



City of Arkansas City

EQUAL OPPORTUNITY AND ACCESSIBILITY ADVISORY BOARD MEETING AGENDA

Thursday, January 13, 2022 at 4:00 PM – 400 W. Madison Ave., Arkansas City, KS

Please join my meeting from your computer, tablet or smartphone:

<https://global.gotomeeting.com/join/509431997>

You can also dial in using your phone: (224) 501-3412

Access Code: 509-431-997

I. Roll Call

Board Members

Bob Baker	<input type="checkbox"/>
JoAnn Bierle	<input type="checkbox"/>
James Fry	<input type="checkbox"/>
Anita Judd-Jenkins	<input type="checkbox"/>
Tammy Lanman-Henderson	<input type="checkbox"/>
Frances “Rags” Smith	<input type="checkbox"/>

Staff Liaisons

Mike Bellis	<input type="checkbox"/>
Randy Frazer	<input type="checkbox"/>
Andrew Lawson	<input type="checkbox"/>
Marla McFarland	<input type="checkbox"/>
Larry Schwartz	<input type="checkbox"/>
Josh White	<input type="checkbox"/>

II. Consent Agenda (*Voice Vote*)

- [1.](#) Approve minutes of the November 18, 2021, regular meeting.
- [2.](#) Approve calendar of regular Board meetings for 2022.

III. Committee Updates

- Next 2022 Tacolah Executive Committee meeting will be at **noon January 20** at 400 W. Madison

IV. Old Business

- [1.](#) **Discussion:** Review Title VI Plan update
- [2.](#) **Discussion:** Sidewalk Survey Project
- Discussion:** Heritage recognition events for 2022 (*Carina Givens*)

V. New Business

- [1.](#) Designate one (1) member or two (2) members of the Board to serve as representative(s) to the Cowley County Council on Aging. (**Voice Vote**)
- Discussion:** Juneteenth 2022 event (*Robin Henderson*)

VI. Reports

- [1.](#) EEO-4 Report for 2022

VII. Other Items

VIII. Adjourn

NEXT MEETING: 4:00 PM Thursday, February 10, 2022 at the Water Treatment Facility, 400 W. Madison Ave.

Arkansas City Equal Opportunity and Accessibility Advisory Board
11/18/2021 Minutes

A regular meeting was held **Thursday, November 18, 2021**, at the Water Treatment Facility. Meeting called to order at **4:10 p.m.**

Roll Call:**Board Members**

Bob Baker	<input checked="" type="checkbox"/>
Ethan Bartlett	<input type="checkbox"/>
JoAnn Bierle	<input checked="" type="checkbox"/>
James Fry	<input checked="" type="checkbox"/>
Anita Judd-Jenkins	<input checked="" type="checkbox"/>
Tammy Lanman-Henderson	<input checked="" type="checkbox"/>
Frances "Rags" Smith	<input checked="" type="checkbox"/>

Staff Liaisons

Mike Bellis	<input type="checkbox"/>
Mike Crandall	<input checked="" type="checkbox"/>
Randy Frazer	<input type="checkbox"/>
Andrew Lawson	<input checked="" type="checkbox"/>
Marla McFarland	<input type="checkbox"/>
Larry Schwartz	<input type="checkbox"/>
Josh White (<i>via GoToMeeting</i>)	<input checked="" type="checkbox"/>

1. Approve August Regular Meeting Minutes:

Rags made a motion to approve the minutes of the **August 12, 2021**, regular meeting as written. James seconded the motion, which was approved **4-0** on a voice vote. Bob joined the meeting in progress at **4:24 p.m.** and Anita joined at **4:27 p.m.**

2. Comprehensive Plan Discussion:

Andrew and Josh wrapped up final discussion on the relevant sections of the Comprehensive Plan. Among goals discussed:

- Some new language about promoting diversity, equity and inclusivity, especially on City boards and in City hiring.
- Helping to build civic education and awareness, including improved voter turnout, among the entire population.
- Making ADA improvements and compliance an **extremely high and urgent** priority in future budgeting processes.
- Recommending the Neighborhood Services Division be authorized to budget for ADA and sidewalk improvements.

Proposed metrics could include a goal to have the composition of Board membership better match the Census after five years.

Andrew suggested possible future joint meetings with the Winfield Human Relations Commission and Winfield housing board.

The Board also expressed interest in meeting with the City Commission during a future study session to discuss their concerns.

3. EOAAB Authorizing Ordinance:

Andrew said three Board members met with City Attorney Larry Schwartz in October for an informal discussion of the Board's authorizing ordinance and challenges. (There was not a quorum present at this meeting so no minutes were kept.)

4. Review Title VI Plan Update:

Mike provided an overview of the City's current Title VI documents, which he had to update recently. All of these are available on the City website, including the Title VI Policy, Public Participation Plan, Limited English Proficiency Plan, Complaint Form and Equal Opportunity Brochure. These have to be on file with the Kansas Department of Transportation to ensure the City complies with all federal and state requirements on construction projects that receive federal and state funds.

5. Sidewalk Survey Project:

Andrew showed the Board an online web form Josh developed through which people can report sidewalk problems or needs.

The Board discussed assigning one section to each member and having them function as a "captain" or point of contact for it.

6. Other Miscellaneous Items:

The next regular 2022 Tacolalah Executive Committee meeting is at **noon December 16** at the Water Treatment Facility.

Andrew updated the Board on the current status of the CDBG housing rehabilitation project in northwest Arkansas City.

Anita made a motion to adjourn the meeting. James seconded the motion, which was approved **6-0** on a voice vote. The meeting was adjourned at **5:35 p.m.** The next meeting of the Equal Opportunity and Accessibility Advisory Board will be at **4 p.m. Dec. 9, 2021.**

2022 CITY OF ARKANSAS CITY EQUAL OPPORTUNITY AND ACCESSIBILITY ADVISORY BOARD MEETINGS

BOARD MEETS AT 4 P.M. ON THE 2ND THURSDAY OF EACH MONTH*

January 13, 2022

February 10, 2022

March 10, 2022

April 14, 2022

May 12, 2022

June 9, 2022

July 14, 2022

August 11, 2022

September 8, 2022

October 13, 2022

November 10, 2022

December 8, 2022

*all meetings to be held at the Water Treatment Facility unless moved

Nondiscrimination Agreement
Population Under 100,000

Kansas Department of Transportation
And Recipient Policy Statement

The City of Arkansas City, hereinafter referred to as the "Recipient" assures that no person shall on the grounds of race, color, national origin, sex, disability, age or low income status as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The Recipient further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

The Civil Rights Restoration Act of 1987, broadened the scope of Title VI coverage by expanding the definition of terms "programs and activities" to include all programs or activities of federal aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not (Public Law 100259 [S.557] March 22, 1988).

In the event the Recipient distributes federal aid funds to a sub-recipient, the Recipient will include Title VI language in all written agreements and will monitor for compliance.

The Recipient's Human Resource Division, is responsible for initiating and monitoring Title VI activities, preparing reports and other responsibilities as required by 23 Code of Federal Regulations (CFR) 200 and 49 Code of Federal Regulation 21.



Signature

City Manager

Title

9-1-21

Date

Title VI Program

Organization and Staffing

Pursuant to 23 CFR 200, the City of Arkansas City has designated a Title VI Coordinator who is responsible for Attachment I, which describes the hierarchy for the City of Arkansas City's Title VI Program, including an organizational chart illustrating the level and placement of Title VI responsibilities.

Assurances

49 CFR Part 21.7

The City of Arkansas City hereby gives assurances:

1. That no person shall on the grounds of race, color, national origin, sex, disability, age or low income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity conducted by the recipient regardless of whether those programs and activities are federally funded or not. Activities and programs which the recipient hereby agrees to carry out in compliance with Title VI and related statutes include but are not limited to:
 - a. Please see Attachment II.
2. That it will promptly take any measures necessary to effectuate this agreement.
3. That each program, activity, and facility (i.e., lands change to roadways, park and ride lots, etc.) as defined at 49 CFR 21.23(b) and (e), and the Civil Rights Restoration Act of 1987 will be (with regard to a program or activity) conducted, or will be (with regard to a facility) operated in compliance with the nondiscriminatory requirements imposed by, or pursuant to, this agreement.
4. That these assurances are given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts or other federal financial assistance extended after the date hereof to the recipient by the Kansas Department of Transportation (KDOT) under the federally-funded program is binding on it, other recipients, subgrantees, contractors, sub-contractors, transferees, successors in interest and other participants. The person or persons whose signatures appear below are authorized to sign these assurances on behalf of the Recipient.
5. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with all federally-funded programs and, in all proposals for negotiated agreements.

The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-Assisted Programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises as defined at 49 CFR Part 26 will be afforded full opportunity to submit bids in response to this

invitation and will not be discriminated against on the grounds of race, color, national origin, or sex in consideration for an award.

6. That the Recipient shall insert the clauses of Appendix 1 of this Agreement in every contract subject to the Act and the Regulations.
7. That the Recipient shall insert the clauses of Appendix 2 of this Agreement, as a covenant running with the land, in any deed from the United States effect a transfer of real property, structures, or improvements thereon, or interest therein.
8. That the Recipient shall include the appropriate clauses set forth in Appendix 3 of the Agreement, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under a federal aid program; and (b) for the construction or use of or access to space on, over and under property acquired, or improved under a federal aid program.
9. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this agreement.

Implementation Procedures

This agreement shall serve as the recipient's Title VI plan pursuant to 23 CFR 200 and 49 CFR 21.

For the purpose of this agreement, "Federal Assistance" shall include:

1. Grants and loans of federal funds.
2. The grant or donation of federal property and interest in property.
3. The detail of federal personnel.
4. The sale and lease of, and the permission to use (on other than a casual or transient basis), Federal property or any interest in such property without consideration or at a nominal consideration, or at a consideration which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient.
5. Any federal agreement, arrangement, or other contract which has as one of its purposes, the provision of assistance.

The recipient shall:

1. Issue a policy statement, signed by the head of the recipient, which expresses its commitment to the nondiscrimination provisions of Title VI. The policy statement shall be circulated throughout the recipient's organization and to the general public. Such information shall be published where appropriate in languages other than English.
2. Take affirmative action to correct any deficiencies found by KDOT or the United States Department of Transportation (USDOT) within a reasonable time period, not to exceed 90 days, in order to implement Title VI compliance in accordance with this agreement.

The head of the recipient shall be held responsible for implementing Title VI requirements.

3. Designate a civil rights coordinator who has a responsible position in the organization and easy access to the head of the recipient. The civil rights coordinator shall be responsible for initiating and monitoring Title VI activities and preparing required reports.
4. The civil rights coordinator shall adequately implement the civil rights requirements.
5. Process complaints of discrimination consistent with the provisions contained in this agreement. Investigations shall be conducted by civil rights personnel trained in discrimination complaint investigation. Identify each complainant by race, color, national origin or sex, the nature of the complaint, the date of the complaint was filed, the date the investigation was completed, the disposition, the date of the disposition, and other pertinent information. A copy of the complaint, together with a copy of the recipient's report of investigation, will be forwarded to KDOT's Office Contract Compliance (OCC) within 10 days of the date the complaint was received by the recipient.
6. Collect statistical data (race, color, national origin, sex) of participants in, and beneficiaries of the Transportation programs and activities conducted by the recipient.
7. Conduct Title VI reviews of the recipient and sub-recipient contractor/consultant program areas and activities. Revise where applicable, policies, procedures and directives to include Title VI requirements.
8. Attend training programs on Title VI and related statutes conducted by KDOT Office of Contract Compliance.

Discrimination Complaint Procedure

1. Any person who believes that he or she, individually, as a member of any specific class, or in connection with any disadvantaged business enterprise, has been subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973 and the Civil Rights Restoration Act of 1987, as amended, may file a complaint with the recipient. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the recipient's Title VI Coordinator for review and action.
2. In order to have the complaint consideration under this procedure, the complainant must file the complaint no later than 180 days after:
 - a. The date of alleged act of discrimination; or
 - b. Where there has been a continuing course of conduct, the date on which that conduct was discontinued.

In either case, the recipient or his/her designee may extend the time for filing or waive the time limit in the interest of justice, specifying in writing the reason for so doing.

3. Complaints shall be in writing and shall be signed by the complainant and/or the complainant's representative. Complaints shall set forth as fully as possible the facts and circumstances surrounding the claimed discrimination. In the event that a person makes a

verbal complaint of discrimination to an officer or employee of the recipient, the person shall be interviewed by the Title VI Coordinator. If necessary, the Title VI Coordinator will assist the person in reducing the complaint to writing and submit the written version of the complaint to the person for signature. The complaint shall then be handled according to the recipient's investigative procedures.

4. Within 10 days, the Title VI Coordinator will acknowledge receipt of the allegation, inform the complainant of action taken or proposed action to process the allegation, and advise the complainant of other avenues of redress available, such as KDOT or USDOT.
5. The recipient will advise KDOT within 10 days of receipt of the allegations. Generally, the following information will be included in every notification to KDOT:
 - a. Name, address, and phone number of the complainant.
 - b. Name(s) and address(es) of alleged discriminating official(s).
 - c. Basis of complaint (i.e., race, color, national origin, or sex)
 - d. Date of alleged discriminatory act(s).
 - e. Date of complaint received by the recipient.
 - f. A statement of the complaint.

Sanctions

In the event the recipient fails or refuses to comply with the terms of this agreement, KDOT may take any or all of the following actions:

1. Cancel, terminate, or suspend this agreement in whole or in part;
2. Refrain from extending any further assistance to the recipient under the program from which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the recipient.
3. Take such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by the recipient.
4. Refer the case to the Department of Justice for appropriate legal proceedings.

**KANSAS DEPARTMENT
OF TRANSPORTATION:**

Signature

Civil Rights Administrator
Title

Date


Name of Recipient:



Signature



Title



Date

Appendix 1

During the performance of this contract, the contractor/consultant, for itself, its assignees and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance With Regulations** – The contractor shall comply with the Regulations relative to nondiscrimination in federally-assisted programs of United States Department of Transportation (USDOT), Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination** – The contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, sex, or national origin in the selection and retention of sub-contractors, including procurement of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
3. **Solicitations for Subcontracts, Including Procurement of Materials and Equipment** – In all solicitations either by competitive bidding or negotiations made by the contractor for work to be performed under a sub-contract, including procurement of materials or leases of equipment, each potential sub-contractor or supplier shall be notified by the contractor of the contractor’s obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, sex, or national origin.
4. **Information and Reports** – The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the contracting agency or the appropriate federal agency to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of the contractor is in the exclusive possession of another who fails or refuses to furnish this information, the contractor shall so certify to KDOT or the USDOT as appropriate, and shall set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance** – In the event of the contractor’s noncompliance with the nondiscrimination provisions of this contract, the contracting agency shall impose such contract sanctions as it or the USDOT may determine to be appropriate, including, but not limited to:
 - a. Withholding of payments to the contractor under the contract until the contractor complies, and/or;
 - b. Cancellation, termination, or suspension of the contract, in whole or in part.
6. **Incorporation of Provisions** – The contractor shall include the provisions of paragraphs (1) through (5) in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The contractor shall take such action with respect to any subcontractor or procurement as the contracting agency or USDOT may direct as a means of enforcing such provisions including sanctions for noncompliance.

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a sub-contractor or supplier as a result of such direction, the contractor may request KDOT enter into such litigation to protect the interests of the state and, in addition, the contractor may request the USDOT enter into such litigation to protect the interests of the United States.

Appendix 2

The following clauses shall be included in any deeds affecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

GRANTING CLAUSE

NOW THEREFORE, Department of Transportation, as authorized by law, and upon the condition that the state of Kansas will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code, the Regulations for the Administration of Federal Aid for Highways and the policies and procedures prescribed by the United States of Transportation and, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, the Department of Transportation KDOT (hereinafter referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252: 42 USC 2000d to 2000d – 4) does hereby remise, release, quitclaim, and convey unto the state of Kansas all the right, title, and interest of the Department of Transportation in and to said land described in Exhibit A attached hereto and made a part thereof.

HABENDUM CLAUSE

TO HAVE AND TO HOLD said lands and interests therein unto the state of Kansas, and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which the federal financial assistance is extended or for another purpose involving the provisions of similar services or benefits and shall be binding on the state of Kansas, its successors, and assigns.

The state of Kansas, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of race, color, sex or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subject to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed (,)(and)* (2) that the state of Kansas, shall use the lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-Discrimination of Federally-Assisted Programs of the Department of Transportation – Effectuation of Title

VI of the Civil Rights Act of 1964, and as said Regulations may be amended (,) and (3) that in the event of breach of any of the above mentioned nondiscrimination conditions, the department shall have a right to reenter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.

Appendix 3

The following clauses shall be included in all transportation related deeds, licenses, leases, permits, or similar instruments entered into by The City of Arkansas City pursuant to the provisions of Assurance 8.

The LESSEE, for himself or herself, his or her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree as a covenant running with the land that in the event facilities are constructed, maintained, or otherwise operated on said property described in this lease, for a purpose of which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the LESSEE shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21,

Nondiscrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964, as said Regulations may be amended.

That in the event of breach of any of the above nondiscrimination covenants, the STATE shall have the right to terminate the lease, and to reenter and repossess said land and the facilities thereon, and hold the same as if said lease has never been made or issued.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by the Kansas Department of Transportation pursuant to the provisions of Assurance 8.

The LESSEE, or himself or herself, his or her personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree as a covenant running with the land that (1) no person, on the grounds of race, color, sex, or national origin, shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and furnishing of services thereon, no person on the grounds of race, color, sex, and national origin shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the LESSEE shall use the premises in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21,

Nondiscrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended.

That in the event of breach of any of the above nondiscrimination covenants, the STATE shall have the right to terminate the lease, and to reenter and repossess said land and the facilities thereon, and hold the same as if said lease had never been made or issued.

CITY OF ARKANSAS CITY PUBLIC PARTICIPATION PLAN

1. Brief Description of provider's activities and services

The City of Arkansas City Local Government provides public services to citizens throughout the City. These services are provided through various departments.

2. Brief description of activities that would warrant public participation.

- The City Commission hosts regular open meetings, addressing issues of concern to the City of Arkansas City citizens and provides an opportunity for citizens to voice any concerns or request for information.
- The City of Arkansas City makes every reasonable effort to engage the public when making hours of operation, meeting locations and service areas.
- Emergency Management maintains public notification of local emergency situations, watches and warnings.
- The Police Department provides local law enforcement and assists the public safety and security issues.
- The Fire Department provides fire protection and emergency medical services.
- The Public Works Department provides public services in the operation and maintenance of City roads, rights of way and bridges. The Department also provides sanitation, stormwater, water treatment, waste water treatment and neighborhood services.
- The Parks and Facilities Division provide a park and facility system that is available and accessible to all citizens.

CITY OF ARKANSAS CITY LIMITED ENGLISH PROFICIENCY (LEP)

Purpose

The City of Arkansas City and those receiving assistance from the federal government must take reasonable steps to ensure that Limited English Proficiency (LEP) persons have meaningful access to the programs, services, and information those entities provide. This will require recipients to create solutions to address the needs of this ever-growing population of individuals, for whom English is not their primary language.

Who is a Limited English Proficient Person?

Persons who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or “LEP”. These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter. These services are provided free of charge to the public and this notice is provided on all public meeting notices, in posted on the website, and on the official bulletin board.

Examples of population likely to include LEP persons who are served or encountered should be considered when planning language services include, but not limited to:

- Citizens applying for permits.
- Citizens paying utility bills.
- Citizens applying for open job positions.
- Citizens (vendors) responding to IFBs, RFPs, and RFQs.
- Citizens interacting with city employees (i.e. Police Department)
- Citizens appearing in Municipal Court
- Citizens filling out forms such as one Capital Improvement Project (CIP) suggestions
- Citizens reviewing the City’s Website

Authorities

Title VI of the 1964 Civil Rights Act

“No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

-42 U.S.C 2000d

Executive Order 13166

On August, 11, 2000, President Clinton signed Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency.” The Executive Order requires Federal agencies to examine services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them. It is expected that agency plans will provide for such meaningful access consistent with, and without unduly burdening, the fundamental mission of the agency. The Executive Order also requires that the Federal agencies work to ensure that recipients of Federal assistance provide meaningful access to their LEP applicants and beneficiaries.

Who must comply?

All programs and operations of entities that receive assistance from the federal government (i.e. recipients), including:

State agencies (i.e. KDOT)

Local agencies (i.e. **City of Arkansas City, Kansas**)

Private and nonprofit entities

Sub recipients (entities that receive federal funding from one of the recipients listed above) also must comply.

All programs and operations of the federal government also must comply.

Other Legal Authorities

FHWA Title VI Regulation, 23 CFR 200

USDOT Title VI Regulations, 49 CFR21

USDOT LEP Guidelines, 70 FR 74087 (Dec. 14, 2005)

Four Factor Analysis

The City of Arkansas City has an obligation to reduce language barriers that can preclude meaningful access by LEP persons to important services. The City has assessed the following four factors:

Factor One: The number or proportion of LEP persons served or likely to be encountered in the eligible City service population.

The total population in Arkansas City is 11,974 according to the 2020 U.S. Census Bureau. The ethnicities likeliest not to be native English speaking were identified as:

Hispanic/Latino/Biracial/Multiracial	2,613
Asian or Pacific Island	<u>146</u>
Total	2,759

Factor Two: The frequency with which LEP individuals come in contact with the City's programs, activities or services.

The City of Arkansas City has and will continue to provide whatever services are needed to enable communications with LEP citizens.

Factor Three: The nature and importance of program activity or services provided by the City of Arkansas City.

The City's Equal Opportunity and Accessibility Advisory Board includes in its mission identifying possible LEP improvements to the City's program activities or services. The primary LEP language is Spanish/Spanish Creole. The next, according to the USD 470 School System, is Chuukese and Acateca. Creekstone Farms employs many Pacific Islanders and Hispanic/Latino individuals.

Factor Four: The resources available to recipients and costs.

- The City provides Spanish utility bills that are printed in house as well as Spanish literature by the Police Department for domestic violence cases.
- The City has two Spanish-speaking employees who are paid \$35 per hour during normal duty hours and \$45 per hour after hours and weekends when it is not job-related.
- The City contracts the services of Interlingual Services of Wichita to provide interpreter services during Municipal Court. The cost is \$35 per hour plus \$139.60 for mileage to and from Wichita.



Date Rec'd: _____

Case No. _____

COMPLAINT FORM

Name: _____
 Address: _____
 City & Zip: _____
 Telephone: _____

Cause of Discrimination (check one):

- | | |
|---------------------------------------|--------------------------------|
| <input type="radio"/> Race | <input type="radio"/> Religion |
| <input type="radio"/> Color | <input type="radio"/> Age |
| <input type="radio"/> National Origin | <input type="radio"/> Sex |
| <input type="radio"/> Disability | <input type="radio"/> Income |

Who discriminated against you:

Name: _____

Title: _____

Employer: _____

Explain the problem:

What would be a reasonable settlement of your charge:

I swear that the charge as listed is true to the best of my knowledge, information and belief.

 (Signature)

(Date)

 (County)

(State)

SUBSCRIBED AND SWORN TO before me this _____ day of _____ 20_____.

WHAT CAN I DO ABOUT DISCRIMINATION?

A person may file a complaint with the Kansas Department of Transportation. All complaints will be referred to the Civil Rights Officer, who will evaluate and refer the complaint to the appropriate program area. Every effort will be made to resolve the complaint as quickly as possible.

WHO MAY FILE A COMPLAINT?

Any person who feels he or she has been subject to discrimination because of race, color, age, national origin, sex, disability, veteran or low income status.

WHEN SHOULD I FILE A COMPLAINT?

You should file a complaint within 90 days following the discriminatory action.

HOW TO FILE A COMPLAINT?

Contact your transit provider in writing or by phone to request assistance in filing your complaint.

KS Dept. of Transportation
Office of Public Transportation
700 S.W. Harrison
Topeka, Kansas 66603-3754
Phone: 785-296-0826
Fax: 785-296-0963

KANSAS DEPARTMENT OF TRANSPORTATION

EQUAL OPPORTUNITY AND CIVIL RIGHTS INFORMATION (INCLUDING TITLE VI)



Office of
Public Transportation
February 2009

EXTERNAL CIVIL RIGHTS COMPLAINT PROCESS

THE ASSURANCE:

The Kansas Department of Transportation, as a recipient of federal funds for programs, has given the assurance that within daily operations, the KDOT will not discriminate against any person on the basis of race, color, national origin, sex, age, disability, veteran or low income status.

THE LAWS:

Title VI of the Civil Rights Act of 1964 as amended and 49 CFR Part 21 prohibit discrimination based on race, color and national origin in all federal-aid programs.

Sex discrimination is also prohibited by Section 162 (a) of the Federal-Aid Highway Act of 1973. Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (see 49 CFR 27) prohibit discrimination based on disability and The Age Discrimination Act of 1975 (42 USC 6101) prohibits discrimination based on age.

The basic philosophy of the laws is that people affected by transportation programs should receive the services, benefits, and opportunities to which they are entitled with no differences because of race, color, national origin, age, sex, disability, veteran or low income status.

WHAT IS DISCRIMINATION?

An intentional or unintentional act which subjects a person or a group to unequal treatment under a transportation program. Everyone, no matter what their race, sex, color or national origin, age, disability, veteran or low income status should be treated fairly and equally in all matters relating to transportation.

EXAMPLES OF PROHIBITED DISCRIMINATORY ACTS:

1. Public meetings that are held at hard-to-reach or inaccessible sites or at times when most affected people are working.

2. Zoning changes that would lower the quality of life in a neighborhood.

3. Unequal payments offered or paid for similar properties.

4. Unequal relocation assistance or housing payments.

5. New housing that is not equal to the property replaced.

6. No effort made to locate minority or women contractors, consultants or researchers for transportation projects.

7. Minority and women contractors not notified about highway projects to be let for bid.

8. A neighborhood loses access to stores, services, medical offices, churches, recreation or transportation due to highway construction.

9. Property value decreases or increases in unequal ways due to highway construction.

10. Minority neighborhood roads that are not as well-maintained as those in non-minority areas.

11. Environmental impact is more severe on a minority or low income neighborhood as compared to a higher valuation area.

QUE PUEDO HACER ACERCA DE LA DISCRIMINACION?

Una persona puede presentar su querella con el Kansas Department of Transportation. Toda querella sera presentada a1 funcionario de la EEO, quien la evaluará y la referirá a1 programa adecuado.

QUIEN PUEDE PRESENTAR UNA QUERELLA?

Cualquiera persona quikn crea que o ella ha estado sometido a discriminación a base de raza, color, edad, origen nacional, sexo, incapacidad, veterano o vivan en barrios de pobres

CUANDO DEBO DE PRESENTAR UNA QUERELLA?

Debe de presentar su querella dentro de 180 dias despuks de la fecha de la alegada accicin discriminatoria.

LCOMO PRESENTAR UNA QUERELLA?

Pongase en contact con la Office of Civil Rights Compliance, por escrito o por telefono para solicitar ayuda en como presentar su querella.

Kansas Department of Transportation Office of Civil Rights Compliance

700 SW Harrison, 3rd Floor West
Topeka, Kansas 66603-3754



Telefono: 785-296-7940
Fax: 785-296-0723



KDOT.CivilRights@ks.gov
Or visit us on the web at:
www.ksdot.org.

This information is available in alternative accessible formats. To obtain an alternative format, contact the KDOT Communications/Public Affairs Division Eisenhower Building, 700 SW Harrison, 2nd Floor West, Topeka, KS, 66603-3754,

785-296-3585 (Voice)
/Hearing Impaired - 711.



OPORTUNIDAD IGUAL E INFORMACION DE DERECHOS CIVILES (INCLUSO TITULO VI)

Kansas Department of
Transportation Office of Civil
Rights Compliance
Enero de 2020

KANSAS DEPARTMENT OF TRANSPORTATION DERECHOS CIVILES Y PROCESO DE QUERELLAS

LA GARANTIA:

The Kansas Department of Transportation, como un destinatario de fondos Federales para programas, ha otorgado la garantía que dentro de funcionamientos diarios el KDOT no diferenciara contra cualquiera persona a base de raza, color, origen nacional, sexo, edad, incapacidad, veteran, o vivan en barrios de pobres.

LAS LEYES:

El Título VI de los Derechos Civiles de 1964 enmiendado y 49 CFR Parte 21 prohíbe discriminación a base de raza, color, sexo y origen nacional en todos los programas de ayuda federal. Se prohíbe discriminación del sexo también bajo la Sección 162 (a) del Acto de Ayuda Federal de 1973. Sección 504 del Acto de Rehabilitación de 1973, y el Acto de Americanos con Incapacidades de 1990 (vea CFR 27) prohíbe discriminación a base de incapacidad; y el Acto de Discriminación por Edad de 1975 (42 USC 6101) prohíbe discriminación a base de edad. discrimination based on age.

La filosofía básica de la ley es que personas afectadas por programas de transporte deben recibir los servicios, beneficios, y oportunidades a que tengan derecho sin diferencias a causa de raza, color, origen nacional, edad, sexo, incapacidad, veteran, o vivan en barrios de pobres.

¿QUE ES LA DISCRIMINACION?

Es un acto intencional o involuntario que sujeta a una persona o a un grupo a trato desigual bajo un programa de transporte. Toda persona, sin importancia, a su raza, sexo, color, origen nacional, veteran, o edad, se debe tratar justamente e igualmente en totalidad en todos los asuntos relacionados con la transporte.

EJEMPLOS DE ACTOS DISCRIMINATORIOS PROHIBIDOS:

1. Reuniones públicas que se tienen a duración o en sitios inaccesibles o en horas cuando las personas más afectadas trabajan.
2. Cambios de zonas que rebajan la calidad de la vida en un barrio.
3. Pagos desiguales ofrecidos o pagados por propiedades similares.
4. Ayuda desigual de reubicación o pagos de vivienda.

5. Nueva vivienda que no es igual a la remplazada.

6. El no hacer el esfuerzo de localizar minoría o mujeres contratistas, consultantes o investigadores para proyectos de transporte.

7. El no notificar a minoría y mujeres contratistas acerca de proyectos de transporte que están por licitación.

8. Un barrio pierde acceso a tiendas, servicios, oficinas médicas, iglesias, recreación o transporte debido a la construcción de carreteras.

9. El valor de la propiedad disminuye o aumenta en manera desigual debido a construcción de carreteras.

10. Caminos en barrios minoritarios que no están tan satisfactorios como esos en barrios que no son minoritarios.

11. El impacto ambiental es más severo en una minoría o en un barrio de ingresos bajos, en comparación con una área de valoración más alta.

Andrew Lawson

From: Josh White <jwhite@arkansascityks.gov>
Sent: Thursday, July 29, 2021 3:11 PM
To: Andrew Lawson
Subject: Sidewalk Survey

Andrew,

I am starting to look into a web application for Sidewalk data collection. The important question I need to ask is what do we want the people to collect data on? Are we wanting people to just collect problems such as a crack or a trip hazard or do we want to do something more in depth where we are actually surveying the existing sidewalks?

Here is an example of a form that collects basic concerns from Bentonville, AR

<https://survey123.arcgis.com/share/d5f0fda909914cd7b4c4641380b7bdf7> It's live so don't try to submit anything.

Here's another one from Detroit

<https://survey123.arcgis.com/share/2df08564130241298d92f9663c318c2a?field:address=>

Here is another example of a form, just not for sidewalks

<https://survey123.arcgis.com/surveys/templates/b4c06f59254646e783551b74a68ab605>

What I like about this method of data collection is that it is simple, easy for anyone to understand and all of the concerns are added to GIS. But again, the question is, what are we collecting? Problems or detailed sidewalk data?

My thoughts go along the lines of this:

Who am I? At least their name

Where am I? They could just use the map to click their current location

What problem do I see? Crack, trip hazard, missing sidewalk section, too steep, obstruction etc

What other details do I need to report?

Here is a photo: photo.jpg

This would generate points on a map. I could then create a special web map for sidewalks for more advanced users. If we want to collect detailed information about the sidewalks, we'll need to use another method.

I went ahead and created a survey just to get us started. I plan to walk home for lunch and collect some data. If you want to look it over, let me know, I can still change things. It can be found by visiting <https://arcg.is/0CWzav> It can be updated either via the Survey123 app that can be downloaded from the appropriate app store or in a browser. I'm working on a webmap as well. <https://experience.arcgis.com/experience/e6c16f0ff0844b079df5db77c56263a2> but I am having some issues with it. It is supposed to show the sidewalks, curb ramps and the reports from the form. I ran into some corruption so I had to start over and lost the data. Hopefully that is a one-time issue.

Josh White, AICP

Principal Planner

City of Arkansas City

jwhite@arkansascityks.gov

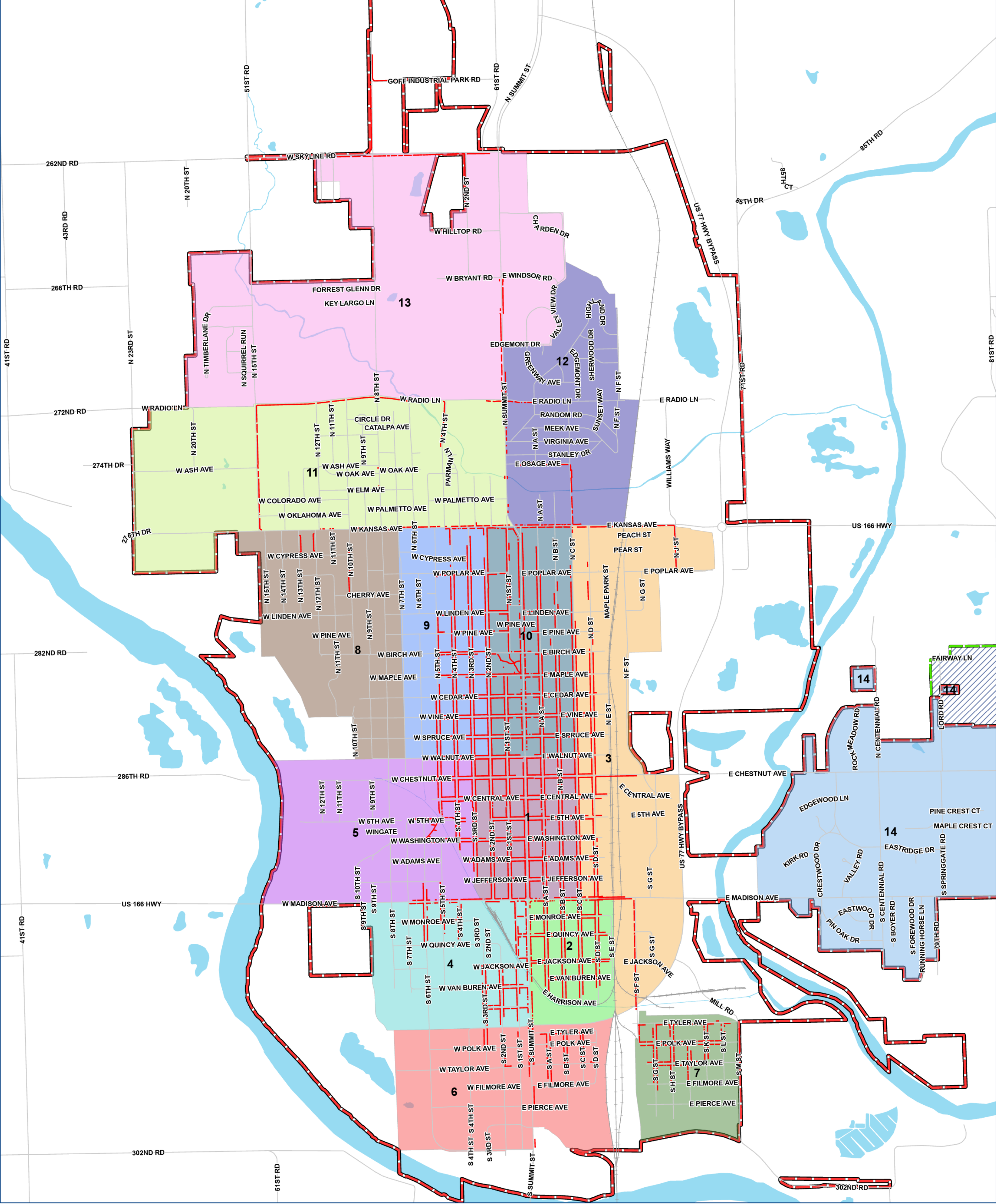
(620) 441-4420 (voice)

(620) 441-4403 (fax)

<https://arcg.is/0CWzav>

1. Anita Judd-Jenkins / Josh White
2. New member / group effort
3. Anita Judd-Jenkins
4. Rags Smith
5. James Fry
6. Rags Smith
7. New member / group effort
8. James Fry / Tammy Lanman-Henderson
9. Bob Baker
10. Andrew Lawson
11. Tammy Lanman-Henderson
12. JoAnn Bierle
13. JoAnn Bierle
14. No sidewalks

Sidewalk Survey



City of Arkansas City, Kansas
Public Works-Neighborhood Services
Phone: 620-441-4420 Fax: 620-441-4403

Sidewalk Repair Specifications

Sidewalk repairs are to be completed under the following specifications. If site conditions do not allow for total compliance with these specifications, please contact the Neighborhood Services Office for approval.

1. Sections of sidewalk to be repaired are to be removed and properly disposed. Feathering or patching is not an acceptable repair method.
2. All loose material, debris and tree roots are to be removed prior to placement of new concrete.
3. Forming of the sidewalk to allow for a 4" thick, non-reinforced walk of a width to match the existing or neighboring walks. Sand fill shall be used where necessary.
4. New concrete to be 3,000 psi, readi-mix or bag-mix.
5. Concrete to be floated or troweled with aluminum or steel finishing tools and a light broom finish applied. Walks are to be cut or scored to a depth of 1/4 slab thickness at intervals to match the existing walk, with 5 foot maximum section size. Slab edging to be a minimum 1/4" rounded edges.
6. Expansion joint size 1/2" X 4" to be installed at maximum intervals of 100', with at least one expansion joint installed on all repairs or replacements.
7. Removal of all forms and construction materials when completed.
8. In areas where the entire property is to receive a new sidewalk, the walk shall be four feet in width with one inch of slope to allow for drainage to the street. Grade of the walk is to be determined by the Neighborhood Services Office.
9. All repair or replacement installations are subject to inspection by the Neighborhood Services Office prior to placement of new concrete. When forms are in place, call the Neighborhood Services Office at 441-4420 at least one hour prior to placing of concrete.
10. ***Permits are not required for the repair and maintenance of existing walks. Please call the Neighborhood Services Office at 441-4420 with information concerning the approximate completion date of the repairs and also, the name of who is completing the work. If the property owner is completing the work this information is also needed.***
11. Any repair work not completed within the above outlined specifications could be subject to removal and replacement according to specifications.

ARTICLE ONE

RULES OF ORDER

Section 1

Robert's Rules of Order Revised shall be the authority on all questions of procedure not specifically stated in the Charter and By-Laws by the Board of Directors of the Cowley County Council on Aging, Inc. and by the Cowley County Council on Aging, Inc.

ARTICLE TWO

LOCATION

Section 1

Headquarters shall be maintained at 700 Gary Street. Suite C, Winfield, KS 67156. This may be changed at such time the Council deems it desirable.

ARTICLE THREE

COUNCIL MEMBERSHIP

Section 1

Any resident of Cowley County may become a non-voting member of the council by attending any or all of the monthly meetings and by expressing an interest in the concerns of Senior Citizens.

Section 2

Policy of assessing dues (if any) is to be reviewed annually by the general membership.

ARTICLE FOUR

MEMBERSHIP OF GOVERNING BODY

Section 1

Stated in Charter Article Five issued by Kansas April 7, 1975 as follows:

The Governing Body of the corporation shall be a Board of Directors consisting of eleven (11) members, appointed as hereinafter described for the following initial terms:

- (1) Arkansas City - two members appointed by the mayor for terms of one and three years respectively;
- (2) Winfield - two members appointed by the mayor for terms of one year and three years respectively;
- (3) Atlanta and Dexter - one member from each community appointed by its respective mayor, both serving three year terms;
- (4) Udall, Burden and Cambridge - one member from each community, each appointed by its respective mayor and all serving two year terms;
- (5) Cowley County at-large - two members appointed by the County Commissioners of Cowley County for terms of one and two years, respectively.

All subsequent appointments will be for three year terms so that at the expiration of the initial appointments, and thereafter, the staggered terms of office will insure the corporation that the Board will always retain some experienced members.

Section 2

Term of office for Board of Directors shall begin January first with the year established by the following original pattern.

Position 1	Arkansas City	1975-76
Position 2	Arkansas City	1975-78
Position 3	Atlanta	1975-78
Position 4	Burden	1975-77
Position 5	Cambridge	1975-77
Position 6	Dexter	1975-78
Position 7	Udall	1975-77
Position 8	Winfield	1975-76
Position 9	Winfield	1975-78
Position 10	Cowley County at-large	1975-76
Position 11	Cowley County at-large	1975-77

Section 3

Number of consecutive terms is not limited since reappointment would be at the discretion of the local community officials.

Section 4

In case of the resignation of any member of the Board of Directors the unexplored term shall be filled by the designated official or commission as designated by the Charter.

Section 5

No member of the Board of Directors shall be on a regular salary paid by the Corporation.

ARTICLE FIVE

OFFICERS

Section 1

The general officers of the Corporation shall be the officers of the Board of Directors, and the Council, and shall be the executive Board.

Section 2

The Board of Directors shall each year elect from among the members thereof, the following officers: President, Vice-president, Secretary/ Treasurer.

Section 3

General Duties as stated in Article Eight of the Charter:

The principal duties of the President shall be to preside at all meetings of the members and the board of directors and to have a general supervision of the affairs of the corporation.

The principal duties of the Vice-president shall be to discharge the duties of the president in the event of absence or disability, for any cause whatsoever, of the President.

The principal duties of the Secretary/Treasurer shall be to countersign all deeds, leases, and conveyances executed by the corporation, affix the seal of the corporation thereto and to such other papers as shall be required or directed to be sealed, and to keep a record of the proceedings of the board of directors, and to safely and systematically keep all books, papers, records, and documents belonging to the corporation, or in any way pertaining to the business thereof. To keep an account of all moneys, credits, and property of any and

every nature of the corporation, which shall come into his hands, and to keep an accurate account of all moneys received and disbursed and of proper vouchers for moneys received and disbursed, and to render such accounts, statements, and inventories of moneys received and disbursed and of money and property on hand, and generally of all matters pertaining to his office, as shall be required by the Board of Directors.

Section 4

These officers shall be elected in January for a term of one year and assume office in February.

Section 5

The Board of Directors shall select and hire the Director and see that there is sufficient staff to operate any and all of its facilities and services dependent on what funding is available. Staff may consist of the following:

Director of Services of Council on Aging/Bookkeeper	
Administrative Assistant/CARE Assessor	
Dispatcher	Bus Drivers
Outreach Worker	Phone Pal Program Coordinator

ARTICLE SIX

SPECIAL DUTIES

Section 1

President and Director-Bookkeeper are responsible for meeting all requirements of State of Kansas and Federal Government and filing all necessary reports promptly.

Section 2

A finance committee of five members shall be appointed by the President and shall consist of one member from Arkansas City, one member from Winfield, two members from two of the five incorporated small towns, one of these four shall be the Treasurer; and the fifth member shall be the Director-Bookkeeper. Said committee shall submit their recommendations to the Board of Directors no later than the June meeting for their approval in order to present the budget to the County Commissioners before July 1st.

Section 3

Director-Bookkeeper prepares the agenda for Council meetings.

Section 4

- (1) Director-Bookkeeper shall deposit to checking account 11-16-568, First National Bank, Winfield, KS, all moneys received by the Cowley County Council on Aging, and shall keep proper accounting of receipts and disbursements of each funding source.
- (2) Two of the following shall sign all checks and pay all lawful bills and secure receipts: the Director-Bookkeeper, Treasurer, or an authorized third person.
- (3) Director-Bookkeeper, with assistance from accountants, must prepare a financial statement each month for the Board of Directors.

ARTICLE SEVEN

AUDIT

Section 1

An audit of all financial records shall be made during the month of either June, July, or August. This audit shall be done by an accounting firm.

Section 2

A cash audit shall be made before any new Director-Bookkeeper is employed.

ARTICLE EIGHT

QUORUM

Section 1

A quorum shall consist of a majority of the members of the Board of Directors.

Section 2

Membership on the Board of Directors shall be terminated after three unjustified consecutive absences.

ARTICLE NINE

MEETINGS

Section 1

Regular meeting of the Council and Board of Directors shall be held on the second Friday of the month as designated in the agenda.

Section 2

An agenda shall be mailed to each member of the Board of Directors by the Director-Bookkeeper at least by Tuesday preceding the meeting.

A notice of the Council meeting shall be placed in the Arkansas City and Winfield newspapers by the Director-Bookkeeper.

Section 3

(1) There shall be a minimum of nine meetings of the Board of Directors and the Council during the year.

(2) The President with the approval of the executive board shall have authority to call as many special meetings as are needed to complete the business of the year.

ARTICLE TEN

ORDER OF BUSINESS

Section 1

Board of Directors and Council Meeting

1. Silent Roll Call (Written)
2. Reading of Minutes
3. Reading of Financial Reports
4. SCKAAA Report
5. I & R Report
6. Administrative Assistant & CARE Assessor
7. Senior Center Reports
8. Phone Pals
9. Agency Reports
10. Director's Report

11. Committee Reports
 - a. Standing Committees
 - b. Special Committees
12. Unfinished Business
13. New Business

ARTICLE ELEVEN

COMMITTEES

Section 1

Standing Committees

1. Bylaws and Policy
2. Transportation
3. Finance
4. Public Relations
5. Personnel

ARTICLE TWELVE

AMENDMENTS TO BYLAWS

Section 1

Amendments to the bylaws shall require two-thirds majority vote of the entire Board of Directors.

Section 2

Such amendments or revisions must be submitted to the Board of Directors in writing ten (10) days in advance.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				OMB Control No. 3046-0008	
STATE AND LOCAL GOVERNMENT INFORMATION REPORT (EEO-4) EEOC Form 164					
Control Number: 20300220 Reporting Year: 2021					
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State <input type="checkbox"/> 2. County <input checked="" type="checkbox"/> 3. City <input type="checkbox"/> 4. Township <input type="checkbox"/> 5. Special District <input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION ARKANSAS CITY					
2. MAILING ADDRESS 118 WEST CENTRAL PO Box 778		CITY/TOWN ARKANSAS CITY	COUNTY COWLEY	STATE KS	ZIP 67005
C. FUNCTION					
✓	1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and;	✓	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.		
	✓ GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, et al.)	✓	9. HOUSING. Code enforcement, low-rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.		
✓	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways, and bridges.	✓	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.		
	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals should be reported under function 7.)		11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.		
✓	4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc. Including technical and clerical employees engaged in police activities.	✓	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.		
✓	5. FIRE PROTECTION. Duties of the uniformed fireforce and clerical employees. (Forest fire protection activities should be reported under function 6.)	✓	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.		
✓	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and;		14. EMPLOYMENT SECURITY. State governments only.		
	✓ PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		15. OTHER (Specify.)		
	7. HOSPITALS. Operation and maintenance of institutions for inpatient medical care.				

D. EMPLOYMENT DATA AS OF JUNE 30										Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9															0
	2. \$16.0 – 19.9															0
	3. \$20.0 – 24.9															0
	4. \$25.0 – 32.9															0
	5. \$33.0 – 42.9															0
	6. \$43.0 – 54.9															0
	7. \$55.0 – 69.9															0
	8. \$70.0 PLUS			1						1						2
PROFESSIONALS	9. \$0.1 – 15.9															0
	10. \$16.0 – 19.9															0
	11. \$20.0 – 24.9															0
	12. \$25.0 – 32.9															0
	13. \$33.0 – 42.9															0
	14. \$43.0 – 54.9															0
	15. \$55.0 – 69.9									1						1
	16. \$70.0 PLUS									1						1
TECHNICIANS	17. \$0.1 – 15.9															0
	18. \$16.0 – 19.9															0
	19. \$20.0 – 24.9															0
	20. \$25.0 – 32.9															0
	21. \$33.0 – 42.9															0
	22. \$43.0 – 54.9															0
	23. \$55.0 – 69.9															0
	24. \$70.0 PLUS			1												1
PROTECTIVE SERVICE	25. \$0.1 – 15.9															0
	26. \$16.0 – 19.9															0
	27. \$20.0 – 24.9															0
	28. \$25.0 – 32.9															0
	29. \$33.0 – 42.9															0
	30. \$43.0 – 54.9															0
	31. \$55.0 – 69.9															0
	32. \$70.0 PLUS															0
PARAPROFESSIONALS	33. \$0.1 – 15.9															0
	34. \$16.0 – 19.9															0
	35. \$20.0 – 24.9															0
	36. \$25.0 – 32.9															0
	37. \$33.0 – 42.9															0
	38. \$43.0 – 54.9															0
	39. \$55.0 – 69.9															0
	40. \$70.0 PLUS															0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS	
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9															0
	42. \$16.0 – 19.9															0
	43. \$20.0 – 24.9															0
	44. \$25.0 – 32.9									1						1
	45. \$33.0 – 42.9									2						2
	46. \$43.0 – 54.9															0
	47. \$55.0 – 69.9									1						1
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 – 15.9															0
	50. \$16.0 – 19.9															0
	51. \$20.0 – 24.9															0
	52. \$25.0 – 32.9															0
	53. \$33.0 – 42.9															0
	54. \$43.0 – 54.9															0
	55. \$55.0 – 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 – 15.9															0
	58. \$16.0 – 19.9															0
	59. \$20.0 – 24.9															0
	60. \$25.0 – 32.9															0
	61. \$33.0 – 42.9															0
	62. \$43.0 – 54.9															0
	63. \$55.0 – 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	0	2	0	0	0	0	0	7	0	0	0	0	0	9
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS				1												1
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	1	0	0	0	0	0	0	0	0	0	0	0	1

D. EMPLOYMENT DATA AS OF JUNE 30										Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL						
RACE/ETHNICITY																
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO										TOTALS				
		MALE						FEMALE								
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT								1							1	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Finance Department and City Manager Department.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30										Function 2 - STREETS AND HIGHWAYS						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
WHITE	BLACK OR AFRICAN AMERICAN			ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9															0
	2. \$16.0 – 19.9															0
	3. \$20.0 – 24.9															0
	4. \$25.0 – 32.9															0
	5. \$33.0 – 42.9															0
	6. \$43.0 – 54.9															0
	7. \$55.0 – 69.9															0
	8. \$70.0 PLUS															0
PROFESSIONALS	9. \$0.1 – 15.9															0
	10. \$16.0 – 19.9															0
	11. \$20.0 – 24.9															0
	12. \$25.0 – 32.9															0
	13. \$33.0 – 42.9															0
	14. \$43.0 – 54.9															0
	15. \$55.0 – 69.9															0
	16. \$70.0 PLUS															0
TECHNICIANS	17. \$0.1 – 15.9															0
	18. \$16.0 – 19.9															0
	19. \$20.0 – 24.9															0
	20. \$25.0 – 32.9															0
	21. \$33.0 – 42.9															0
	22. \$43.0 – 54.9															0
	23. \$55.0 – 69.9															0
	24. \$70.0 PLUS															0
PROTECTIVE SERVICE	25. \$0.1 – 15.9															0
	26. \$16.0 – 19.9															0
	27. \$20.0 – 24.9															0
	28. \$25.0 – 32.9															0
	29. \$33.0 – 42.9															0
	30. \$43.0 – 54.9															0
	31. \$55.0 – 69.9															0
	32. \$70.0 PLUS															0
PARAPROFESSIONALS	33. \$0.1 – 15.9															0
	34. \$16.0 – 19.9															0
	35. \$20.0 – 24.9															0
	36. \$25.0 – 32.9															0
	37. \$33.0 – 42.9															0
	38. \$43.0 – 54.9															0
	39. \$55.0 – 69.9															0
	40. \$70.0 PLUS															0

D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9														0	
	42. \$16.0 – 19.9														0	
	43. \$20.0 – 24.9														0	
	44. \$25.0 – 32.9														0	
	45. \$33.0 – 42.9								1						1	
	46. \$43.0 – 54.9														0	
	47. \$55.0 – 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 – 15.9														0	
	50. \$16.0 – 19.9														0	
	51. \$20.0 – 24.9														0	
	52. \$25.0 – 32.9														0	
	53. \$33.0 – 42.9														0	
	54. \$43.0 – 54.9														0	
	55. \$55.0 – 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 – 15.9														0	
	58. \$16.0 – 19.9														0	
	59. \$20.0 – 24.9														0	
	60. \$25.0 – 32.9			1											1	
	61. \$33.0 – 42.9			2			1								3	
	62. \$43.0 – 54.9	1		1											2	
	63. \$55.0 – 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		1	0	4	0	0	0	1	0	1	0	0	0	0	0	7
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 2 - STREETS AND HIGHWAYS						
	RACE/ETHNICITY															
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS	
			MALE						FEMALE							
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE			1												1	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Street & Stormwater Division.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30										Function 4 - POLICE PROTECTION						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9															0
	2. \$16.0 – 19.9															0
	3. \$20.0 – 24.9															0
	4. \$25.0 – 32.9															0
	5. \$33.0 – 42.9															0
	6. \$43.0 – 54.9															0
	7. \$55.0 – 69.9															0
	8. \$70.0 PLUS			1												1
PROFESSIONALS	9. \$0.1 – 15.9															0
	10. \$16.0 – 19.9															0
	11. \$20.0 – 24.9															0
	12. \$25.0 – 32.9															0
	13. \$33.0 – 42.9															0
	14. \$43.0 – 54.9															0
	15. \$55.0 – 69.9			2												2
	16. \$70.0 PLUS			1												1
TECHNICIANS	17. \$0.1 – 15.9															0
	18. \$16.0 – 19.9															0
	19. \$20.0 – 24.9															0
	20. \$25.0 – 32.9															0
	21. \$33.0 – 42.9															0
	22. \$43.0 – 54.9															0
	23. \$55.0 – 69.9			2												2
	24. \$70.0 PLUS			1												1
PROTECTIVE SERVICE	25. \$0.1 – 15.9															0
	26. \$16.0 – 19.9															0
	27. \$20.0 – 24.9															0
	28. \$25.0 – 32.9															0
	29. \$33.0 – 42.9			5						2						7
	30. \$43.0 – 54.9	1		6						3						10
	31. \$55.0 – 69.9			2												2
	32. \$70.0 PLUS															0
PARAPROFESSIONALS	33. \$0.1 – 15.9															0
	34. \$16.0 – 19.9															0
	35. \$20.0 – 24.9															0
	36. \$25.0 – 32.9															0
	37. \$33.0 – 42.9															0
	38. \$43.0 – 54.9															0
	39. \$55.0 – 69.9															0
	40. \$70.0 PLUS															0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 4 - POLICE PROTECTION						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS	
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9															0
	42. \$16.0 – 19.9															0
	43. \$20.0 – 24.9			1												1
	44. \$25.0 – 32.9									1						1
	45. \$33.0 – 42.9									1						1
	46. \$43.0 – 54.9															0
	47. \$55.0 – 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 – 15.9															0
	50. \$16.0 – 19.9															0
	51. \$20.0 – 24.9															0
	52. \$25.0 – 32.9															0
	53. \$33.0 – 42.9															0
	54. \$43.0 – 54.9															0
	55. \$55.0 – 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 – 15.9															0
	58. \$16.0 – 19.9															0
	59. \$20.0 – 24.9															0
	60. \$25.0 – 32.9															0
	61. \$33.0 – 42.9															0
	62. \$43.0 – 54.9															0
	63. \$55.0 – 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		1	0	21	0	0	0	0	0	7	0	0	0	0	0	29
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 4 - POLICE PROTECTION						
RACE/ETHNICITY																
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS		
		MALE							FEMALE							
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE			4						1						5	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	4	0	0	0	0	0	1	0	0	0	0	0	5	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Arkansas City Police Department (NCIC Number:																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30

Function 5 - FIRE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9															0
	2. \$16.0 – 19.9															0
	3. \$20.0 – 24.9															0
	4. \$25.0 – 32.9															0
	5. \$33.0 – 42.9															0
	6. \$43.0 – 54.9															0
	7. \$55.0 – 69.9															0
	8. \$70.0 PLUS			1												1
PROFESSIONALS	9. \$0.1 – 15.9															0
	10. \$16.0 – 19.9															0
	11. \$20.0 – 24.9															0
	12. \$25.0 – 32.9															0
	13. \$33.0 – 42.9															0
	14. \$43.0 – 54.9															0
	15. \$55.0 – 69.9															0
	16. \$70.0 PLUS			2												2
TECHNICIANS	17. \$0.1 – 15.9															0
	18. \$16.0 – 19.9															0
	19. \$20.0 – 24.9															0
	20. \$25.0 – 32.9															0
	21. \$33.0 – 42.9															0
	22. \$43.0 – 54.9															0
	23. \$55.0 – 69.9															0
	24. \$70.0 PLUS															0
PROTECTIVE SERVICE	25. \$0.1 – 15.9															0
	26. \$16.0 – 19.9															0
	27. \$20.0 – 24.9															0
	28. \$25.0 – 32.9															0
	29. \$33.0 – 42.9			1												1
	30. \$43.0 – 54.9			6												6
	31. \$55.0 – 69.9			3				1								4
	32. \$70.0 PLUS			2						1						3
PARAPROFESSIONALS	33. \$0.1 – 15.9															0
	34. \$16.0 – 19.9															0
	35. \$20.0 – 24.9															0
	36. \$25.0 – 32.9															0
	37. \$33.0 – 42.9															0
	38. \$43.0 – 54.9															0
	39. \$55.0 – 69.9															0
	40. \$70.0 PLUS															0

D. EMPLOYMENT DATA AS OF JUNE 30

Function 5 - FIRE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9															0
	42. \$16.0 – 19.9															0
	43. \$20.0 – 24.9															0
	44. \$25.0 – 32.9									1						1
	45. \$33.0 – 42.9															0
	46. \$43.0 – 54.9															0
	47. \$55.0 – 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 – 15.9															0
	50. \$16.0 – 19.9															0
	51. \$20.0 – 24.9															0
	52. \$25.0 – 32.9															0
	53. \$33.0 – 42.9															0
	54. \$43.0 – 54.9															0
	55. \$55.0 – 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 – 15.9															0
	58. \$16.0 – 19.9															0
	59. \$20.0 – 24.9															0
	60. \$25.0 – 32.9															0
	61. \$33.0 – 42.9															0
	62. \$43.0 – 54.9															0
	63. \$55.0 – 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	0	15	0	0	0	1	0	2	0	0	0	0	0	18
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 5 - FIRE PROTECTION						
RACE/ETHNICITY																
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS		
		MALE							FEMALE							
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE			1												1	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Arkansas City Fire/Emergency Medical Services Department.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9														0	
	2. \$16.0 – 19.9														0	
	3. \$20.0 – 24.9														0	
	4. \$25.0 – 32.9														0	
	5. \$33.0 – 42.9														0	
	6. \$43.0 – 54.9														0	
	7. \$55.0 – 69.9								1						1	
	8. \$70.0 PLUS	1													1	
PROFESSIONALS	9. \$0.1 – 15.9														0	
	10. \$16.0 – 19.9														0	
	11. \$20.0 – 24.9														0	
	12. \$25.0 – 32.9														0	
	13. \$33.0 – 42.9														0	
	14. \$43.0 – 54.9														0	
	15. \$55.0 – 69.9														0	
	16. \$70.0 PLUS														0	
TECHNICIANS	17. \$0.1 – 15.9														0	
	18. \$16.0 – 19.9														0	
	19. \$20.0 – 24.9														0	
	20. \$25.0 – 32.9														0	
	21. \$33.0 – 42.9														0	
	22. \$43.0 – 54.9														0	
	23. \$55.0 – 69.9														0	
	24. \$70.0 PLUS														0	
PROTECTIVE SERVICE	25. \$0.1 – 15.9														0	
	26. \$16.0 – 19.9														0	
	27. \$20.0 – 24.9														0	
	28. \$25.0 – 32.9														0	
	29. \$33.0 – 42.9														0	
	30. \$43.0 – 54.9														0	
	31. \$55.0 – 69.9														0	
	32. \$70.0 PLUS														0	
PARAPROFESSIONALS	33. \$0.1 – 15.9														0	
	34. \$16.0 – 19.9														0	
	35. \$20.0 – 24.9														0	
	36. \$25.0 – 32.9														0	
	37. \$33.0 – 42.9														0	
	38. \$43.0 – 54.9														0	
	39. \$55.0 – 69.9														0	
	40. \$70.0 PLUS														0	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9															0
	42. \$16.0 – 19.9															0
	43. \$20.0 – 24.9															0
	44. \$25.0 – 32.9															0
	45. \$33.0 – 42.9															0
	46. \$43.0 – 54.9															0
	47. \$55.0 – 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 – 15.9															0
	50. \$16.0 – 19.9															0
	51. \$20.0 – 24.9															0
	52. \$25.0 – 32.9															0
	53. \$33.0 – 42.9															0
	54. \$43.0 – 54.9															0
	55. \$55.0 – 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 – 15.9															0
	58. \$16.0 – 19.9															0
	59. \$20.0 – 24.9															0
	60. \$25.0 – 32.9	1		1						4						6
	61. \$33.0 – 42.9			5						1						6
	62. \$43.0 – 54.9			1												1
	63. \$55.0 – 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		2	0	7	0	0	0	0	0	6	0	0	0	0	0	15
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 6 - NATURAL RESOURCES/PARKS AND RECREATION						
	RACE/ETHNICITY															
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
			MALE						FEMALE							
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Parks & Facilities Division.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30										Function 8 - HEALTH						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE					FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9															0
	2. \$16.0 – 19.9															0
	3. \$20.0 – 24.9															0
	4. \$25.0 – 32.9															0
	5. \$33.0 – 42.9															0
	6. \$43.0 – 54.9															0
	7. \$55.0 – 69.9															0
	8. \$70.0 PLUS									1						1
PROFESSIONALS	9. \$0.1 – 15.9															0
	10. \$16.0 – 19.9															0
	11. \$20.0 – 24.9															0
	12. \$25.0 – 32.9															0
	13. \$33.0 – 42.9															0
	14. \$43.0 – 54.9															0
	15. \$55.0 – 69.9															0
	16. \$70.0 PLUS															0
TECHNICIANS	17. \$0.1 – 15.9															0
	18. \$16.0 – 19.9															0
	19. \$20.0 – 24.9															0
	20. \$25.0 – 32.9															0
	21. \$33.0 – 42.9			1						1						2
	22. \$43.0 – 54.9															0
	23. \$55.0 – 69.9			1												1
	24. \$70.0 PLUS															0
PROTECTIVE SERVICE	25. \$0.1 – 15.9															0
	26. \$16.0 – 19.9															0
	27. \$20.0 – 24.9															0
	28. \$25.0 – 32.9															0
	29. \$33.0 – 42.9															0
	30. \$43.0 – 54.9															0
	31. \$55.0 – 69.9															0
	32. \$70.0 PLUS															0
PARAPROFESSIONALS	33. \$0.1 – 15.9															0
	34. \$16.0 – 19.9															0
	35. \$20.0 – 24.9															0
	36. \$25.0 – 32.9															0
	37. \$33.0 – 42.9															0
	38. \$43.0 – 54.9															0
	39. \$55.0 – 69.9															0
	40. \$70.0 PLUS															0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 8 - HEALTH						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
WHITE	BLACK OR AFRICAN AMERICAN			ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9															0
	42. \$16.0 – 19.9															0
	43. \$20.0 – 24.9															0
	44. \$25.0 – 32.9															0
	45. \$33.0 – 42.9															0
	46. \$43.0 – 54.9															0
	47. \$55.0 – 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 – 15.9															0
	50. \$16.0 – 19.9															0
	51. \$20.0 – 24.9															0
	52. \$25.0 – 32.9															0
	53. \$33.0 – 42.9															0
	54. \$43.0 – 54.9															0
	55. \$55.0 – 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 – 15.9															0
	58. \$16.0 – 19.9															0
	59. \$20.0 – 24.9															0
	60. \$25.0 – 32.9															0
	61. \$33.0 – 42.9															0
	62. \$43.0 – 54.9															0
	63. \$55.0 – 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	0	2	0	0	0	0	0	2	0	0	0	0	0	4
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 8 - HEALTH						
RACE/ETHNICITY																
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS		
		MALE							FEMALE							
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS			1						1						2	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Arkansas City Fire/Emergency Medical Services Department.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30

Function 9 - HOUSING

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9														0	
	2. \$16.0 – 19.9														0	
	3. \$20.0 – 24.9														0	
	4. \$25.0 – 32.9														0	
	5. \$33.0 – 42.9														0	
	6. \$43.0 – 54.9														0	
	7. \$55.0 – 69.9														0	
	8. \$70.0 PLUS			1											1	
PROFESSIONALS	9. \$0.1 – 15.9														0	
	10. \$16.0 – 19.9														0	
	11. \$20.0 – 24.9														0	
	12. \$25.0 – 32.9														0	
	13. \$33.0 – 42.9														0	
	14. \$43.0 – 54.9														0	
	15. \$55.0 – 69.9														0	
	16. \$70.0 PLUS														0	
TECHNICIANS	17. \$0.1 – 15.9														0	
	18. \$16.0 – 19.9														0	
	19. \$20.0 – 24.9														0	
	20. \$25.0 – 32.9														0	
	21. \$33.0 – 42.9			1											1	
	22. \$43.0 – 54.9														0	
	23. \$55.0 – 69.9														0	
	24. \$70.0 PLUS														0	
PROTECTIVE SERVICE	25. \$0.1 – 15.9														0	
	26. \$16.0 – 19.9														0	
	27. \$20.0 – 24.9														0	
	28. \$25.0 – 32.9														0	
	29. \$33.0 – 42.9														0	
	30. \$43.0 – 54.9														0	
	31. \$55.0 – 69.9														0	
	32. \$70.0 PLUS														0	
PARAPROFESSIONALS	33. \$0.1 – 15.9														0	
	34. \$16.0 – 19.9														0	
	35. \$20.0 – 24.9														0	
	36. \$25.0 – 32.9														0	
	37. \$33.0 – 42.9														0	
	38. \$43.0 – 54.9														0	
	39. \$55.0 – 69.9														0	
	40. \$70.0 PLUS														0	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 9 - HOUSING

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9														0	
	42. \$16.0 – 19.9														0	
	43. \$20.0 – 24.9														0	
	44. \$25.0 – 32.9														0	
	45. \$33.0 – 42.9								1						1	
	46. \$43.0 – 54.9														0	
	47. \$55.0 – 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 – 15.9														0	
	50. \$16.0 – 19.9														0	
	51. \$20.0 – 24.9														0	
	52. \$25.0 – 32.9														0	
	53. \$33.0 – 42.9														0	
	54. \$43.0 – 54.9														0	
	55. \$55.0 – 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 – 15.9														0	
	58. \$16.0 – 19.9														0	
	59. \$20.0 – 24.9														0	
	60. \$25.0 – 32.9														0	
	61. \$33.0 – 42.9														0	
	62. \$43.0 – 54.9														0	
	63. \$55.0 – 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3	
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS															0	
67. PROFESSIONALS															0	
68. TECHNICIANS															0	
69. PROTECTIVE SERVICE															0	
70. PARAPROFESSIONALS															0	
71. ADMINISTRATIVE SUPPORT															0	
72. SKILLED CRAFT															0	
73. SERVICE – MAINTENANCE															0	
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

D. EMPLOYMENT DATA AS OF JUNE 30										Function 9 - HOUSING						
	RACE/ETHNICITY															
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
	MALE							FEMALE								
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS			1												1	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Neighborhood Services Division.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9														0	
	2. \$16.0 – 19.9														0	
	3. \$20.0 – 24.9														0	
	4. \$25.0 – 32.9														0	
	5. \$33.0 – 42.9														0	
	6. \$43.0 – 54.9														0	
	7. \$55.0 – 69.9														0	
	8. \$70.0 PLUS														0	
PROFESSIONALS	9. \$0.1 – 15.9														0	
	10. \$16.0 – 19.9														0	
	11. \$20.0 – 24.9														0	
	12. \$25.0 – 32.9														0	
	13. \$33.0 – 42.9														0	
	14. \$43.0 – 54.9														0	
	15. \$55.0 – 69.9														0	
	16. \$70.0 PLUS														0	
TECHNICIANS	17. \$0.1 – 15.9														0	
	18. \$16.0 – 19.9														0	
	19. \$20.0 – 24.9														0	
	20. \$25.0 – 32.9														0	
	21. \$33.0 – 42.9														0	
	22. \$43.0 – 54.9														0	
	23. \$55.0 – 69.9			1											1	
	24. \$70.0 PLUS														0	
PROTECTIVE SERVICE	25. \$0.1 – 15.9														0	
	26. \$16.0 – 19.9														0	
	27. \$20.0 – 24.9														0	
	28. \$25.0 – 32.9														0	
	29. \$33.0 – 42.9														0	
	30. \$43.0 – 54.9														0	
	31. \$55.0 – 69.9														0	
	32. \$70.0 PLUS														0	
PARAPROFESSIONALS	33. \$0.1 – 15.9														0	
	34. \$16.0 – 19.9														0	
	35. \$20.0 – 24.9														0	
	36. \$25.0 – 32.9														0	
	37. \$33.0 – 42.9														0	
	38. \$43.0 – 54.9														0	
	39. \$55.0 – 69.9														0	
	40. \$70.0 PLUS														0	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9														0	
	42. \$16.0 – 19.9														0	
	43. \$20.0 – 24.9														0	
	44. \$25.0 – 32.9														0	
	45. \$33.0 – 42.9														0	
	46. \$43.0 – 54.9														0	
	47. \$55.0 – 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 – 15.9														0	
	50. \$16.0 – 19.9														0	
	51. \$20.0 – 24.9														0	
	52. \$25.0 – 32.9														0	
	53. \$33.0 – 42.9														0	
	54. \$43.0 – 54.9														0	
	55. \$55.0 – 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 – 15.9														0	
	58. \$16.0 – 19.9														0	
	59. \$20.0 – 24.9														0	
	60. \$25.0 – 32.9														0	
	61. \$33.0 – 42.9														0	
	62. \$43.0 – 54.9														0	
	63. \$55.0 – 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		0	0	1	0	0	0	0	0	0	0	0	0	0	1	
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS															0	
67. PROFESSIONALS															0	
68. TECHNICIANS															0	
69. PROTECTIVE SERVICE															0	
70. PARAPROFESSIONALS															0	
71. ADMINISTRATIVE SUPPORT															0	
72. SKILLED CRAFT															0	
73. SERVICE – MAINTENANCE															0	
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	

D. EMPLOYMENT DATA AS OF JUNE 30										Function 10 - COMMUNITY DEVELOPMENT						
	RACE/ETHNICITY															
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS	
			MALE						FEMALE							
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE															0	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Neighborhood Services Division.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30

Function 12 - UTILITIES AND TRANSPORTATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9														0	
	2. \$16.0 – 19.9														0	
	3. \$20.0 – 24.9														0	
	4. \$25.0 – 32.9														0	
	5. \$33.0 – 42.9														0	
	6. \$43.0 – 54.9														0	
	7. \$55.0 – 69.9														0	
	8. \$70.0 PLUS			1											1	
PROFESSIONALS	9. \$0.1 – 15.9														0	
	10. \$16.0 – 19.9														0	
	11. \$20.0 – 24.9														0	
	12. \$25.0 – 32.9														0	
	13. \$33.0 – 42.9														0	
	14. \$43.0 – 54.9														0	
	15. \$55.0 – 69.9														0	
	16. \$70.0 PLUS														0	
TECHNICIANS	17. \$0.1 – 15.9														0	
	18. \$16.0 – 19.9														0	
	19. \$20.0 – 24.9														0	
	20. \$25.0 – 32.9														0	
	21. \$33.0 – 42.9														0	
	22. \$43.0 – 54.9														0	
	23. \$55.0 – 69.9														0	
	24. \$70.0 PLUS														0	
PROTECTIVE SERVICE	25. \$0.1 – 15.9														0	
	26. \$16.0 – 19.9														0	
	27. \$20.0 – 24.9														0	
	28. \$25.0 – 32.9														0	
	29. \$33.0 – 42.9														0	
	30. \$43.0 – 54.9														0	
	31. \$55.0 – 69.9														0	
	32. \$70.0 PLUS														0	
PARAPROFESSIONALS	33. \$0.1 – 15.9														0	
	34. \$16.0 – 19.9														0	
	35. \$20.0 – 24.9														0	
	36. \$25.0 – 32.9														0	
	37. \$33.0 – 42.9														0	
	38. \$43.0 – 54.9														0	
	39. \$55.0 – 69.9														0	
	40. \$70.0 PLUS														0	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 12 - UTILITIES AND TRANSPORTATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9														0	
	42. \$16.0 – 19.9														0	
	43. \$20.0 – 24.9														0	
	44. \$25.0 – 32.9														0	
	45. \$33.0 – 42.9														0	
	46. \$43.0 – 54.9														0	
	47. \$55.0 – 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 – 15.9														0	
	50. \$16.0 – 19.9														0	
	51. \$20.0 – 24.9														0	
	52. \$25.0 – 32.9														0	
	53. \$33.0 – 42.9			3					1						4	
	54. \$43.0 – 54.9			1											1	
	55. \$55.0 – 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 – 15.9														0	
	58. \$16.0 – 19.9														0	
	59. \$20.0 – 24.9														0	
	60. \$25.0 – 32.9			4											4	
	61. \$33.0 – 42.9														0	
	62. \$43.0 – 54.9														0	
	63. \$55.0 – 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		0	0	9	0	0	0	0	0	1	0	0	0	0	0	10
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 12 - UTILITIES AND TRANSPORTATION						
RACE/ETHNICITY																
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO										TOTALS				
		MALE						FEMALE								
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE			1												1	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Environmental Services Department.																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 – 15.9														0	
	2. \$16.0 – 19.9														0	
	3. \$20.0 – 24.9														0	
	4. \$25.0 – 32.9														0	
	5. \$33.0 – 42.9														0	
	6. \$43.0 – 54.9														0	
	7. \$55.0 – 69.9														0	
	8. \$70.0 PLUS														0	
PROFESSIONALS	9. \$0.1 – 15.9														0	
	10. \$16.0 – 19.9														0	
	11. \$20.0 – 24.9														0	
	12. \$25.0 – 32.9														0	
	13. \$33.0 – 42.9														0	
	14. \$43.0 – 54.9														0	
	15. \$55.0 – 69.9														0	
	16. \$70.0 PLUS														0	
TECHNICIANS	17. \$0.1 – 15.9														0	
	18. \$16.0 – 19.9														0	
	19. \$20.0 – 24.9														0	
	20. \$25.0 – 32.9														0	
	21. \$33.0 – 42.9														0	
	22. \$43.0 – 54.9														0	
	23. \$55.0 – 69.9														0	
	24. \$70.0 PLUS														0	
PROTECTIVE SERVICE	25. \$0.1 – 15.9														0	
	26. \$16.0 – 19.9														0	
	27. \$20.0 – 24.9														0	
	28. \$25.0 – 32.9														0	
	29. \$33.0 – 42.9														0	
	30. \$43.0 – 54.9														0	
	31. \$55.0 – 69.9														0	
	32. \$70.0 PLUS														0	
PARAPROFESSIONALS	33. \$0.1 – 15.9														0	
	34. \$16.0 – 19.9														0	
	35. \$20.0 – 24.9														0	
	36. \$25.0 – 32.9														0	
	37. \$33.0 – 42.9														0	
	38. \$43.0 – 54.9														0	
	39. \$55.0 – 69.9														0	
	40. \$70.0 PLUS														0	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
				MALE						FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 – 15.9															0
	42. \$16.0 – 19.9															0
	43. \$20.0 – 24.9															0
	44. \$25.0 – 32.9															0
	45. \$33.0 – 42.9															0
	46. \$43.0 – 54.9															0
	47. \$55.0 – 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 – 15.9															0
	50. \$16.0 – 19.9															0
	51. \$20.0 – 24.9															0
	52. \$25.0 – 32.9															0
	53. \$33.0 – 42.9			2												2
	54. \$43.0 – 54.9															0
	55. \$55.0 – 69.9			1												1
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 – 15.9															0
	58. \$16.0 – 19.9															0
	59. \$20.0 – 24.9															0
	60. \$25.0 – 32.9			6			1	1								8
	61. \$33.0 – 42.9			1												1
	62. \$43.0 – 54.9			1	1											2
	63. \$55.0 – 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	0	11	1	0	1	1	0	0	0	0	0	0	0	14
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS – ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE – MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 – 73)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30										Function 13 - SANITATION AND SEWAGE						
	RACE/ETHNICITY															
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
	MALE							FEMALE								
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)																
75. OFFICIALS – ADMINISTRATORS															0	
76. PROFESSIONALS															0	
77. TECHNICIANS															0	
78. PROTECTIVE SERVICE															0	
79. PARAPROFESSIONALS															0	
80. ADMINISTRATIVE SUPPORT															0	
81. SKILLED CRAFT															0	
82. SERVICE – MAINTENANCE			6												6	
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6	
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT																
Sanitation Division																
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT																
G. REMARKS ABOUT THIS FUNCTION REPORT																

Control Number: 20300220
Jurisdiction: ARKANSAS CITY

Reporting Year: 2021

SUMMARY OF FUNCTIONS			
✓	1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL	✓	9 - HOUSING
✓	2 - STREETS AND HIGHWAYS	✓	10 - COMMUNITY DEVELOPMENT
	3 - PUBLIC WELFARE		11 - CORRECTIONS
✓	4 - POLICE PROTECTION	✓	12 - UTILITIES AND TRANSPORTATION
✓	5 - FIRE PROTECTION	✓	13 - SANITATION AND SEWAGE
✓	6 - NATURAL RESOURCES/PARKS AND RECREATION		14 - EMPLOYMENT SECURITY
	7 - HOSPITALS		15 - OTHER
✓	8 - HEALTH		
COMMENTS			
<p>CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)</p>			
NAME OF CERTIFYING OFFICIAL Marla McFarland		TITLE Human Resources Analyst	
MAILING ADDRESS 118 WEST CENTRAL PO Box 778 ARKANSAS CITY KS, 67005		TELEPHONE NUMBER 620-441-4405	
DATE 1/4/2022	EMAIL ADDRESS mmcfarland@arkansascityks.gov		TYPED NAME Marla McFarland