

SUMMARY OF EMPLOYEE STATUS CHANGES

FY 2012 QTR 1

(10/01/2011 to 12/31/2011)

STATUS CHANGE	TOTAL	GENDER		ETHNICITY						
		MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER
HIRES	10	5	5	5	3	0	2	0	0	0
PROMOTION	4	2	2	4	0	0	0	0	0	0
TRANSFERS	2	0	2	1	1	0	0	0	0	0
RECLASS	2	2	0	2	0	0	0	0	0	0
OUT OF CLASS	7	4	3	6	1	0	0	0	0	0
DEMOTION	0	0	0	0	0	0	0	0	0	0
TERMINATION	12	10	2	10	1	0	1	0	0	0
TOTAL	37	23	14	28	6	0	3	0	0	0

**EMPLOYEE STATUS CHANGES FY 2012 QTR 1
(10/01/2011 to 12/31/2011)**

STATUS	CATEGORY	TOTAL	GENDER		ETHNICITY						
			MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER
HIRES	OFFICIALS/ADM	1	1	0	0	1	0	0	0	0	0
	PROFESSIONAL	4	1	3	1	1	0	2	0	0	
	ADMIN SUPPORT	3	1	2	3	0	0	0	0	0	
	SERVICE MAINT	1	1	0	1	0	0	0	0	0	
	TECHNICIANS	1	1	0	0	1	0	0	0	0	
	TOTAL	10	5	5	5	3	0	2	0	0	
PROMOTION	OFFICIALS/ADM	0	0	0	0	0	0	0	0	0	
	PROFESSIONAL	1	0	1	1	0	0	0	0	0	
	ADMIN SUPPORT	1	0	1	1	0	0	0	0	0	
	TECHNICIANS	1	1	0	1	0	0	0	0	0	
	SKILLED CRAFT	1	1	0	1	0	0	0	0	0	
	TOTAL	4	2	2	4	0	0	0	0	0	
TRANSFERS (VOLUNTARY & LATERAL TRANSFERS)	ADMIN SUPPORT	1	0	1	0	1	0	0	0	0	
	PROFESSIONAL	1	0	1	1	0	0	0	0	0	
	TOTAL	2	0	2	1	1	0	0	0	0	
RECLASS	PROFESSIONAL	1	1	0	1	0	0	0	0	0	
	PROTECTIVE SERV SWORN	1	1	0	1	0	0	0	0	0	
	TOTAL	2	2	0	2	0	0	0	0	0	

**EMPLOYEE STATUS CHANGES FY 2012 QTR 1
(10/01/2011 to 12/31/2011)**

			GENDER		ETHNICITY						
STATUS	CATEGORY	TOTAL	MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER
OUT OF CLASS	OFFICIALS/ADM	1	0	1	0	1	0	0	0	0	0
	PROFESSIONAL	2	2	0	2	0	0	0	0	0	0
	ADMIN SUPPORT	1	0	1	1	0	0	0	0	0	0
	PROTECTIVE SERV NON-SWORN	1	0	1	1	0	0	0	0	0	0
	SKILLED CRAFT	2	2	0	2	0	0	0	0	0	0
	TOTAL	7	4	3	6	1	0	0	0	0	0
DEMOTION											
	TOTAL	0	0	0	0	0	0	0	0	0	0
TERMINATION	OFFICIALS/ADM	2	2	0	1	1	0	0	0	0	0
	PROFESSIONAL	5	4	1	4	0	0	1	0	0	0
	ADMIN SUPPORT	1	1	0	1	0	0	0	0	0	0
	SERVICE MAINT	0	0	0	0	0	0	0	0	0	0
	PROTECTIVE SERV NON-SWORN	1	0	1	1	0	0	0	0	0	0
	TECHNICIANS	0	0	0	0	0	0	0	0	0	0
	SKILLED CRAFT	3	3	0	3	0	0	0	0	0	0
	TOTAL	12	10	2	10	1	0	1	0	0	0

**EMPLOYEE STATUS CHANGES FY 2012 QTR 1 BY DEPARTMENT
(10/01/2011 TO 12/01/2011)**

DEPT	STATUS	CATEGORY	TOTAL	GENDER		ETHNICITY							
				MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	
COUNTY MANAGER	HIRES	PROFESSIONAL	1	1	0	0	0	0	0	1	0	0	0
		ADMIN SUPPORT	1	0	1	1	0	0	0	0	0	0	0
	OUT OF CLASS	OFFICIALS /ADM	1	0	1	0	1	0	0	0	0	0	0
	TOTAL		3	1	2	1	1	0	1	0	0	0	
ADMINISTRATIVE SERVICES	TERMINATION	SKILLED CRAFT	1	1	0	1	0	0	0	0	0	0	0
TOTAL			1	1	0	1	0	0	0	0	0	0	
COMMUNITY SUPPORT SERVICES	HIRES	PROFESSIONAL	1	0	1	0	0	0	1	0	0	0	
		OFFICIALS/ ADM	1	1	0	0	1	0	0	0	0	0	
	TRANSFERS / VOLUNTEER TRANSFERS/ LATERAL	PROFESSIONAL	1	0	1	1	0	0	0	0	0	0	
		ADMIN SUPPORT	1	0	1	0	1	0	0	0	0	0	
	TERMINATION	PROFESSIONAL	0										
TOTAL		4	1	3	1	2	0	1	0	0	0		
COURT SERVICES	HIRES	PROFESSIONAL	1	0	1	0	1	0	0	0	0	0	
		ADMIN SUPPORT	1	1	0	1	0	0	0	0	0	0	
	TERMINATION	OFFICIALS/ ADM	1	1	0	0	1	0	0	0	0	0	
		PROFESSIONAL	1	0	1	1	0	0	0	0	0	0	
TOTAL		4	2	2	2	2	0	0	0	0	0		

**EMPLOYEE STATUS CHANGES FY 2012 QTR 1 BY DEPARTMENT
(10/01/2011 TO 12/01/2011)**

DEPT	STATUS	CATEGORY	TOTAL	GENDER		ETHNICITY						
				MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER
INFORMATION & TELECOMMUNICATION SERVICES	HIRES	TECHNICIAN	1	1	0	0	1	0	0	0	0	0
	PROMOTION	PROFESSIONAL	1	0	1	1	0	0	0	0	0	0
	RECLASS	PROFESSIONAL	1	1	0	1	0	0	0	0	0	0
	OUT OF CLASS	PROFESSIONAL	1	1	0	1	0	0	0	0	0	0
	TERMINATION	PROFESSIONAL	3	3	0	2	0	0	1	0	0	0
	TOTAL			7	6	1	5	1	0	1	0	0
FIRE RESCUE	HIRES	ADMIN SUPPORT	1	0	1	1	0	0	0	0	0	0
	PROMOTION	TECHNICIAN	1	1	0	1	0	0	0	0	0	0
	RECLASS	PROTECTIVE SERV SWORN	1	1	0	1	0	0	0	0	0	0
	TOTAL		3	2	1	3	0	0	0	0	0	0
ENVIRONMENTAL PROTECTION			0	0	0	0	0	0	0	0	0	
TOTAL			0	0	0	0	0	0	0	0	0	
GROWTH MANAGEMENT	HIRES	PROFESSIONAL	1	0	1	1	0	0	0	0	0	0
	PROMOTION	ADMIN SUPPORT	1	0	1	1	0	0	0	0	0	0
	OUT OF CLASS	PROFESSIONAL	1	1	0	1	0	0	0	0	0	0
	TERMINATION	PROFESSIONAL	1	1	0	1	0	0	0	0	0	0
	TOTAL		4	2	2	4	0	0	0	0	0	0

**EMPLOYEE STATUS CHANGES FY 2012 QTR 1 BY DEPARTMENT
(10/01/2011 TO 12/01/2011)**

DEPT	STATUS	CATEGORY	TOTAL	GENDER		ETHNICITY						
				MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER
PUBLIC WORKS	HIRES	SERVICE MAINTENANCE	1	1	0	1	0	0	0	0	0	0
	PROMOTION	SKILLED CRAFT	1	1	0	1	0	0	0	0	0	0
	OUT OF CLASS	PROFESSIONAL	0	0	0	0	0	0	0	0	0	0
		SKILLED CRAFT	2	2	0	2	0	0	0	0	0	0
		PROTECTIVE SERV NON-SWORN	1	0	1	1	0	0	0	0	0	0
	TERMINATION	OFFICIALS/ ADM	1	1	0	1	0	0	0	0	0	0
		ADMIN SUPPORT	1	1	0	1	0	0	0	0	0	0
		SKILLED CRAFT	2	2	0	2	0	0	0	0	0	0
		PROTECTIVE SERV NON-SWORN	1	0	1	1	0	0	0	0	0	0
	TOTAL			10	8	2	10	0	0	0	0	0
TOURIST DEVELOPMENT												
	OUT OF CLASS	ADMIN SUPPORT	1	0	1	1	0	0	0	0	0	0
TOTAL			1	0	1	1	0	0	0	0	0	0

**EMPLOYEE STATUS CHANGES FY 2012 QTR 1 BY DEPARTMENT
(10/01/2011 TO 12/01/2011)**

DEPARTMENT	DEPARTMENT SUMMARY									
	TOTAL	MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER
COUNTY MANAGER	3	1	2	1	1	0	1	0	0	0
ADMINISTRATIVE SERVICES	1	1	0	1	0	0	0	0	0	0
COMMUNITY SUPPORT SERVICES	4	1	3	1	2	0	1	0	0	0
COURT SERVICES	4	2	2	2	2	0	0	0	0	0
INFORMATION & TELECOMMUNICATIONS SERVICES	7	6	1	5	1	0	1	0	0	0
FIRE RESCUE	3	2	1	3	0	0	0	0	0	0
ENVIRONMENTAL PROTECTION	0	0	0	0	0	0	0	0	0	0
GROWTH MANAGEMENT	4	2	2	4	0	0	0	0	0	0
PUBLIC WORKS	10	8	2	10	0	0	0	0	0	0
TOURIST DEVELOPMENT	1	0	1	1	0	0	0	0	0	0
TOTAL	37	23	14	28	6	0	3	0	0	0

Positions Designated for Special Recruitment

TARGETED POSITIONS FILLED 10/1/2011 - 12/31/2011

DEPARTMENT	POSITION TITLE	FILLED BY	QUALIFIED APPLICANT POOL MEETS EEOP*? (Y/N)	APPLICANT HIRED MEETS EEOP*? (Y/N)
Community Support Services	Administrative Support Manager	New Hire	Yes	No
	Victim Advocate Counselor	New Hire	Yes	Yes
County Manager	Economic Development Coordinator	New Hire	Yes	No
Court Services	Probation Officer	New Hire	Yes	No
Fire-Rescue	Rescue Lieutenant 56	Promotion	No	No
Growth Management	Program Coordinator	New Hire	Yes	Yes
Information & Telecommunication Services	Project Leader	Promotion	Yes	Yes
	Programmer Analyst	New Hire	Yes	Yes
Total: 8 positions				

*EEOP refers to the current Alachua County Equal Employment Opportunity Plan, which identifies the demographic groups under-represented in each department.

§The above hire actions were approved by the Equal Opportunity Office based on the hiring documentation.

**RECRUITMENT EFFORTS FOR THE PERIOD
OCTOBER - DECEMBER 2011**

Advertised Targeted Positions	Total # of Applicants	Total # of Advertised Sites	Total # of Minority Sites	Total # of Free Sites	Advertising Costs
Administrative Support Manager	137	8	2	5	\$180.00
Animal Services Officer	203	6	1	4	\$70.00
Collections Ctr Supervisor	64	11	2	6	\$354.00
Drug Counselor	121	12	3	8	\$337.00
Firefighter/EMT	293	6	2	4	\$239
Fleet Manager	72	10	3	5	\$304.00
Network Systems Analyst	48	32	2	29	\$180.00
Project Leader	9	24	2	21	\$155.00
Senior Programmer Analyst	10	34	2	30	\$230.00
Social Svcs Coordinator	164	9	3	6	\$154.00
Waste Alternative Manager	51	11	2	6	\$354.00
TOTAL	1172	163	24	Total	\$2,557.00

Recruitment efforts also included telephone calls and e-mails to various individuals across the country to request that the job announcement be passed on to interested persons or posted at various locations in their communities.

**ETHNIC BREAKDOWN OF APPLICANTS FOR
ADVERTISED TARGETED POSITIONS
October 2011 - December 2011**

Advertised Targeted Positions	Gender			Ethnicity								Total
	Female	Male	Unk	Asian	White	Black	Hispanic	Native Hawaiian	American Indian	Unknown	Two or more races	
Administrative Support Manager	68	67	2	1	88	35	7	0	0	1	5	137
Animal Services Officer	61	140	2	0	149	23	15	1	0	1	14	203
Collections Center Operations Supervisor	22	42	0	0	47	12	2	0	0	1	2	64
Drug Counselor	81	38	2	1	68	39	8	0	1	2	2	121
Firefighter/EMT	15	274	4	2	203	22	47	1	2	4	12	293
Fleet Manager	3	69	0	0	62	4	4	0	1	0	1	72
Network Systems Analyst	6	42	0	2	30	10	5	0	0	1	0	48
Project Leader	1	8	0	1	6	0	1	0	0	0	1	9
Sr Programmer Analyst	4	6	0	2	6	1	1	0	0	0	0	10
Social Services Coordinator	120	42	2	4	73	64	12	0	1	2	8	164
Waste Alternative Manager	15	36	0	2	34	9	3	0	0	1	2	51
Total applicants	396	764	12	15	766	219	105	2	5	13	47	1172

EMPLOYEE RELATIONS FY2012 QTR 1 REPORT

(10/01/2011 to 12/31/2011)

DEPARTMENT	EO CATEGORY	RESULT	GENDER		ETHNICITY						
			MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	TWO OR MORE RACES	HISPANIC	AMERICAN INDIAN /ALASKAN NATIVE	ASIAN	
ADMINISTRATIVE SERVICES	ADMIN SUPPORT	WARNING	0	1	1	0	0	0	0	0	0
COURT SERVICES	PROFESSIONAL	SUSPENSION	0	1	1	0	0	0	0	0	0
PUBLIC WORKS	OFFICIALS/ADM	WARNING	0	1	1	0	0	0	0	0	0
	ADMIN SUPPORT		0	0	0	0	0	0	0	0	0
	SKILLED CRAFT		0	0	0	0	0	0	0	0	0
		SUSPENSION	1	0	0	1	0	0	0	0	0
	SERVICES MAINT		0	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0
PUBLIC SAFETY	PROTECTIVE SERVICES SWORN	WARNING	6	0	4	2	0	0	0	0	0
	"	SUSPENSION	1	0	1	0	0	0	0	0	0
		TOTAL	8	3	8	3	0	0	0	0	0