



Minority Hiring Report

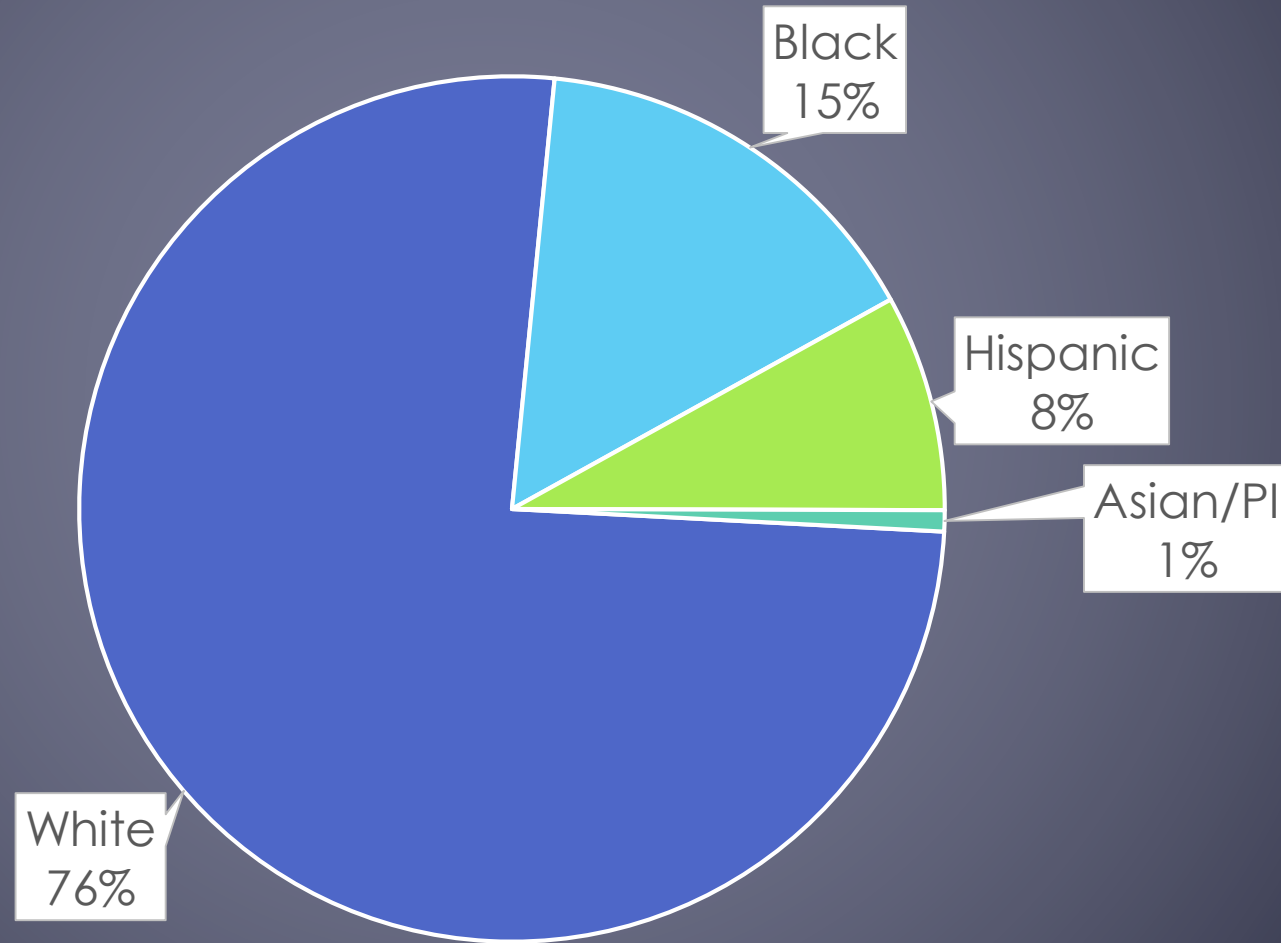
BOC-June 18, 2018



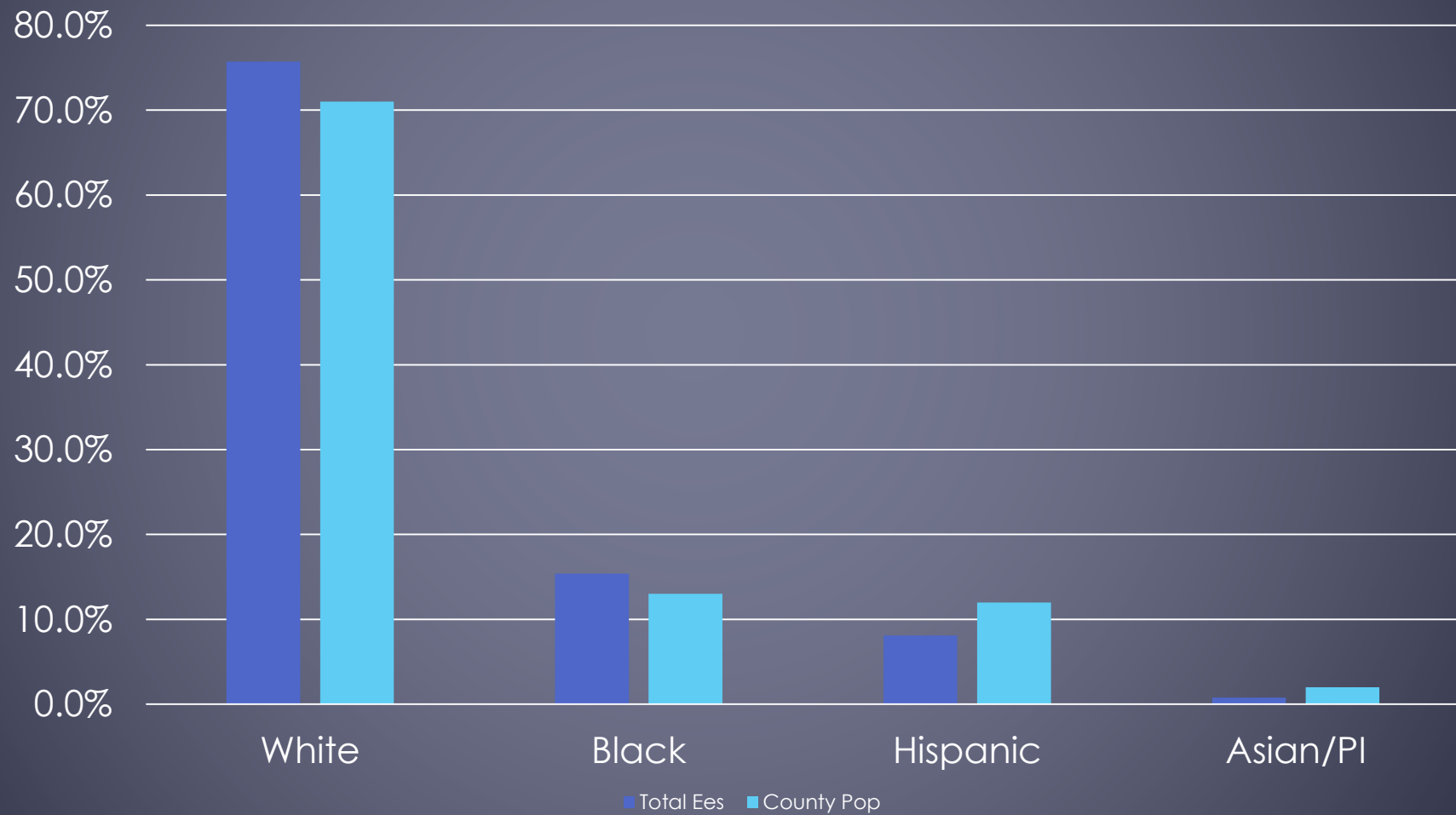
Presentation Focus

- › Current Employee Base
 - New Hires
 - Promotions
- › Minority Representation in Leadership Positions
- › Minority Representation-Leadership Academy
- › Minority Applicant Statistics
- › On-going efforts
- › Focus areas going forward

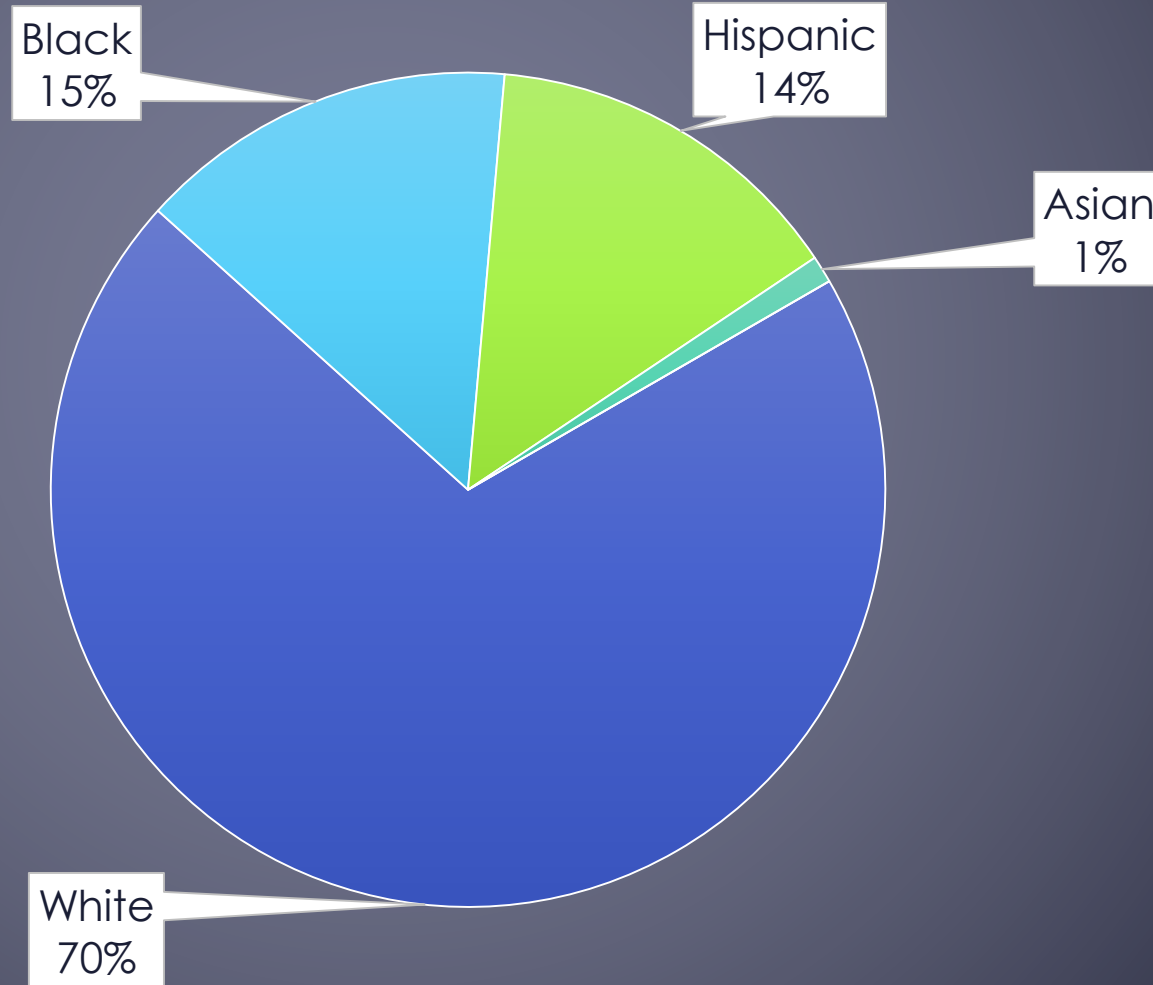
Current Employees



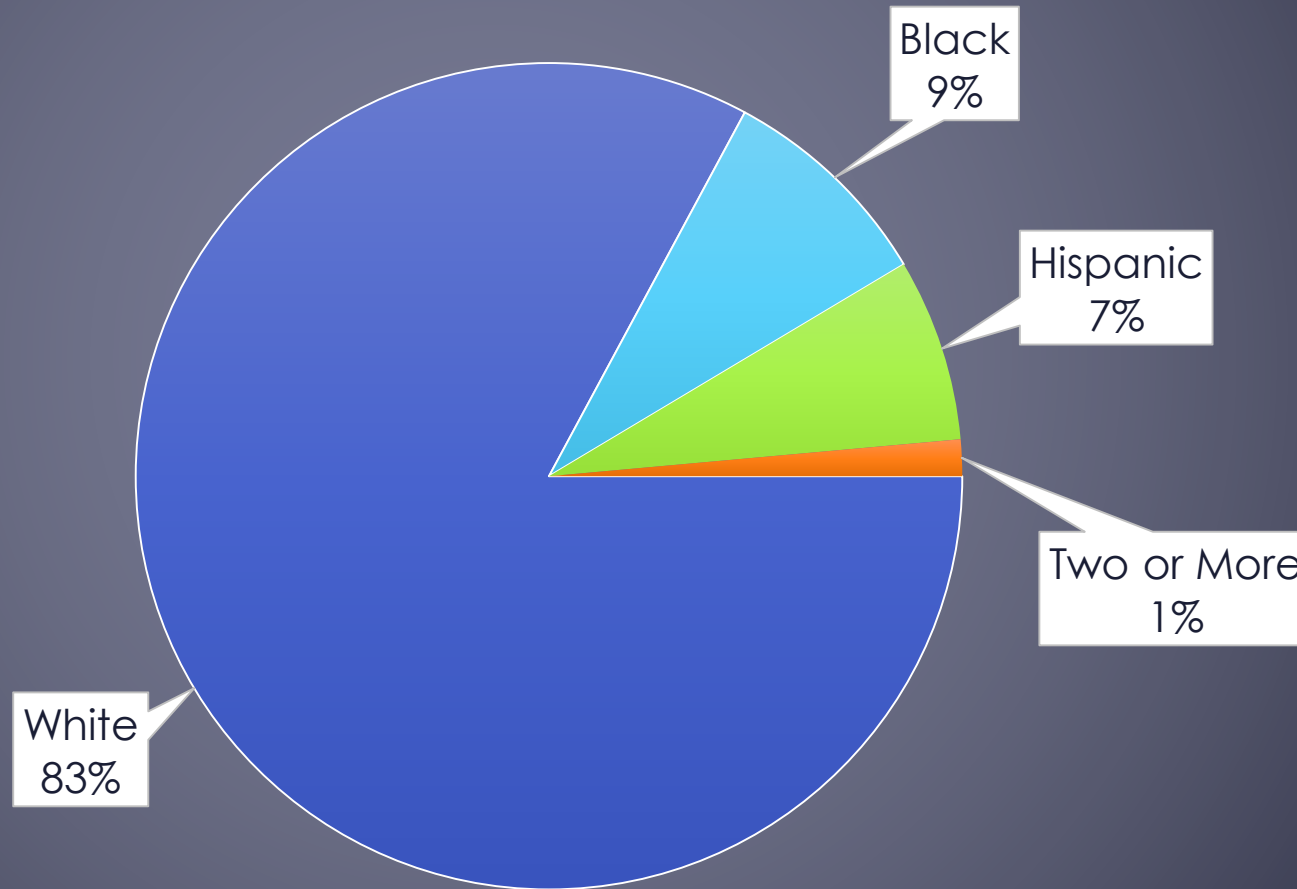
Current Employees/Total Population



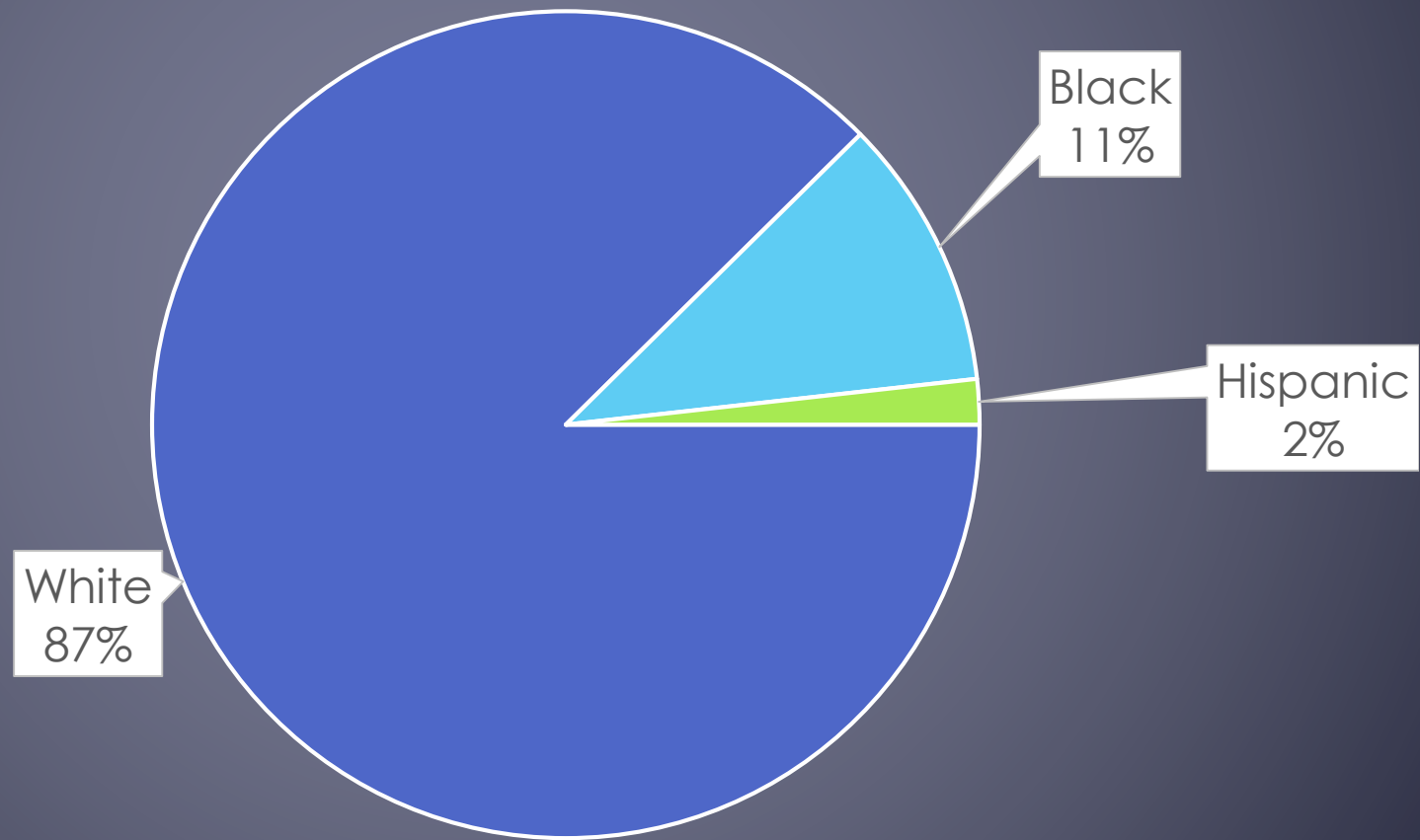
New Hires, 2016-present



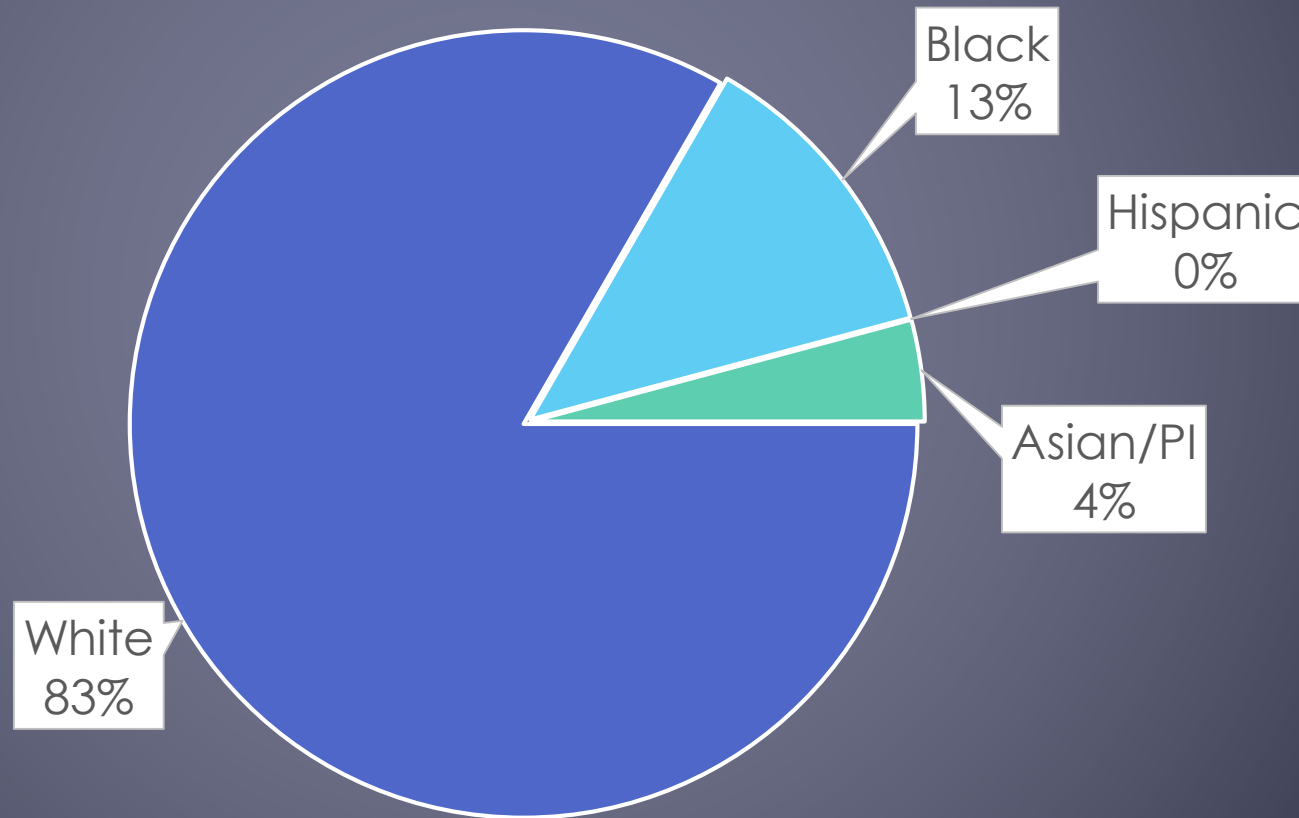
Promotions, 2016-present



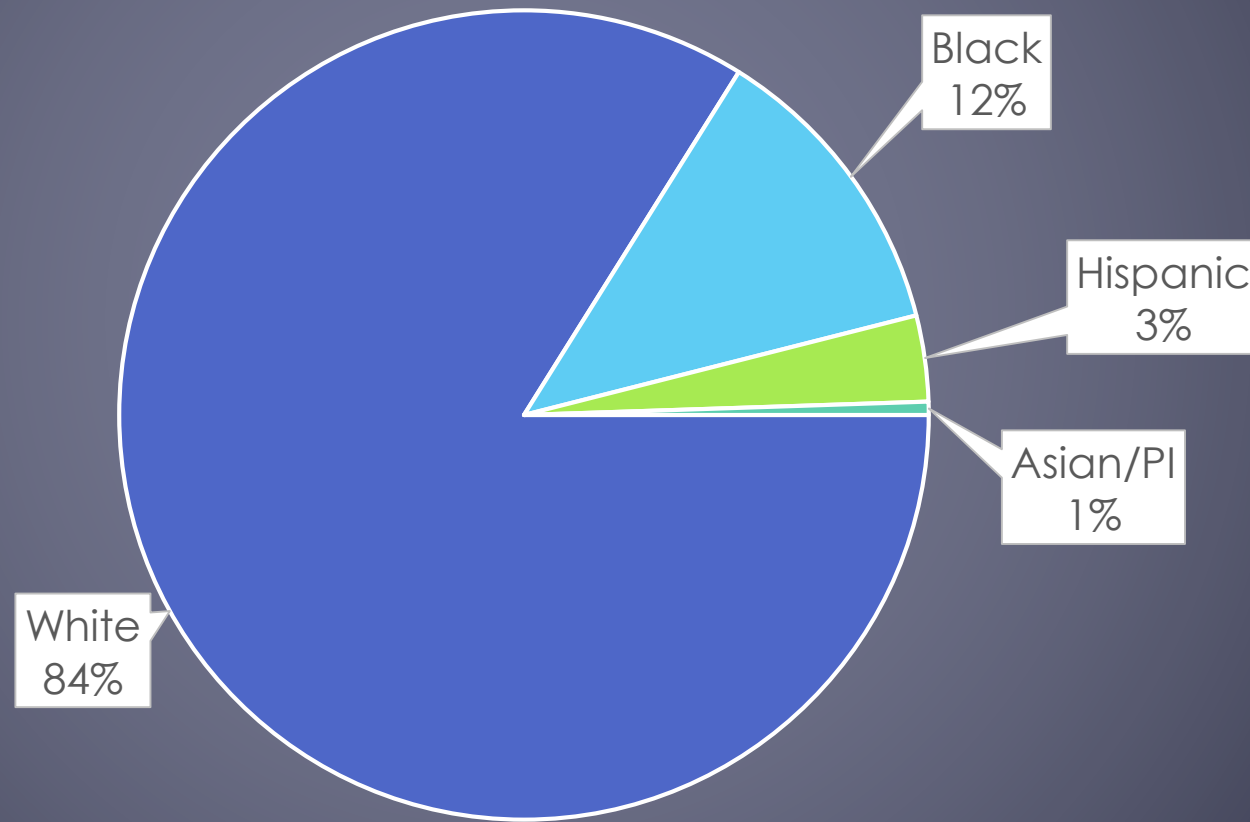
Supervisory Positions



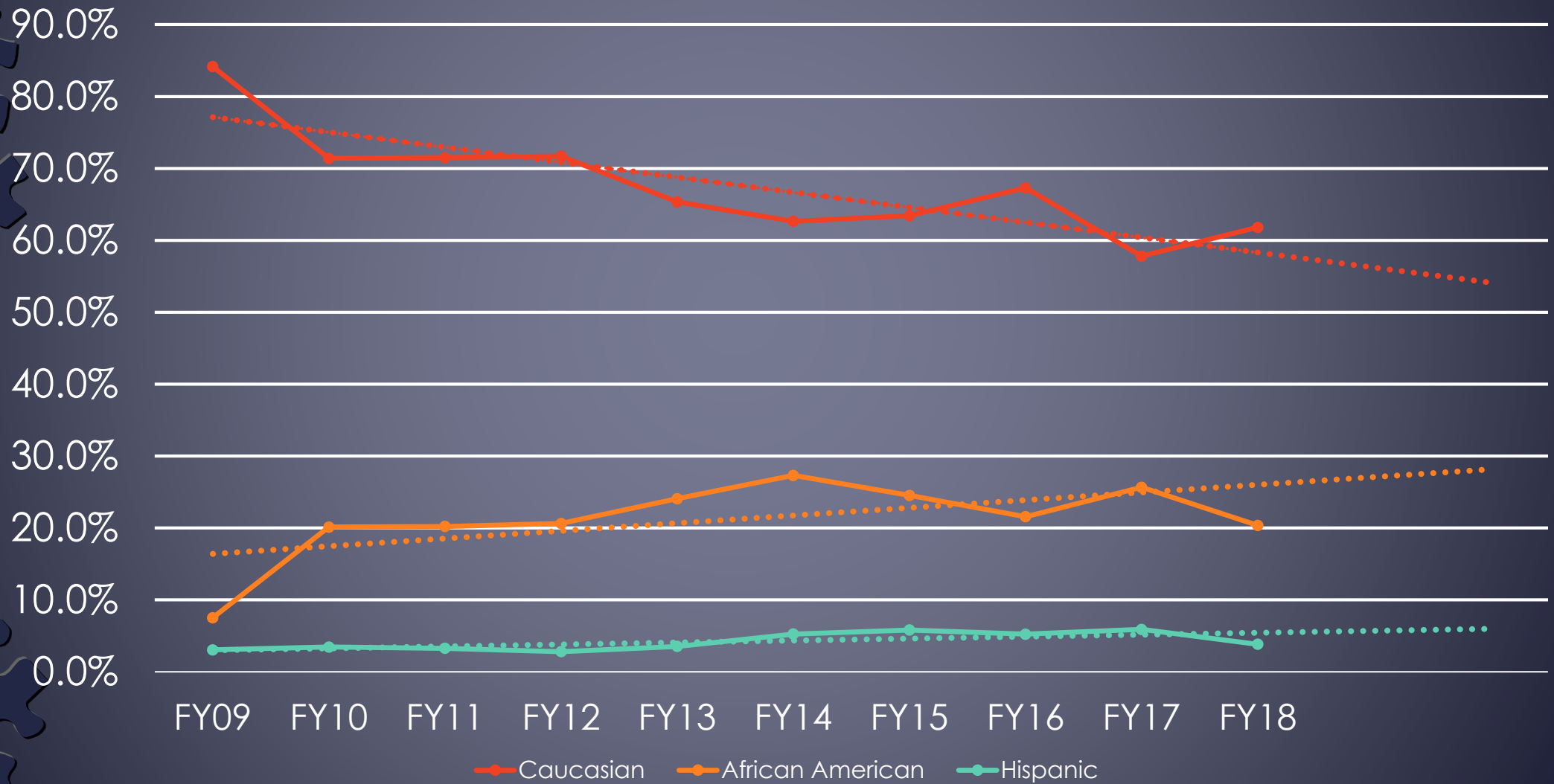
Department Leaders



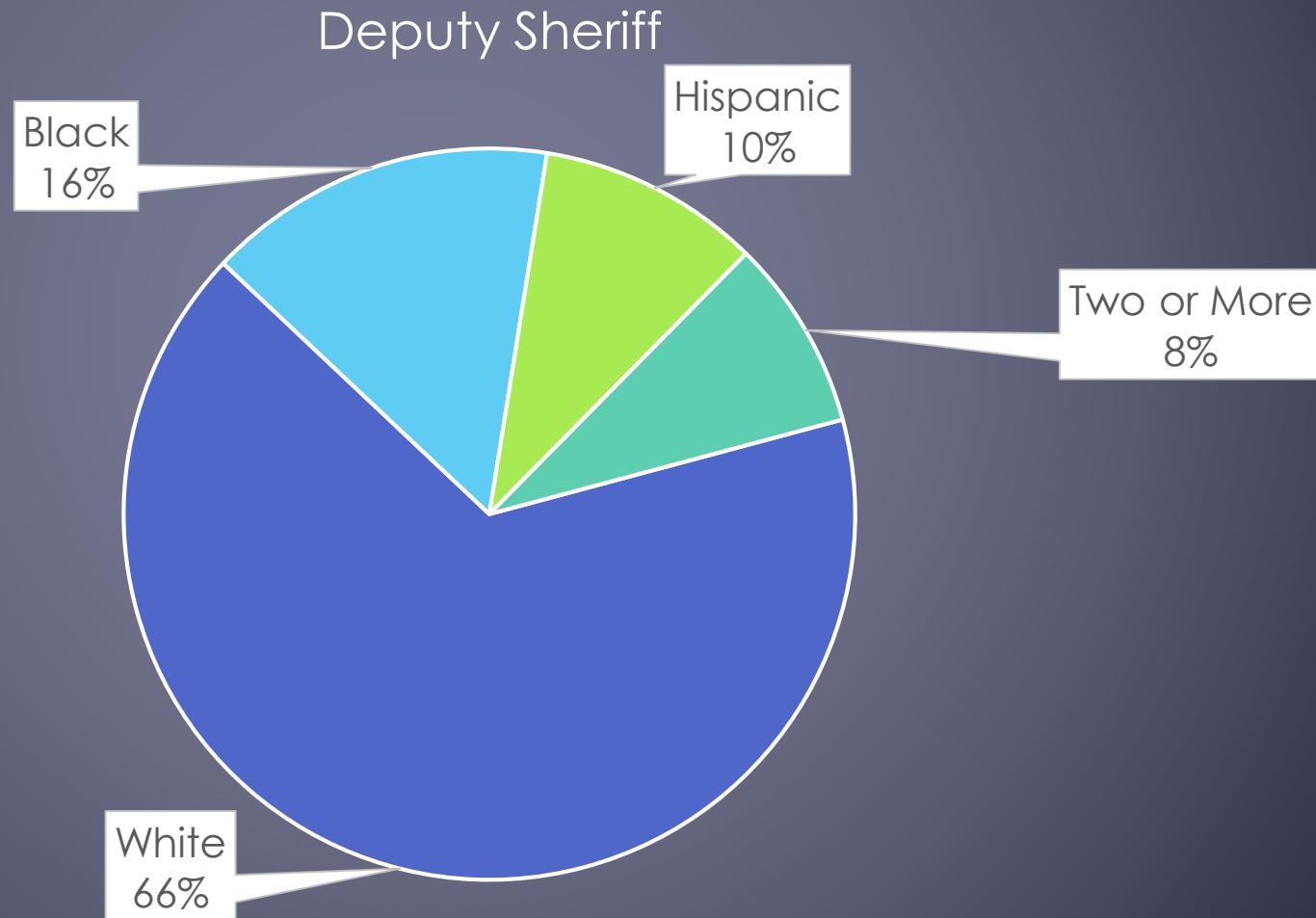
Leadership Academy Graduates/Enrollment



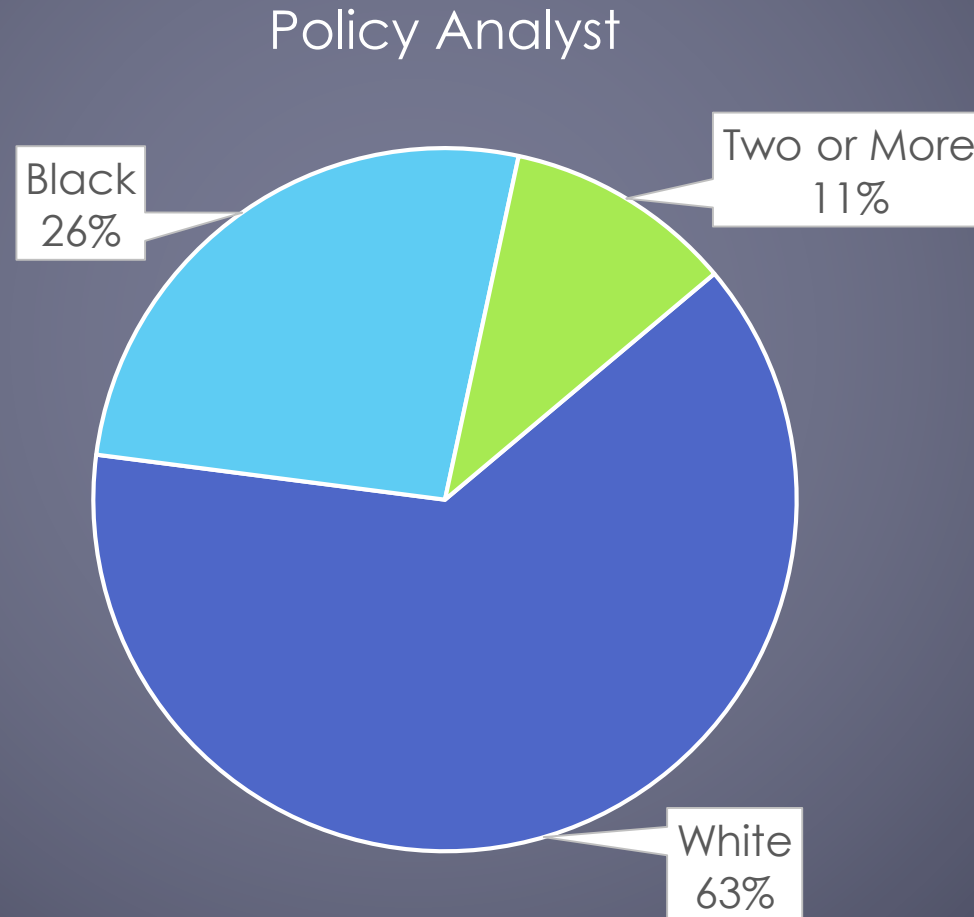
Applications for County Positions-10 year trend



Applications-Job Specific (FY18 data)

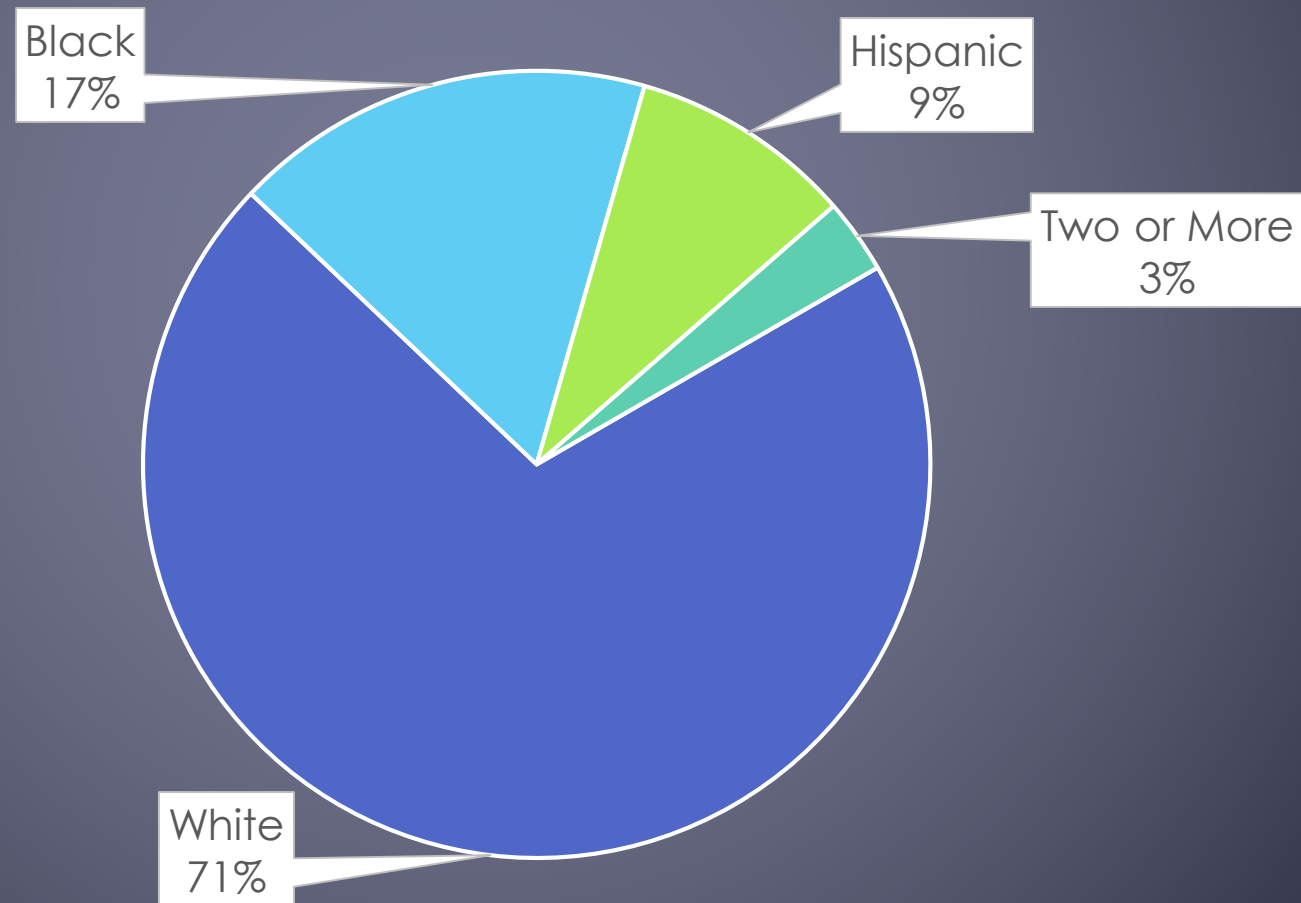


Applications-Job Specific (FY18 data)



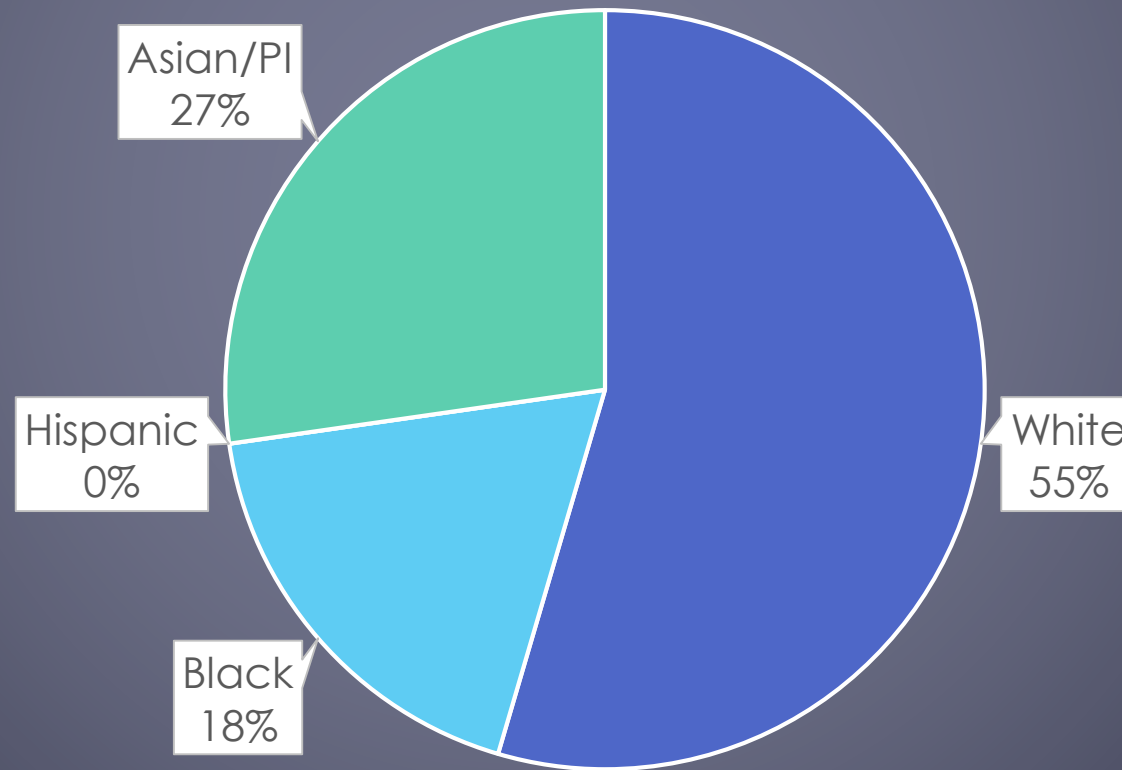
Applications-Job Specific (FY18 data)

Administrative Support Positions



Applications-Job Specific (FY18 data)

GIS Application Specialist





Ongoing Efforts

- MIS-GIS targeting recruiting program
- Introduction of diversity, equality and inclusion courses in Leadership Academy
 - Cultural Competency
 - Generational Differences
- Performance expectations for department leaders that include diversity hiring goals/objectives



Focus Areas

- Employee survey results (re: diversity)
- Leadership Academy hybridization for non-traditional schedule accommodation
- Horizontal growth opportunities (internal job shadowing)
- Recruitment into leadership academy