

3<sup>rd</sup> QUARTER REPORT - TARGETED POSITIONS FILLED 4/01/14 -6/30/14

DEPARTMENT	POSITION TITLE	DIVERSE APPLICANT POOL? (Y/N)	FILLED BY	APPLICANT HIRED MEETS DIVERSITY GOALS? (Y/N)
<b>Administrative Services</b>	Purchasing Agent	Yes	New Hire	Yes
<b>Community Support Services</b>	Project Coordinator	Internal Posting	Promotion	Yes
	Veteran Services Claims Counselor	Yes	New Hire	Yes
<b>County Manager's Office</b>	Budget Analyst	Yes	New Hire	Yes
	Budget Analyst	Yes	New Hire	Yes
	Tourist Sales/Marketing Coordinator	Yes	Promotion	Yes
<b>Court Services</b>	Drug Counselor	Yes	New Hire	Yes
	Pretrial Release Assessment Specialist	Yes	Promotion	Yes
	Probation Officer	Yes	New Hire	Yes
	Senior Drug Counselor Position	Yes	Promotion	Yes
<b>Fire Rescue Services</b>	Firefighter / EMT 56 (32)	Yes	New Hire	Yes - 5 No - 27
	Lieutenant 56	Promotional List	Promotion	No
	Rescue Lieutenant 56 Lt/Paramedic 56 (3)	Yes	New Hire - 3	Yes - 1 No - 2
<b>Growth Management</b>	Programmer	Yes	New Hire	Yes
<b>Information and Telecommunications</b>	Programmer	Yes	New Hire	Yes

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<b>Public Works</b>	Animal Service Officer	Yes	New Hire	No
	Civil Engineer II	Yes	New Hire	No
	Public Works Director	No	Promotion	No
<b>TOTAL HIRED:</b>	<b>51</b>			<b>18</b>

Key: No (White Male); Yes (Female/Minority)

<b>Demographic Profile of Hires for Targeted Positions Filled in FY14</b>											
<b>Hires By Quarter</b>			<b>Race</b>							<b>Gender</b>	
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
<b>3<sup>rd</sup></b>	<b>51</b>	<b>18 (35%)</b>	<b>39</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>41</b>	<b>10</b>
<b>2<sup>nd</sup></b>	<b>51</b>	<b>17 (33%)</b>	<b>39</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>44</b>	<b>7</b>
<b>1<sup>st</sup></b>	<b>16</b>	<b>11 (69%)</b>	<b>11</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>11</b>

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.