

City of Shawnee

HUMAN RESOURCE DEPARTMENT

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2014-2015 through 2017-2018 –UPDATED November 2018

EQUAL EMPLOYMENT OPPORTUNITY PLAN



The City of Shawnee's strategy is to implement and maintain an effective plan to ensure the full and equal participation of men and women in the workforce, regardless of race and ethnicity. It is also against the City of Shawnee's policy to discriminate based on religion, disability, age, national origin or sexual orientation.

It is the policy of the City of Shawnee to provide equal employment opportunity in city government for all persons; to prohibit discrimination in employment on the basis of race, color, religion, national origin, age, sex, disability or handicap status; and to promote the full utilization of all incumbent employees of the City of Shawnee.

The City of Shawnee will follow this policy in recruitment, hiring, training and promotion into all classifications, compensation, benefits, transfers, assignments, shifts, layoffs, returns from layoff, demotions, terminations, educational leave, social and recreational programs, and use of the City of Shawnee's facilities.

It is not the intent of this policy to permit or require the lowering of bona fide job requirements or qualification standards in order to give preference to any employee or applicant for employment. Selection, hiring, placement and promotion decisions will be based on valid requirements and criteria that are job related, essential and necessary functions of the job.

The City of Shawnee will provide, when necessary, reasonable accommodations to applicants' and/or employees' disabilities, when doing so will enable them to successfully perform the essential functions of the job for which they are qualified.

The City of Shawnee prohibits retaliatory actions against employees or applicants for employment, who make a charge of employment discrimination, testify, assist or participate, in any manner, in a hearing, proceeding or investigation of employment discrimination.

The purpose of the Equal Employment Opportunity Plan (EEOP) is to identify organizational components and job categories within the City of Shawnee's workforce in which minorities and women are not represented in proportion to their availability in the labor force, and to devise and implement strategies to achieve equitable representation.

The City of Shawnee is an equal opportunity employer and believes that every employee has the right to work in surroundings which are free from all forms of unlawful discrimination.

Affirmative Action

It is the policy of the City of Shawnee to be fair and impartial in all of its relations with employees and to recognize the dignity of the individual. The City of Shawnee seeks to attain a workforce, which mirrors the local community in the representation of women, minorities and the disabled in all departments and levels. The City of Shawnee strives to maintain an environment ensuring recognition of each employee's efforts, achievements and cooperation. Employees will be treated impartially and allowed, without prejudice, to advance in the organization, as their abilities warrant and as openings occur. The City of Shawnee will promote and afford equal treatment and service to all employees and citizens.

The Job Categories listed in the following tables were obtained by cross referencing with the US Census Bureau, the Department of Labor and the Equal Employment Opportunity Commission. The following is a list of the Job Categories and definitions used to complete the analysis for this Plan:

Officials/Managers – Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments. This category includes titles such as department heads, directors, deputy directors, etc.

Professionals – Occupations, which require specialized and theoretical knowledge, which is usually acquired through college training or through work experiences and other training which provides comparable knowledge. Includes: accountants, personnel and labor relations workers, police and fire captains and lieutenants.

Technicians – Occupations, which require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, drafters, survey and mapping technicians, radio operators, technicians, police and fire sergeants, inspectors, first-line supervisors

Protective Services: Sworn – Occupations in which sworn workers are entrusted with public safety, security and protection from destructive forces. Includes: police officers, fire fighters.

Protective Services: Non-sworn – Occupations in which workers provide assistance, guidance, or protection in a specific area. Includes: animal control workers, crossing guards, lifeguards, and other protective service workers.

Administrative Support – Occupations in which workers are responsible for internal and external communications, recording and retrieval of data and/or information and other paperwork required in an office. Includes: customer service, payroll clerks, meter readers, dispatchers, secretaries, receptionists, etc.

Skilled Craft – Occupations in which workers perform duties which require manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics, equipment operators, highway maintenance workers, first-line supervisors of mechanics and other skilled crafts people.

Service Maintenance – Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Includes: groundskeepers, sewer workers, garage laborers, custodial personnel.

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2009 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2009. Employment numbers are for full-time employees only. *

Table A-2009

Table A-2009

June 2009-City of Shawnee Workforce Analysis

Job Category	TOTAL	MALE					FEMALE				
		W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN
Officials/Managers	100.0%	78.1%					18.8%				3.1%
Professionals	100.0%	88.4%				4.7%	7.0%				
Technicians	100.0%	56.4%		2.6%		5.1%	28.2%				7.7%
Protective Services	100.0%	81.6%		2.0%		6.1%	8.2%		2.0%		
Admin. Support	100.0%	7.9%					73.7%		13.2%	2.6%	2.6%
Skilled Craft	100.0%	75.6%	2.4%	4.9%		12.2%	4.9%				
Service/Maintenance	100.0%	84.6%	7.7%			7.7%					

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2010 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2010. Employment numbers are for full-time employees only. *

Table A-2010

JUNE 2010			MALE					FEMALE				
JOB CATEGORY	Total		W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN
Officials/Managers	31	100%	84%				3%	13%				
Professionals	41	100%	90%				7%	2%				
Technicians	38	100%	74%				11%	16%				
Protective Services	46	100%	85%		2%		7%	4%		2%		
Admin. Support	32	100%	6%					69%		16%		9%
Skilled Craft	35	100%	86%	3%	6%		6%					
Service/Maintenance	23	100%	74%	9%			17%					
TOTAL	246											

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2011 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2011.

Table A-2011

CITY OF SHAWNEE WORKFORCE ANALYSIS

JUNE 2011		MALE					FEMALE				
JOB CATEGORY		W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN
Officials/Managers	100%	80%				3%	17%				
Professionals	100%	83%				9%	7%		2%		
Technicians	100%	69%		3%		9%	14%		3%		3%
Protective Services	100%	81%	0%	4%		11%	2%		2%		
PARA PROVESSIONAL	100%	100%									
Admin. Support	100%	9%					79%		3%		9%
Skilled Craft	100%	88%	3%			9%	0%				
Service/Maintenance	100%	68%	8%	4%		20%	0%				

TOTAL

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2012 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2012.

Table A-2012

CITY OF SHAWNEE WORKFORCE ANALYSIS											
JUNE 2012		MALE					FEMALE				
JOB CATEGORY		W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN
Officials/Managers	100%	76%				3%	21%				
Professionals	100%	85%				5%	10%		0%		
Technicians	100%	66%		2%		15%	15%		0%		2%
Protective Services	100%	81%	2%	6%		8%	2%		2%		
PARA PROFESSIONAL	100%	100%					0%				
Admin. Support	100%	9%					82%		3%		6%
Skilled Craft	100%	79%	3%	6%		12%	0%				
Service/Maintenance	100%	68%	10%			19%	3%				

TOTAL

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2013 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2013.

CITY OF SHAWNEE WORKFORCE ANALYSIS

JUNE 2013		MALE						FEMALE				
JOB CATEGORY		W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN	
Officials/Managers	36	100%	75%	0%	3%	0%	3%	19%	0%	0%	0%	0%
Professionals	34	100%	88%	0%	0%	0%	6%	6%	0%	0%	0%	0%
Technicians	43	100%	70%	2%	2%	0%	12%	12%	0%	0%	0%	2%
Protective Services	59	100%	80%	2%	5%	0%	10%	2%	0%	2%	0%	0%
PARA PROFESSIONAL	3	100%	67%	0%	0%	0%	0%	33%	0%	0%	0%	0%
Admin. Support	33	100%	6%	0%	0%	0%	0%	82%	0%	6%	0%	6%
Skilled Craft	44	100%	70%	2%	9%	0%	16%	2%	0%	0%	0%	0%
Service/Maintenance	29	100%	72%	7%	0%	0%	14%	7%	0%	0%	0%	0%

Total 281 190 5 9 0 25 46 0 3 0 3

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2014 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2014.

Table A-2014

CITY OF SHAWNEE WORKFORCE ANALYSIS

June, 2014		MALE					FEMALE					
JOB CATEGORY		W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN	
Officials/Managers	39	100%	74%	0%	3%	0%	3%	18%	0%	0%	0%	3%
Professionals	38	100%	87%	0%	0%	0%	8%	5%	0%	0%	0%	0%
Technicians	49	100%	71%	2%	0%	0%	14%	10%	0%	0%	0%	2%
Protective Services	61	100%	80%	2%	5%	2%	10%	0%	0%	2%	0%	0%
PARA PROFESSIONAL	3	100%	67%	0%	0%	0%	0%	33%	0%	0%	0%	0%
Admin. Support	34	100%	9%	0%	0%	0%	0%	74%	0%	9%	0%	9%
Skilled Craft	45	100%	76%	2%	4%	0%	13%	4%	0%	0%	0%	0%
Service/Maintenance	29	100%	66%	3%	0%	0%	24%	7%	0%	0%	0%	0%

Total 298 204 4 6 1 30 44 0 4 0 5

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2015 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2015.

CITY OF SHAWNEE WORKFORCE ANALYSIS												
June, 2015			MALE					FEMALE				
JOB CATEGORY			W	B	H/L	ASIAN	AI/AN	W	B	H/L	ASIAN	AI/AN
Officials/Managers	40	100%	77.5%	0.0%	2.5%	0.0%	2.5%	17.5%	0.0%	0.0%	0.0%	0.0%
Professionals	38	100%	84.2%	0.0%	0.0%	0.0%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%
Technicians	52	100%	69.2%	1.9%	0.0%	0.0%	13.5%	13.5%	0.0%	0.0%	0.0%	1.9%
Protective Services	61	100%	78.7%	1.6%	4.9%	0.0%	8.2%	3.3%	0.0%	3.3%	0.0%	0.0%
PARA PROFESSIONAL	0	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Admin. Support	46	100%	4.3%	0.0%	2.2%	0.0%	0.0%	73.9%	2.2%	6.5%	0.0%	10.9%
Skilled Craft	64	100%	54.7%	4.7%	6.3%	0.0%	12.5%	20.3%	0.0%	0.0%	0.0%	1.6%
Service/Maintenanc	29	100%	75.9%	3.4%	0.0%	0.0%	20.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	330		206	6	9	0	31	65	1	5	0	7
W			White									
B			Black or African American									
H/L			Hispanic or Latino Ethnicity									
Asian/Pacific Islander			Asian/Pacific Islander									
AI/AN			American Indian or Alaska Native									

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2016 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2016.

CITY OF SHAWNEE WORKFORCE ANALYSIS

June, 2016			MALE					FEMALE				
JOB CATEGORY			W	B	H/L	ASIAN	AI/AN				AI/AN	
Officials/Managers	39	100%	66.7%	0.0%	2.6%	0.0%	2.6%	28.2%	0.0%	0.0%	0.0%	0.0%
Professionals	37	100%	86.5%	0.0%	0.0%	0.0%	10.8%	2.7%	0.0%	0.0%	0.0%	0.0%
Technicians	45	100%	71.1%	0.0%	0.0%	0.0%	15.6%	11.1%	0.0%	0.0%	0.0%	2.2%
Protective Services	57	100%	82.5%	1.8%	3.5%	0.0%	7.0%	1.8%	0.0%	3.5%	0.0%	0.0%
PARA PROFESSIONAL	4	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Admin. Support	54	100%	18.5%	0.0%	0.0%	0.0%	0.0%	66.7%	3.7%	5.6%	0.0%	5.6%
Skilled Craft	70	100%	55.7%	7.1%	4.3%	0.0%	10.0%	22.9%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	34	100%	70.6%	2.9%	0.0%	0.0%	20.6%	5.9%	0.0%	0.0%	0.0%	0.0%

Total 340 214 7 6 0 30 72 2 5 0 4

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2017 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2017.

CITY OF SHAWNEE WORKFORCE ANALYSIS

June, 2017			MALE					FEMALE				
JOB CATEGORY			W	B	H/L	ASIAN	AI/AN				AI/AN	
Officials/Managers	40	100%	65.0%	0.0%	2.5%	0.0%	2.5%	30.0%	0.0%	0.0%	0.0%	0.0%
Professionals	38	100%	86.8%	0.0%	0.0%	0.0%	10.5%	2.6%	0.0%	0.0%	0.0%	0.0%
Technicians	43	100%	67.4%	0.0%	0.0%	0.0%	16.3%	14.0%	0.0%	0.0%	0.0%	2.3%
Protective Services	57	100%	82.5%	1.8%	3.5%	0.0%	5.3%	3.5%	0.0%	3.5%	0.0%	0.0%
PARA PROFESSIONAL	3	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Admin. Support	47	100%	14.9%	0.0%	0.0%	0.0%	0.0%	72.3%	4.3%	2.1%	0.0%	6.4%
Skilled Craft	59	100%	55.9%	6.8%	3.4%	0.0%	13.6%	20.3%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	42	100%	73.8%	2.4%	0.0%	0.0%	16.7%	7.1%	0.0%	0.0%	0.0%	0.0%

Total 329 209 6 5 0 30 70 2 3 0 4

- W White
- B Black or African American
- H/L Hispanic or Latino Ethnicity
- Asian/Pacific Islander Asian/Pacific Islander
- AI/AN American Indian or Alaska Native

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table A-2018 provides an analysis of The City of Shawnee full-time workforce classified by job category, gender, and race/national origin. The Table shows the workforce in percentages only, which reflects the portion of people in each job category of a given sex and race/national origin.

These figures are based upon the Human Resource Department’s employee data as of the last pay period in June 2018.

CITY OF SHAWNEE WORKFORCE ANALYSIS														
June, 2018			MALE						FEMALE					
JOB CATEGORY			W	B	H/L	ASIAN	AI/AN	2 or More	W	B	H/L	ASIAN	AI/AN	2 or More
Officials/Managers	39	100%	76.9%	0.0%	2.6%	0.0%	2.6%	0.0%	17.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	48	100%	81.3%	0.0%	0.0%	0.0%	16.7%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	53	100%	71.7%	1.9%	0.0%	0.0%	9.4%	0.0%	15.1%	0.0%	0.0%	0.0%	1.9%	0.0%
Protective Services	52	100%	80.8%	1.9%	5.8%	0.0%	3.8%	0.0%	3.8%	0.0%	3.8%	0.0%	0.0%	0.0%
PARA PROFESSIONAL	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%
Admin. Support	34	100%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	79.4%	0.0%	2.9%	0.0%	8.8%	0.0%
Skilled Craft	45	100%	64.4%	11.1%	4.4%	0.0%	17.8%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	28	100%	67.9%	10.7%	0.0%	0.0%	17.9%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	299		200	10	6	0	29	1	46	0	3	0	4	0
W			White											
B			Black or African American											
H/L			Hispanic or Latino Ethnicity											
Asian/Pacific Islander			Asian/Pacific Islander											
AI/AN			American Indian or Alaska Native											
2 or More			2 or more races											

Table B provides an analysis of the City of Shawnee, Oklahoma’s workforce (age 18 and over) classified according to sex and race/national origin.

The Table shows the workforce as percentages only, the percentage of residents of given race/national origin were applied to the total number in the workforce age 16 and over. The assumption is that the number in the workforce is represented equal to the total population.

Table B

City of Shawnee Metro Census-2016			
Gender:	Number in Work Force-Pottawatomie County	Number in Work Force-Shawnee, OK	Percentage of Work Force
Male	14977	6458	53.09%
Female	13232	6001	46.91%
Total	28209	12459	100.00%
Race:	Number in Work Force	Number in Work Force	Percentage of Work Force
White	24,578	10,576	80.23%
Black or African American	N	545.414	4.14%
American Indian and Alaska Native	3,795	1,957	14.84%
Asian	N	104.077	0.79%
Native Hawaiian and Other Pacific Islander	N	N	N
Two or More Races	N	690.9	5.24%
Total	28,373	13,182	100.00%
Source 2012 Shawnee OK Workforce Estimates http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_12_5YR_S2301&prodType=table An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the Nbr. of sample cases is too small.			

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

A comparison of The City of Shawnee’s 2017 workforce to the community labor statistics for the City of Shawnee and Pottawatomie County, Oklahoma, indicates positive utilization for minorities and underutilization for women. Although community labor statistics show Black, Asian, Native Hawaiian/Pacific Islander populations are very small in the City of Shawnee. The American Indian/Alaskan Native populations make up 11.7% of the workforce for Shawnee, and 10.4 % of the City of Shawnee’s metro workforce while the White populations makes up the remaining 80 % of the workforce for Shawnee and 89.6% of the City of Shawnee’s metro workforce.

After reviewing the outcome of the utilization analysis, The City of Shawnee is comfortable that employment practices are without bias and result in fairness to all races and ethnicities. There is an overall underutilization of Women by 32.3% which can be improved. The City of Shawnee will continue to monitor the utilization of women and minorities within Job Categories particularly Officials/Managers, Technicians, and Professionals.

Table C-2009-2014 shows the Utilization of The City of Shawnee to the Shawnee census and the Pottawatomie County census.

Table C-2009-2014

Population (age 20-64)	2010 ESTIMATED SHAWNEE CENSUS		2010 ESTIMATED POTTAWATOMIE COUNTY CENSUS		JUNE, 2011 CITY OF SHAWNEE WORKFORCE		JUNE, 2012 CITY OF SHAWNEE WORKFORCE		JUNE, 2013 CITY OF SHAWNEE WORKFORCE		JUNE, 2014 CITY OF SHAWNEE WORKFORCE	
	PEOPLE	% of Work Force	PEOPLE	% of Work Force	EE'S	% of Work Force	EE'S	% of Work Force	EE'S	% of Work Force	EE'S	% of Work Force
Gender:												
Male	8322	48.7%	18,982	46.7%	214	81.37%	220	79.42%	229	81.49%	245	82.2%
Female	8748	51.2%	21,586	53.2%	49	18.63%	57	20.58%	52	18.81%	53	17.78%
Total	17,080		40,568		263		277		281		298	
Race:	Nbr. in Work Force	% in Work Force	Nbr. in Work Force	% of Work Force	Nbr. in Work Force	% of Work Force	Nbr. in Work Force	% of Work Force	Nbr. in Work Force	% of Work Force	Nbr. in Work Force	% of Work Force
White	10,576	89.87%	24,578.40	89.60%	226	84.01%	235	84.84%	236	83.99%	248	82.21%
Black or African American	545	0.00%	N	0.00%	3	1.12%	7	2.52%	5	1.77%	4	1.34%
American Indian and Alaska Native	1,897	10.13%	3,838	10.40%	26	9.67%	26	9.38%	25	8.89%	35	11.74%
Asian	104	0.00%	N	0.00%	0	0.00%	0	0.00%	0	0%	0	0%
Native Hawaiian/Pacific Islander	0	0.00%	N	0.00%	0	0.00%	0	0.00%	0	0%	1	.03%
Hispanic	646		N	0.00%	8	2.97%	9	3.24%	9	3.20%	10	3.5%
TOTAL	21,027	100.00%	48,299		263	100.00%	277	100.00%	281	100%	298	100%
Source: US Census Bureau, Population Estimates Program												
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the Nbr. of sample cases is too small.												

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

Table C-2015-2018 shows the Utilization of The City of Shawnee to the Shawnee census and the Pottawatomie County census.

Table C-2015-2018

Population (age 20-64)	2010 ESTIMATED SHAWNEE CENSUS		2010 ESTIMATED POTTAWATOMIE COUNTY CENSUS		JUNE, 2015 CITY OF SHAWNEE WORKFORCE		JUNE, 2016 CITY OF SHAWNEE WORKFORCE		JUNE, 2017 CITY OF SHAWNEE WORKFORCE		JUNE, 2018 CITY OF SHAWNEE WORKFORCE	
	PEOPLE	% of Work Force	PEOPLE	% of Work Force	EE'S	% of Work Force	EE'S	% of Work Force	EE'S	% of Work Force	EE'S	% of Work Force
Gender:												
Male	8322	48.7%	18,982	46.7%	252	76.36%	257	75.58%	250	75.99%	279	93.31%
Female	8748	51.2%	21,586	53.2%	78	23.63%	83	24.41%	79	24.01%	53	17.72%
Total	17,080		40,568		330		340		329		299	
Race:												
White	10,576	89.87%	24,578.40	89.60%	271	82.12%	286	84.11%	279	84.80%	248	82.94%
Black or African American	545	0.00%	N	0.00%	7	2.12%	9	2.65%	8	2.43%	10	3.34%
American Indian and Alaska Native	1,897	10.13%	3,838	10.40%	38	11.51%	34	10.00%	34	10.33%	33	11.03%
Asian	104	0.00%	N	0.00%	0	0.00%	0	0%	0	0.00%	0	0%
Native Hawaiian/ Pacific Islander	0	0.00%	N	0.00%	0	0.00%	0	0%	0	0.00%	0	0%
Hispanic	646		N	0.00%	14	6.08%	11	3.23%	8	2.43%	9	3.01%
2 or more Races											1	0.3%
TOTAL	21,027	100.00%	48,299		330	100.00%	340	100.00%	329	100.00%	299	100.00%

Source: US Census Bureau, Population Estimates Program

7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the Nbr. of sample cases is too small.

It is the responsibility of the Human Resource Department to implement and manage the EEOP. A continuing compliance review will be conducted to ensure that promotions and job opportunity decisions are made in accordance with the Equal Employment Opportunity policies and that these decisions are based upon valid relevant factors with respect to ability, performance, potential and bona fide occupational qualification.

The Human Resource Department will take the following steps to achieve these objectives:

Continue to send job opening announcements to the local Workforce Services, post job openings on the City of Shawnee website, and advertise openings in the local newspaper to maximize outreach to all potential applicants.

Annually review The City of Shawnee recruitment and hiring methods, practices and policies, ensuring that minorities and females have an equal opportunity for employment with The City of Shawnee.

Review all performance evaluations to foster fairness and equity across departments, teams and supervisors.

Continually evaluate the employee selection process including the application forms, interviewing procedures, and the final selection process to strengthen job relatedness and validity.

Increase participation of female employees in the hiring process.

Continue to review all job descriptions to ensure no unnecessary barriers exist that would adversely affect minorities and females.

External

All applications for employment will contain an Equal Employment Opportunity (EEO) policy statement.

The City/Human Resource Department website will contain the message “Equal Opportunity Employer” and employment advertisements will contain the statement, “EEO”.

The Human Resource Department will post the EEOP on the City/Human Resource Department website to ensure easy access by the community.

Job announcements will be distributed to the recruiting sources, encouraging them to refer qualified applicants, and to assist in the implementation of the City of Shawnee Equal Employment Opportunity Plan (EEOP).

Internal

“Equal Employment Opportunity is the Law” posters will be posted on appropriate employee bulletin boards.

Supervisors and employees involved in recruiting will be trained in the EEO policies and procedures and applicable laws.

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

A memo will be posted on employee bulletin boards regarding how to obtain a copy of the EEOP at any time.

Elected officials, department heads and supervisory personnel will be given a copy of the EEOP to ensure they are familiar with the EEOP objectives.

The Human Resource Department will maintain statistics on the following information:

Applications, received by race and gender, provided this information is available through a voluntary Affirmative Action form or visual observation.

New employees by job category, race, and gender.

Interviews by race and gender.

Disciplinary action by race and gender.

An annual report will be compiled by the Human Resource department for review by the City Manager concerning applicant flow and progress with the EEOP.

SUPPLEMENTARY DATA

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

APPLICANTS FOR EMPLOYMENT-BY RACE
2008-2009

RACE	APPLIED RACIAL/ETHNIC	SELECTED RACIAL/ ETHNIC	% OF RACE RACIAL/ ETHNIC	% OF SELECTED RACIAL/ ETHNIC
American Indian or Alaskan Native	34	2	15%	4%
Asian	2	1	1%	2%
Black or African American	8	0	3%	0%
Hispanic or Latino	6	0	3%	0%
Native Hawaiian or other Pacific Islander	2	1	1%	2%
Two or more races	9	0	4%	0%
White	172	41	74%	91%
TOTALS	233	45		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 PROMOTIONS/TRANSFERS
 2008-2009

JOB CATEGORY	Race/Eth	Sex	TOTALS	NOT SELECTED	PROMOTION	TRANSFER
ADMINISTRATIVE SUPPORT	White	Female	3		1	2
ADMINISTRATIVE SUPPORT	White	Male	1		1	
OFFICIALS/ADMINISTRATORS	WHITE	Male	2		2	
PROFESSIONAL	WHITE	Male	5		4	1
PROTECTIVE SERVICE WORKER	Native American	Male	2		2	
PROTECTIVE SERVICE WORKER	White	Female	2		2	
PROTECTIVE SERVICE WORKER	White	Male	8		8	
PROTECTIVE SERVICES	WHITE	MALE	3	3		
SERVICE/MAINTENANCE	African American	Male	1	1		
SERVICE/MAINTENANCE	White	Male	12		9	3
SKILLED CRAFT	WHITE	MALE	9	1	6	2
TECHNICIAN	African American	MALE	1			1
TECHNICIAN	Native American	Male	1		1	
TECHNICIAN	White	Female	1			1
TECHNICIAN	White	Male	3		2	1

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
DISCIPLINE
2008-2009

NUMBER	Race/Eth	Sex	DISCIPLINE OUTCOME
1	African American	Male	TERMINATION
1	Native American	Male	TERMINATION
3	White	Male	TERMINATION
3	White	Male	WRITTEN REPRIMAND
1	White	Male	WRITTEN REPRIMAND/SUSPENSION
1	White	Female	TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 TERMINATIONS BY RACE/SEX

2008-2009

Sex	Race/Eth	Count Of Race/Eth	VOUNTARY/ INVOLUNTARY
Female	White	3	INVOLUNTARY
Female	White	8	VOLUNTARY
	African		
Male	American	2	INVOLUNTARY
	African		
Male	American	1	VOLUNTARY
	Native		
Male	American	2	INVOLUNTARY
Male	White	11	INVOLUNTARY
Male	White	16	VOLUNTARY
TOTALS		43	
MALE		30	
FEMALE		11	

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT-BY RACE
 2009-2010

RACE	SEX	NUMBER RACIAL/ ETHNIC		% OF RACE/ETHNIC	
		APPLIED	SELECTED	APPLIED	SELECTED
American Indian or Alaskan Native	F	4		1%	0%
Black or African American	F	4		1%	0%
Hispanic or Latino	F	2		0%	0%
Native Hawaiian or other Pacific Islander	F	1		0%	0%
Two or more races	F	4	1	1%	5%
White	F	64	5	11%	25%
American Indian or Alaskan Native	M	47	3	8%	15%
Asian	M	3		1%	0%
Black or African American	M	14		2%	0%
Hispanic or Latino	M	4		1%	0%
Native Hawaiian or other Pacific Islander	M	7		1%	0%
Two or more races	M	19	1	3%	5%
White	M	390	10	69%	50%

TOTALS 563 20 100% 100%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 PROMOTIONS/TRANSFERS
 2009-2010

JOB CATEGORY	Race/Eth	Sex	TOTALS	NOT SELECTED	PROMOTION	TRANSFER
ADMINISTRATIVE SUPPORT	HISPANIC	FEMALE	2	1	1	
ADMINISTRATIVE SUPPORT	WHITE	FEMALE	5	2	1	2
PROFESSIONAL	WHITE	FEMALE	1		1	
PROFESSIONAL	WHITE	MALE	15	6	9	
SERVICE/MAINTENANCE	WHITE	MALE	2			2
SKILLED CRAFT	TWO OR MORE RACES	MALE	1		1	
SKILLED CRAFT	WHITE	MALE	4		4	
TECHNICIAN	WHITE	FEMALE	1		1	
TECHNICIAN	WHITE	MALE	10	3	6	1
PROTECTIVE SERVICE	NATIVE AMERICAN	MALE	1	1		
PROTECTIVE SERVICE	WHITE	MALE	1	1		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
DISCIPLINE
2009-2010

NUMBER	Race/Eth	Sex	DISCIPLINE OUTCOME
2	White	Female	TERMINATION
1	White	Female	SUSPENSION
1	Native American	Female	WRITTEN REPRIMAND
3	White	Male	TERMINATION
4	White	Male	WRITTEN REPRIMAND
1	White	Male	WRITTEN REPRIMAND/PROBATION
1	Native American	Male	TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 TERMINATIONS BY RACE/SEX
 2009-2010

Sex	Race/Eth	Race/Eth	VOLUNTARY/ INVOLUNTARY
Female	White	4	INVOLUNTARY
Female	Native American	1	VOLUNTARY
Female	Pacific Islander	1	VOLUNTARY
Female	White	3	VOLUNTARY
Male	AI/AN Native	1	INVOLUNTARY
Male	American	2	INVOLUNTARY
Male	White African	4	INVOLUNTARY
Male	American	1	VOLUNTARY
Male	Hispanic	1	VOLUNTARY
Male	White	20	VOLUNTARY

TOTALS 38
 MALE 27
 FEMALE 11

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT BY RACE
 2010-2011

RACE	NUMBER RACIAL/ ETHNIC		PERCENT OF RACIAL/ ETHNIC	
	APPLIED	SELECTED	APPLIED	SELECTED
American Indian or Alaskan Native	134	8	8%	10%
Asian	9	0	1%	0%
Black or African American	51	3	3%	4%
Hispanic or Latino	42	4	2%	5%
Native Hawaiian or other Pacific Islander	17	1	1%	1%
Two or more races	73	5	4%	6%
White	1324	61	74%	74%
zNOT LISTED	130	0	7%	0%
	1780	82	100%	100%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
PROMOTIONS/TRANSFERS
2010-2011

JOB CATEGORY	RACE/ETH	SEX	SEX	TOTAL	NOT SELECTE D	PROMOTIO N	TRANSFE R
ADMINISTRATIVE SUPPORT	WHITE	FEMALE	TRANSFER	4	1		3
ADMINISTRATIVE SUPPORT	WHITE	MALE	PROMOTION	1		1	
OFFICIALS/ADMINISTRATORS	WHITE	MALE	PROMOTION	4	3	1	
OFFICIALS/ADMINISTRATORS	WHITE	MALE	TRANSFER	1			1
PARA-PROFESSIONALS	WHITE	MALE	PROMOTION	2	1	1	
PROFESSIONALS	WHITE	MALE	PROMOTION	6		6	
PROTECTIVE SERVICES	HISPANIC	MALE	PROMOTION	1		1	
PROTECTIVE SERVICES	WHITE	MALE	PROMOTION	4	2	2	
PROTECTIVE SERVICES	WHITE	MALE	TRANSFER	1			1
SERVICE MAINTENANCE	WHITE	MALE	PROMOTION	3	1	2	
SERVICE MAINTENANCE	WHITE	MALE	TRANSFER	2			2
SKILLED CRAFT	AFRICAN AMERICAN	MALE	PROMOTION	2		2	
SKILLED CRAFT	WHITE	MALE	PROMOTION	10	6	4	
SKILLED CRAFT	WHITE	MALE	TRANSFER	3			3
TECHNICIANS	HISPANIC	FEMALE	PROMOTION	1		1	
TECHNICIANS	WHITE	FEMALE	PROMOTION	2		2	
TECHNICIANS	HISPANIC	MALE	PROMOTION	2		2	
TECHNICIANS	WHITE	MALE	PROMOTION	16	8	8	
TECHNICIANS	NATIVE AMERICAN	MALE	PROMOTION		1		
				65	23	33	10

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE

DISCIPLINE

2010-2011

NUMBER	Race/Eth	Sex	DISCIPLINE OUTCOME
4	White	FEMALE	WRITTEN WARNING
10	White	MALE	2)WRITTEN WARNING
1	White	Male	TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 TERMINATIONS BY RACE/SEX
 2010-2011

Sex	Race/Eth	NUMBER	TERMINATION TYPE	PERCENTAGE
FEMALE	Hispanic	1	INVOLUNTARY	1%
FEMALE	Hispanic	2	VOLUNTARY	3%
FEMALE	Native American	1	INVOLUNTARY	1%
FEMALE	White	3	INVOLUNTARY	4%
FEMALE	White	7	VOLUNTARY	10%
MALE	African American	2	VOLUNTARY	3%
MALE	Hispanic	2	VOLUNTARY	3%
MALE	Native American	1	INVOLUNTARY	1%
MALE	Native American	1	VOLUNTARY	1%
MALE	Two or more races	1	INVOLUNTARY	1%
MALE	White	12	INVOLUNTARY	18%
MALE	White	34	VOLUNTARY	51%

TOTALS	67	
MALE	51	76%
FEMALE	14	21%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT BY RACE

2011-2012

RACE	NUMBER RACIAL/ ETHNIC		PERCENT OF RACIAL/ ETHNIC	
	APPLIED	SELECTED	APPLIED	SELECTED
RACE	Applied	Selected	% of Race	% of Selected
American Indian or Alaskan Native	126	1	9%	2%
Asian	8	0	1%	0%
Black or African American	29	2	2%	3%
Hispanic or Latino	32	3	2%	5%
Native Hawaiian or other Pacific Islander	8	0	1%	0%
Two or more races	63	3	5%	5%
White	995	56	74%	86%
NOT LISTED	87	0	6%	0%
	1348	65	100%	100%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
PROMOTIONS/TRANSFERS
2011-2012

JOB CATEGORY	RACE/ETH	SEX	TOTALS	NOT SELECTED	PROMOTION	TRANSFER
ADMINISTRATIVE SUPPORT	WHITE	FEMALE	9	5	4	
OFFICIALS/ADMINISTRATORS	WHITE	FEMALE	1		1	
OFFICIALS/ADMINISTRATORS	WHITE	MALE	3		3	
PROFESIONAL	HISPANIC	FEMALE	1		1	
PROTECIVE SERVICE WORKER	HISPANIC	FEMALE	1		1	
PROTECIVE SERVICE WORKER	AMERICAN INDIAN	MALE	2		2	
PROTECIVE SERVICE WORKER	WHITE	MALE	7		7	
SKILLED CRAFT	WHITE	MALE	7	1	6	
SERVICE/MINTENANCE	HISPANIC	MALE	2		2	
SERVICE/MINTENANCE	TWO OR MORE RACES	MALE	1		1	
SERVICE/MINTENANCE	WHITE	MALE	6		6	
SERVICE/MINTENANCE	TWO OR MORE RACES	MALE	1			1
TECHNICIAN	AMERICAN INDIAN	MALE	1		1	
TECHNICIAN	WHITE	MALE	4		3	1

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE

DISCIPLINE

2011-2012

NUMBER	Race/Eth	SEX	DISCIPLINE OUTCOME
2	African American	MALE	TERMINATION
1	African American	MALE	WRITTEN WARNING
1	NATIVE AMERICAN	FEMALE	WRITTEN WARNING
1	NATIVE AMERICAN	FEMALE	TERMINATION
2	NATIVE AMERICAN	MALE	WRITTEN WARNING
1	NATIVE AMERICAN	FEMALE	TERMINATION
3	WHITE	FEMALE	TERMINATION
3	WHITE	FEMALE	VERBAL WARNING
2	WHITE	FEMALE	WRITTEN WARNING
7	WHITE	MALE	TERMINATION
7	WHITE	MALE	WRITTEN WARNING

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE				
TERMINATIONS BY RACE/SEX				
2011-2012				
Sex	Race/Eth	NUMBER	TERMINATION TYPE	PERCENT
FEMALE	Hispanic	2	VOLUNTARY	4%
FEMALE	Native American	1	INVOLUNTARY	2%
FEMALE	White	5	INVOLUNTARY	9%
FEMALE	White	9	VOLUNTARY	17%
MALE	African American	2	INVOLUNTARY	4%
MALE	Native American	1	VOLUNTARY	2%
MALE	White	11	INVOLUNTARY	20%
MALE	White	23	VOLUNTARY	43%
TOTALS		54		
MALE		37		69%
FEMALE		17		31%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT BY RACE
 2012-2013

RACE	NUMBER RACIAL/ ETHNIC		PERCENT OF RACIAL/ ETHNIC	
	APPLIED	SELECTED	APPLIED	SELECTED
RACE	Applied	Selected	% of Race	% of Selected
American Indian or Alaskan Native	76	6	9%	6%
ASIAN	2	0	0%	0%
Black or African American	23	0	3%	0%
Hispanic or Latino	20	5	2%	5%
Native Hawaiian or other Pacific Islander	7	1	1%	1%
Two or more races	41	5	5%	5%
WHITE	609	80	76%	81%
ZNOT LISTED	23	2	3%	2%
TOTAL	801	99		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
PROMOTIONS/TRANSFERS
2012-2013

JOB CATEGORY	RACE/ETH	SEX	TOTALS	NOT SELECTED	PROMOTION
ADMINISTRATIVE SUPPORT	WHITE	FEMALE	18	5	13
OFFICIALS/ADMINISTRATORS	WHITE	FEMALE	1	1	0
OFFICIALS/ADMINISTRATORS	WHITE	MALE	23	14	9
OFFICIALS/ADMINISTRATORS	American Indian or Alaskan Native	MALE	1	1	0
PROTECTIVE SERVICE WORKER	WHITE	MALE	4	0	4
SERVICE/MAINTENANCE	TWO OR MORE RACES	MALE	1		1
SERVICE/MAINTENANCE	WHITE	MALE	9	2	7
SKILLED CRAFT	American Indian or Alaskan Native	MALE	1	1	
SKILLED CRAFT	Black or African American	MALE	1		1
SKILLED CRAFT	Hispanic or Latino	MALE			1
SKILLED CRAFT	Two or more races	MALE	1		1
SKILLED CRAFT	White	MALE	6	2	4
TECHNICIAN	American Indian or Alaskan Native	MALE	1	1	
TECHNICIAN	Hispanic or Latino	MALE	1	1	
TECHNICIAN	Two or more races	MALE			
TECHNICIAN	White	FEMALE	6	2	4
TECHNICIAN	White	MALE	12	6	6

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
DISCIPLINE
2012-2013

NUMBER	Race/Eth	Sex	DISCIPLINE TYPE
1	Native American	MALE	1)VERBAL WARNING
3	African American	MALE	2)WRITTEN WARNING
2	White	FEMALE	2)WRITTEN WARNING
4	White	MALE	2)WRITTEN WARNING
1	Hispanic	MALE	5)RESIGNED IN LIEU OF TERMINATION
1	Native American	MALE	5)RESIGNED IN LIEU OF TERMINATION
1	White	FEMALE	5)RESIGNED IN LIEU OF TERMINATION
1	White	MALE	5)RESIGNED IN LIEU OF TERMINATION
1	Native American	MALE	6)TERMINATION
6	WHITE	MALE	6)TERMINATION
1	White	MALE	7)DEMOTION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 TERMINATIONS BY RACE/SEX
 2012-2013

Sex	Race/Eth	TERMINATION TYPE	NUMBER	PERCENTAGE
FEMALE	WHITE	VOLUNTARY	13	29%
FEMALE	WHITE	INVOLUNTARY	1	2%
MALE	WHITE	VOLUNTARY	18	40%
MALE	WHITE	INVOLUNTARY	6	13%
FEMALE	HISPANIC	VOLUNTARY	0	0%
FEMALE	HISPANIC	INVOLUNTARY	0	0%
MALE	HISPANIC	VOLUNTARY	0	0%
MALE	HISPANIC	INVOLUNTARY	1	2%
FEMALE	Native American	VOLUNTARY	1	2%
FEMALE	Native American	INVOLUNTARY	0	0%
MALE	Native American	VOLUNTARY	3	7%
MALE	Native American	INVOLUNTARY	2	4%
FEMALE	AFRICAN AMERICAN	VOLUNTARY	0	0%
FEMALE	AFRICAN AMERICAN	INVOLUNTARY	0	0%
MALE	AFRICAN AMERICAN	VOLUNTARY	0	0%
MALE	AFRICAN AMERICAN	INVOLUNTARY	0	0%
TOTALS			45	
MALE			30	67%
FEMALE			22	49%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT BY RACE
 2013-2014

RACE	NUMBER RACIAL/ETHNIC		PERCENT OF RACIAL/ETHNIC	
	APPLIED	SELECTED	% OF Race	% of Selected
American Indian or Alaskan Native	75	11	15%	15%
Asian	3	0	0%	0%
Black or African American	31	4	13%	6%
Hispanic or Latino	21	1	5%	1%
Native Hawaiian or other Pacific Islander	6	1	17%	1%
White	424	54	13%	76%
ZZNot Listed	7	0	0%	0%
	567	71		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 PROMOTIONS/TRANSFERS
 2013-2014

JOB CATEGORY	RACE	SEX	TOTALS	NOT SELECTED	PROMOTION
ADMINISTRATIVE SUPPORT	American Indian or Alaskan Native	F	1	0	1
ADMINISTRATIVE SUPPORT	White	F	2	0	2
OFFICIALS/ADMINISTRATORS	White	M	3	0	3
PROFESSIONALS	American Indian or Alaskan Native	M	1	1	0
PROFESSIONALS	White	M	8	5	3
PROTECTIVE SERVICES	American Indian or Alaskan Native	M	1	0	1
PROTECTIVE SERVICES	White	M	2	0	2
SERVICE MAINTENANCE	American Indian or Alaskan Native	M	6	1	5
SERVICE MAINTENANCE	White	M	17	6	11
SKILLED CRAFT	White	F	1	1	0
SKILLED CRAFT	American Indian or Alaskan Native	M	2	1	1
SKILLED CRAFT	Black or African American	M	1	1	0
SKILLED CRAFT	Hispanic or Latino	M	1	0	1
SKILLED CRAFT	White	M	20	8	12
TECHNICIANS	White	F	1	0	1
TECHNICIANS	American Indian or Alaskan Native	M	2	1	1
TECHNICIANS	White	M	11	2	9

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
DISCIPLINE
2013-2014

NUMBER	Race/Eth	Sex	DISCIPLINE TYPE
1	African American	MALE	TERMINATION
3	Hispanic	MALE	TERMINATION
1	Hispanic	MALE	WRITTEN WARNING
1	Native American	MALE	VERBAL WARNING
1	Native American	MALE	TERMINATION
1	White	FEMALE	VERBAL WARNING
1	White	MALE	VERBAL WARNING
5	White	FEMALE	WRITTEN WARNING
8	White	MALE	WRITTEN WARNING
4	White	FEMALE	TERMINATION
9	White	MALE	TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
TERMINATIONS BY RACE/SEX

2013-2014

Sex	Race/Eth	TERMINATION TYPE	NUMBER	PERCENTAGE
FEMALE	WHITE	VOLUNTARY	11	23%
FEMALE	WHITE	INVOLUNTARY	4	9%
MALE	WHITE	VOLUNTARY	17	36%
MALE	WHITE	INVOLUNTARY	8	17%
FEMALE	HISPANIC	VOLUNTARY	0	0%
FEMALE	HISPANIC	INVOLUNTARY	0	0%
MALE	HISPANIC	VOLUNTARY	3	6%
MALE	HISPANIC	INVOLUNTARY	1	2%
FEMALE	NATIVE AMERICAN	VOLUNTARY	0	0%
FEMALE	NATIVE AMERICAN	INVOLUNTARY	0	0%
MALE	NATIVE AMERICAN	VOLUNTARY	0	0%
MALE	NATIVE AMERICAN	INVOLUNTARY	0	0%
FEMALE	AFRICAN AMERICAN	VOLUNTARY	0	0%
FEMALE	AFRICAN AMERICAN	INVOLUNTARY	0	0%
MALE	AFRICAN AMERICAN	VOLUNTARY	2	4%
MALE	AFRICAN AMERICAN	INVOLUNTARY	1	2%
TOTALS			47	
MALE			32	68%
FEMALE			15	32%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT BY RACE
 2014-2015

RACE	NUMBER RACIAL/ETHNIC		PERCENT OF RACIAL/ETHNIC	
	APPLIED	SELECTED	% OF Race	% of Selected
American Indian or Alaskan Native	70	9	12%	10%
Asian	4	0	1%	0%
Black or African American	26	7	5%	8%
Hispanic or Latino	16	5	3%	5%
Native Hawaiian or other Pacific Islander	3	1	1%	1%
White	435	70	77%	76%
Not Listed	10	0	2%	0%
	564	92		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE					
PROMOTIONS/TRANSFERS					
2014-2015					
JOB CATEGORY	RACE	SEX	TOTALS	NOT SELECTED	PROMOTION
OFFICIALS/ADMINISTRATORS	White	F	2	1	1
OFFICIALS/ADMINISTRATORS	American Indian or Alaskan Native	m	6	0	6
OFFICIALS/ADMINISTRATORS	White	M	2	1	1
PROFESSIONALS	White	F	1	0	1
PROFESSIONALS	Two or More Races	M	7	0	7
PROFESSIONALS	White	M	1	0	1
PROTECTIVE SERVICES	American Indian or Alaskan Native	M	6	0	6
PROTECTIVE SERVICES	White	M	1	0	1
SERVICE MAINTENANCE	Black or African American	M	4	2	2
SERVICE MAINTENANCE	White	M	2	1	1
SKILLED CRAFT	Black or African American	M	4	2	2
SKILLED CRAFT	Hispanic or Latino	M	3	0	3
SKILLED CRAFT	White	M	2	1	1
TECHNICIANS	White	F	1	0	1
TECHNICIANS	Black or African American	M	2	2	0
TECHNICIANS	American Indian or Alaskan Native	M	6	2	0
TECHNICIANS	White	M	2	1	1

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE			
DISCIPLINE			
2014-2015			
NUMBER	Race/Eth	Sex	DISCIPLINE TYPE
2	White	MALE	1)VERBAL WARNING
3	Native American	MALE	2)WRITTEN WARNING
1	White	FEMALE	2)WRITTEN WARNING
4	White	MALE	2)WRITTEN WARNING
1	Native American	FEMALE	6)TERMINATION
1	Native Hawaiian or Pacific Islander	MALE	6)TERMINATION
2	White	MALE	6)TERMINATION
1	Native American	MALE	6)TERMINATION
6	WHITE	MALE	6)TERMINATION
1	White	MALE	7)DEMOTION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE				
TERMINATIONS BY RACE/SEX				
2014-2015				
Sex	Race/Eth	STATUS	NUMBER	PERCENTAGE
FEMALE	African American	VOLUNTARY	1	2%
FEMALE	Native American	VOLUNTARY	3	5%
FEMALE	Native American	INVOLUNTARY	1	2%
FEMALE	White	VOLUNTARY	9	16%
FEMALE	White	INVOLUNTARY	1	2%
MALE	African American	VOLUNTARY	1	2%
MALE	Hispanic	VOLUNTARY	1	2%
MALE	Native American	VOLUNTARY	5	9%
MALE	Native Hawaiian or Pacific Islander	INVOLUNTARY	1	2%
MALE	White	VOLUNTARY	28	51%
MALE	White	INVOLUNTARY	4	7%
	TOTALS		55	
	MALE		40	
	FEMALE		15	

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE				
APPLICANTS FOR EMPLOYMENT BY RACE				
2015-2016				
RACE	NUMBER RACIAL/ETHNIC		PERCENT OF RACIAL/ETHNIC	
	APPLIED	SELECTED	% OF Races	of Selected
American Indian or Alaskan Native	72	11	11%	10%
Asian	3	0	0%	0%
Black or African American	32	11	5%	10%
Hispanic or Latino	10	2	2%	2%
Native Hawaiian or other Pacific Islander	2	1	0%	1%
2 or more Races	33	5	5%	5%
White	462	81	73%	73%
Not Listed	20	0	3%	0%
	634	111		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE					
PROMOTIONS/TRANSFERS					
2015-2016					
JOB CATEGORY	RACE	SEX	TOTALS	NOT SELECTED	PROMOTION
OFFICIALS/ADMINISTRATORS	White	F	2	1	1
OFFICIALS/ADMINISTRATORS	American Indian or Alaskan Native	M	1	0	1
OFFICIALS/ADMINISTRATORS	White	M	12	5	7
PROFESSIONALS	White	F	1	0	1
PROFESSIONALS	White	M	3	0	3
PROFESSIONALS	Two or More Races	M	1	0	1
PROTECTIVE SERVICES	American Indian or Alaskan Native	M	2	0	2
PROTECTIVE SERVICES	White	M	6	0	6
SERVICE MAINTENANCE	Black or African American	M	2	1	1
SERVICE MAINTENANCE	White	M	3	1	2
SKILLED CRAFT	Black or African American	m	2	1	1
SKILLED CRAFT	Hispanic or Latino	M	1	0	1
SKILLED CRAFT	White	M	5	2	3
TECHNICIANS	White	M	8	5	3
TECHNICIANS	American Indian or Alaskan Native	M	2	2	0
TECHNICIANS	White	F	1	0	1
TECHNICIANS	Black or African American	M	1	1	0

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE			
DISCIPLINE			
2015-2016			
NUMBER	Race/Eth	Sex	DISCIPLINE TYPE
CountOfRace/	Race/Eth	Sex	DISCIPLINE TYPE
1	Native American	MALE	2)WRITTEN WARNING
1	Two or more races	MALE	2)WRITTEN WARNING
3	White	MALE	6)TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE				
TERMINATIONS BY RACE/SEX				
2015-2016				
Race/Eth	SEX	TERMINATION TYPE	NUMBER	PERCENTAGE
African American	FEMALE	VOLUNTARY	1	3%
African American	MALE	VOLUNTARY	1	3%
Hispanic	MALE	VOLUNTARY	4	12%
Native American	FEMALE	VOLUNTARY	3	9%
Native American	MALE	VOLUNTARY	2	6%
White	FEMALE	VOLUNTARY	19	56%
White	FEMALE	INVOLUNTARY	1	3%
White	MALE	VOLUNTARY	26	76%
White	MALE	INVOLUNTARY	1	3%
TOTALS			58	
MALE			34	59%
FEMALE			25	43%

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE				
APPLICANTS FOR EMPLOYMENT BY RACE				
2016-2017				
RACE	NUMBER RACIAL/ETHNIC		PERCENT OF RACIAL/ETHNIC	
	APPLIED	SELECTED	% OF Race	% of Selected
American Indian or Alaskan Native	84	8	10%	7%
Asian	4	1	0%	1%
Black or African American	36	6	4%	6%
Hispanic or Latino	25	3	3%	3%
Native Hawaiian or other Pacific Islander	4	1	0%	1%
White	591	83	72%	77%
2 or more Races	68	6	8%	6%
ZZNot Listed	10	0	1%	0%
	822	108		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE					
PROMOTIONS/TRANSFERS					
2016-2017					
JOB CATEGORY	RACE	SEX	TOTALS	NOT	PROMOTI
ADMINISTRATIVE SUPPORT	White	F	1	0	1
OFFICIALS/ADMINISTRATORS	White	F	2	0	2
PROFESSIONALS	American Indian or Alaskan Native	M	2	0	2
PROFESSIONALS	White	M	6	3	3
PROTECTIVE SERVICES	American Indian or Alaskan Native	M	1	0	1
PROTECTIVE SERVICES	Black or African American	M	1	1	0
PROTECTIVE SERVICES	White	M	7	1	6
SERVICE MAINTENANCE	American Indian or Alaskan Native	M	1	1	0
SERVICE MAINTENANCE	Black or African American	M	2	1	1
SERVICE MAINTENANCE	Two or More Races	M	1	1	0
SERVICE MAINTENANCE	White	M	16	4	12
SKILLED CRAFT	American Indian or Alaskan Native	M	2	0	2
SKILLED CRAFT	White	M	4	0	4
TECHNICIANS	American Indian or Alaskan Native	M	1	1	0
TECHNICIANS	Hispanic or Latino	M	1	1	0
TECHNICIANS	White	F	13	11	2
TECHNICIANS	American Indian or Alaskan Native	M	1	0	1
TECHNICIANS	Hispanic or Latino	M	1	1	0
TECHNICIANS	Two or More Races	M	1	0	1
TECHNICIANS	White	M	11	6	5
			75	32	43

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE			
DISCIPLINE			
2016-2017			
NUMBER	Race/Eth	Sex	DISCIPLINE TYPE
1	White	FEMALE	2)WRITTEN WARNING
2	White	MALE	2)WRITTEN WARNING
1	African American	MALE	6)TERMINATION
4	White	FEMALE	6)TERMINATION
4	White	MALE	6)TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 APPLICANTS FOR EMPLOYMENT BY RACE
 2017-2018

RACE	NUMBER RACIAL/ETHNIC		PERCENT OF RACIAL/ETHNIC	
	APPLIED	SELECTED	% OF Race	% of Selected
American Indian or Alaskan Native	82	8	11%	7%
Asian	5	3	1%	3%
Black or African American	30	8	4%	7%
Hispanic or Latino	21	4	3%	4%
Native Hawaiian or other Pacific Islander	4	1	1%	1%
White	517	79	69%	71%
2 or more Races	58	9	8%	8%
Not Listed	35	0	5%	0%
Totals	752	112		

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 PROMOTIONS/TRANSFERS BY RACE/SEX
 2017-2018

JOB CATEGORY	RACE	SEX	TOTALS	NOT SELECTED	PROMOTION
ADMINISTRATIVE SUPPORT	American Indian or Alaskan Native	F	1	1	0
ADMINISTRATIVE SUPPORT	Two or More Races	F	1	0	1
ADMINISTRATIVE SUPPORT	White	F	25	17	8
ADMINISTRATIVE SUPPORT	White	M	2	1	1
PROFESSIONALS	White	M	3	0	3
PROTECTIVE SERVICES	White	M	8	0	8
SERVICE MAINTENANCE	American Indian or Alaskan Native	M	1	1	0
SERVICE MAINTENANCE	Black or African American	M	3	2	1
SERVICE MAINTENANCE	WHITE	M	4	1	3
SKILLED CRAFT	Hispanic or Latino	M	1	0	1
SKILLED CRAFT	Two or More Races	M	1	0	1
SKILLED CRAFT	White	M	7	4	3
TECHNICIANS	White	F	4	1	3
TECHNICIANS	White	M	2	1	1
			63	29	34

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE			
DISCIPLINE			
2017-2018			
CountOfRace/Eth	Race/Eth	Sex	DISCIPLINE TYPE
1	White	MALE	2)WRITTEN WARNING
1	Native American	FEMALE	6)TERMINATION
1	Native American	MALE	6)TERMINATION
1	White	FEMALE	6)TERMINATION
4	White	MALE	6)TERMINATION

2017-2018 Equal Employment Opportunity Plan—The City of Shawnee

CITY OF SHAWNEE
 TERMINATIONS BY RACE/SEX
 2017-2018

Race/Eth	Sex	TERMINATION TYPE	NUMBER	PERDENTAGE
White	FEMALE	INVOLUNTARY	3	3%
White	FEMALE	VOLUNTARY	28	33%
White	MALE	INVOLUNTARY	9	10%
White	MALE	VOLUNTARY	39	45%
African American	FEMALE	INVOLUNTARY	0	0%
African American	FEMALE	VOLUNTARY	0	0%
African American	MALE	INVOLUNTARY	0	0%
African American	MALE	VOLUNTARY	1	1%
Hispanic	FEMALE	INVOLUNTARY	0	0%
Hispanic	FEMALE	VOLUNTARY	0	0%
Hispanic	MALE	INVOLUNTARY	0	0%
Hispanic	MALE	VOLUNTARY	0	0%
Native American	FEMALE	INVOLUNTARY	1	1%
Native American	FEMALE	VOLUNTARY	1	1%
Native American	MALE	INVOLUNTARY	0	0%
Native American	MALE	VOLUNTARY	4	5%
TOTALS			86	
MALE			53	62%
FEMALE			33	38%