PERSONNEL POLICY DIRECTIVE

Number: 17/18 - 01

Supersedes: 15/16 - 01

Issued: September 30, 2017

Effective: October 1, 2017

From: George D. Forbes, City Manager GDF

EQUAL EMPLOYMENT OPPORTUNITY PLAN

Purpose: It is the policy of the City of Jacksonville Beach to provide equal opportunity in employment for all qualified persons regardless of race, color, religion, sex, national origin, age, physical disability, marital status or sexual orientation. It is our intention to hire and promote the best qualified candidates measured against the requirements of the job. It is also the intention of the City of Jacksonville Beach to comply with equal opportunity laws and provisions and to establish an EEO plan to accomplish the goals of hiring and promoting to address areas of concern.

Equal Employment Opportunity Plan: Human Resources in cooperation with other departments will update the City's Equal Opportunity Plan based upon applicable federal and state laws and progress toward creating a workforce that is reflective of the community served. Any updated plan shall be presented to the City Manager for approval. The attached plan is approved for the period October 1, 2017 through September 30, 2019.

City Manager	George Forbes	904-247-6270
Human Resources Director/ EEO Officer	Ann Meuse	904-247-6263

POLICY AND STATEMENT

1) STATEMENT

It is the policy of the City of Jacksonville Beach to provide equal opportunity in employment for all qualified persons regardless of race, color, religion, sex, national origin, age, physical disability, or marital status. The City of Jacksonville Beach provides equal opportunity to all employees and applicants based upon experience, training, education, and ability to do the work. It is our intention to hire and promote the best-qualified candidates measured against the requirements of the job. It is also the intention of the City of Jacksonville Beach to comply with equal opportunity laws and provisions and to create a plan with goals in the areas of hiring and promoting when there are minority or female under-utilizations.

This policy of equal opportunity applies to all aspects of the City of Jacksonville Beach employment policies and practices. It includes taking action to reasonably accommodate those qualified individuals with known disabilities in order for them to perform the essential functions of the job and to maintain an atmosphere free from harassment and/or intimidation. Harassment and intimidation because of race, color, religion, sex, national origin, age, physical disability, marital status or sexual orientation are strictly prohibited. If an employee becomes aware of any discriminatory behavior or any activity, which might be considered harassment, it is the responsibility of the employee to report such conduct to their Supervisor, Department Director, or the Human Resources Director. Any reports made shall be investigated in the most expeditious and confidential manner possible.

Equal opportunity is not only the law, but also the principle on which the City of Jacksonville Beach bases its employment practices. Responsibility for ensuring implementation of the above policies is assigned to all Department Directors with oversight by the Human Resources Director.

2) ASSIGNMENT OF RESPONSIBILITIES

HUMAN RESOURCES DIRECTOR

The Human Resources Director, in implementing the provisions of the Personnel Rules of the City of Jacksonville Beach, shall act as the Equal Employment Officer and be responsible for the general administration of the plan. It is the responsibility of the Human Resources Director:

1. To review all personnel policies, employment practices and procedures and to make recommendations to these processes in realizing full Equal Employment Opportunity.
2. To provide for effective communication of and conformance with the requirements of the Plan, and monitor that each Department Director takes the necessary action to promote its goals.
3. To biennially review the progress of each department and submit a report to the City Manager citing program accomplishments and/or shortcomings.
4 Ensure recruitment efforts target underrepresented individuals.
5 Review all job actions to ensure elimination of discrimination.
6 Ensure all job descriptions and testing does not adversely affect any protected group.
7 Ensure all union contracts conform to the plan requirements.
8 Maintain the EEO plan and help establish program goals.
9 Provide training regarding EEO issues to employees, managers and supervisors.

DEPARTMENT DIRECTORS

The most crucial components of policy implementation are at the Department Director and Supervisory level because this is where decisions affecting employment practices are made. Department Directors are responsible for adhering to the policy and intent of the City of Jacksonville Beach's Equal Employment Opportunity plan and accepting responsibility for progressing towards the goals and objectives of the Plan. Specifically, Department Directors shall:

1. See that the intention and provisions of this Plan are fully implemented in their respective departments.
2. Upon request submit reports to the Human Resources Director on their employment, disciplinary and job classification statistics.
3. Review job descriptions and update them accordingly and when job openings occur.
4. Hold supervisors and employees accountable for promoting equal opportunity in the work place and complying with all applicable laws.
5. Ensure supervisors are aware of their responsibilities under the Plan.
6. Review all job actions to ensure elimination of discrimination and assist the Human Resources Director in implementing the EEO Plan.

SUPERVISORS

1. Ensure that they follow all practices and policies adopted by the City in compliance with the Equal Employment Opportunity Plan.
2. Hold their employees accountable for complying with the terms of the City's equal employment policy and plan. Report any violations of the City's policy regarding equal employment.
3. Promote an atmosphere free from discrimination and harassment of any type at their worksites.

CITY EMPLOYEES

The employees of the City of Jacksonville Beach are responsible for maintaining a work climate, free from harassment so that the goals of the Equal Employment Opportunity Program can be achieved. Commitment to the plan shall be a condition of employment and continued employment. Individuals found to be engaging in harassing behavior will be subject to disciplinary action, up to and including dismissal.

3) COMPLAINT PROCEDURE

If any employee believes they have been discriminated against because of race, religion, national origin, age, sex, or disability, he/she may request his/her case be reviewed. Employees may utilize one of three avenues in filing a complaint: A) through their Supervisor as outlined in the grievance procedures in the personnel rules, B) directly through the Human Resources Director, C) or directly through their Department Director. These procedures do not limit an employee from reporting a complaint to supervisors or department directors in departments other than the one in which he/she works. The following procedures shall be used in presenting a grievance:

A. Grievance Procedure.

1. The grievance must be filed with the employee's immediate supervisor within seven calendar days from the date the incident occurred, which created such grievance.
2. Once filed with the supervisor the grievance procedure as outlined in the Personnel Rules or applicable union contract shall be followed.

B. Filing with Human Resources Director.

1. The grievance must be filed with the Human Resources Director within seven calendar days from the date the incident occurred which created such grievance. An extension of not more than five calendar days may be granted by the Human Resources Director.
2. The Human Resources Director shall make a careful investigation into the case and render a recommendation to the City Manager or his/her designee within 15 working days of receipt of the complaint.
3. If the employee is dissatisfied with the decision of the Human Resources Director, he/she may submit his/her grievance in writing to the City Manager or his/her designee within five calendar days of receipt of the Human Resources Director's recommendation. The City Manager or his/her designee shall make such investigation and conduct such meetings as he deems necessary and shall, within 30 calendar days of receipt of the employee's grievance, render a decision in writing to the employee. The City Manager's decision shall be final.

C. Filing with the Department Director.

1. The grievance must be filed with the Department Director within seven calendar days from the date the incident occurred which created such grievance. An extension of no more than five days may be granted by the Department Director.
2. The Department Director, in cooperation with the Human Resources Director (unless the Human Resources Director is the subject of the grievance), shall make a careful investigation into the case and render a recommendation to the City Manager or his/her designee within 15 working days of receipt of the complaint.
3. If the employee is dissatisfied with the decision of the Department Director, he/she may submit his/her grievance in writing to the City Manager or his/her designee within five calendar days of receipt of the Department Director's recommendation.

The City Manager or his/her designee shall make such investigation and conduct such meetings as he deems necessary and shall, within 30 calendar days of receipt of the employee's grievance, render a decision in writing to the employee. The City Manager's decision shall be final.

4) NON RETALIATION

Retaliation against an employee who utilizes the above-referenced complaint procedure is prohibited. All employees are assured that no reprisal in any form will result from any complaint filed. Complainants who feel that they have been retaliated against should file a complaint with their Supervisor or Department Director unless it is preferred to file it directly with the Human Resources Director or City Manager's Office.

5) DISSEMINATION OF THE EQUAL EMPLOYMENT PLAN

The City will continue to makes its Equal Employment Plan known internally and externally by:

- Including the Equal Employment Policy Statement in all Personnel Policies, Union Contracts, and Employee handbooks and purchasing documents.
- Posting it on employee bulletin boards and job announcement boards.
- Placing an EEO statement on all job postings, advertisements and City websites.
- Making the Equal Employment plan available to the public upon request.
- Annually providing copies to Union partners and advertising sites.
- Including it in new employee and supervisory orientations and any EEO training classes.
- Provide a copy to new employees within 30 days of employment.

6) WORKFORCE ANALYSIS

A workforce analysis of the city's current makeup of employees according to job category shall be reviewed at least biennially. All City positions are classified according to one of eight categories as listed on the 2006-2010 US Census for the Jacksonville Metropolitan Service Area of Occupations of the Labor Force for EEO State and Local Government. See Attachment A for Job Classifications. This analysis shall be done on a City wide basis and as necessary to satisfy grant requirements.

7) REPRESENTATION ANALYSIS

Representation Analysis provides an indication of areas that need attention, but does not provide a basis for personnel decisions as to a particular job title. The Representation Analysis compares the representation of minorities and women in each job group with their representation among those available for employment in the local labor market in order to determine under-representation.

Job categories containing 10 or more employees, City wide, were used in determining areas of possible underrepresentation in comparison to the local labor market. This analysis shall be done on a City wide basis and as necessary to satisfy grant requirements.

8) CITY POSITIONS IDENTIFIED AS AREAS OF UNDERREPRESENTATION

For areas of underrepresentation, the City has identified City positions containing 10 or more employees for which minorities and women should be targeted.

For the 2015-2017 fiscal years the following job titles show underrepresentation and are areas upon which more concentrated recruiting shall be focused. This focus shall not grant or deny any individual employment preference because of race, color, religion, national origin, gender, age, sex or disability.

City Wide

Minorities	Females
Department Directors	Department Directors
Customer Service Representatives	Police Sergeants
Police Officers & Firefighters	Police Officers & Firefighters
	Maintenance Workers

The status report for last period's efforts and future action to target the above underrepresented groups can be found in Appendix A-Status Report & Action Plan.

Appendix A

STATUS REPORT AND ACTION PLAN

Equal Employment Opportunity Plan

City Wide Status Report and Action Plan

Areas of Concern:

There appears to be an underutilization of females in the categories of Officials/ Administrators", "Technicians" (Police Sergeants), "Protective Service" (Police Officers and Firefighters), "Service/Maintenance" and black females as Police Officers and Firefighters. There also appears to be an underutilization of males and black females in the "Administrative Support" category.

Status

Officials/Administrators and Professional Categories

We have been successful during this evaluation period in hiring and promoting two minority individuals in the Professional category, one which was a woman; however, there still appears to be an underutilization at this level. In researching this it was found that 33% of the professional workers in support functions such as Finance are female. It appears most of the possible underrepresentation in the Professional category is spread throughout various departments and positions, such as Fire, Electric and Planning. In the future due to retirements, there may be more opportunity to fill these jobs with females.

Technician Category

The Technician Category includes Police Sergeant positions as well as 911 Communications Operators. We have good representation of females in the 911 center. It will take time for more females to move up into the Police ranks. This category also includes our electric operations and this department may have some opportunity in the future to promote females in our Meter Division to Technician level or to train females for NERC certification.

Administrative Category

The Administrative Category includes our administrative assistants, staff assistants, customer service representatives and records specialist. We are underrepresented by males and black females in this area. However, during the evaluation period we hired 1 black female and 2 males in the Administrative Category and continue targeting Customer Service Representatives to recruit more males and black females as staff turns over.

Maintenance Category

Upon review the maintenance category appears to be an area of concern in the number of females. However, upon further review of specific position categories in the 2006-2010 census, it was found that 3.5% of the Jacksonville MSA labor force in the Construction Category and 6% of the Jacksonville MSA Installation Maintenance and Repair Category are female.

City Wide Status Report and Action Plan

Currently 3% of our maintenance category is female, which has declined from 6% in our last report. To bring this percentage to 6%, which would be consistent with the local labor force, the City is actively targeting its golf course and plant maintenance operations for the recruitment of females for maintenance positions.

Protective Services

Since our last evaluation we have been successful in filling female and black underutilization gaps in our Police Department. While there is still underutilization of females in this category, we have been successful in retaining females contrary to the previous evaluation period, thereby showing an increase in utilization. Increased turnover in our Police Department has made it challenging to maintain the utilization gaps in blacks in this category. We also continue to have female and black underutilization in the Fire Department. Since the Fire Department experiences very little turnover, addressing this underutilization has been challenging.

Hiring and Promotion Rates

During this period the City increased its hiring rate for blacks from 8% to 16 % and females from 27% to 35%. However promotions for females decrease from 49% to 33% and for Blacks from 12% to 4%.

Grievances: There have been no grievances filed during this period regarding protective status discrimination. There has been one complaint filed with the EEOC, which was dismissed.

Accomplishments/Actions Taken:

- Increased job visibility by advertising on Governmentjobs.com.
- Increased the ease of the application process by implementing an applicant tracking system which allows applicants to apply using a computer, phone or tablet.
- Advertised with Career source, local churches, colleges, goodwill, ex-military personnel and military dependents, as well as normal advertising (see attached).
- We post on Facebook and use Twitter to reach as many applicants as possible.
- Encouraging language directed at females and minorities is used in all advertising.
- Visited local colleges concerning job openings. Participated regularly in military job fairs, Career source job fairs as well as other community wide job fairs.

- City Website has been enhanced to allow organizations, applicants and employees to sign up for automatic receipt via e-mail of job openings.

City Wide Status Report and Action Plan

- Have a black female to head up recruiting efforts.
- Expanded our interview process to include in most cases an interview committee. Where ever possible females and minorities are included on these committees.
- Attended local events to distribute recruitment information at local events that were well attended by females.
- All individuals participating in interviews must complete review of the City's video training on interviewing which includes components on EEO and ADA.
- All new employees are provided training on the City's EEO plan and all other employees are provided training biennially. We are promoting effective communication techniques to avoid misunderstandings and stop harassing behavior.
- Exit Interviews are reviewed regularly by departments and the Human Resource Director for any problem areas.
- Internal and external organizations and employees can sign up for automatic notification of job openings.
- Flyers for specific positions are designed featuring minorities and women.
- Application process for police positions was simplified making it easier for individuals to complete an initial application.
- Turnover and job actions are regularly reviewed. Turnover is tracked monthly as a performance measurement.

Goal:

To have a qualified workforce that reflects the local available workforce as closely as possible.

Objectives:

Identify problem areas and present to departments for review.

Develop various methods to attract and hire qualified applicants in deficient areas.

Ensure employees abide by the terms of the EEO policy and accept their role in implementing it.

Improve hires rates of minorities and females in areas noted with possible underutilization.

City Wide Status Report and Action Plan

Actions to be Taken:

Recruiting & Hiring

1) Recruit female and minority applicants for openings as Department Directors, Plant Operator Trainees, SCADA Operators, and Firefighter and Police Officer positions as well as supervisory Police positions. Recruit male and female minority applicants for Customer Service Representatives. Recruit female applicants for Maintenance Workers.

2) Continue development of flyers featuring minorities and women. Expand them to cover targeted positions.

3) Interview qualified members of the targeted group whenever possible.

4) Continue use of encouraging language for females and other minorities in advertising.

5) Continue to advertise with minority organizations and local churches.

6) Visit minority colleges and participate in Career source (state unemployment), military and other career fairs, and target females.

7) Continue use of females and minorities to assist in recruitment effort.

8) Continue to include females and minorities on interview boards when possible.

9) Review minority applications and interview rates to determine possible causes of non-selection.

10) Continue community outreach.

Internal Outreach with Managers, Supervisors and Employee

1) Review plan with Managers and Supervisors and areas of under-representation. Obtain feedback for improving plan and achieving goals.

2) Continue training efforts on proper interviewing techniques for interviewers. Provide City wide training on the new plan and EEO issues in 2018.

3) Continue screen of all interview questions for job pertinence and legal compliance.

4) Provide exit interview questionnaires to managers for review.

City Wide Status Report and Action Plan

5) Use career ladders to train females for technician, supervisory and managerial positions.

6) Provide EEO training for all supervisors and employees on the EEO policy in 2018.

7) Continue to provide EEO training as part of new supervisory and employee orientations.

Internal Measurement

1) Review applicant pool demographics by position to measure success of recruiting efforts.

2) Track minority turnover rate against city wide turnover rate at least annually to detect any patterns.

3) Track probationary period completion by race and sex demographics to help identify any patterns.

4) Review exit interview questionnaires for problem areas.

5) Review new hire demographics for achieving goals.

6) Track more closely the hiring ratio of black applicants to determine any pattern or reason behind lower hiring rate compared to whites.

7) Review negative disciplinary actions by demographics biennially to identify any patterns.

External Outreach

1) Post the EEO plan document on the City website for easy access to potential applicants.

2) Ensure job postings are provided to organizations that represent targeted groups. Where possible establish relationships by attending meetings or special events.

3) Attend local community events to promote employment.

4) Join local community groups to promote City employment.

5) Capitalize on using technologies such as Facebook, Twitter and e-mail to reach and keep in touch with possible candidates.

Police Department Status Report and Action Plan

Areas of Concern:

During this reporting period the Police Department has continued to do well in recruiting black males and white females for protective service positions. However, there still appears to be an under-representation of females in protective service supervisory level and black females in police officer positions.

Status

This department has succeeded in fulfilling the underutilization of women and minorities in the administrative support area and has made progress in the protective service area. Since July of 2015, two white females, one black female and one black male were hired in the Patrol Division; however, underutilization of black females in protective services positions continues to be an area that needs to be addressed.

The Technician category encompasses Sergeants and Communications Operators. While we have several females in the communications center, it will take some time to move our female officers up to rank of Sergeant. We currently have one female Corporal.

- We continue to use an abbreviated application to make it easier for applicants to apply and we do not ask for more detailed information and documents from applicants until after certain departmental reviews are complete.

- We have attended graduating classes at various academies making contacts with females. We sponsor candidates through the local Police Academy with scholarship funds.

- Extensive efforts have been made to attend various military career fairs, which include female dependents, Work source (State Unemployment) and other career fairs.

- All new employees are provided training on EEO issues and biennially all employees are provided EEO training.

- We have relaxed the length of time an individual applying for "civilian" positions should be marijuana free from 5 years to 2 years and we have relaxed our policy regarding tattoos.

- We developed several new recruitment flyers targeting certain core missions of the jobs to enable applicants to better assess it as a match for his/her needs. We are also featuring minorities and women in the flyers.

- Outside organizations and employees can be placed on an automatic e-mail list for job openings.

Police Department Status Report and Action Plan

- Advertising of job openings to various schools, churches and minority organizations has been conducted.

- The department has very active community involvement. It provides an annual Halloween, Christmas and "fishing rodeo" event for local children. A Citizen Police Academy and Youth Police Academy for citizens are also provided by the department and are very popular.

Goal:

To have a qualified workforce that reflects the diversity of the local available workforce in all major job categories.

Objectives:

Raise awareness of management staff of possible underutilization.

Identify problem areas and present to department for review.

Develop various methods to attract and hire qualified applicants in deficient areas.

Ensure employees abide by the terms of the EEO policy and accept their role in supporting it.

Recruiting and Hiring

1) Conduct an analysis of workforce statistics for department review once every two years.

2) Advertising should continue to be regularly made with local minority organizations and churches.

3) Advertising language should continue to be targeted to encourage the application of women and minorities for the positions of administrative support and protective service.

4) Contact should be made directly with minorities completing officer training and telling them of our job openings and reserve program.

5) Use females and minorities to assist with recruiting efforts.

6) Females will be part of interview/screening boards.

7) Training on proper interview techniques will continue to be provided to all employees involved on interview/screening boards.

Police Department Status Report and Action Plan

8) Continue to look at ways to streamline the hiring process to make it more efficient and reduce the time from application to a hiring decision.

9) Expedite the employment process by setting "standing" interview dates for potential applicants.

Internal Outreach with Managers, Supervisors and employees.

1) EEO plan will be reviewed with Supervisors and Managers.

2) All managers, supervisors and employees will receive training on City's EEO policy and complaint procedures in 2018.

3) Continue to provide EEO training as part of new supervisory and employee orientations.

6) Continue to provide exit interviews for review.

7) Review turnover statistics to the department by demographics for each supervisor to assess any patterns.

8) Review hiring statistics by demographics for assessment.

Internal Measurement

1) Review applicant pool demographics by position to measure success of recruiting efforts.

2) Track minority turnover rate against city wide turnover rate as least annually to detect any patterns.

3) Track probationary period completion to race and sex demographics to help identify any patterns.

4) Review exit interview questionnaires for problem areas.

5) Review new hire demographics.

6) Review negative disciplinary actions by demographics biennially to identify any patterns.

Police Department Status Report and Action Plan

External Outreach

1) Post the EEO plan document on the City website for easy access to potential applicants.

2) Ensure job postings are provided to organizations that represent targeted groups. Where possible establish relationships by attending meetings or special events.

3) Continue to promote community networking by sponsoring events for local citizens and youth. Attend special events or meetings of community organizations.

4) Capitalize on using new technologies such as Facebook, Twitter and e-mail to reach and keep in touch with possible candidates.

Appendix A

STATISTICS AND ATTACHMENTS

Position Categories

EEO Job Category	City Classification Code
Officials/Administrators	AA
Professional	BB
Technician	CC
Protective Service	DD
Paraprofessional	EE
Administrative Support	FF
Skilled Craft	GG
Service/Maintenance	HH

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
2	2	AA	01	F	B	F	RG	ASST FINANCE/BUDGET OFFCR G
1	3	AA	01	F	B	F	RG	DEPUTY CITY MANAGER G
13	1	AA	01	F	B	F	RG	DIRECTOR OF HUMAN RESOURCES G
2	2	AA	01	F	B	F	RG	CHIEF FINANCIAL OFFICER G
1	3	AA	01	M	B	F	RG	CITY MANAGER
6	1	AA	06	M	B	F	RG	DIRECTOR OF PARKS & REC G
7	7	AA	13	M	B	F	RG	DIST & COLL SUPERINTENDENT G
9	4	AA	04	M	B	F	RG	POLICE COMMANDER G
9	6	AA	04	M	B	F	RG	POLICE COMMANDER G
9	3	AA	04	M	B	F	RG	POLICE COMMANDER G
4	2	AA	10	M	B	F	RG	BUILDING OFFICIAL G
12	5	AA	12	M	B	F	RG	ELECTRIC UTL SUPERINTENDENT G
10	1	AA	05	M	B	F	RG	FIRE CHIEF G
4	1	AA	10	M	B	F	RG	DIRECTOR OF PLAN & DEVELOP G
7	4	AA	02	M	B	F	RG	DIRECTOR OF PUBLIC WORKS G
9	1	AA	04	M	B	F	RG	POLICE CHIEF G
12	2	AA	12	M	B	F	RG	DIRECTOR OF BEACHES ENERGY G
14	2	BB	06	F	B	F	RG	GOLF COURSE SUPERINTENDENT G
2	2	BB	01	F	B	F	RG	ACCOUNTANT G
6	1	BB	01	F	B	F	RG	EVENTS COORDINATOR G
4	1	BB	10	F	B	F	RG	SENIOR PLANNER G
2	4	BB	01	F	B	F	RG	ASSOCIATE BUSINESS ANALYST G
12	2	BB	12	F	C	F	RG	UTILITIES ACCOUNTANT/ANALYST G
2	2	BB	01	F	C	F	RG	INTERNAL AUDITOR G
14	1	BB	06	M	B	F	RG	GOLF PROFESSIONAL G
7	4	BB	13	M	B	F	RG	CONSTRUCTION PROJECT MANAGER L
2	4	BB	01	M	B	F	RG	GIS ADMINISTRATOR G
7	4	BB	02	M	B	F	RG	PUBLIC WORKS PROJ ENGINEER G
2	4	BB	01	M	B	F	RG	SYSTEM ADMINISTRATOR G
6	1	BB	06	M	B	F	RG	RECREATION SUPERINTENDENT G
6	3	BB	06	M	B	F	RG	PARK MAINTENANCE SUPT G
7	4	BB	02	M	B	F	RG	PUBLIC WORKS CITY ENGINEER G
13	1	BB	01	M	B	F	RG	PAYROLL/BENEFITS ADMINISTOR G
2	4	BB	01	M	B	F	RG	INFORMATION SYSTEMS SUPV G
10	1	BB	05	M	B	F	RG	FIRE CAPTAIN/FIRE MARSHAL G
12	39	BB	12	M	B	F	RG	ELECTRIC ENGINEER G
12	3	BB	12	M	B	F	RG	ELECTRIC ENGINEER G
12	3	BB	12	M	B	F	RG	ELECTRIC ENGINEER PROJ SUPV G
2	4	BB	01	M	B	F	RG	BUSINESS ANALYST G
10	1	BB	05	M	B	F	RG	FIRE CAPTAIN/SHIFT COMMANDER G
10	1	BB	05	M	B	F	RG	FIRE CAPTAIN/SHIFT COMMANDER G
10	1	BB	05	M	B	F	RG	FIRE CAPTAIN/SHIFT COMMANDER G
6	6	BB	06	M	E	F	RG	TENNIS FACILITY MANAGER G

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
2	2	BB	01	M	E	F	RG	ACCOUNTING SUPERVISOR G
12	3	BB	12	M	E	F	RG	ELECTRIC ENGINEER G
12	3	BB	12	M	E	F	RG	ELECTRIC ENGINEER SUPV G
2	4	BB	01	M	N	F	RG	SYSTEM ADMIN/PUBLIC SAFETY G
9	5	CC	04	F	B	F	RG	SR PUB SAFETY COMM OFF QA L
9	5	CC	04	F	B	F	RG	SR PUB SAFETY COMM OFF QA L
9	5	CC	04	F	B	F	RG	SR PUB SAFETY COMM OFF QA L
9	5	CC	04	F	B	F	RG	SR PUB SAFETY COMM OFF QA L
9	5	CC	04	F	B	F	RG	PUBLIC SAFETY COMM SUPV G
12	12	CC	12	F	B	F	RG	SYSTEM OPERAT NERC CERT QA L
9	5	CC	04	F	C	F	RG	SR PUB SAFETY COMM OFF QA L
9	5	CC	04	F	C	F	RG	PUBLIC SAFETY COMM OFF QA L
9	5	CC	04	M	B	F	RG	SR PUB SAFETY COMM OFF QA L
9	5	CC	04	M	B	F	RG	SR PUB SAFETY COMM OFF QA L
7	1	CC	02	M	B	F	RG	ENGINEERING DESIGN/GIS TECH L
7	6	CC	13	M	B	F	RG	UTIL PLT INSTRUMENTAT TECH L
12	4	CC	12	M	B	F	RG	APPRENTICE RELAY TECHNICIAN L
12	4	CC	12	M	B	F	RG	CONSTRUCTION & MAINT SUPV G
12	5	CC	12	M	B	F	RG	CONSTRUCTION & MAINT SUPV G
12	5	CC	12	M	B	F	RG	CONSTRUCTION & MAINT SUPV G
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OPERAT NERC CERT QA L
12	12	CC	12	M	B	F	RG	SYSTEM OP/PROGRMR NERC CERT L
9	6	CC	04	M	B	F	RG	PROPERTY & EVIDENCE OFFICER L
12	3	CC	12	M	B	F	RG	DESIGN DRAFTING TECHNICIAN L
12	3	CC	12	M	B	F	RG	LEAD DESIGN DRAFT/GIS TECH L
9	4	CC	04	M	B	F	RG	POLICE SERGEANT FOP
9	4	CC	04	M	B	F	RG	POLICE SERGEANT FOP
9	4	CC	04	M	B	F	RG	POLICE SERGEANT FOP
9	3	CC	04	M	B	F	RG	POLICE SERGEANT FOP
12	4	CC	12	M	B	F	RG	RELAY TECHNICIAN L
12	4	CC	12	M	B	F	RG	RELAY TECHNICIAN L
12	4	CC	12	M	B	F	RG	RELAY TECHNICIAN L
9	3	CC	04	M	B	F	RG	POLICE SERGEANT/NON-UNION G
9	3	CC	04	M	B	F	RG	POLICE SERGEANT/NON-UNION G
9	6	CC	04	M	B	F	RG	POLICE SERGEANT/NON-UNION G
12	12	CC	12	M	B	F	RG	SYSTEM OPERATIONS SUPERVISOR G
9	4	CC	04	M	C	F	RG	POLICE SERGEANT FOP

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
9	4	CC	04	M	C	F	RG	POLICE SERGEANT FOP
12	4	CC	12	M	C	F	RG	RELAY TECHNICIAN L
9	5	CC	04	M	D	F	RG	SR PUB SAFETY COMM OFF QA L
2	5	CC	12	M	D	F	RG	PROPERTY & PROCUREMENT OFF G
9	4	CC	04	M	E	F	RG	POLICE SERGEANT FOP
9	3	DD	04	F	B	F	RG	POLICE CORPORAL FOP
9	3	DD	04	F	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	F	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	F	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	F	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	F	B	F	RG	POLICE OFFICER FOP
10	1	DD	05	F	B	F	RG	FIREFIGHTER/ENGINEER I
9	4	DD	04	F	D	F	RG	POLICE CORPORAL FOP
6	2	DD	06	M	B	F	RG	OCEAN RESCUE SUPERVISOR G
9	4	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	4	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	4	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	3	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	3	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	4	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	3	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	4	DD	04	M	B	F	RG	POLICE CORPORAL FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	B	F	RG	FIRE LIEUTENANT I
10	1	DD	05	M	B	F	RG	FIRE LIEUTENANT I
10	1	DD	05	M	B	F	RG	FIRE LIEUTENANT I
10	1	DD	05	M	B	F	RG	FIRE LIEUTENANT I
10	1	DD	05	M	B	F	RG	FIRE LIEUTENANT I
10	1	DD	05	M	B	F	RG	FIRE TRAIN/SAFETY LT I
9	4	DD	04	M	C	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	C	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	C	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	C	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	C	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	C	F	RG	POLICE OFFICER FOP
10	1	DD	05	M	C	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	D	F	RG	FIREFIGHTER/ENGINEER I
10	1	DD	05	M	E	F	RG	FIRE LIEUTENANT I
1	6	EE	01	F	B	F	RG	ASSISTANT CITY CLERK G
4	6	EE	10	F	B	F	RG	CODE ENFORCEMENT INSPECTOR L
6	9	EE	06	F	C	F	RG	RECREATION SUPERVISOR G
12	34	EE	01	F	D	F	RG	BUYER L
12	3	EE	12	M	B	F	RG	ELECTRIC ENGINEER TECH II QA L
12	3	EE	12	M	B	F	RG	ELECTRIC ENGINEER TECH II QA L
12	31	EE	12	M	B	F	RG	BUS RELATIONS/CONSERV COORD G
6	9	EE	06	M	C	F	RG	RECREATION LEADER G
9	6	FF	04	F	B	F	RG	COMMUNITY SERVICE OFFICER L

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	4	DD	04	M	B	F	RG	POLICE OFFICER FOP
9	3	DD	04	M	B	F	RG	POLICE OFFICER FOP
12	2	FF	12	F	B	F	RG	CUSTOMER SERVICE REP I L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP I L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP I L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP I L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP I L
9	2	FF	04	F	B	F	RG	POLICE RECORDS SUPERVISOR G
13	1	FF	01	F	B	F	RG	PAYROLL SPECIALIST G
4	6	FF	10	F	B	F	RG	SENIOR PERMIT SPECIALIST L
4	2	FF	10	F	B	F	RG	PERMIT SPECIALIST L
4	2	FF	10	F	B	F	RG	PERMIT SPECIALIST L
9	6	FF	04	F	B	F	RG	POLICE ACCREDITATION MGR G
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP II L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP II L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP II L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP II L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE REP II L
12	2	FF	12	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
7	4	FF	02	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
10	1	FF	04	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
6	1	FF	06	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
2	2	FF	01	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
13	1	FF	01	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
1	6	FF	01	F	B	F	RG	ADMINISTRATIVE ASSISTANT G
2	3	FF	01	F	B	F	RG	ASSISTANT CUST SERVICE SUPV G
2	3	FF	01	F	B	F	RG	COLLECTIONS REPRESENTATIVE L
2	3	FF	01	F	B	F	RG	CUSTOMER SERVICE SUPERVISOR G
1	6	FF	01	F	B	F	RG	CITY CLERK G
7	1	FF	02	F	C	F	RG	STAFF ASSISTANT G
13	1	FF	05	F	C	F	RG	STAFF ASSISTANT G
9	3	FF	01	F	C	F	RG	STAFF ASSISTANT G
2	3	FF	01	F	C	F	RG	CUSTOMER SERVICE REP I L
2	5	FF	01	F	C	F	RG	PURCHASING SPECIALIST L
13	1	FF	01	F	C	F	RG	HUMAN RESOURCES GENERALIST G
12	71	FF	12	F	D	F	RG	STAFF ASSISTANT G
2	2	FF	01	F	E	F	RG	ACCOUNTING TECHNICIAN L
1	3	FF	01	F	E	F	RG	ASSISTANT TO CITY MANAGER G
12	34	FF	15	F	E	F	RG	CHIEF STOREKEEPER G
2	3	FF	01	F	N	F	RG	CUSTOMER SERVICE REP II L
2	3	FF	01	M	B	F	RG	CUSTOMER SERVICE REP I L

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
9	2	FF	04	F	B	F	RG	POLICE RECORDS SPECIALIST L
9	2	FF	04	F	B	F	RG	POLICE RECORDS SPECIALIST L
9	1	FF	05	F	B	F	RG	STAFF ASSISTANT G
9	1	FF	04	F	B	F	RG	STAFF ASSISTANT G
7	7	GG	13	M	B	F	RG	EQUIPMENT OPERATOR L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	B	F	RG	APPRENTICE LINEWORKER L
7	5	GG	12	M	B	F	RG	UTILITY PLT MAINT SUPV G
7	6	GG	13	M	B	F	RG	UTILITY PLT MAINT SUPV G
6	3	GG	06	M	B	F	RG	LEAD EQUIP MECHANIC L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	B	F	RG	JOURNEY LINEWORKER QA L
7	13	GG	13	M	B	F	RG	SANITATION SUPERVISOR L
12	5	GG	12	M	B	F	RG	LINE CREW LEADER L
12	5	GG	12	M	B	F	RG	LINE CREW LEADER L
12	5	GG	12	M	B	F	RG	LINE CREW LEADER L
12	5	GG	12	M	B	F	RG	LINE CREW LEADER L
12	5	GG	12	M	B	F	RG	LINE CREW LEADER L
12	5	GG	12	M	B	F	RG	LINE CREW LEADER L
7	1	GG	02	M	B	F	RG	HEAVY EQUIPMENT OPERATOR L
12	71	GG	12	M	B	F	RG	CUT IN-CUT OUT TECHNICIAN L
7	5	GG	12	M	B	F	RG	UTILITY PLT OPERATOR (WP) QA L
3	4	GG	15	M	B	F	RG	BUILDING MAINT MECHANIC L
3	6	GG	15	M	B	F	RG	BUILDING MAINT MECHANIC L
7	6	GG	13	M	B	F	RG	LIFT STATION MECHANIC L
12	71	GG	12	M	B	F	RG	CONSUMPTION TECHNICIAN L
7	5	GG	12	M	B	F	RG	UTILITY PLT MECHANIC L
7	6	GG	13	M	B	F	RG	UTILITY PLT MECHANIC L
7	5	GG	12	M	B	F	RG	UTILITY PLT MECHANIC L
7	5	GG	12	M	B	F	RG	PLANT OPERATIONS/TRAIN SPEC L

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
2	3	FF	01	M	B	F	RG	CUSTOMER SERVICE REP I L
9	12	FF	04	M	B	F	RG	PARKING ENFORCEMENT CORD L
2	4	FF	01	M	B	F	RG	DATABASE ADMINISTRATOR G
12	34	FF	15	M	E	F	RG	STOREKEEPER L
7	1	GG	02	F	B	F	RG	EQUIPMENT OPERATOR L
12	71	GG	12	F	B	F	RG	CUT IN-CUT OUT TECHNICIAN L
7	6	GG	13	F	B	F	RG	UTILITY PLT SUPERVISOR (PCP) G
7	1	GG	02	M	B	F	RG	EQUIPMENT OPERATOR L
6	3	GG	06	M	C	F	RG	EQUIPMENT OPERATOR L
7	1	GG	02	M	C	F	RG	EQUIPMENT OPERATOR L
12	5	GG	12	M	C	F	RG	JOURNEY LINEWORKER QA L
12	5	GG	12	M	C	F	RG	LINE CREW LEADER L
12	71	GG	12	M	C	F	RG	CUT IN-CUT OUT TECHNICIAN L
7	6	GG	13	M	C	F	RG	LIFT STATION MECHANIC L
7	6	GG	13	M	C	F	RG	UTILITY PLT MECHANIC L
7	6	GG	13	M	C	F	RG	PLANT OPERATIONS/TRAIN SPEC L
12	71	GG	12	M	C	F	RG	ELECTRIC METER TECHNICIAN L
7	6	GG	13	M	C	F	RG	SR UTILITY PLT OPERATOR (PCP)L
7	6	GG	13	M	C	F	RG	SR UTILITY PLT OPERATOR (PCP)L
7	5	GG	12	M	C	F	RG	SR UTILITY PLT OPERATOR (WP) L
7	6	GG	13	M	D	F	RG	SENIOR LIFT STATION MECHANIC L
12	5	GG	12	M	D	F	RG	APPRENTICE LINEWORKER L
12	5	GG	12	M	D	F	RG	APPRENTICE LINEWORKER L
7	1	GG	02	M	B	F	RG	GENERAL SUPERVISOR (PUB WK) L
7	7	GG	13	M	B	F	RG	GENERAL SUPERVISOR (PUB WK) L
7	6	GG	13	M	B	F	RG	SR UTILITY PLT OPERATOR (PCP)L
7	5	GG	12	M	B	F	RG	SR UTILITY PLT OPERATOR (WP) L
3	4	GG	15	M	B	F	RG	BUILDING MAINTENANCE SUPV G
7	5	GG	12	M	B	F	RG	UTILITY PLT SUPERVISOR (WP) G
7	1	GG	02	M	B	F	RG	STREETS SUPERINTENDENT G
7	13	GG	13	M	C	F	RG	EQUIPMENT OPERATOR L
14	2	HH	06	F	B	F	RG	MAINTENANCE WKER I QA L
9	6	HH	04	F	B	F	RG	ANIMAL CONTROL OFFICER L
7	1	HH	02	M	B	F	RG	MAINTENANCE WKER I QA L
7	1	HH	02	M	B	F	RG	MAINTENANCE WKER I QA L
7	1	HH	02	M	B	F	RG	TRAFFIC MARK/SIGNAGE SUPER L
12	71	HH	12	M	B	F	RG	METER READER L
12	71	HH	12	M	B	F	RG	METER READER L
7	5	HH	12	M	B	F	RG	UTILITY PLT OP TRAINEE (WP) L
7	5	HH	12	M	B	F	RG	UTILITY PLT OP TRAINEE (WP) L
7	7	HH	13	M	B	F	RG	UTILITY SERV WKER I QA L
7	5	HH	12	M	B	F	RG	PLANT MAINTENANCE HELPER L
7	7	HH	13	M	B	F	RG	UTILITY SERV WKER II QA L

CITY POSITIONS AS OF 6/30/2017

Dept #	Div #	EEO	EEO	Sex	Ethnic	F/P	Status	Position Title
14	2	HH	06	M	B	F	RG	MAINTENANCE WKER III QA L
14	2	HH	06	M	B	F	RG	MAINTENANCE WKER III QA L
14	2	HH	06	M	B	F	RG	MAINTENANCE WKER III QA L
14	2	HH	06	M	B	F	RG	MAINTENANCE WKER III QA L
7	7	HH	13	M	B	F	RG	UTILITY SERV WKER III QA L
7	7	HH	13	M	B	F	RG	CREW SUPERVISOR L
7	1	HH	02	M	B	F	RG	CREW SUPERVISOR L
7	7	HH	13	M	B	F	RG	CREW SUPERVISOR L
14	2	HH	06	M	B	F	RG	CREW SUPERVISOR L
7	1	HH	02	M	C	F	RG	MAINTENANCE WKER I QA L
6	3	HH	06	M	C	F	RG	MAINTENANCE WKER I QA L
7	1	HH	02	M	C	F	RG	MAINTENANCE WKER I QA L
7	1	HH	02	M	C	F	RG	MAINTENANCE WKER I QA L
12	71	HH	12	M	C	F	RG	METER READER L
12	71	HH	12	M	C	F	RG	METER READER L
7	7	HH	13	M	C	F	RG	UTILITY SERV WKER I QA L
7	7	HH	13	M	C	F	RG	UTILITY SERV WKER I QA L
7	7	HH	13	M	C	F	RG	UTILITY SERV WKER I QA L
7	7	HH	13	M	C	F	RG	UTILITY SERV WKER I QA L
7	5	HH	12	M	C	F	RG	PLANT MAINTENANCE HELPER L
7	7	HH	13	M	C	F	RG	UTILITY SERV WKER II QA L
6	3	HH	06	M	C	F	RG	MAINTENANCE WKER III QA L
6	3	HH	06	M	C	F	RG	CREW SUPERVISOR L
7	7	HH	13	M	C	F	RG	CREW SUPERVISOR L
7	1	HH	02	M	C	F	RG	CREW SUPERVISOR L
7	6	HH	13	M	D	F	RG	UTILITY PLT OP TRAINEE (PCP) L
6	3	HH	06	M	D	F	RG	CREW SUPERVISOR L

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

CITY WIDE

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials		Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage	16	Workforce	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	18.2	27.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-18.2	-7.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional		Community	40.9	31.8	4.4	2.2	1.8	0.1	0.1	0.5	59.1	43.9	10.1	2.7	1.8	0.2	0.1	0.3
Percentage	32	Workforce	78.1	62.5	0.0	0.0	12.5	0.0	0.0	3.1	21.9	15.6	6.3	0.0	0.0	0.0	0.0	0.0
		% Difference	37.2	30.7	-4.4	-2.2	10.7	-0.1	-0.1	2.6	-37.2	-28.3	-3.9	-2.7	-1.8	-0.2	-0.1	-0.3
Technician		Community	44.7	32.3	6.3	2.8	1.9	0.3	0.2	0.9	55.3	36.5	11.9	2.3	3.1	0.1	0.0	1.4
Percentage	42	Workforce	81.0	66.7	7.1	4.8	2.4	0.0	0.0	0.0	19.0	16.7	2.4	0.0	0.0	0.0	0.0	0.0
		% Difference	36.3	34.4	0.8	2.0	0.5	-0.3	-0.2	-0.9	-36.3	-19.8	-9.5	-2.3	-3.1	-0.1	0.0	-1.4
Protective Service:Sworn		Community	77.1	55.9	15.0	3.9	1.4	0.1	0.0	0.8	22.9	12.7	9.0	0.6	0.2	0.1	0.0	0.3
Percentage	48	Workforce	87.5	77.1	8.3	0.0	2.1	0.0	0.0	0.0	12.5	10.4	0.0	2.1	0.0	0.0	0.0	0.0
		% Difference	10.4	21.2	-6.7	-3.9	0.7	-0.1	0.0	-0.8	-10.4	-2.3	-9.0	1.5	-0.2	-0.1	0.0	-0.3
Protective Service:Un-Sworn		Community	40.9	26.1	10.8	3.0	0.0	0.0	0.0	0.0	59.1	38.4	18.7	2.0	0.0	0.0	0.0	0.0
Percentage	26	Workforce	96.2	84.6	3.8	3.8	3.8	0.0	0.0	0.0	3.8	3.8	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	55.3	58.5	-7.0	0.8	3.8	0.0	0.0	0.0	-55.3	-34.6	-18.7	-2.0	0.0	0.0	0.0	0.0
Paraprofessional		Community																
Percentage	8	Workforce	50.0	37.5	12.5	0.0	0.0	0.0	0.0	0.0	50.0	25.0	12.5	12.5	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt		Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage	47	Workforce	10.6	8.5	0.0	0.0	2.1	0.0	0.0	0.0	89.4	68.1	10.6	2.1	6.4	0.0	0.0	2.1
		% Difference	-24.5	-17.1	-6.1	-2.0	1.2	-0.1	0.0	-0.4	24.5	24.0	-4.3	-1.2	5.1	-0.1	0.0	0.9
Skillled Craft		Community	95.0	74.6	13.2	5.2	1.1	0.2	0.1	0.6	5.0	3.7	0.6	0.3	0.2	0.0	0.0	0.2
Percentage	66	Workforce	93.9	71.2	18.2	4.5	0.0	0.0	0.0	0.0	6.1	6.1	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	-1.1	-3.4	5.0	-0.7	-1.1	-0.2	-0.1	-0.6	1.1	2.4	-0.6	-0.3	-0.2	0.0	0.0	-0.2
Service/Maintenance		Community	57.7	35.9	16.5	2.8	1.3	0.2	0.0	1.0	42.3	25.1	12.3	2.4	1.6	0.2	0.1	0.6
Percentage	34	Workforce	97.1	50.0	41.2	5.9	0.0	0.0	0.0	0.0	2.9	2.9	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	39.4	14.1	24.7	3.1	-1.3	-0.2	0.0	-1.0	-39.4	-22.2	-12.3	-2.4	-1.6	-0.2	-0.1	-0.6
Total	319																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Department: Police

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials		Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage	4	Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	43.2	52.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-43.2	-32.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional		Community																
Percentage	0	Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Technician		Community	44.7	32.3	6.3	2.8	1.9	0.3	0.2	0.9	55.3	36.5	11.9	2.3	3.1	0.1	0.0	1.4
Percentage	20	Workforce	65.0	45.0	10.0	5.0	5.0	0.0	0.0	0.0	35.0	30.0	5.0	0.0	0.0	0.0	0.0	0.0
		% Difference	20.3	12.7	3.7	2.2	3.1	-0.3	-0.2	-0.9	-20.3	-6.5	-6.9	-2.3	-3.1	-0.1	0.0	-1.4
Protective Service:Sworn		Community	77.1	55.9	15.0	3.9	1.4	0.1	0.0	0.8	22.9	12.7	9.0	0.6	0.2	0.1	0.0	0.3
Percentage	48	Workforce	87.5	77.1	8.3	0.0	2.1	0.0	0.0	0.0	12.5	10.4	0.0	2.1	0.0	0.0	0.0	0.0
		% Difference	10.4	21.2	-6.7	-3.9	0.7	-0.1	0.0	-0.8	-10.4	-2.3	-9.0	1.5	-0.2	-0.1	0.0	-0.3
Paraprofessional		Community																
Percentage	0	Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt		Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage	8	Workforce	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	87.5	87.5	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	-22.6	-13.1	-6.1	-2.0	-0.9	-0.1	0.0	-0.4	22.6	43.4	-14.9	-3.3	-1.3	-0.1	0.0	-1.2
Skillled Craft		Community																
Percentage	0	Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Service/Maintenance		Community	57.7	35.9	16.5	2.8	1.3	0.2	0.0	1.0	42.3	25.1	12.3	2.4	1.6	0.2	0.1	0.6
Percentage	1	Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	42.3	64.1	-16.5	-2.8	-1.3	-0.2	0.0	-1.0	-42.3	-25.1	-12.3	-2.4	-1.6	-0.2	-0.1	-0.6
Total	81																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Department: Police

Sworn

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Officials/Adm		Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage	4	Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chiefs, Commanders		% Difference	43.2	52.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-43.2	-32.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Technician		Community	44.7	32.3	6.3	2.8	1.9	0.3	0.2	0.9	55.3	36.5	11.9	2.3	3.1	0.1	0.0	1.4
Percentage	10	Workforce	100.0	70.0	20.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sergeants		% Difference	55.3	37.7	13.7	-2.8	8.1	-0.3	-0.2	-0.9	-55.3	-36.5	-11.9	-2.3	-3.1	-0.1	0.0	-1.4
Protective Serv		Community	77.1	55.9	15.0	3.9	1.4	0.1	0.0	0.8	22.9	12.7	9.0	0.6	0.2	0.1	0.0	0.3
Percentage	48	Workforce	87.5	77.1	9.5	0.0	0.0	0.0	0.0	0.0	12.5	10.4	0.0	2.1	0.0	0.0	0.0	0.0
Officers, Corporals		% Difference	10.4	21.2	-5.5	-3.9	-1.4	-0.1	0.0	-0.8	-10.4	-2.3	-9.0	1.5	-0.2	-0.1	0.0	-0.3
Total	62																	

Non Sworn

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Technicians		Community	44.7	32.3	6.3	2.8	1.9	0.3	0.2	0.9	55.3	36.5	11.9	2.3	3.1	0.1	0.0	1.4
Percentage	10	Workforce	30.0	20.0	0.0	10.0	0.0	0.0	0.0	0.0	70.0	60.0	10.0	0.0	0.0	0.0	0.0	0.0
Communications, Property		% Difference	-14.7	-12.3	-6.3	7.2	-1.9	-0.3	-0.2	-0.9	14.7	23.5	-1.9	-2.3	-3.1	-0.1	0.0	-1.4
Administrative Suppt		Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage	8	Workforce	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	87.5	87.5	0.0	0.0	0.0	0.0	0.0	0.0
Secretaries, Records		% Difference	-22.6	-13.1	-6.1	-2.0	-0.9	-0.1	0.0	-0.4	22.6	43.4	-14.9	-3.3	-1.3	-0.1	0.0	-1.2
Service/Maintenance		Community	57.7	35.9	16.5	2.8	1.3	0.2	0.0	1.0	42.3	25.1	12.3	2.4	1.6	0.2	0.1	0.6
Percentage	1	Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Animal Control		% Difference	-57.7	-35.9	-16.5	-2.8	-1.3	-0.2	0.0	-1.0	57.7	74.9	-12.3	-2.4	-1.6	-0.2	-0.1	-0.6
Total	19																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Department: Fire

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials	1	Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	43.2	52.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-43.2	-32.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional	4	Community	40.9	31.8	4.4	2.2	1.8	0.1	0.1	0.5	59.1	43.9	10.1	2.7	1.8	0.2	0.1	0.3
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	59.1	68.2	-4.4	-2.2	-1.8	-0.1	-0.1	-0.5	-59.1	-43.9	-10.1	-2.7	-1.8	-0.2	-0.1	-0.3
Technician	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Protective Service	25	Community	40.9	26.1	10.8	3.0	0.0	0.0	0.0	0.0	59.1	38.4	18.7	2.0	0.0	0.0	0.0	0.0
Percentage		Workforce	96.0	84.0	4.0	4.0	4.0	0.0	0.0	0.0	4.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	55.1	57.9	-6.8	1.0	4.0	0.0	0.0	0.0	-55.1	-34.4	-18.7	-2.0	0.0	0.0	0.0	0.0
Paraprofessional	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt	2	Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0
		% Difference	-35.1	-25.6	-6.1	-2.0	-0.9	-0.1	0.0	-0.4	35.1	5.9	35.1	-3.3	-1.3	-0.1	0.0	-1.2
Skillled Craft	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Service/Maintenance	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Total	32																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Department: City Manager, City Clerk, Personnel, Finance, Planning & Development
Purchasing

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials	6	Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage		Workforce	33.3	33.3							66.7	66.7						
		% Difference	-23.5	-14.6	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	23.5	34.6	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional	14	Community	40.9	31.8	4.4	2.2	1.8	0.1	0.1	0.5	59.1	43.9	10.1	2.7	1.8	0.2	0.1	0.3
Percentage		Workforce	64.3	50.0			7.1			7.1	35.7	28.6	7.1					
		% Difference	23.4	18.2	-4.4	-2.2	5.3	-0.1	-0.1	6.6	-23.4	-15.3	-3.0	-2.7	-1.8	-0.2	-0.1	-0.3
Technician	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Protective Service	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Paraprofessional	3	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt	29	Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage		Workforce	10.3	10.3							89.7	69.0	10.3		6.9			3.4
		% Difference	-24.8	-15.3	-6.1	-2.0	-0.9	-0.1	0.0	-0.4	24.8	24.9	-4.6	-3.3	5.6	-0.1	0.0	2.2
Skillled Craft	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Service/Maintenance	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Total	52																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Departments: Recreation, Landscape/Maintenance & Golf Course, Beach Patrol

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials	1	Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	43.2	52.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-43.2	-32.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional	4	Community	40.9	31.8	4.4	2.2	1.8	0.1	0.1	0.5	59.1	43.9	10.1	2.7	1.8	0.2	0.1	0.3
Percentage		Workforce	75.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	34.1	18.2	-4.4	-2.2	23.2	-0.1	-0.1	-0.5	-34.1	-18.9	-10.1	-2.7	-1.8	-0.2	-0.1	-0.3
Technician	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Protective Service	1	Community	40.9	26.1	10.8	3.0	0.0	0.0	0.0	0.0	59.1	38.4	18.7	2.0	0.0	0.0	0.0	0.0
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	59.1	73.9	-10.8	-3.0	0.0	0.0	0.0	0.0	-59.1	-38.4	-18.7	-2.0	0.0	0.0	0.0	0.0
Paraprofessional	2	Community																
Percentage		Workforce	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt	1	Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	-35.1	-25.6	-6.1	-2.0	-0.9	-0.1	0.0	-0.4	35.1	55.9	-14.9	-3.3	-1.3	-0.1	0.0	-1.2
Skillled Craft	2	Community	95.0	74.6	13.2	5.2	1.1	0.2	0.1	0.6	5.0	3.7	0.6	0.3	0.2	0.0	0.0	0.2
Percentage		Workforce	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	5.0	-24.6	36.8	-5.2		-0.2		-0.6	-5.0	-3.7	-0.6	-0.3		0.0	0.0	-0.2
Service/Maintenance	7	Community	57.7	35.9	16.5	2.8	1.3	0.2	0.0	1.0	42.3	25.1	12.3	2.4	1.6	0.2	0.1	0.6
Percentage		Workforce	85.7	28.6	42.9	14.3	0.0	0.0	0.0	0.0	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	28.0	-7.3	26.4	11.5	-1.3	-0.2	0.0	-1.0	-28.0	-10.8	-12.3	-2.4	-1.6	-0.2	-0.1	-0.6
Total	18																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Department: Beaches Energy & Property Management

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials	2	Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	43.2	52.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-43.2	-32.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional	7	Community	40.9	31.8	4.4	2.2	1.8	0.1	0.1	0.5	59.1	43.9	10.1	2.7	1.8	0.2	0.1	0.3
Percentage		Workforce	85.7	57.1	0.0	0.0	28.6	0.0	0.0	0.0	14.3	0.0	14.3	0.0	0.0	0.0	0.0	0.0
		% Difference	44.8	25.3	-4.4	-2.2	26.8	-0.1	-0.1	-0.5	-44.8	-43.9	4.2	-2.7	-1.8	-0.2	-0.1	-0.3
Technician	20	Community	44.7	32.3	6.3	2.8	1.9	0.3	0.2	0.9	55.3	36.5	11.9	2.3	3.1	0.1	0.0	1.4
Percentage		Workforce	95.0	85.0	5.0	5.0	0.0	0.0	0.0	0.0	5.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	50.3	52.7	-1.3	2.2	-1.9	-0.3	-0.2	-0.9	-50.3	-31.5	-11.9	-2.3	-3.1	-0.1	0.0	-1.4
Protective Service	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Paraprofessional	3	Community																
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt	5	Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage		Workforce	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0	80.0	40.0	0.0	20.0	20.0	0.0	0.0	0.0
		% Difference	-15.1	-25.6	-6.1	-2.0	19.1	-0.1	0.0	-0.4	15.1	-4.1	-14.9	16.7	18.7	-0.1	0.0	-1.2
Skillled Craft	43	Community	95.0	74.6	13.2	5.2	1.1	0.2	0.1	0.6	5.0	3.7	0.6	0.3	0.2	0.0	0.0	0.2
Percentage		Workforce	97.7	81.4	11.6	4.7	0.0	0.0	0.0	0.0	2.3	2.3	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	2.7	6.8	-1.6	-0.5	-1.1	-0.2	-0.1	-0.6	-2.7	-1.4	-0.6	-0.3	-0.2	0.0	0.0	-0.2
Service/Maintenance	7	Community	57.7	35.9	16.5	2.8	1.3	0.2	0.0	1.0	42.3	25.1	12.3	2.4	1.6	0.2	0.1	0.6
Percentage		Workforce	100.0	71.4	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	42.3	35.5	12.1	-2.8	-1.3	-0.2	0.0	-1.0	-42.3	-25.1	-12.3	-2.4	-1.6	-0.2	-0.1	-0.6
Total	87																	

City of Jacksonville Beach Employment-EEO Report
Comparison of Community to City
Date: June, 2017

Department: Public Works

Job Category	Total	Comparison	Males Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore	Females Total	White	Black	Hispan	Asian	AI/Alask	NH/PI	2orMore
Adm/Officials	2	Community	56.8	47.9	5.0	1.9	1.1	0.2	0.0	0.7	43.2	32.1	7.7	2.0	0.8	0.1	0.1	0.4
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	43.2	52.1	-5.0	-1.9	-1.1	-0.2	0.0	-0.7	-43.2	-32.1	-7.7	-2.0	-0.8	-0.1	-0.1	-0.4
Professional	3	Community	40.9	31.8	4.4	2.2	1.8	0.1	0.1	0.5	59.1	43.9	10.1	2.7	1.8	0.2	0.1	0.3
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	59.1	68.2	-4.4	-2.2	-1.8	-0.1	-0.1	-0.5	-59.1	-43.9	-10.1	-2.7	-1.8	-0.2	-0.1	-0.3
Technician	2	Community	44.7	32.3	6.3	2.8	1.9	0.3	0.2	0.9	55.3	36.5	11.9	2.3	3.1	0.1	0.0	1.4
Percentage		Workforce	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	55.3	67.7	-6.3	-2.8	-1.9	-0.3	-0.2	-0.9	-55.3	-36.5	-11.9	-2.3	-3.1	-0.1	0.0	-1.4
Protective Service	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Paraprofessional	0	Community																
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference																
Administrative Suppt	2	Community	35.1	25.6	6.1	2.0	0.9	0.1	0.0	0.4	64.9	44.1	14.9	3.3	1.3	0.1	0.0	1.2
Percentage		Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0
		% Difference	-35.1	-25.6	-6.1	-2.0	-0.9	-0.1	0.0	-0.4	35.1	5.9	35.1	-3.3	-1.3	-0.1	0.0	-1.2
Skillled Craft	21	Community	95.0	74.6	13.2	5.2	1.1	0.2	0.1	0.6	5.0	3.7	0.6	0.3	0.2	0.0	0.0	0.2
Percentage		Workforce	85.7	52.4	28.6	4.8	0.0	0.0	0.0	0.0	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	-9.3	-22.2	15.4	-0.4	-1.1	-0.2	-0.1	-0.6	9.3	10.6	-0.6	-0.3	-0.2	0.0	0.0	-0.2
Service/Maintenance	19	Community	57.7	35.9	16.5	2.8	1.3	0.2	0.0	1.0	42.3	25.1	12.3	2.4	1.6	0.2	0.1	0.6
Percentage		Workforce	100.0	47.4	47.4	5.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		% Difference	42.3	11.5	30.9	2.5	-1.3	-0.2	0.0	-1.0	-42.3	-25.1	-12.3	-2.4	-1.6	-0.2	-0.1	-0.6
Total	49																	

EEO-CIT06R-Geography-Jacksonville, FL
EEO Tabulation 2006-2010 (5-year ACS data)

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

Subject	Total, race	Hispanic or Latino		Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races							Balance of
		White alone	All other	White alone	Black or	American	Asian alone	Native	White and	White and	White and	Black and	NHPI and	NHPI and	NHPI and	
Officials/Administrators																
Total, both sexes																
Number	87,540	2,430	900	70,000	11,095	255	1,685	65	75	345	320	130	(X)	(X)	(X)	230
Percent	100.0%	2.8%	1.0%	80.0%	12.7%	0.3%	1.9%	0.1%	0.1%	0.4%	0.4%	0.1%	(X)	(X)	(X)	0.3%
Male																
Number	49,740	1,205	410	41,935	4,350	210	955	20	45	255	235	10	(X)	(X)	(X)	110
Percent	56.8%	1.4%	0.5%	47.9%	5.0%	0.2%	1.1%	0.0%	0.1%	0.3%	0.3%	0.0%	(X)	(X)	(X)	0.1%
Female																
Number	37,800	1,225	490	28,070	6,745	45	735	50	30	90	85	120	(X)	(X)	(X)	115
Percent	43.2%	1.4%	0.6%	32.1%	7.7%	0.1%	0.8%	0.1%	0.0%	0.1%	0.1%	0.1%	(X)	(X)	(X)	0.1%
Professionals																
Total, both sexes																
Number	102,955	3,370	1,585	78,000	14,910	255	3,670	115	110	270	285	75	(X)	(X)	(X)	310
Percent	100.0%	3.3%	1.5%	75.8%	14.5%	0.2%	3.6%	0.1%	0.1%	0.3%	0.3%	0.1%	(X)	(X)	(X)	0.3%
Male																
Number	42,070	1,555	700	32,755	4,485	90	1,840	55	100	110	190	65	(X)	(X)	(X)	130
Percent	40.9%	1.5%	0.7%	31.8%	4.4%	0.1%	1.8%	0.1%	0.1%	0.1%	0.2%	0.1%	(X)	(X)	(X)	0.1%
Female																
Number	60,880	1,815	890	45,245	10,425	165	1,830	60	10	160	90	10	(X)	(X)	(X)	180
Percent	59.1%	1.8%	0.9%	43.9%	10.1%	0.2%	1.8%	0.1%	0.0%	0.2%	0.1%	0.0%	(X)	(X)	(X)	0.2%
Technicians																
Total, both sexes																
Number	16,790	715	140	11,565	3,055	55	840	30	70	125	130	0	(X)	(X)	(X)	70
Percent	100.0%	4.3%	0.8%	68.9%	18.2%	0.3%	5.0%	0.2%	0.4%	0.7%	0.8%	0.0%	(X)	(X)	(X)	0.4%
Male																
Number	7,505	395	75	5,430	1,060	45	315	30	35	4	70	0	(X)	(X)	(X)	35
Percent	44.7%	2.4%	0.4%	32.3%	6.3%	0.3%	1.9%	0.2%	0.2%	0.0%	0.4%	0.0%	(X)	(X)	(X)	0.2%
Female																
Number	9,290	320	65	6,130	1,995	10	525	0	35	120	55	0	(X)	(X)	(X)	35
Percent	55.3%	1.9%	0.4%	36.5%	11.9%	0.1%	3.1%	0.0%	0.2%	0.7%	0.3%	0.0%	(X)	(X)	(X)	0.2%
Protective service: Sworn																
Total, both sexes																
Number	14,395	530	120	9,875	3,460	40	225	0	10	30	70	25	(X)	(X)	(X)	15
Percent	100.0%	3.7%	0.8%	68.6%	24.0%	0.3%	1.6%	0.0%	0.1%	0.2%	0.5%	0.2%	(X)	(X)	(X)	0.1%
Male																
Number	11,100	475	85	8,045	2,160	15	205	0	10	30	55	25	(X)	(X)	(X)	0
Percent	77.1%	3.3%	0.6%	55.9%	15.0%	0.1%	1.4%	0.0%	0.1%	0.2%	0.4%	0.2%	(X)	(X)	(X)	0.0%
Female																
Number	3,295	55	35	1,830	1,300	20	25	0	0	0	15	0	(X)	(X)	(X)	15
Percent	22.9%	0.4%	0.2%	12.7%	9.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	(X)	(X)	(X)	0.1%
Protective service: Non-sworn																
Total, both sexes																
Number	1,015	50	0	655	300	0	0	0	0	0	0	0	(X)	(X)	(X)	10
Percent	100.0%	4.9%	0.0%	64.5%	29.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	1.0%
Male																
Number	415	30	0	265	110	0	0	0	0	0	0	0	(X)	(X)	(X)	10
Percent	40.9%	3.0%	0.0%	26.1%	10.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	1.0%
Female																
Number	600	20	0	390	190	0	0	0	0	0	0	0	(X)	(X)	(X)	0
Percent	59.1%	2.0%	0.0%	38.4%	18.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	0.0%
Administrative support																
Total, both sexes																
Number	199,770	7,205	3,255	139,230	41,990	440	4,370	15	580	690	885	180	(X)	(X)	(X)	930
Percent	100.0%	3.6%	1.6%	69.7%	21.0%	0.2%	2.2%	0.0%	0.3%	0.3%	0.4%	0.1%	(X)	(X)	(X)	0.5%
Male																
Number	70,205	2,895	1,110	51,055	12,165	220	1,840	0	50	190	350	25	(X)	(X)	(X)	310
Percent	35.1%	1.4%	0.6%	25.6%	6.1%	0.1%	0.9%	0.0%	0.0%	0.1%	0.2%	0.0%	(X)	(X)	(X)	0.2%
Female																
Number	129,565	4,310	2,145	88,175	29,825	220	2,530	15	530	500	535	155	(X)	(X)	(X)	620
Percent	64.9%	2.2%	1.1%	44.1%	14.9%	0.1%	1.3%	0.0%	0.3%	0.3%	0.3%	0.1%	(X)	(X)	(X)	0.3%
Skilled craft																
Total, both sexes																

EEO-CIT06R-Geography-Jacksonville, FL
EEO Tabulation 2006-2010 (5-year ACS data)

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Subject	Total, race	Hispanic or Latino		Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races							Balance of
		White alone	All other	White alone	Black or	American	Asian alone	Native	White and	White and	White and	Black and	NHPI and	NHPI and	NHPI and	
Number	60,480	2,115	1,215	47,375	8,345	105	790	65	35	140	85	30	(X)	(X)	(X)	170
Percent	100.0%	3.5%	2.0%	78.3%	13.8%	0.2%	1.3%	0.1%	0.1%	0.2%	0.1%	0.0%	(X)	(X)	(X)	0.3%
Male																
Number	57,485	1,960	1,205	45,125	7,980	100	685	55	0	85	85	30	(X)	(X)	(X)	170
Percent	95.0%	3.2%	2.0%	74.6%	13.2%	0.2%	1.1%	0.1%	0.0%	0.1%	0.1%	0.0%	(X)	(X)	(X)	0.3%
Female																
Number	3,000	155	10	2,250	365	10	110	10	35	50	0	0	(X)	(X)	(X)	0
Percent	5.0%	0.3%	0.0%	3.7%	0.6%	0.0%	0.2%	0.0%	0.1%	0.1%	0.0%	0.0%	(X)	(X)	(X)	0.0%
Service/Maintenance																
Total, both sexes																
Number	157,805	5,320	2,795	96,360	45,575	620	4,515	95	380	905	670	60	(X)	(X)	(X)	510
Percent	100.0%	3.4%	1.8%	61.1%	28.9%	0.4%	2.9%	0.1%	0.2%	0.6%	0.4%	0.0%	(X)	(X)	(X)	0.3%
Male																
Number	91,045	3,035	1,435	56,710	26,105	365	2,025	10	205	555	360	50	(X)	(X)	(X)	195
Percent	57.7%	1.9%	0.9%	35.9%	16.5%	0.2%	1.3%	0.0%	0.1%	0.4%	0.2%	0.0%	(X)	(X)	(X)	0.1%
Female																
Number	66,765	2,290	1,360	39,645	19,470	255	2,485	90	175	350	310	10	(X)	(X)	(X)	320
Percent	42.3%	1.5%	0.9%	25.1%	12.3%	0.2%	1.6%	0.1%	0.1%	0.2%	0.2%	0.0%	(X)	(X)	(X)	0.2%
Unemployed, no work experience in the																
Total, both sexes																
Number	6,970	155	80	3,635	2,795	4	150	0	20	80	30	0	(X)	(X)	(X)	20
Percent	100.0%	2.2%	1.1%	52.2%	40.1%	0.1%	2.2%	0.0%	0.3%	1.1%	0.4%	0.0%	(X)	(X)	(X)	0.3%
Male																
Number	3,575	45	0	1,815	1,545	4	130	0	0	0	15	0	(X)	(X)	(X)	20
Percent	51.3%	0.6%	0.0%	26.0%	22.2%	0.1%	1.9%	0.0%	0.0%	0.0%	0.2%	0.0%	(X)	(X)	(X)	0.3%
Female																
Number	3,395	110	80	1,820	1,250	0	25	0	20	80	15	0	(X)	(X)	(X)	0
Percent	48.7%	1.6%	1.1%	26.1%	17.9%	0.0%	0.4%	0.0%	0.3%	1.1%	0.2%	0.0%	(X)	(X)	(X)	0.0%

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Source: U.S. Census Bureau, 2006-2010
American Community Survey

Explanation of Symbols:
An '**' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
An '***' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
An '(X)' means that the estimate is not applicable or not available.

U.S. citizens include those who were born a U.S. citizen and those who naturalized. Respondents who indicated that they were born in the United States, Puerto Rico, a U.S. Island Area (such as Guam), or abroad of American (U.S. citizen) parent(s) are considered U.S. citizens at birth. Foreign-born people who indicated that they were U.S. citizens through naturalization also are considered U.S. citizens.

The U.S. Census Bureau collects race data in accordance with guidelines provided by the U.S. Office of Management and Budget (OMB). Except for the total, all race and ethnicity categories are mutually exclusive. "Black" refers to Black or African American; "AIAN" refers to American Indian and Alaska Native; and "NHPI" refers to Native Hawaiian and Other Pacific Islander. The reference to "Hawaii only" indicates that these columns are only tabulated for areas in the state of Hawaii. "Balance of Not Hispanic or Latino" includes the balance of non-Hispanic individuals who reported multiple races or reported Some Other Race alone. For more information on race and Hispanic origin, see the Subject Definitions at http://www.census.gov/acs/www/data_documentation/documentation_main/.

Race and Hispanic origin are separate concepts on the American Community Survey. "White alone Hispanic or Latino" includes respondents who reported Hispanic or Latino origin and reported race as "White" and no other race. "All other Hispanic or Latino" includes respondents who reported Hispanic or Latino origin and reported a race other than "White," either alone or in combination. To get a total for "Hispanic or Latino," add the two columns for "White alone Hispanic or Latino" and "All other Hispanic or Latino."

Occupation codes are 4-digit codes and
are based on Standard Occupational
Classification 2010.

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: Police

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Officials/Adm	4	4	4							0							
Percentage		100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professional	0	0								0							
Percentage										0.0%							
Technician	20	13	9	2	1	1				7	6	1					
Percentage		65.0%	45.0%	10.0%	5.0%	5.0%				35.0%	30.0%	5.0%					
Protective Serv	48	42	37	4		1				6	5		1				
Percentage		87.5%	77.1%	8.3%		2.1%				12.5%	10.4%		2.1%				
Paraprofessional	0	0								0							
Percentage										0.0%							
Administrative Suppt	8	1	1							7	7						
Percentage		12.5%	12.5%							87.5%	87.5%						
Skilled Craft	0	0								0							
Percentage										0.0%							
Service/Maintenance	1	1	1							0							
Percentage		100.0%	100.0%							0.0%							
Total	81	61	52	6	1	2	0	0	0	20	18	1	1	0	0	0	0

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: Police

Sworn Personnel

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Officials																	
Chiefs, Deputy Chiefs	1	1	1							0							
Percentage		100.0%	100.0%							0.0%							
Commanders	3	3	3							0							
Percentage		100%	100%							0%							
Sergeants	10	10	7	2		1				0							
Percentage		100.0%	70.0%	20.0%		10.0%				0.0%							
Officers																	
Corporals & Patrol	48	42	37	4						6	5		1				
Percentage		87.5%	77.1%	9.5%						12.5%	10.4%		2.1%				
Total	62	56	48	6	0	1	0	0	0	6	5	0	1	0	0	0	0

NonSworn Personnel

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Technicians	10	3	2		1					7	6	1					
Percentage		30.0%	20.0%		10.0%					70.0%	60.0%	10.0%					
Administrative Suppt	8	1	1							7	7						
Percentage		12.5%	12.5%							87.5%	87.5%						
Service/Maint.	1	0								1	1						
Percentage		0.0%								100.0%	100.0%						
Total	19	4	3	0	1	0	0	0	0	15	14	1	0	0	0	0	0

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: Fire

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Offcials/Adm	1	1	1							0							
Percentage		100.0%	100.0%							0.0%							
Professional	4	4	4							0							
Percentage		100.0%	100.0%							0.0%							
Technician	0	0								0							
Percentage		0.0%								0.0%							
Protective Serv	25	24	21	1	1	1				1	1						
Percentage		96.0%	84.0%	4.0%	4.0%	4.0%				4.0%	4.0%						
Paraprofessional	0	0								0							
Percentage		0.0%								0.0%							
Administrative Suppt	2	0								2	1	1					
Percentage		0.0%								100.0%	50.0%	50.0%					
Skilled Craft	0	0								0							
Percentage		0.0%								0.0%							
Service/Maintenance	0	0								0							
Percentage		0.0%								0.0%							
Total	32	29	26	1	1	1	0	0	0	3	2	1	0	0	0	0	0

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: City Manager, City Clerk, Human Resources, Finance (Purchasing) and Planning & Development

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Offcials/Adm	6	2	2							4	4						
Percentage		33.3%	33.3%							66.7%	66.7%						
Professional	14	9	7			1			1	5	4	1					
Percentage		64.3%	50.0%			7.1%			7.1%	35.7%	28.6%	7.1%					
Technician	0	0								0							
Percentage		0.0%								0.0%							
Protective Serv	0	0								0							
Percentage		0.0%								0.0%							
Paraprofessional	3	0								3	2		1				
Percentage		0.0%								100.0%	66.7%		33.3%				
Administrative Suppt	29	3	3							26	20	3		2			1
Percentage		10.3%	10.3%							89.7%	69.0%	10.3%		6.9%			3.4%
Skilled Craft	0	0								0							
Percentage		0.0%								0.0%							
Service/Maintenance	0	0								0							
Percentage		0.0%								0.0%							
Total	52	14	12	0	0	1	0	0	1	38	30	4	1	2	0	0	1

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: Recreation & Landscape/Maintenance & Golf Course

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Offcials/Adm	1	1	1							0							
Percentage		100.0%	100.0%							0.0%							
Professional	4	3	2			1				1	1						
Percentage		75.0%	50.0%			25.0%				25.0%	25.0%						
Technician	0	0								0							
Percentage		0.0%								0.0%							
Protective Serv	1	1	1							0							
Percentage		100.0%	100.0%							0.0%							
Paraprofessional	2	1		1						1		1					
Percentage		50.0%		50.0%						50.0%		50.0%					
Administrative Suppt	1	0								1	1						
Percentage		0.0%								100.0%	100.0%						
Skilled Craft	2	2	1	1						0							
Percentage		100.0%	50.0%	50.0%						0.0%							
Service/Maintenance	7	6	2	3	1					1	1						
Percentage		85.7%	28.6%	42.9%	14.3%					14.3%	14.3%						
Total	18	14	7	5	1	1	0	0	0	4	3	1	0	0	0	0	0

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: Beaches Energy & Property Management

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Officials/Adm	2	2	2							0							
Percentage		100.0%	100.0%							0.0%							
Professional	7	6	4			2				1		1					
Percentage		85.7%	57.1%			28.6%				14.3%		14.3%		0.0%			
Technician	20	19	17	1	1					1	1						
Percentage		95.0%	85.0%	5.0%	5.0%					5.0%	5.0%						
Protective Serv	0	0								0							
Percentage		0.0%								0.0%							
Paraprofessional	3	3	3							0	0						
Percentage		100.0%	100.0%							0.0%	0.0%						
Administrative Suppt	5	1				1				4	2		1	1			
Percentage		20.0%				20.0%				80.0%	40.0%		20.0%	20.0%			
Skilled Craft	43	42	35	5	2					1	1						
Percentage		97.7%	81.4%	11.6%	4.7%					2.3%	2.3%						
Service/Maintenance	7	7	5	2						0							
Percentage		100.0%	71.4%	28.6%						0.0%							
Total	87	80	66	8	3	3	0	0	0	7	4	1	1	1	0	0	0

City of Jacksonville Beach Employment-EEO Report
Current WorkForce
Date: June, 2017

Department: Public Works

Job Category	Total	Males Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more	Females Total	White	Black	HISPANIC	Asian	AI/Alaskan	NH/PI	2 or more
Officials/Adm	2	2	2							0							
Percentage		100.0%	100.0%							0.0%							
Professional	3	3	3							0							
Percentage		100.0%	100.0%							0.0%							
Technician	2	2	2							0							
Percentage		100.0%	100.0%							0.0%							
Protective Serv	0	0								0							
Percentage		0.0%								0.0%							
Paraprofessional	0	0								0							
Percentage		0.0%								0.0%							
Adminstrative Suppt	2	0								2	1	1					
Percentage		0.0%								100.0%	50.0%	50.0%					
Skilled Craft	21	18	11	6	1					3	3						
Percentage		85.7%	52.4%	28.6%	4.8%					14.3%	14.3%						
Service/Maintenance	19	19	9	9	1					0							
Percentage		100.0%	47.4%	47.4%	5.3%					0.0%							
Total	49	44	27	15	2	0	0	0	0	5	4	1	0	0	0	0	0

City of Jacksonville Beach Biennial Summary
Personnel Actions
(Fulltime positions)
Years: July 1, 2015 - June 30, 2017

CITY WIDE

	Total	White	Black	Hispanic	Asian	AI/Alaskan	NH/PI	2 or more	Other not stated	Male	Female	No answer
Applicants	3710	1951	1039	242	69	21	7	136	245	1689	1849	172
Percentage		*52.59%*	*28.01%*	*6.52%*	*1.86%*	*0.57%*	*0.19%*	*3.67%*	*6.60%*	*45.53%*	*49.84%*	*4.64%*
Employed	95	74	15	2	2		1	1		62	33	
% of Total Hires		*77.89%*	*15.79%*	*2.11%*	*2.11%*		*1.05%*	*1.05%*		*65.26%*	*34.74%*	
% of Applicants Hired		*3.79%*	*0.77%*	*0.10%*	*0.10%*		*0.05%*	*0.05%*		*3.67%*	*1.78%*	
Work Force #	*319*	*251*	*45*	*11*	*10*			*2*		*240*	*74*	
Work Force %	*319*	*78.68%*	*14.11%*	*3.45%*	*3.13%*			*0.63%*		*75.24%*	*23.20%*	
Promotions	49	44	2	2						33	16	
%		*89.80%*	*4.08%*	*4.08%*						*67.35%*	*32.65%*	
Transfers	14	13	1							11	3	
Demotions	2	2								1	1	
%		*100.00%*								*50.00%*	*50.00%*	
Terminations	94	79	10	5						68	32	
%		*84.0%*	*10.6%*	*5.3%*						*72.3%*	*34.0%*	
-Voluntary	87	74	8	5						62	29	
-Involuntary	7	5	2	0						6	1	
% invol		*71.43%*	*28.57%*	*0.00%*						*85.71%*	*14.29%*	
Loss of Pay	7	5	2							5	2	
%		*71.43%*	*28.57%*							*71.43%*	*28.57%*	