

City of Gulfport  
EEO Plan  
April 2009 – April 2011

Grant Title: JAG Grant

Grant Number: 2008-JAGD-PINE-9-Q0-151

Grantee Name: City of Gulfport

Award Amount: \$7,916.00

Contact Person: Mercedes Perez

Telephone #: (727) 893-1021

**Policy Statement:**

It is the continuing policy of the City of Gulfport to afford equal employment opportunity to qualified individuals. There shall be no discrimination against any person in recruitment, examination, appointment, training, promotion, retention, or any other personal action because of their sex, race, color, creed, sexual orientation, religion, age, marital status, disability, national origin, or gender expression/identification. The City shall comply with applicable laws with respect to reasonable accommodation of disabled persons with respect to all employment opportunities. The City will take affirmative steps to affirm employment opportunities for legally protected persons under-utilized in the City work force.



James E. O'Reilly, Interim City Manager

03.30.09

Date

## **STEP 4B: UTILIZATION NARRATIVE**

A comparison of the City of Gulfport's workforce to the community labor statistics for Pinellas County, indicates underutilization of women and minorities in several areas. Community labor statistics show that Hispanics, Asian, Pacific Islander, and American Indian/Alaskan Native populations are very small in Pinellas County (all less than 5%). Therefore, the larger areas of underutilization identified were areas of African-American males in the Officials/Executives, Professionals, and Administrative Support categories. Females are underutilized in Officials/Executives, Protective Services, Skilled Craft and Svc/Maintenance categories.

## **STEP 5: OBJECTIVES:**

It is the City of Gulfport's ambition to have its workforce a reflection of that of the Community, and the City is committed to making its workforce profile more closely to reflect the available work force in the community. Based on the results of the underutilization analysis, the City of Gulfport has established the following objectives:

Since African-American males and females, as well as white females, are underutilized in most categories, it is our goal to increase representation by evaluating our promotional, and recruitment practices to ensure that all are receiving equal opportunity and notice of available employment opportunities. The City will increase recruitment efforts to ensure that our target areas include specifically African Americans and females.

## **STEP 6: STEPS TO ACHIEVE OBJECTIVES**

- Continue to encourage all current employees to take advantage of departmental training, and to participate in the reimbursement program for college courses.
- Provide EEO training to supervisors and managing directors on EEO policies.
- Continue to advertise job opportunities using local minority newspapers.
- Increase attendance at job fairs which target women and minorities.
- Increase advertising of open positions with unemployment office and organizations having effective contact with minority groups and females.

## **STEP 7: DISSEMINATION**

### External

- Continue to include the E.O.E statement on all applications and postings.
- Post the EEOP on the City's web page.
- Post a notice on the Cable Channel with employment opportunities, how applicants and members of the public may obtain a copy of the EEOP.
- Annually inform all recruiting sources in writing of the EEO plan and commitment.

### Internal

- Include a statement in the Employee Newsletter advising the availability of the EEO Plan.
- Meet with all supervisory staff to ensure they are familiar with the City of Gulfport's EEO objectives, and continue to review with them, the sources of recruitment, and seek opinions of new targets.
- Include a statement in the Personnel Manual advising the availability of the EEO Plan.