

CITY OF KISSIMMEE EQUAL EMPLOYMENT OPPORTUNITY PLAN

Grant Title:	Multiple Grants
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Grantee Name:	City of Kissimmee
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Address:	101 Church Street, Kissimmee, FL 34741
Contact Person:	Ana M. Gonzalez-Fajardo
Telephone #:	407-518-1900
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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, and promotion into all classifications, compensation, benefits, transfers, assignments, tours of duty, shifts, layoffs, demotions, terminations, training, educational opportunities, 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.

Utilization Analysis Narrative

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

Statistics from the most recent US Census Bureau (2023) show the City of Kissimmee, Florida population consists of the following minority populations:

Hispanic:	70.50% compared to Osceola County at 56.1%
Two or More Races:	18.80% compared to Osceola County at 3.1%
Black/African American:	9.80% compared to Osceola County at 15.6%
Asian:	3.30% compared to Osceola County at 3.4%
American Indian & Alaskan Native:	0.20% compared to Osceola County at .90%
Native Hawaiian:	0.10% compared to Osceola County at .30%
White:	16.0% compared to Osceola County at 28.2%

However, in reviewing the City of Kissimmee’s utilization analysis charts for the City’s reported workforce to the relevant labor market statistics for Osceola County, statistically significant underutilization of qualified workers for a particular group may have occurred. The analysis indicates underutilization as follows:

<u>Officials/Managers:</u>	White Females
<u>Technicians:</u>	White Females
<u>Protective Services Sworn:</u>	Black Males, Black Females
<u>Protective Services Non-Sworn:</u>	White Females, Black Females, Two or More Races
<u>Administrative Support:</u>	White Males, Hispanic Males
<u>Skilled Craft:</u>	White Males, White Females
<u>Service Maintenance:</u>	White Males

The City of Kissimmee aims to ensure its workforce reflects the diverse labor force of Osceola County. Recent census data shows significant demographic shifts in the region. According to the Bureau of Economic and Business Research, the largest racial/ethnic groups in Florida are non-Hispanic whites, non-Hispanic blacks, and Hispanics. The City has made strides in hiring from Hispanic groups, but the 2023 Census indicates a need to focus more on White Males and White Females.

The City is committed to monitoring recruitment and promotional practices to guarantee equal employment opportunities for Females and Minorities, alongside White Males and White Females. A review of hiring procedures will be conducted to eliminate barriers that might restrict access for any demographic.

Steps to Achieve Objectives

1. Targeted Advertising: Increase outreach to minority populations while ensuring that White applicants are also considered for a balanced workforce.
2. Local Recruitment: Actively recruit at local academies and educational institutions to retain the local minority workforce within the community.
3. Annual Review of Recruitment Practices: Review recruitment methods and policies each year to enhance equal employment opportunities.

4. Training on Equal Employment Opportunity: Provide training for employees involved in hiring to ensure understanding of their responsibilities toward workforce diversity.
5. Capture Ethnicity Data: Improve efforts to gather ethnicity information during employment processes to better assess diversity.
6. Support for Upward Mobility: Encourage Directors to promote qualified employees into EEO job categories where needs exist.
7. Effective Recruitment Strategies: Utilize digital job boards, universities, and vocational schools for job postings, and explore pipeline opportunities such as cooperative education and summer programs.
8. Incentives for Recruitment: Consider incentives like sign-on bonuses and employee referral rewards to attract new talent.
9. EEO Policy Communication: Continue formal communication mechanisms to publicize the City's Equal Employment Opportunity (EEO) Policy to employees, applicants, and the public. Includes "Equal Opportunity Employer" or "EEO" in all job announcements and advertisements.
10. Online Accessibility of EEO Plan: Continue to update and post the EEO plan on the City website and intranet for easy access by applicants and employees.

By implementing these steps, the City of Kissimmee strives to create a more inclusive and representative workforce that aligns with the evolving demographics of Osceola County.



Mike Steigerwald
City Manager

September 15, 2025

Date