grantee Name:	City of Sikeston	Award Amount:	\$24,800.00
Grantee Type:	Local Government Agency		
Address:	105 E. Center Street Sikeston, Missouri 63801		
Contact Person:	Charles Juden	Telephone #:	573-471-6200
Contact Address:	105 E. Center St. Sikeston, Missouri 63801		
DOJ Grant Manager:	Veronica Munson	DOJ Telephone #:	202-514-7710

Grant Title:	Fiscal Year 2012 JAG	Grant Number:	2012-DJ-BX-0593
Grantee Name:	City of Sikeston	Award Amount:	\$21,869.00
Grantee Type:	Local Government Agency		
Address:	105 East Center Street Sikeston, Missouri 63801		
Contact Person:	Charles "Drew" Juden	Telephone #:	573-471-6200
Contact Address:	105 E. Center St. Sikeston, Missouri 63801		
DOJ Grant Manager:	Veronica Munson	DOJ Telephone #:	202-514-7710

Grant Title:	FY2010 Justice Assistance Grant Program	Grant Number:	2010-DJ-BX-0555
Grantee Name:	City of Sikeston	Award Amount:	\$28,811.00
Grantee Type:	Local Government Agency		
Address:	105 East Center St. Sikeston, Missouri 63801		
Contact Person:	Charles "Drew" Juden	Telephone #:	573-471-6200
Contact Address:	105 E. Center St. Sikeston, Missouri 63801		
DOJ Grant Manager:	Veronica Munson	DOJ Telephone #:	202-514-7710

Grant Title: FY2009 Recovery Act Justice Assistance Grant **Grant Number:** 2009-SB-B9-0312
Grantee Name: City of Sikeston **Award Amount:** \$121,139.00
Grantee Type: Local Government Agency
Address: 105 East Center Street
Sikeston, Missouri
63801
Contact Person: Kevin "Doug" Friend **Telephone #:** 573-471-2512
Contact Address: 105 E. Center St.
Sikeston, Missouri
63801
DOJ Grant Manager: Elizabeth White **DOJ Telephone #:** 202-305-1671

Grant Title: 2011 Bullet Proof Partnership Grant **Grant Number:** 11057587
Grantee Name: City of Sikeston **Award Amount:** \$3,183.00
Grantee Type: Local Government Agency
Address: 105 E. Center Street
Sikeston, Missouri
63801
Contact Person: Karen Bailey **Telephone #:** 573-471-2511
Contact Address: 105 E. Center St.
Sikeston, Missouri
63801
DOJ Grant Manager: **DOJ Telephone #:**

Policy Statement:

In July 1987, the Sikeston City Council reconfirmed 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 of Sikeston'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 (racial or sexual); 2. Disabled a) veteran, b) all others; 3. Veteran; 4. Person over forty (40) years of age.

Step 4b: Narrative Underutilization Analysis

The results of the Utilization Analysis were reviewed by the Office of the City Manager, and underutilization of white females within the category of Protective Services Sworn was noted.

In analyzing this underutilization a number of factors come into play. Foremost is the fact Sikeston is the only community within Scott County which uses the public safety concept to address law enforcement and fire protection needs. Applicants for Sikeston Public Safety positions must meet all educational requirements for State certification as police officers, as well as that for firefighters. Additionally, applicants must be able to adequately perform all physical requirements identified as essential functions of law enforcement and firefighting.

The higher standards required to perform as a public safety officer reduces the pool of qualified applicants within Scott County. Also, due to the fact individuals often prefer to work in either police or fire service, they decline Sikestons offers of employment upon learning they will be required to perform both law enforcement and fire service functions.

Another factor is the location of a State prison within 15 miles of Sikeston. Individuals employed by the State prison system receive higher wages, better benefits and are exposed to better working conditions than those offered Public Safety Officers working city streets and fighting fires. This competition has severely limited the Citys ability to attract qualified minority applicants.

Step 5 & 6: Objectives and Steps

1. The City's objective to is to seek qualified protective services-sworn minority female applicants for Public Safety Department vacancies.

- a. 1. The City of Sikeston will post notice of openings in local and regional newspapers.
2. The City of Sikeston will post notice of opening with law enforcement academies associated with Southeast Missouri State University, and Mineral Area Community College.
3. The City will continue to attend local and regional job fairs.
4. The City of Sikeston will continue funding for the Public Safety Minority Scholarship. This program provides tuition assistance for minorities (racial or sexual)graduating from Sikeston High School and seeking a career in law enforcement or fire safety. A condition of this funding is the agreement to work for Sikeston Public Safety for a period of two years following graduation.

Step 7a: Internal Dissemination

The EEOP Short Form, which is maintained in the Office of the City Manager, will be disseminated to all Department Heads and the Human Resource Director. Additionally, it will be accessible on the City's Employee Website.

Step 7b: External Dissemination

The City of Sikeston's EEOP Short Form will externally disseminated via the City's website.

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	8/62%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,530/63%	8/0%	40/2%	0/0%	4/0%	0/0%	0/0%	785/32%	0/0%	45/2%	0/0%	4/0%	0/0%	0/0%
Utilization #/%	-2%	-0%	-2%	0%	-0%	0%	0%	6%	0%	-2%	0%	-0%	0%	0%
Professionals														
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	540/30%	0/0%	25/1%	10/1%	15/1%	0/0%	10/1%	1,170/64%	4/0%	40/2%	0/0%	4/0%	0/0%	10/1%
Utilization #/%	37%	0%	-1%	-1%	-1%	0%	-1%	-31%	-0%	-2%	0%	-0%	0%	-1%
Technicians														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	135/25%	0/0%	4/1%	0/0%	0/0%	0/0%	0/0%	360/67%	0/0%	35/7%	0/0%	0/0%	0/0%	0/0%
Utilization #/%														
Protective Services: Sworn														
Workforce #/%	62/91%	0/0%	2/3%	0/0%	1/1%	0/0%	0/0%	1/1%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	165/77%	0/0%	20/9%	0/0%	0/0%	0/0%	0/0%	25/12%	0/0%	4/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	14%	0%	-6%	0%	1%	0%	0%	-10%	0%	1%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	0/	0/	0/	0/	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%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%														
Administrative Support														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	16/84%	0/0%	3/16%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,090/24%	8/0%	25/1%	4/0%	0/0%	0/0%	0/0%	3,105/70%	25/1%	185/4%	4/0%	4/0%	0/0%	15/0%
Utilization #/%	-24%	-0%	-1%	-0%	0%	0%	0%	15%	-1%	12%	-0%	-0%	0%	-0%
Skilled Craft														
Workforce #/%	16/94%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,935/89%	14/1%	70/3%	10/0%	4/0%	0/0%	0/0%	130/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%


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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%	5%	-1%	3%	-0%	-0%	0%	0%	-6%	0%	0%	0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,780/50%	60/1%	430/6%	4/0%	4/0%	0/0%	0/0%	2,745/36%	35/0%	545/7%	0/0%	10/0%	0/0%	4/0%
Utilization #/%														

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
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 Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.



[signature]

CITY MANAGER

[title]

8-6-12

[date]