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Office of Equal Opportunity

FY 2014-2015 Hiring Report Quarters 1 & 2

City of Gainesville

General Government (GG)

Gainesville Regional Utilities (GRU)

Aspects of Hiring Monitored by the Office of Equal Opportunity

Charts indicate trends in Hiring for General Government and Gainesville Regional Utilities in the first two quarters of the 2014-2015 fiscal year.

Order of presentation of data:

1. General Overview
2. Gender
3. Race/Ethnicity
4. General Government (GG) and Gainesville Regional Utilities (GRU) by Job Class
5. General Government (GG) and Gainesville Regional Utilities (GRU) by Hiring Goals

General Overview of Hiring - GG & GRU

- 172 Positions filled in Quarters 1 & 2 for FY 14-15
 - 59% (102) filled by GG (Q1-52; Q2-50)
 - 41% (70) filled by GRU (Q1-22; Q2 -48)
- Gender (Overall)
 - 66% (113) Male
 - 33% (56) Female
 - 1% (3) chose not to report
- Race (Overall)
 - 67% (115) were White (Caucasian)
 - 24% (42) were Black (African-American)
 - 9% (15) were Hispanic, Asian and other Racial/Ethnic groups.

Total Hired by Gender by Quarters - GG

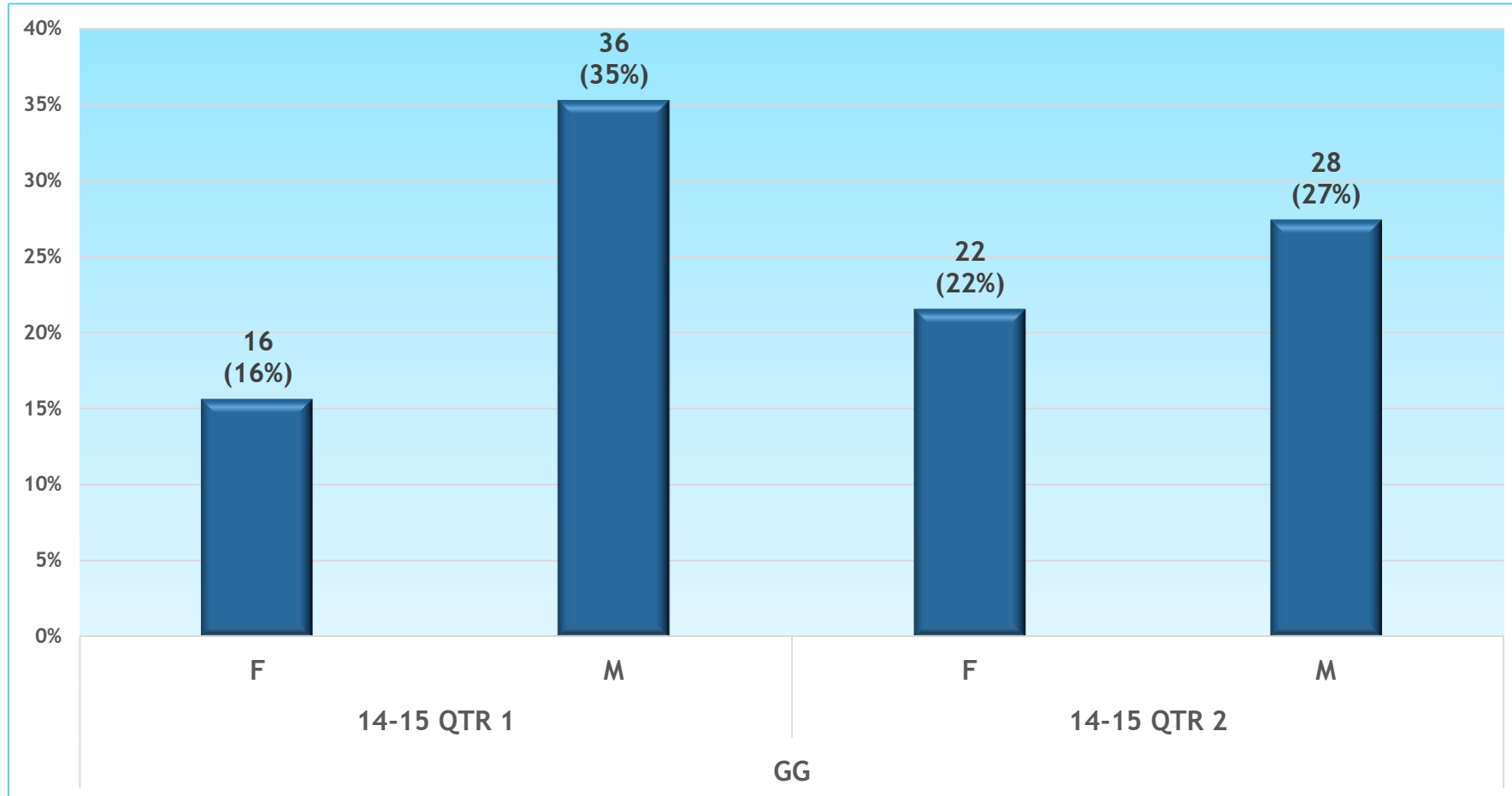


Chart above reflects hiring by gender in both quarters for GG, comparatively.

Legend : M - Male F - Female

Total Hired by Gender by Quarters - GRU

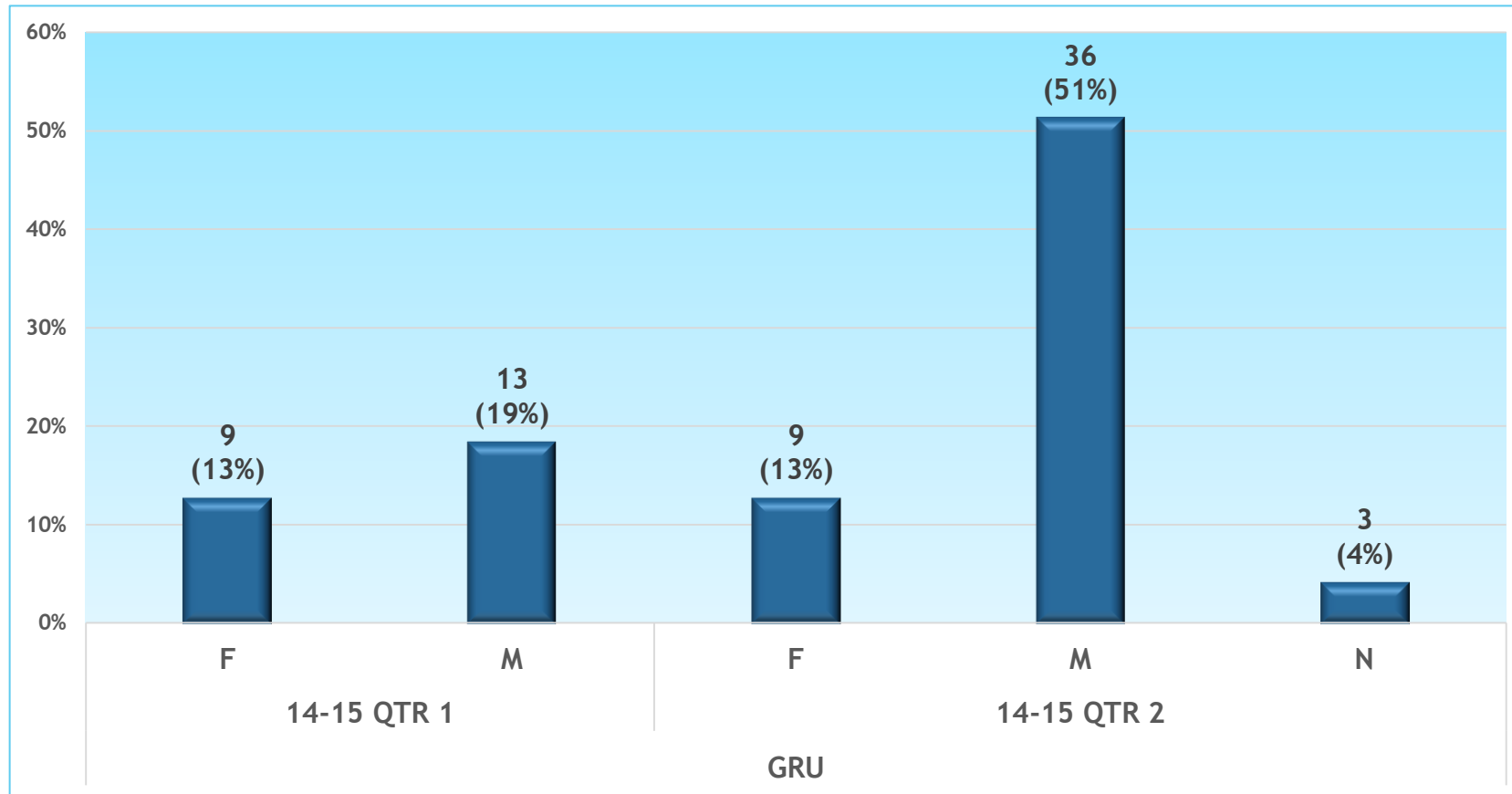


Chart above reflects hiring by gender in both quarters for GRU, comparatively.

Legend : M - Male F - Female N - Did Not Report

Total Hired by Race by Quarters - GG

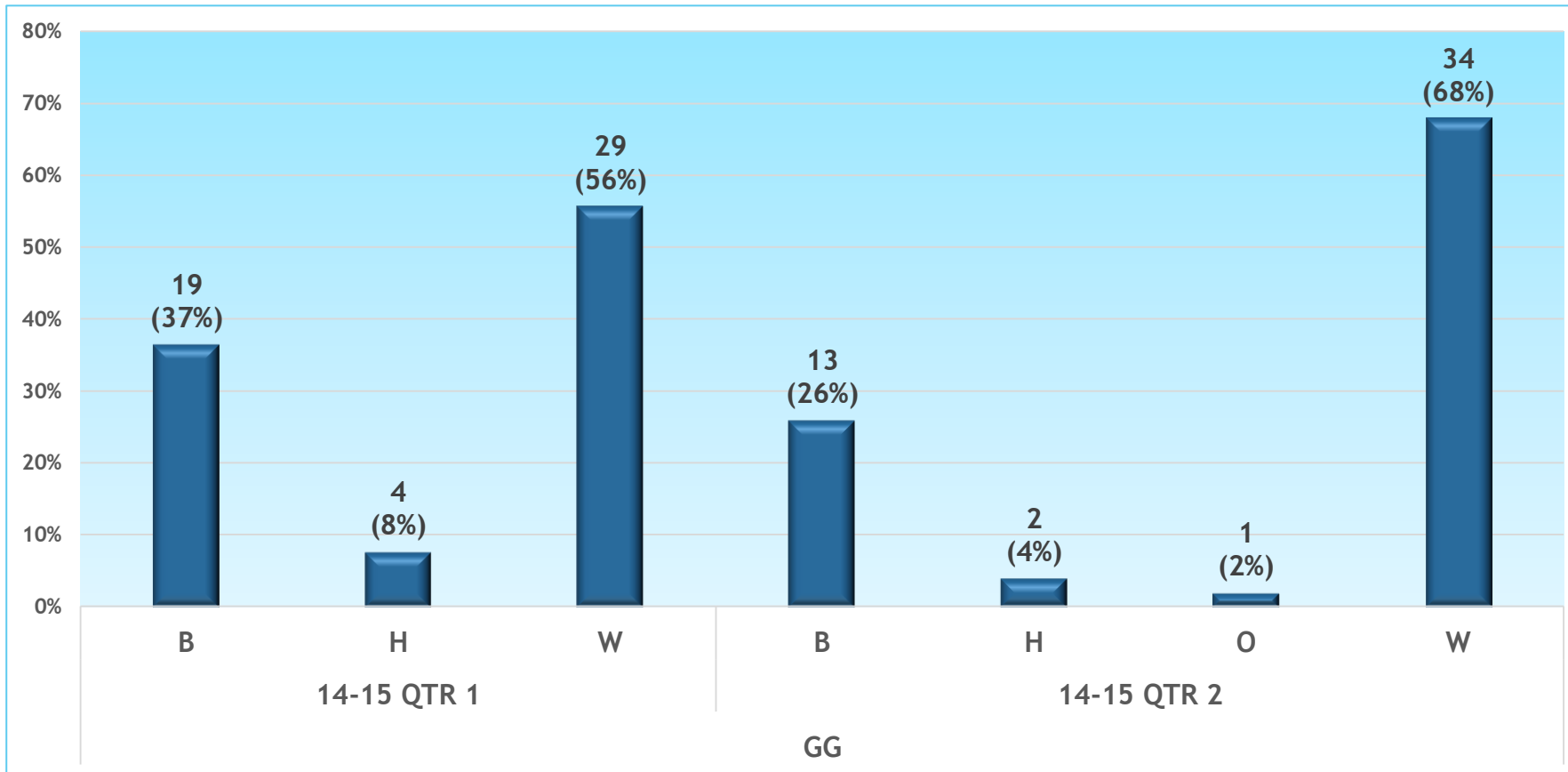


Chart above reflects hiring by race in both quarters for GG, comparatively.

Legend: B - Black H - Hispanic O - Other W - White

Total Hired by Race by Quarters - GRU

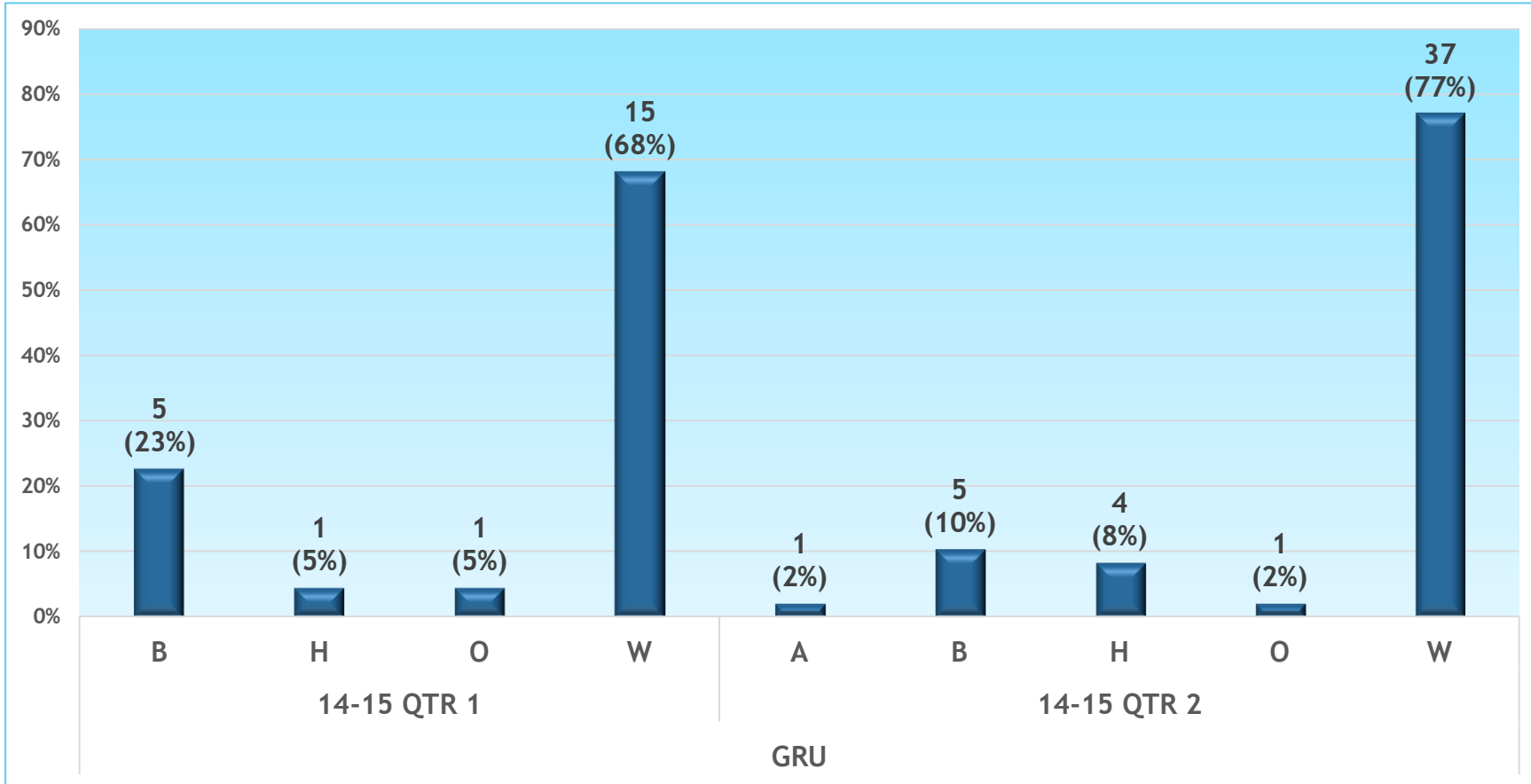
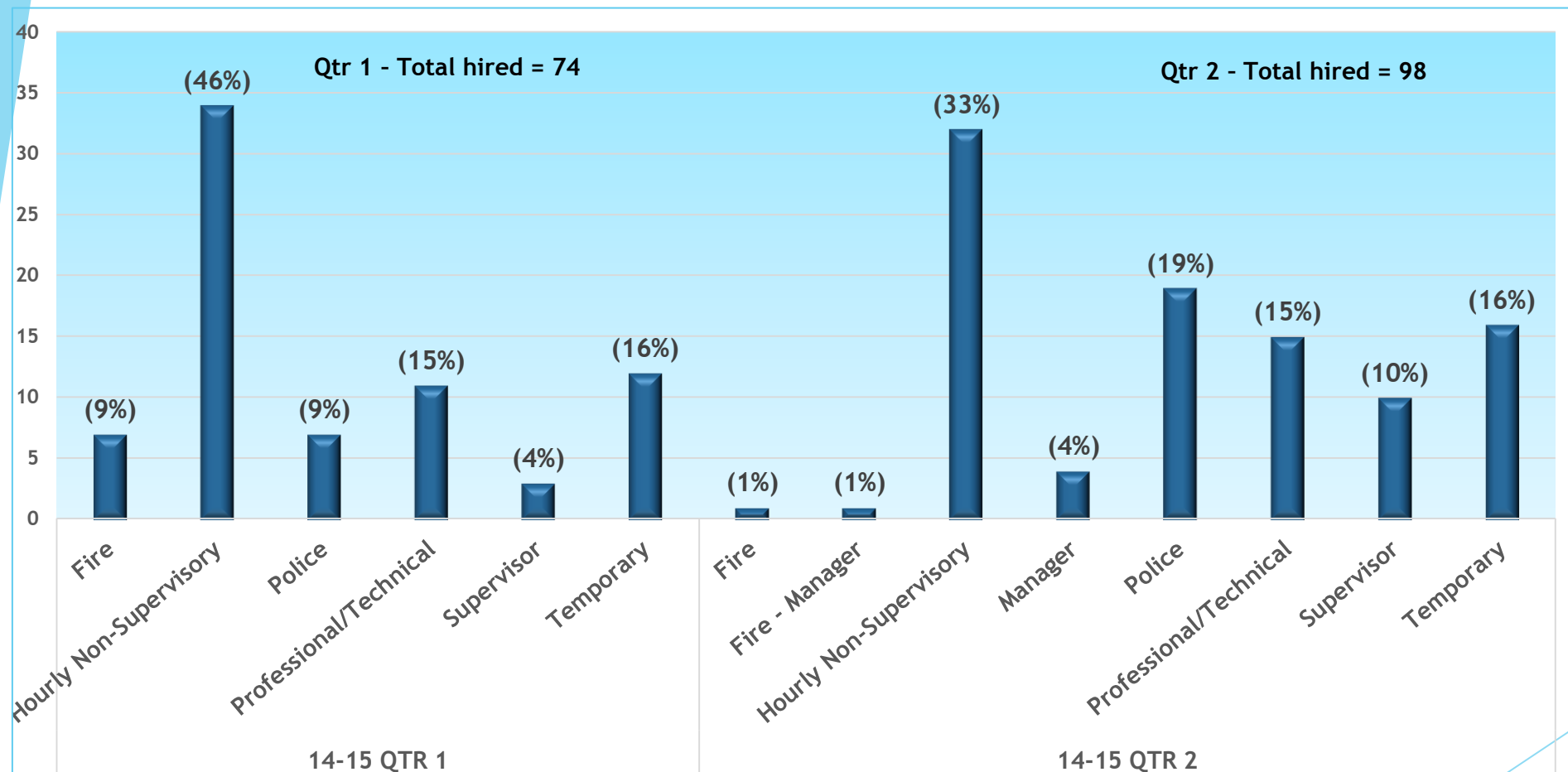


Chart above reflects hiring in GRU, comparatively for both quarters.

Legend: A - Asian B - Black H - Hispanic O - Other W - White

Number of Positions Filled by Job Group Overall by Quarter



THE AFFIRMATIVE ACTION PLAN INCLUDE:

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

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.

Affirmative Action Goals by Job Group

Job Group	Minority	Female	Both
Admin/Supv.		(GG)	
Engineer Technicians		(GG)	
Firefighters			(GG)
General Technicians		(GG & GRU)	
Off, Adm & Line Mgr.	(GRU)		
Police Officers			(GG)
Police Supv.	(GG)		
Professional Engineer	(GRU)		
Prof., Admin., Exempt	(GRU)		
Service Workers		(GG)	(GRU)
Skill Craft Appren.		(GRU)	
Skill Craft Supv.		(GRU)	
Skilled Craft		(GG)	
Technican Supv		(GRU & GG)	

Total Opportunities to Hire by position with AA Goals - GG

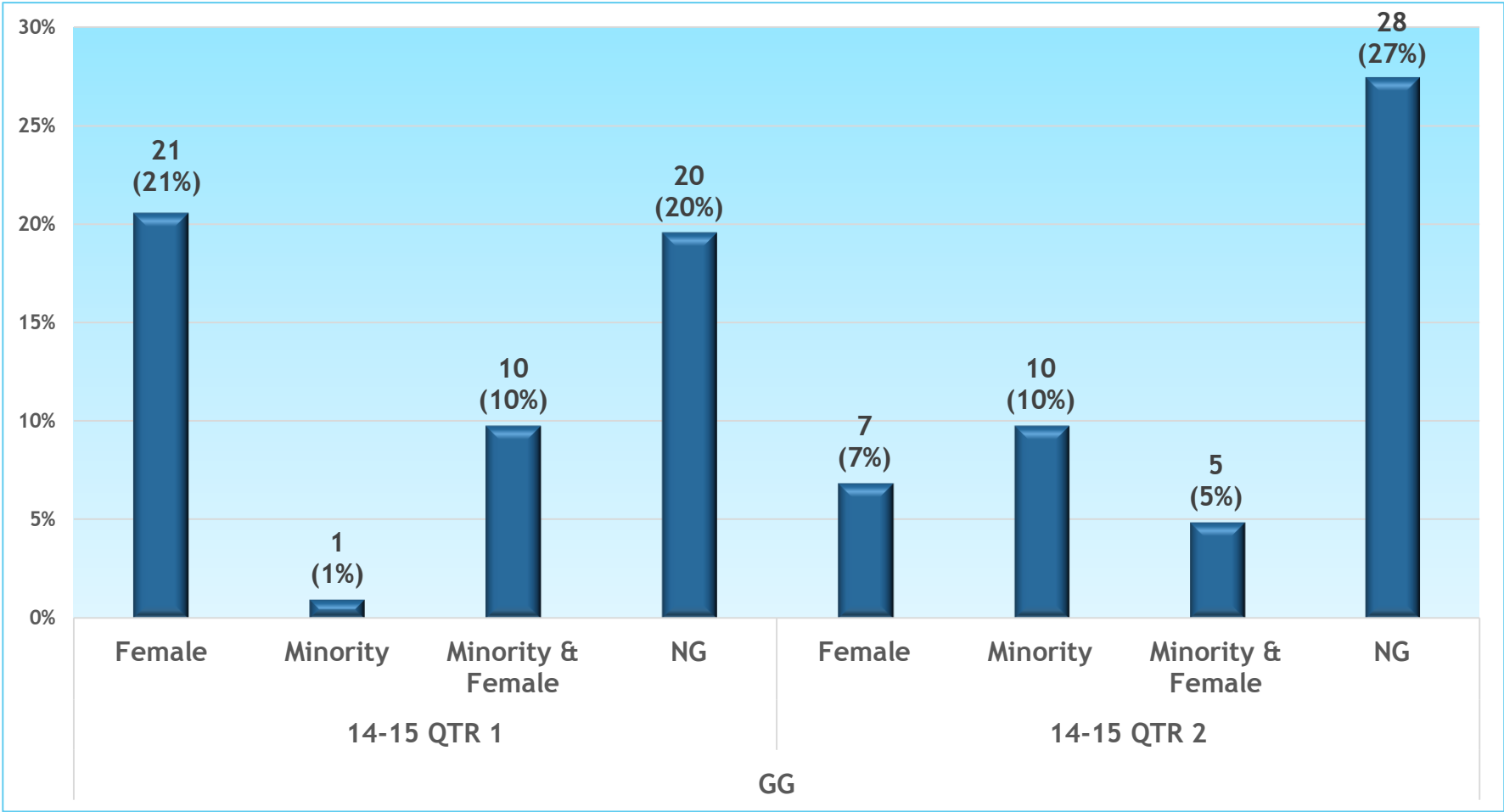


Chart above reflects hiring in both quarters for GG, comparatively.

Legend : NG - No Goal Minority & Female = Both

Total Opportunities to Hire by position with AA Goals - GRU

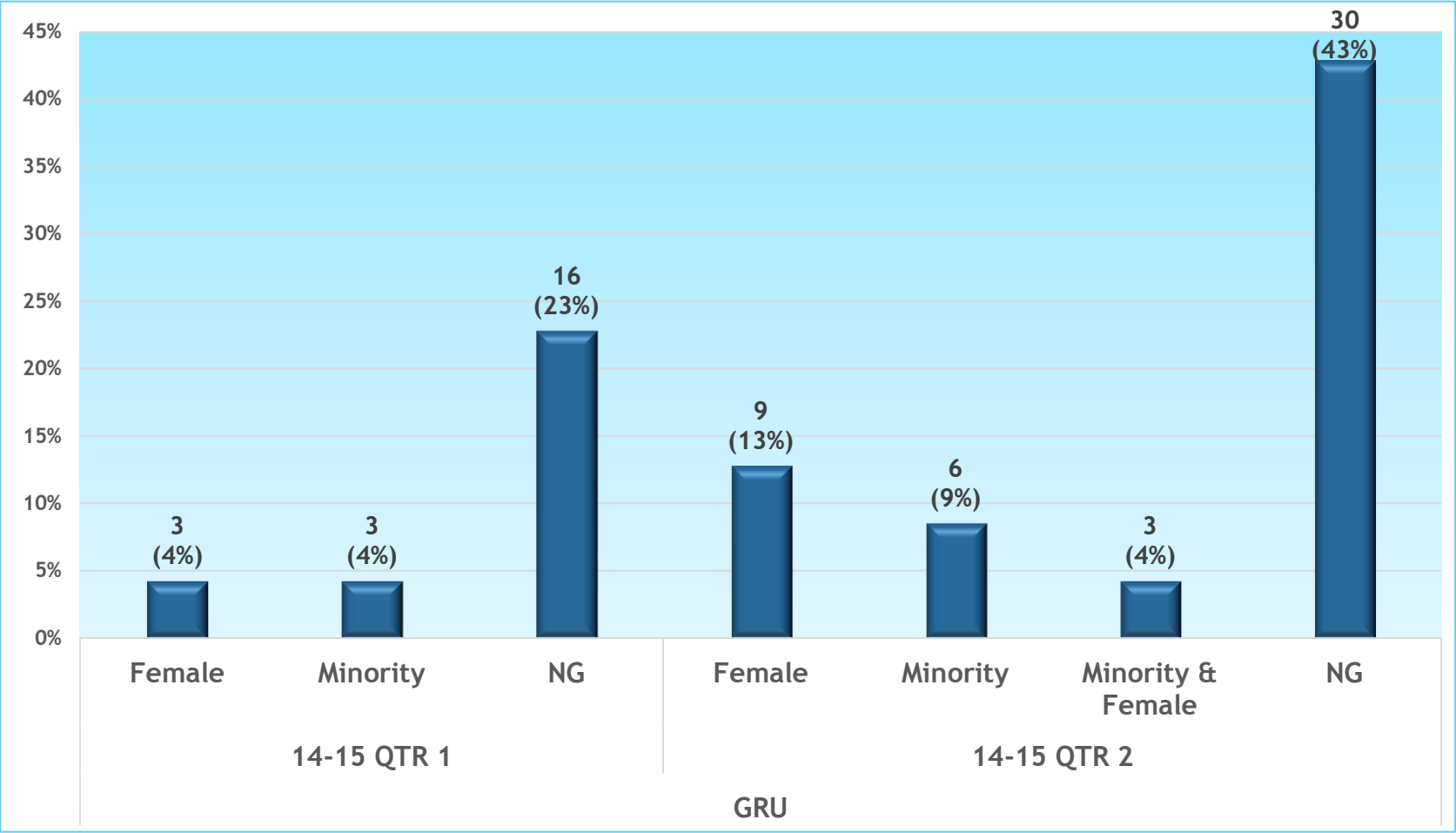


Chart above reflects hiring in both quarters for GRU, comparatively.

Legend : NG - No Goal Minority & Female = Both

Positions with AA Hiring Goals in Q1 & Q2 of FY 15

- ▶ 40 positions filled had a female hiring goal
 - ▶ The goal was met in 11 of the 40 positions (27.5%)
- ▶ 20 positions had a minority hiring goal
 - ▶ The goal was met in 6 of the 20 positions (30%)
- ▶ 18 positions had both a minority & female hiring goal
 - ▶ Goal met in 13 of the 18 positions (72%)
- ▶ **NOTE: 14 out of 23 GPD positions with hiring goals were met (61%)**

Concluding Observations

- The majority of positions were filled with candidates classified as White (Caucasian).
- The majority of positions were filled with candidates classified as Male.
- Quarter 1 & 2 data reflects that overall, hiring continues at a consistent trend of a slight upward movement in hiring of minority applicants at the hourly non-supervisory level, while the supervisory and managerial level(s) remain static and this is reflective of hiring data from prior quarters.

Recommendations

- Continue with training and education of hiring managers with annual Affirmative Action Workplan Workshop with required attendance.
- Continue with PRAF protocols.
- Continue to monitor the hiring trends of GG & GRU and work with the Diversity Recruiter on aggressive recruitment strategies and plans.
- Continue to monitor the status of the Diversity hiring practices study currently being conducted and report the findings to the City Commission upon completion.

FYE 2014-2015 Quarters 1 & 2 Hiring Report
General Government & Gainesville Regional Utilities

Questions