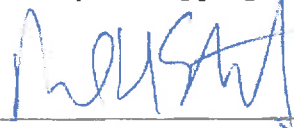


CITY OF KISSIMMEE EQUAL EMPLOYMENT OPPORTUNITY PLAN

Grant Title: Multiple Grants
Grant Number: Multiple Grants
Grantee Name: City of Kissimmee
Award Amount: Multiple Award Amounts
Address: 101 Church Street, Kissimmee, FL
34741
Contact Person: Roxane Walton
Telephone #: 407-518-2110
Date of EEOP: October 1, 2022

Policy Statement

It is the policy of the City of Kissimmee to provide equal employment opportunities in the city government, and all employees have the right to work in an environment free from unlawful discrimination and harassment. The City will not tolerate the discrimination or harassment of any individual protected by applicable state or federal laws. City employees shall not engage in behavior intended to or have the effect of, discriminating or harassing against an individual because of race, color, religion, sex, age, national origin, disability, veteran or family status, genetic information, or any other status or condition protected by applicable state or federal laws. The City will follow this policy in recruitment, hiring, promotion into all classifications, compensation, benefits, transfers, assignments, tours of duty, shifts, layoff, demotions, terminations, training, educational opportunity, and use of City Facilities. It is not the intent of this policy to permit or require the lowering of bona fide job requirements or qualification standards to give preference to any employee or applicant for employment; however, the City will take positive affirmative measures in accordance with prevailing Federal and state law to recruit minorities, females, and persons with disabilities to all levels of City government. Any employee of the City of Kissimmee who fails to comply with this policy is subject to appropriate disciplinary action.



Signature

CITY MANAGER

Title

10/28/22

Date

Utilization Analysis Narrative

Statistics from the most recent US Census Bureau (2018) show the City of Kissimmee, Florida population consists of the following minority populations:

Hispanic:	69.6% compared to Osceola County at 56.3%
Two or More Races:	12.2% compared to Osceola County at 3.0%
Black/African American:	10.5% compared to Osceola County at 14.8%
Asian:	2.8% compared to Osceola County at 3.0%,
American Indian & Alaskan Native:	.2% compared to Osceola County at .90%
Native Hawaiian:	.0% compared to Osceola County at .20%

Located in a diversified county, the City of Kissimmee has much opportunity to reach a variety of minority candidates and pledges to continue efforts to attract such candidates.

The utilization and following figures identify the following conclusions regarding the use of minorities in the City of Kissimmee workforce as it relates to the available labor force in Osceola County.

Officials/Managers Males in minority groups are underutilized by the following percentages: Hispanic or Latino (15.72%); Black/African American (4.20%); Asian (1.80%) and SOR (0.80%). Females are underutilized by the following percentages: Hispanic or Latino (1.57%); Asian (2.00%) and SOR (1.50%) ethnic groups.

Professionals Males in minority groups are underutilized by the following percentages: Asian (1.48%). Females are underutilized by the following percentages: Hispanic or Latino (21.68%); White (8.76%); Asian (8.00%) and SOR (10.00%) ethnic groups.

Administrative Support Males in minority groups are underutilized by the following percentages: Hispanic or Latino (17.48%); Black/African American (2.80%); Asian (1.30%) and SOR (.60%). Females are underutilized by the following percentages: Asian (2.18%) and SOR (1.20%) ethnic groups.

Protective Services Sworn Males in minority groups are underutilized by the following percentages: Hispanic or Latino (28.57%); Asian (1.50%) and SOR (0.50%). Females in Protective Service Sworn did not indicate underutilization.

Service Maintenance Males in minority groups are underutilized by the following percentages: Asian (.90%) and SOR (.28%). Females are underutilized by the following percentages: Hispanic or Latino (17.83) ethnic groups.

Skilled Craft Males are underutilized by the following percentages: Hispanic or Latino (17.96%); Asian (.80%); Native American (2.1%) and the SOR males (0.10%). Females are underutilized by the following percentages: White (1.20%) and Blacks/African American (0.80%) ethnic groups.

Technicians Males in minority groups are underutilized by the following percentages: Hispanic or Latino (2.47%); Asian (3.40%) and Native Hawaiian (.20%). Females are underutilized by the following percentages: Hispanic or Latino (28.75%); White (17.10%), Black/African American (7.40%), Asian (3.40%).

Objectives

The City of Kissimmee is committed to making its workforce profile reflective of the available diverse labor force in Osceola County. The newest census data indicates the demographics of Osceola County are changing rapidly. According to the Bureau of Economic and Business Research, Bulletin 190, June 2021, the three largest racial/ethnic groups in Florida are non-Hispanic whites, non-Hispanic blacks, and Hispanics.

Dubbed “The Great Resignation,” many researchers indicate the COVID-19 pandemic will continue to spark vast fluctuations in the workforce. In particular, movement from one job to another is commonly occurring with workers seeking better compensation, better work/life balance, better benefits and better workplace culture. With workers rapidly on the move, the City has challenges sustaining a workforce diversity profile totally representative of our community.

The City has made progress in hiring Hispanics or Latinos Males in the Professional and Service Maintenance categories, and realized an increase in Hispanics or Latinos Females Protective Service Sworn personnel. However, a decrease in the Hispanics or Latinos minority Males occurred in five categories: Other Administrators, Administrative Support, Protective Service Sworn, Skilled Craft, and Technicians. Females decreased in Administrative Support, Protective Service Sworn, and Skilled Craft.

Strides to continue to improve hiring in all Hispanic groups will be a goal in 2022 and beyond. The City will continue to monitor promotional and recruitment practices to ensure Females and Minorities receive equal opportunity to secure employment. The City will continue to review hiring procedures to ensure that no unnecessary barriers exist that would deny Females and Minorities equal employment opportunity in any category.

The city will need to make strides in hiring minority females. The City will attempt to attract more qualified women for all positions. The City will review current hiring procedures to ensure that no unnecessary barriers exist that would deny females equal employment opportunity in any category.

Steps to Achieve Objectives

- Continue advertising to target minority populations. Increase the number of avenues utilized to reach the minority population.
- Where possible, actively recruit at local academies and educational institutions to target the local minority population to keep them working in our Community.
- Review and update annually the City departments' recruitment methods, practices and policies to promote equal employment opportunity.
- Provide training on Equal Employment Opportunity for employees involved in the hiring or promotional processes to ensure they understand their responsibilities as it relates to achieving diversity in the City's workforce reflective of the community.
- The City has implemented a new recruitment platform and will increase efforts to capture ethnicity during employment to ensure diversity data is optimal.

When attempting to fill vacancies in categories with a need, effective recruitment strategies are essential in locating qualified Female and/or Minority applicants. Human Resources will continue to advertise vacancies in publications that will be logically read by potential Female and/or Minority applicants. The City supports upward mobility and encourages Directors to promote qualified employees, when possible, into EEO job categories where there is a need. Recruitment activities and vacancy announcements posted on digital job boards, and at universities and vocational schools are additional effective recruitment strategies. Other pipeline opportunities, such as the cooperative education and summer student programs are also recommended. The City will continue to explore strategies such as incentives for new recruitments such as sign-on bonuses and employee referral rewards.

Dissemination

Formal, written communication mechanisms have been established to publicize and disseminate the City's EEO Policy to its employees, applicants and the general public. A representative from Human Resources and Risk Management will be designated to implement the Equal Employment Opportunity Program for the City of Kissimmee.

External Dissemination

Include the statement "Equal Opportunity Employer" or "EEO" on all job announcements, recorded job listings and employment advertisements.

Include the following statement on all job postings and on the City website: "Equal Opportunity Employer. Women, minorities and the disabled are encouraged to apply."

Post the EEO plan on the City website.

Include the EEO plan on the City website with easy accessibility for anyone interested in reviewing the plan including applicants and employees.

Internal Dissemination

Post the EEO policy statement on bulletin boards throughout the City.

Post the EEO plan on the City intranet site and on the Human Resources and Risk Management intranet web page.

Annually meet with the City's department directors to distribute the EEO plan and ensure they are familiar with the EEO plan's objectives.

HISPANIC OR LATINO MALE

NOT-HISPANIC OR LATINO MALES

Job Categories	City of Kissimmee Males		Kissimmee All Employees Males		City of Kissimmee American Indian or Alaska Native Males		Kissimmee All Employees American Indian or Alaska Native Males		City of Kissimmee Two or more Races Males		Kissimmee All Employees Two or more Races Males	
	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization
Officials - Administrators Total	489	39.02	24.90	14.12	0.00	4.20	1.80	-1.80	0.00	0.00	0.00	0.80
Professionals Total	22.41	32.76	15.01	17.76	8.62	2.40	3.20	-1.48	0.00	1.72	0.00	2.20
Administrative Support Total	2.22	11.11	10.70	0.41	0.00	2.80	1.30	-1.30	0.00	0.00	0.00	0.60
Protective Service-Sworn Total	21.43	39.29	30.00	-10.71	6.55	0.00	0.00	0.00	0.30	0.00	0.00	0.00
Service - Maintenance Total	45.45	20.00	10.20	9.80	23.64	9.10	0.90	-0.90	0.00	0.00	0.00	2.10
Skilled Craft Total	57.14	31.43	30.40	1.03	28.57	7.30	0.80	-0.80	0.00	-2.10	0.00	1.43
Technicians Total	19.23	61.54	14.30	47.24	15.38	1.50	3.40	-3.40	0.00	-0.20	0.00	1.50

HISPANIC OR LATINO FEMALES

NOT-HISPANIC OR LATINO FEMALES

Job Categories	City of Kissimmee Females		Kissimmee All Employees White Females		City of Kissimmee Black/African American Females		Kissimmee All Employees Black/African American Females		City of Kissimmee Asian Females		Kissimmee All Employees Asian Females		City of Kissimmee American Indian or Alaska Native Females		Kissimmee All Employees American Indian or Alaska Native Females		City of Kissimmee Two or more Races Females		Kissimmee All Employees Two or more Races Females	
	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization	Utilization Diff	Utilization
Officials - Administrators Total	14.63	26.83	24.20	2.63	14.63	3.50	2.00	-2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Professionals Total	8.62	10.34	19.10	-8.76	8.62	7.60	8.00	-8.00	0.00	1.02	1.02	1.72	0.00	1.72	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Total	42.22	28.89	14.30	14.59	11.11	5.70	4.40	-2.18	2.22	5.41	2.12	2.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Protective Service-Sworn Total	13.39	13.39	8.90	4.39	2.68	0.00	0.00	0.60	0.60	2.68	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Service - Maintenance Total	7.27	1.82	0.00	1.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Skilled Craft Total	1.43	0.00	1.20	-1.20	0.00	0.80	0.00	0.00	0.00	-0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Technicians Total	3.85	0.00	17.10	-17.10	0.00	7.40	3.40	-3.40	0.00	-7.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Source:

Consus Bureau 2014 - 2018 EEO Tables (ACS 5-Year Data)
 Table: EEO-ALLOEAY - State/Local Government Job Groups by Race/Ethnicity for Worksite Geography
 Geography: Kissimmee city, Florida
 and
 City of Kissimmee 2022 EEO Data Tyler/Munis