



2014 AFFIRMATIVE ACTION PLANS

GENERAL GOVERNMENT & GAINESVILLE REGIONAL UTILITIES

Office of Equal Opportunity



EACH PLAN'S ANALYSIS INCLUDE:

- Workforce Analysis by Departments
- Job Group Analysis
- Availability Analysis
- Comparison of Incumbency and Availability Analysis
- Placement Goals Analysis

PLAN HIGHLIGHTS

- Both Plans cover 2,302 employees including 661 (28.71%) minorities and 721 (31.32%) women
- The GG Plan covers 1,421 employees including 476 (33.50%) minorities and 480 (32.78%) women
- The GRU Plan covers 881 employees including 185 (21.00%) minorities and 241 (26.56%) women

Determining Goals

- A hiring goal is set when the percentage of minorities and women in a particular job group is less than 80% of those in the available job market.
- Depending on the job, the available job market may be local, statewide, or nationwide
- The number of persons in any particular job market is determined by the U. S. Census

MINORITY PLACEMENT GOALS (GG)

- **Firefighters (PFR)**
 - Firefighters
 - Fire Investigative Service Officer
 - Fire Training Captain
 - Fire Inspector
 - Fire Driver Operator
 - Firefighter
- **Police Officers (PRP)**
 - Police Officer – Administration
 - Police Corporal
 - Police Officer (Certified)
 - Police Officer (Non-Certified)
- **Police Supervisors (PRPSP)**
 - Police Lieutenant
 - Police Sergeant

FEMALE PLACEMENT GOALS (GG)

- **Admin. Supervisors (ASPV)**
 - Payroll & Payables Supervisor
 - Solid Waste Field Operations Supv.
 - Financial Services Coordinator
 - Police Property/Evidence Supervisor
 - Police Records Coordinator
 - Facilities Coordinator
 - Development & Customer Ser. Supv.
 - Cemetery Coordinator
 - Police Records Supervisor
- **Firefighters (PFR)**
 - Firefighters
 - Fire Investigative Service Officer
 - Fire Training Captain
 - Fire Inspector
 - Fire Driver Operator
 - Firefighter
- **Police Officers (PRP)**
 - Police Officer – Administration
 - Police Corporal
 - Police Officer (Certified)
 - Police Officer (Non-Certified)
- **Service Workers (SER)**
 - Maintenance Wrk I, II & RTS
 - Riechert House Youth Dev.
 - Recreation Aide I & II
 - Vehicle Service Attendant RTS
 - Parking Ops. Attendant I & II
 - Nature Assistant
 - Park Maint. Worker I & II
 - Custodial Worker
 - Cultural/Nature Bldg. Attend.
 - Golf Course Attendant

FEMALE PLACEMENT GOALS (GG) cont.

- **Skilled Craft Workers (SK)**
 - A/C & Heating Mechanic
 - Tree Surgeon II & III
 - Labor Crew Leader I & II
 - Electrician
 - Motor Equip. Operator I, II & III
 - Fleet Mechanic I, II & RTS
 - Carpenter
 - Traffic Signs/Markings Tech. II
 - Maintenance Mechanic I & II
 - Painter
 - Maintenance Worker III & RTS
 - Parks Maintenance Wrk. III & IV
 - Irrigation Mechanic
 - Maint. Mech. Rep. & Fab Small Equip
- **General Technicians (TGEN)**
 - Inspector I, II & III
 - Traffic Signal Tech. II & III
 - Rehab. Specialist II
 - Latent Fingerprint Examiner
 - Broadcast Technical Serv. Coord.
 - Plans Examiner II
 - Code Enforcement Officer
 - Habitat Naturalist
 - Police Crime Analyst
 - Broadcast Digital Media Asst. Pro.
 - Marketing Tech.
 - Planning Assistant
 - Forensic Crime Technician
 - Communication Equip. Tech.
 - Energy Mgmt. Specialist
 - Photographic Lab Tech.
 - Mosquito Control Svcs. Tech.

FEMALE PLACEMENT GOALS (GG) cont.

- **Engineering Techn. (TENG)**
- Fire Protection Specialist
- Technical Support Spec. III
- GIS Specialist – Planning
- Survey Party Chief Chief
- Survey Technician II
- **Technician Supv. (TSPV)**
- Chief Inspector
- Traffic Operations Supervisor
- GIS Supervisor

MANAGERIAL POSITIONS (GG) w/o goals

Officials, Admin. & Exe. Mgrs. (OAEM)

- 1/5 Minority (20.00%)
- 1/5 Female (20.00%)

- City Manager
- City Attorney
- City Auditor
- Equal Opportunity Director
- Clerk of the Commission

MANAGERIAL POSITIONS (GG) w/o goals

Officials, Admin. & Sr. Mgrs. (OASM)

- 3/9 Minority (33.33%)
- 3/9 Female (33.33%)
- Public Works Director
- Administrative Services Director
- Police Chief
- Assistant City Manager (2)
- Planning & Development Director
- Fire Chief
- Human Resources Director
- Communications & Marketing Manager

MANAGERIAL POSITIONS (GG)

w/o goals

Officials, Administrators & MM (OAMM)

5/19 Minority (26.32%)

6/19 Female (31.58%)

- Finance Director
- Police Major
- Transit Director
- Assistant Finance Director
- Director, PRCA
- Comm. Redev. Agency. Dir.
- Risk Management Director
- Planning Manager
- Police Captain (3)
- Housing & Comm. Dev.
- Fire Assistant Chief (2)
- Asst. HR Director
- Code Enforce Manager
- Operations Div. Manager
- HR Manager
- Solid Waste Manager

MANAGERIAL POSITIONS (GG)

w/o goals

Officials, Administrators & Line Mgrs. (OAM)

10/41 Minority (24.39%)

13/41 Female (31.71%)

- Asst. Public Works Dir.
- Asst. Rec. & Parks Dir.
- Building Official
- Fire District Chief (7)
- Transit Maintenance Mgr.
- Planner Principal
- RTS Ops. Mgr.
- Planning Mgr.-PW
- Budget Coordinator
- Compensation Mgr.
- Comm. Redev. Agency. Fin. Mgr.
- Recreation Manager
- Office Mgr., Law Office
- Fleet Operations Mgr. (2)
- Facilities Mgmt. Mgr.
- Asst. Operations Mgr.
- Nature & Culture Mgr.
- Golf Course Mgr.
- Parking Ops. Supervisor
- Transit Ops. Supervisor
- Office Manager
- Transit Fleet Supv. (3)
- Transit Supervisor (10)

MINORITY PLACEMENT GOALS (GRU)

Officials, Administrators & Line Mgrs. (OAM)

- Technical Services Manager
- IT Infrastructure & Admin. Manager
- IT Applications Development Mgr.
- Business Operations Support Mgr.
- W/WW Engineering Director
- Production Manager I & II
- Managing Utility Analyst Planning (3)
- Fuels Manager
- Production Leader (2)
- Customer Service Manager
- Purchasing Manager, Utilities
- Major Maintenance Leader
- Operations Manager, Utilities
- Billing & Collections Manager
- Utilities Stores Manager
- Learning & Development Manager
- W/WW Facilities Ops. & Main. Mgr. (4)
- Office Manager

MINORITY PLACEMENT GOALS (GRU)

Professional, Administrative , Exempt (PADM)

- Systems Ops. Training Coor.
- Computer Leader
- Technical Sys. Analyst Coor.
- IT Infra. Designer & Admin., Lead
- Account Representative Sr.
- Utility GIS Coordinator
- IT Supervisor
- Utility Security Coordinator
- Labor Relations Coordinator
- Technical Systems Analyst, Sr.
- Utility Forester
- Computer Systems Analyst
- IT Infra. Designer & Admin., Sr.
- Business Services Support Coor.
- IT Web App. Developer, Sr.
- IT User Support Supervisor
- Marketing Rep., Sr.
- Utility Services Supervisor
- Utility Safety Training Coor.
- IT Infra. Designer & Admin.
- Technical Systems Analyst II
- Lands Rights Coordinator
- Utility Marketing Representative
- HR/OD Representative, Sr.
- Business Efficiency Pro. Coor.
- Collections Recovery Specialist
- Utility Training Officer
- Marketing & Comm. Spec., Sr.
- Residential Eff. Program Coor. II & III
- Community Relations Coordinator
- IT Computer Programmer II
- GROCOM Work Mgmt. Coor.
- Marketing & Comm. Specialist

MINORITY PLACEMENT GOALS (GRU)

▪ Professional Engineers (PENG) ▪ Service Workers (SER) (Minority & Female)

- Utility Project/Team Leader
 - Project Engineer
 - Super. Eng. Utility Designer
 - Principal Engineer
 - Engineer Utility Designer IV
 - Engineer Utility Designer III
 - Engineer Utility Designer II
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- Meter Reader Crew Leader
 - Meter Reader

FEMALE PLACEMENT GOALS (GRU)

- **Skilled Craft Apprentice (SKAP) Skilled Craft Supvs. (SKAP)**
 - Line Technician
 - Network Cabling Specialist I
 - W/WW Plant Operator I
 - Field Services Tech. Apprentice
 - Services Operator Apprentice
 - Power Plant Shift Supv.
 - Electric Systems Ops. Coord.
 - Pwr. Plant ICE, Supv.
 - Gas Operations Supv.
 - Meter Services Supervisor
 - Energy Services Supervisor
 - Pwr. Plant Materials Supv.
 - W/WW Supervisor
 - Facilities Main. Coord.

FEMALE PLACEMENT GOALS (GRU)

- **General Technicians (TGEN)** ▪ **Technical Supervisors (TSPV)**
 - Pwr. Plant Lab Technician
 - Network Technician
 - Facilities Protection Tech.
 - Gas Measurement Technician
 - Current Diversion Tech.
 - Utilities Location Tech.
 - Meter Programmer Tester
 - Electric Utilities Inspector
 - User Support Technician I & II
 - W/WW Ins. Tech. Apprentice
 - Electric Measurement Supv.
 - Pwr. Plant Lab Supv.
 - Apparatus Repair Supv.
 - W/WW Lab Supv.
 - Pwr. Plant Main. Supervisor
 - Process Plant Supv.
 - Gas Measurement Supv.
 - Utilities Location Supervisor

MANAGERIAL POSITIONS (GRU) w/o goals

Officials, Admin. & Exe. Mgrs. (OAEM)

- General Manager for Utilities

Officials, Admin. & Sr. Mgrs. (OASM)

1/6 Minority (17%)
3/6 Female (50%)

- AGM, Energy Supply
- Chief Financial Officer, Utilities
- AGM, Energy Delivery
- AGM, Customer/Admin. Services
- AGM, W/WW Systems
- Community Relations Director

MANAGERIAL POSITIONS (GRU) w/o goals

Officials, Admin. & MM Mgrs. (OAMM)

5/27 Minority (18.51%)

7/27 Female (25.93%)

- Energy Meas. Reg. Mgr.
- Elec. Eng. Manager
- Prod. Assurance Supp. Dir.
- System Control Manager
- Electric T & D Manager
- Director of Production
- Finance Director, Utilities
- Admin. & Fuels Ops. Dir.
- Dir. Sales & New Svcs.
- Operational Technology Mgr.
- Marketing & Business Solutions Dir.
- Water Dis. & WW Collection Sys. Mgr.
- Customer Operations Director
- Utilities Admin. Services Dir.
- Gas T & D Manager
- Pwr. Systems Ops. Mgr.
- Utility Field Svcs. Manager
- Systems Operations Mgr.
- Elec. Systems Ops. Manager (3)
- Human Resources Manager
- Marketing Manager, Utilities
- Water Plant Manager

The End