

FY13 TARGETED POSITIONS FILLED/ADVERTISING EFFORTS (4th Quarter)

DEPARTMENT	POSITION TITLE	DIVERSE APPLICANT POOL? (Y/N)	FILLED BY	APPLICANT HIRED MEETS DIVERSITY GOALS? (Y/N)
Administrative Services	Risk Manager	Yes	New Hire	Yes
	Capital Projects Coordinator	Yes	New Hire	No
Community Support Services	Crisis Center Project Coordinator	Yes	New Hire	Yes
	Crisis Center Trainer	Yes	New Hire	Yes
Court Services	Court Officer – Day Reporting	Yes	Promotion	Yes
	Court Officer - Pretrial	Yes	Promotion	Yes
Environmental Protection	GIS Analyst	Yes	New Hire	No
Fire Rescue Services	Driver/Operator 56	Yes	Demotion	No
	Program Coordinator	Yes	New Hire	Yes
	Rescue Lieutenant 56	Yes	Promotion	No
	Rescue Lieutenant 56	Yes	New Hire	Yes
	Rescue Lieutenant 56	Yes	New Hire	No
	Rescue Lieutenant 56	Yes	New Hire	No
	Rescue Lieutenant 56	Yes	Promotion	Yes
	Rescue Lieutenant 56	Yes	New Hire	No
	Rescue Lieutenant 56	Yes	Promotion	Yes
Growth Management	Building Official	No	New Hire	No
Information and Telecommunication Services	Programmer Analyst	Yes	New Hire	Yes
	Systems Analyst	Yes	New Hire	No
	Telecommunications Tech.	Yes	New Hire	No
Public Works	Animal Services Supervisor	Yes	Promotion	Yes
	Construction Inspector	Yes	New Hire	No
	Waste Alternative Specialist	Yes	New Hire	Yes
	Waste Collection Inspector	Yes	New Hire	Yes
TOTAL HIRED:	24			

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Demographic Profile of Hires for Targeted Positions Filled in FY13											
Hires By Quarter			Race							Gender	
Quarter	Total Hired	Female & Minority	White	Black/African-American	Hispanic	Asian	Native Hawaiian /Pacific Islander	American Indian /Alaskan Native	Two or more Races	Male	Female
4th	24	13/24 (54%)	16	4	1	1	0	0	2	18	6
3rd	23	5/23 (22%)	21	2	0	0	0	0	0	20	3
2nd	25	13/25 (52%)	18	4	2	0	1	0	0	17	8
1st	10	3/10 (30%)	10	0	0	0	0	0	0	7	3

Note: The Equal Employment Opportunity Plan (EEO) identifies under-represented demographic groups in the County's work force. A workforce analysis is conducted to identify the job categories in each department that are under-represented by women and minorities. Positions that fall under the under-represented job categories are targeted for special recruitment effort to increase the diversity of the applicant pool for these positions. The overall goal is to increase the diversity of the County's workforce by reducing the under-representation of women and minorities. The hire actions in this report were approved by the Equal Opportunity Office based on the hiring documentation.

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ADVERTISING EFFORTS FOR TARGETED POSITIONS FILLED DURING THE 4th QUARTER							
Targeted Positions Advertised	Total # of Advertised Sites	Total # of Minority Sites	Total # of Free Sites	Advertising Costs	Total # of Applicants Who Met Minimum Qualifications	% of Female Applicants	% of Minority Applicants
Animal Services Supervisor	3	1	3	\$0.00	35	21/35 (60%)	6/35 (17%)
Building Official	6	1	5	\$30.00	8	0/8 (0%)	1/8 (13%)
Capital Projects Coordinator	11	2	7	\$470.00	45	13/45 (29%)	9/45 (20%)
Construction Inspector	10	1	9	\$30.00	41	4/41 (10%)	14/41 (34%)
Court Officer (1)	12	2	11	\$30.00	82	46/82 (56%)	43/82 (52%)
Court Officer (2)	11	2	10	\$30.00	42	27/42 (60%)	24/42 (57%)
Crisis Center Project Coordinator	11	1	11	\$0.00	14	9/14 (64%)	7/14 (50%)
Crisis Center Trainer	10	1	10	\$0.00	10	6/10 (60%)	1/10 (10%)
Driver/Operator 56 (2yr promotional list per CBA)	---	---	---	---	35	0/35 (0%)	7/35 (20%)

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Targeted Positions Advertised	Total # of Advertised Sites	Total # of Minority Sites	Total # of Free Sites	Advertising Costs	Total # of Applicants Who Met Minimum Qualifications	% of Female Applicants	% of Minority Applicants
GIS Analyst	8	2	7	\$30.00	34	10/34 (29%)	8/34 (24%)
Program Coordinator	8	2	7	\$30.00	55	20/55 (36%)	18/55 (33%)
Programmer Analyst	14	2	14	\$0.00	14	3/14 (21%)	7/14 (50%)
Rescue Lieutenant 56	9	3	9	\$0.00	33	4/33 (12%)	6/33 (18%)
Risk Manager	15	3	11	\$405.00	25	6/25 (24%)	7/25 (28%)
Systems Analyst	22	3	10	\$145.00	5	0/5 (0%)	1/5 (20%)
Telecommunications Technician	11	2	10	\$30.00	15	1/15 (7%)	6/15 (40%)
Waste Alternative Specialist	8	2	7	\$30.00	48	22/48 (46%)	18/48 (38%)
Waste Collection Inspector	5	1	4	\$30.00	14	0/14 (0%)	5/14 (36%)
Total:				\$1290.00	555		

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SAMPLE ADVERTISING SITES

Free Advertising	Paid Advertising
<ul style="list-style-type: none"> • Blacks in Government • Facebook • FL City and County Management Association • FL Public Personnel Association • Myflorida.org • SFC Career Center 	<ul style="list-style-type: none"> • Florida A&M University Career Resource Center • Edward Waters College Career Resource Center • Bethune Cookman University • Florida Government Finance Officers Association • Minority Professional Network • Florida Association of Counties • Alliance for Innovation • National Association of Asian American Professionals • National Forum for Black Public Administrators