

130625



# Office of Equal Opportunity FY 12-13 Hiring Report

City of Gainesville General Government  
Gainesville Regional Utilities





**FY 2012-13 Overview of Hiring – General Government & GRU**

**224 Full Time positions were filled:**

<b>Race:</b>		<b>Gender:</b>	
<b>White</b>	<b>157</b>	<b>70%</b>	
<b>Black</b>	<b>43</b>	<b>20%</b>	<b>Males 143 63%</b>
<b>Hisp.</b>	<b>14</b>	<b>6%</b>	
<b>Asian</b>	<b>3</b>	<b>1%</b>	<b>Females 81 37%</b>
<b>Other</b>	<b>7</b>	<b>3%</b>	

Of all 224 positions filled:

- 76% (169 positions) had no Affirmative hiring goal
- 20% (45 positions) had a Female affirmative hiring goal
- 3% (7 positions) had a Minority affirmative hiring goal
- 1% (2 positions) had a Minority and Female hiring goal

## Determining Hiring 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

## 2013 Hiring Goals

General Government	GRU
Executive Managers	Line/Other Managers
Law Officers	Senior Managers
Police Supervisors	Professional/Administrative
Service Workers	Professional Engineers
Engineering Technicians	Service Workers
	Skilled Craft Supervisors
	Engineering Technicians



FY 2012-2013

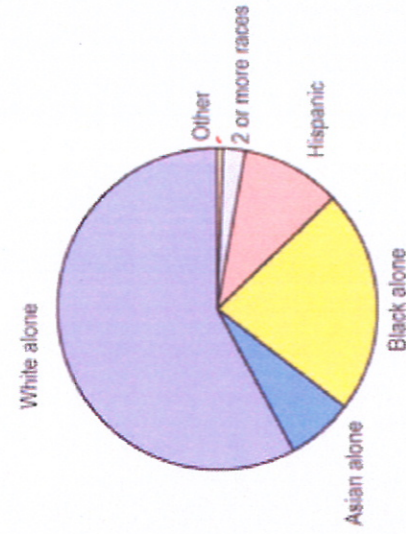
Overview of Hiring – General Government & Regional Utilities

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## City of Gainesville Population composition

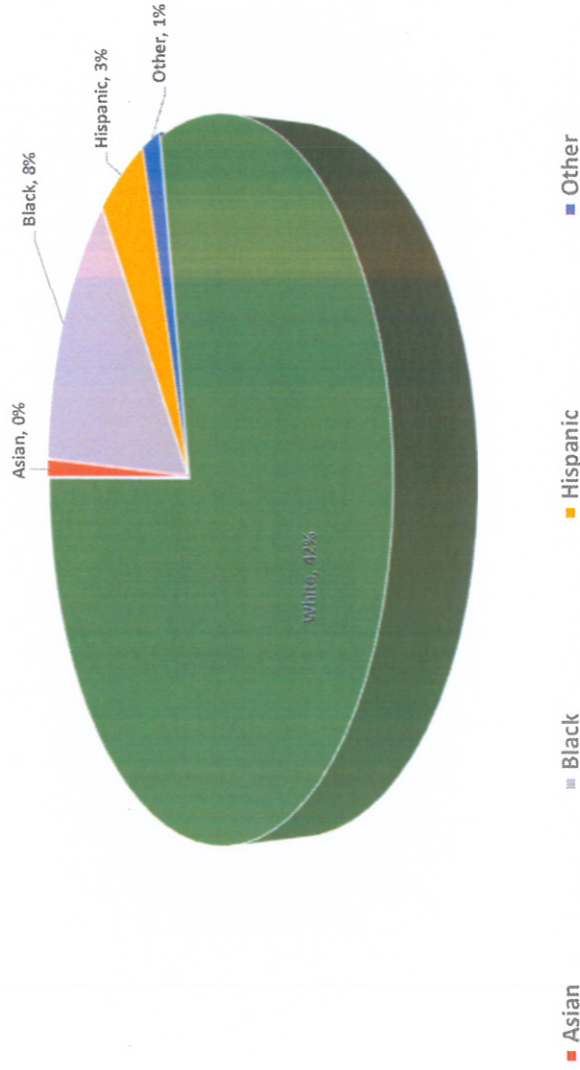
Races in Gainesville, FL



**White alone - 71,903 (57.8%)**  
**Black alone - 28,038 (22.5%)**  
**Hispanic - 12,387 (10.0%)**  
**Asian alone - 8,424 (6.8%)**  
**Two or more races - 2,832 (2.3%)**  
**Other race alone - 431 (0.3%)**  
**American Indian alone - 279 (0.2%)**  
**Native Hawaiian and Other Pacific Islander alone - 60 (0.05%)**



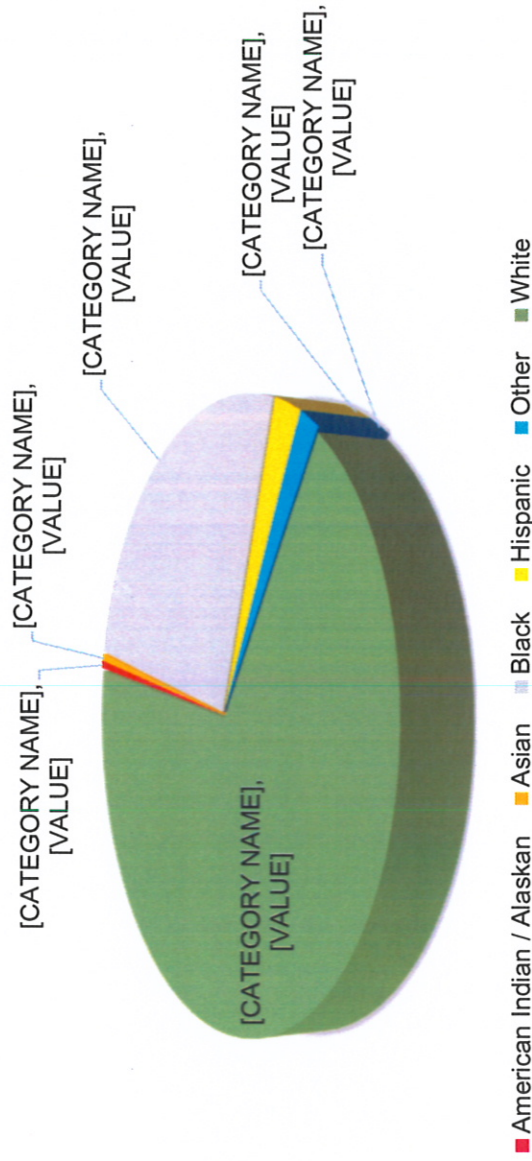
## Supervisor Positions by Race





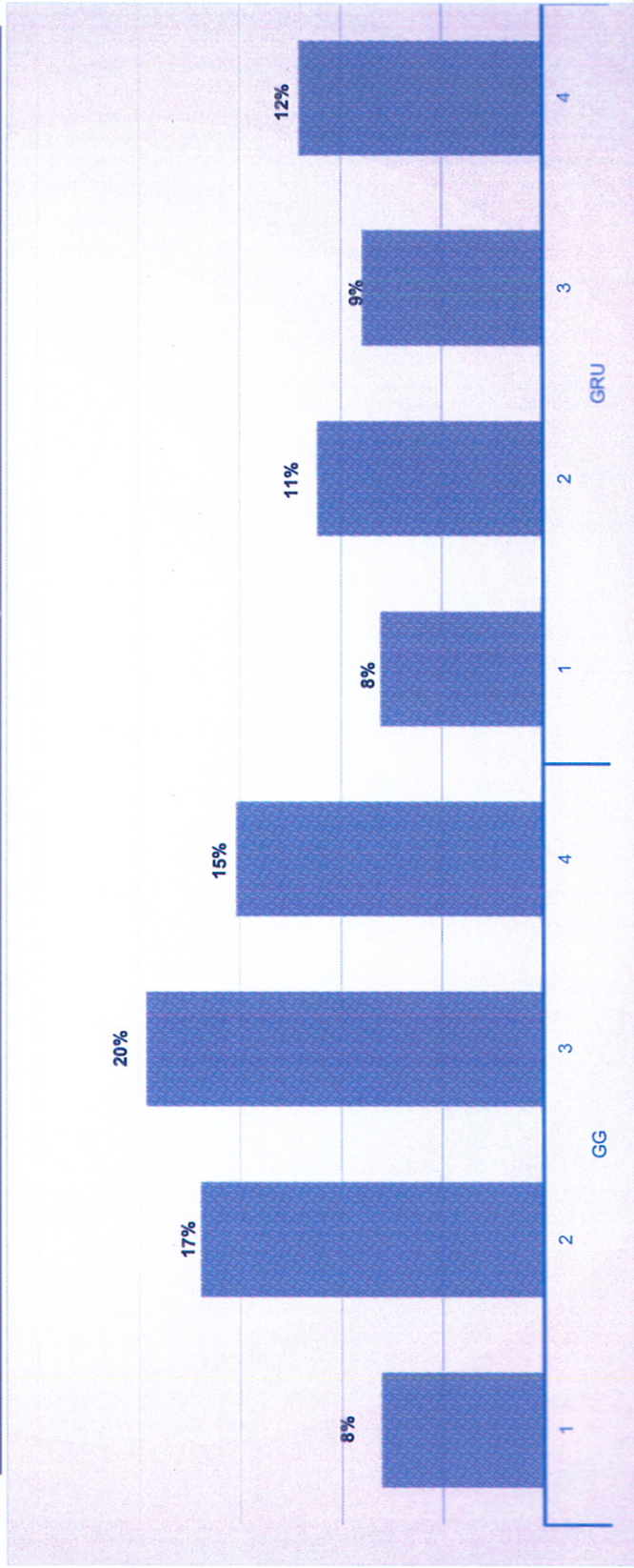


## Non-Supervisor Positions by Race



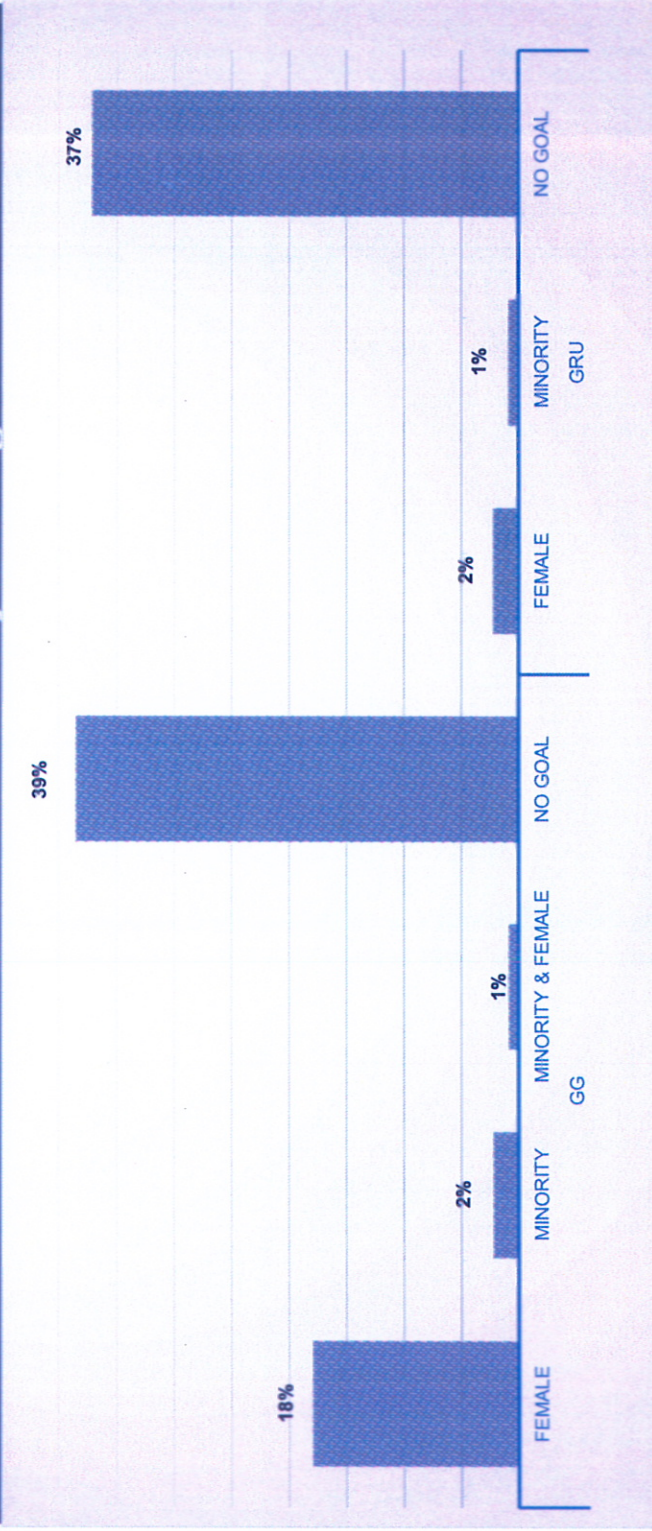


## % Positions filled by Quarter





## % of Positions filled - by Hiring Goal



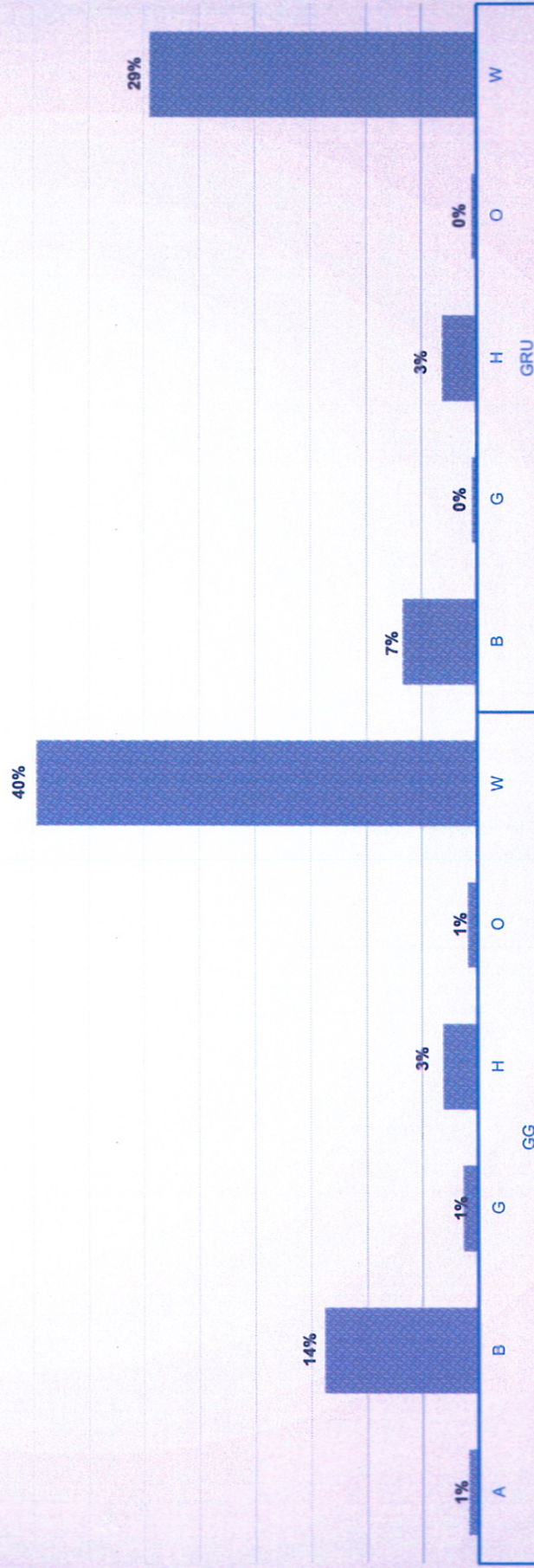


## % of Positions filled - by Hiring Goal

**39% (86)** Positions filled by the General Government had no hiring goal compared to **37% (83)** Positions filled by GRU with no hiring goal.



## Overall Ethnic/Racial Groups Hired



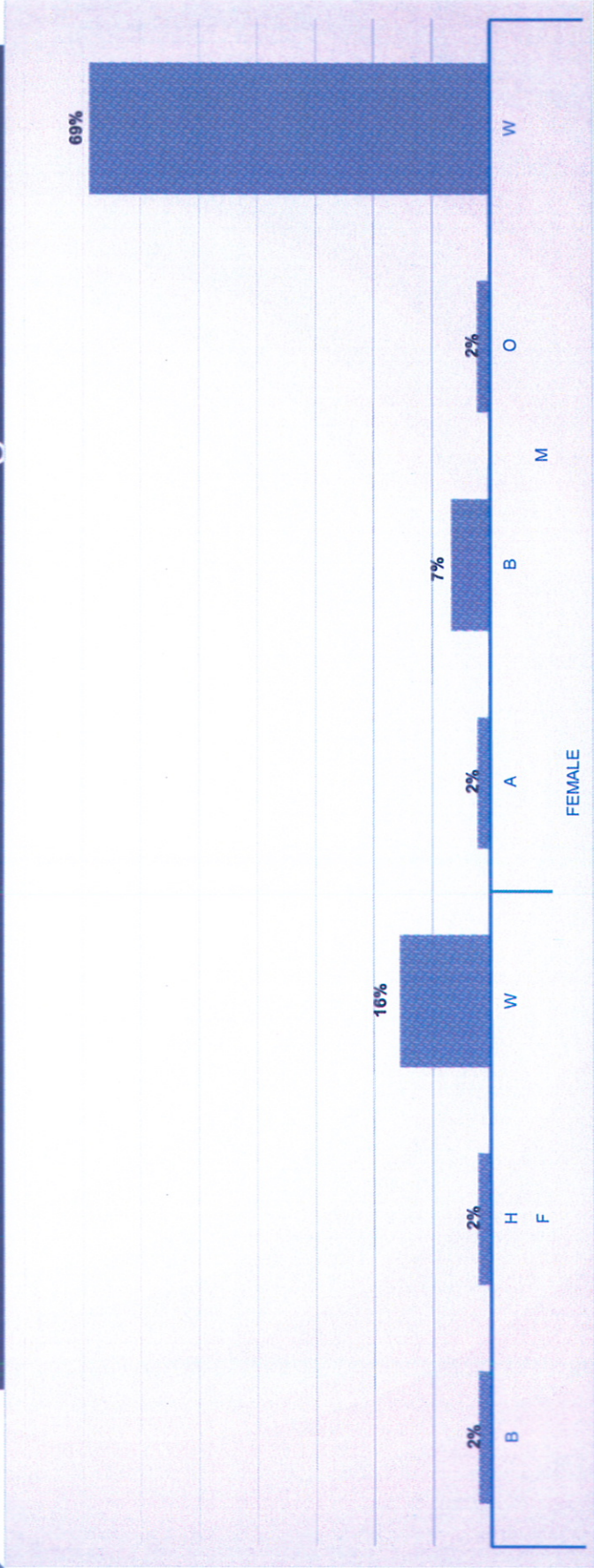


## Overall Ethnicity/Racial Groups Hired

**40% (89) positions in General Government were filled with White candidates compared to 29% (66) positions at GRU that were filled by White candidates;** (e.g Coal/Ash Equipment Operator 2, Fleet Mech II RTS, GIS Specialist – Planning)



## Positions with Female Hiring Goal





## Positions with Female Hiring Goal

### **Female Hiring Goal – 45 positions**

**20%** (9) positions with a Female hiring goal were filled with:

- 16% (7) White Females
- 2% (1) Black Females
- 2% (1) Hispanic Females

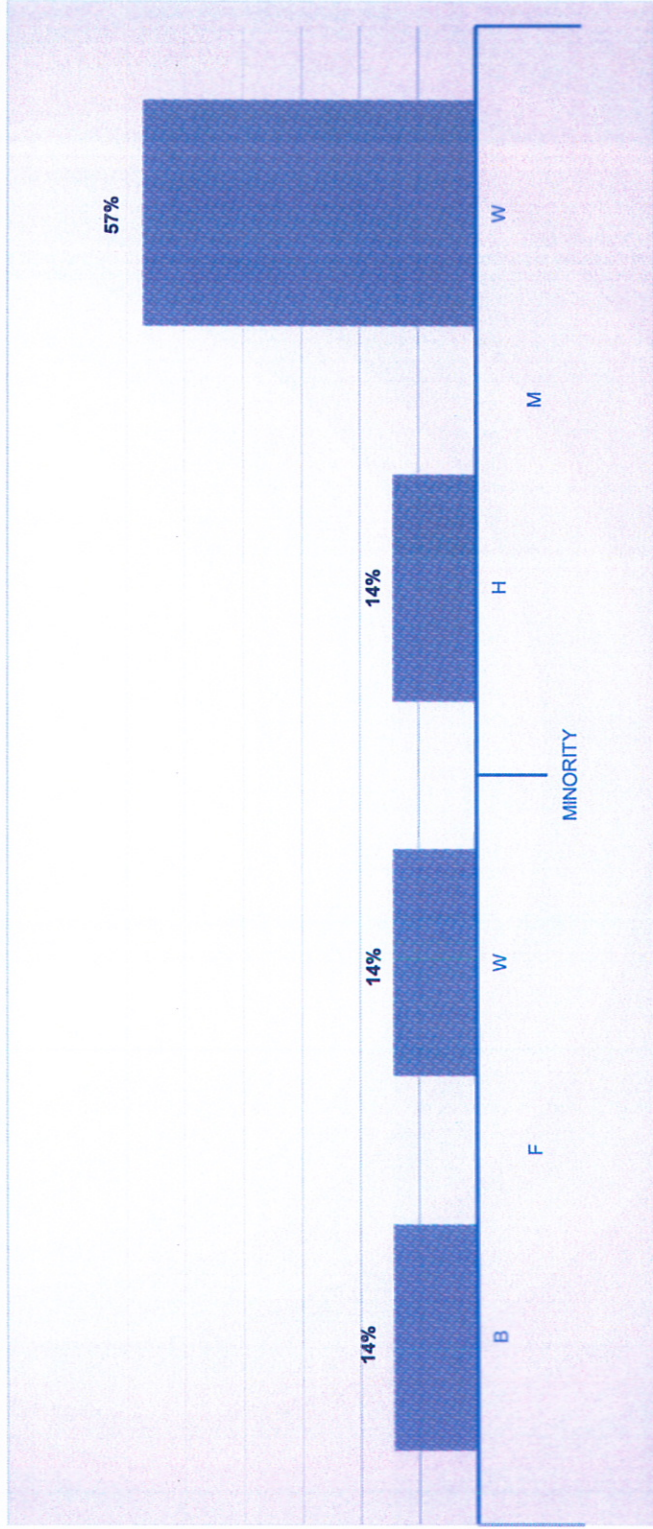
**80%** (36) positions with a Female hiring goal were filled with:

- 69% (31) White Males
- 7% (3) Black Males
- 2% (1) Other (non-Hispanic) Males
- 2% (1) Asian Males





## Positions with Minority Hiring Goal





## Positions with Minority Hiring Goal

### **Minority Hiring goal – 7 positions**

**57% (4)** positions with a Minority hiring goal were filled with White Males, and 42% (3) were filled with a combination of Hispanic males, White females, and Black females (**14%** Hispanic Males, **14%** White Females and **14%** Black Females)



## Recommendations

Continue with training and education of hiring managers with annual Affirmative Action Workplan Workshop with required attendance

Continue with PRAF protocols

Continue with aggressive recruitment strategies and plans including the hiring of a professional recruiter.

Interview all internal candidates meeting minimum qualifications.

Establish racially diverse panels for all interviews for supervisor position and above



FY 2012-2013

Overview of Hiring – General Government & Regional Utilities

# Questions