



2012 AFFIRMATIVE ACTION PLANS

**CITY OF  
GAINESVILLE, FLORIDA  
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 2,202 employees including 569 (25.84% ) minorities and 656 (29.79% ) women
- GG Plan covers 1,333 employees including 416 (31.21%) minorities and 429 (32.18%) women
- GRU Plan covers 869 employees including 153 (17.61%) minorities and 227 (26.12%) women



# SETTING GOALS

- When the percentage of women and/or minorities in a particular job group is less than 80% of availability, then an annual goal is established.
- This percentage is derived from the sum of two separate groups:
  - Adding both the group of those available within our reasonable recruitment area;
  - Along with those available for promotion within our workforce.
  - Together we arrive at a weighted percentage; this provides a goal of women or minorities for which we strive to achieve in each applicant pool which has a goal.



# PLACEMENT GOALS (GG)

- There are placement goals for:

## MINORITY

- Financial Support Staff
- Line/Other Managers
- Professional Engineers
- Police Supervisors

## FEMALE

- Executive Managers
- Administrative Professionals Exempt
- Fire Supervisors
- Law Officers
- Skilled Craft Workers
- Skilled Craft Apprentice
- Engineering Technicians
- General Technicians
- Technician Supervisors

# PLACEMENT GOALS (GRU)

- There are placement goals for:

## MINORITY

- Line/Other Managers
- Middle Managers
- Engineering Technicians

## FEMALE

- Temporary Administrative Professionals
- Skilled Craft Workers
- Temporary General Technicians



## **NEW HIRES (GG) FY2011**

- 246 new employees hired during period October 1, 2010 – September 30, 2011.
- Of those, 92 minorities were hired equaling 37.4%.
- There were 100 women hired equaling 40.65%.

## PROMOTIONS (GG) FY2011

- 112 promotions during period October 1, 2010 – September 30, 2011.
- Of those, 40 minorities were promoted equaling 35.71%.
- There were 37 women promoted equaling 33.04%.



## **NEW HIRES (GRU) FY2011**

- 61 new employees hired during period October 1, 2010 – September 30, 2011.
- Of those, 13 minorities were hired equaling 21.31%.
- There were 25 women hired equaling 40.98%.



## PROMOTIONS (GRU) FY2011

- 46 promotions during period October 1, 2010 – September 30, 2011.
- Of those, 5 minorities were promoted equaling 10.87%.
- There were 10 women hired equaling 21.74%.



# RECRUITMENT

- Minorities and women, as well as non-minority employees are encouraged to refer qualified applicants.
- Vacant positions are advertised on the City's website.
- The City also relies on:
  - The State Department of Employment, through Florida Works
  - The Gainesville Area Chamber of Commerce
  - The City's Annual Career Fair and local job fairs to advertise open positions
  - Job ads specific to certain fields and positions are placed with many industry-specific and minority organizations and websites in U.S.
  - Recruitment activities with UF's College of Agriculture and Life Sciences, HBCU Connect, National Soc. Black Engineers, UF's WECE (Women in Electrical & Comp Engineering), National Association of Black Accountants, RecruitMilitary, Monster.Com with Diversity Inclusion, and area and regional newspapers.



# The End