

**BOARD OF
COUNTY COMMISSIONERS**

July 22, 2009

Alan Brock
District 1

George Green
Vice-Chairman
District 2

Wakulla County Board of County Commissioners
Post Office Box 1263
Crawfordville, Florida 32326

Mike Stewart
District 3

EEO Coordinator: Deborah DuBose 850.926.9500

Howard W. Kessler, M.D.
Chairman
District 4

The Wakulla County Equal Employment Opportunity Plan was adopted at the regularly scheduled meeting of the Board of County Commissioners, July 21, 2009.

Lynn Artz
District 5

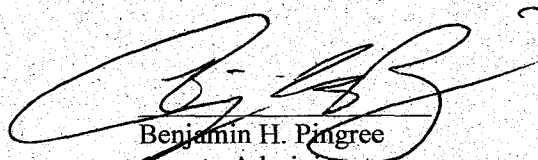
Effective date and duration of the EEOP: Effective March 31, 2009 thru March 31, 2011.

Benjamin H. Pingree
County Administrator

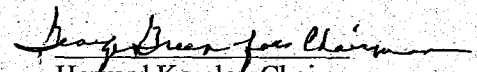
Policy Statement:

Ronald A. Mowrey
County Attorney
(850) 222-9482

It is the policy of Wakulla County to ensure each employee (or applicant) an equal opportunity in its practices relating to recruitment, appointment, training, promotion, compensation, retention, discipline, separation and other employment practices. Applicants for employment are afforded equal protection against discrimination as afforded Wakulla County employees. Both objective and subjective principles are used without regard to a person's race, color, national origin, sex, religion, age, marital status, or disability.



Benjamin H. Pingree
County Administrator



Howard Kessler, Chairman
Wakulla Board of County
Commissioners

Office of Management and
Budget
Post Office Box 309
Crawfordville, FL 32326
(850) 926-9500
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WAKULLA COUNTY BOARD OF COUNTY COMMISSIONERS



AFFIRMATIVE ACTION PLAN (Equal Opportunity Plan)

Data Year: March 2009-2011

Plan Year: March 2009-2011

**Benjamin H. Pingree, County Administrator
Deborah DuBose, EEO Coordinator**

**Prepared by:
Deborah DuBose, HR Coordinator
Virginia Dekle, OMB Analyst**

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ORGANIZATIONAL PROFILE

Organizational Level	TOTAL EMP.	MALES						FEMALES					
		White	African American (Black)	Hispanic/Latino	Asian Pacific Islander	AI/AN	TOTAL Males	White	Black	Hispanic/Latino	Asian/Pacific-Islander	AI/AN	TOTAL Females
Board of Co. Comm.	149	59	5			1	65	35	5	1		1	42
Clerk of the Court	27	4					4	20	2	1			23
Supervisor Of Elections	5	1					1	2	1				3
Tax Collector	10						10	10					10
Sheriff	135	72	6	3	3	2	86	42	6	1			49
Property Appraiser	15	7	1				8	5	2				7
TOTAL	341	143	12	3	3	3	175	114	16	3		1	134

**WAKULLA COUNTY
EQUAL OPPORTUNITY POLICY STATEMENT**

Wakulla County hereby affirms our commitment to equal employment opportunity for all employees and applicants without regard to an individual's race, color, sex, religion, national origin, age, disability or marital status.

Equal protection against discrimination will be afforded to all in recruitment, hiring, and promotion at all job levels within county government. Other personnel matters (such as compensation, benefits, transfers, retention, discipline, department-sponsored training, education and social and recreational programs) will also be administered in accordance with equal employment opportunity requirements.

Employment practices will be administered in a nondiscriminatory manner for any qualified employee or applicant with a disability that can, with or without a reasonable accommodation, perform the essential functions of the job. Requests for accommodation may be made through the appropriate servicing personnel office or by contacting the ADA Coordinator, Office of Human Resources, Wakulla County Board of County Commissioners, 196 Ochlockonee Street, Crawfordville, FL 32327.

Because the county is committed to equal employment opportunity, any form of employment discrimination, including retaliation, is strictly prohibited. No employee may be subjected to retaliation as a result of filing a complaint, testifying, assisting, or participating in an investigation, proceeding, or hearing with regard to discrimination, or otherwise opposing any unlawful discriminatory practice prohibited by the department's policy and related state and federal laws.

It is Wakulla County policy that each employee shall be allowed to work in an environment free from any form of discrimination, including sexual harassment, which is a form of sex discrimination under Title of the 1964 Civil Rights Act.

Complaints should be filed with the County Administrator or the Board of County Commission Office within 180 days of the alleged action. Complaint may also be filed with United States Justice Department, U.S. Attorneys Office, 315 S. Calhoun, Tallahassee, Fl 32301, The Florida Commission on Human Relations, 325 John Knox Rd., Bldg. F., Suite 20, Tallahassee, Fl 32303-4149 or the U.S. Equal Employment Opportunity Commission.

It is the policy of Wakulla County to take affirmative steps to eliminate actual or potential discrimination, by providing opportunities in all areas of employment to ensure a workforce representative of the available labor market.

II. ANTI-HARRASSMENT POLICY

The County reaffirms our commitment to maintaining a work environment that is free of discrimination. In keeping with this commitment, we will not tolerate harassment by anyone, including any manager/supervisor, employee, vendor, or others engaged in business with the County.

Harassment is unwelcome conduct based on an individual's race, color, sex, national origin, religion, disability, age or marital status. Harassment becomes unlawful where it: (1) adversely affects tangible job benefits or other employment opportunities; (2) involves repeated actions, comments, or objects that unreasonably interfere with an individual's work performance; or (3) creates an intimidating, hostile or offensive work environment. Examples of harassment include, but are not limited to, the use of epithets or name calling, derogatory language, slurs, offensive jokes, and other forms of hazing motivated by an individual's race, sex, religion, color, national origin, disability, age or marital status.

Sexual harassment is a form of discrimination based upon a person's gender. It is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, physical or visual conduct of a sexual nature when: (1) submission to the conduct is an explicit or implicit term or condition of employment, (2) submission to or rejection of the conduct is used as a basis for an employment decision, or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or of creating an intimidating, hostile or offensive work environment.

Sexual harassment includes, but is not limited to, unwelcome requests for demands for sexual favors or unwelcome sexual advances; inappropriate nonconsensual touching of another person's body, including but not limited to kissing, pinching, groping, or fondling; repeated requests for dates or invitations to social events; use of sexually degrading words to describe an individual; jokes of a sexual nature; sexually explicit or suggestive objects; and use of inappropriate gestures or body language of a sexual nature.

The County forbids retaliation against anyone who has reported harassment, whether it relates to the harassment against the individual raising the concern or against another individual. Retaliation is also prohibited against anyone cooperating in an investigation.

It is the County's policy to investigate complaints of discrimination thoroughly and promptly. To the extent allowed by law, the County will keep complaints confidential. If an investigation confirms that harassment has occurred, the County will take corrective action. Such action may include discipline up to and including dismissal. (Note: Any person who has harassed another or retaliated against another may also be subject to civil or criminal liability under state or federal law.)

An employee or applicant who believes she or he has been subjected to harassment has the right to file a complaint. Complaints may be filed with the County's Human Resource Office located at 196 Ochlockonee Street, Crawfordville, FL 32327; phone number (850) 926.9500; or through the Florida Commission of Human Relations or the U.S. Equal Employment Opportunity Commission.

Chairman, Board of County Commissioners

EEO Office

Date

Date

III. DISSEMINATION OF POLICY

1. The basic and authoritative state of the Board of County Commissioners EEO Policy is referenced in the policy statement. Copies of the EEO Plan will be distributed to each new employee at the time of their orientation. The Plan will be included with the issuance of their employee handbook. Additional copies of the Plan will be available to applicants and the public at the Board of County Commissioners Office.
2. The Board of County Commissioners will continue to express its policy through internal communication, media, management and supervisory staff meetings, union agreements (when applicable), and through employee orientation programs.
3. The Board of County Commissioners has and will continue to reaffirm EEO policies periodically both verbally and in writing to our recruiting sources. This will be done in normal contacts with Job Services of Florida, technical schools, secondary schools and other recruitment sources.
4. The Board of County Commissioners will continue to regularly reaffirm its policy to minority agencies, organizations and other groups. This will be done in writing with appropriate records maintained.
5. The Board of County Commissioners will insure that the appropriate EEO clause is contained in all applicable purchase orders, leases, and subcontracts in accordance with EEO 11246, as amended.

IV. RESPONSIBILITY FOR ADMINISTRATION – OVERALL RESPONSIBILITY

1. The Board of County Commissioners will have overall responsibility of the EEO and the implementation and administration of the EEO and Affirmative Action Program. The duties of this official will consist of organizing, directing, and controlling these problems through the designated Equal Opportunity Coordinator.
2. The Board of County Commissioners will appoint an EEO Coordinator who will report to the County Administrator. Duties shall include, but not be limited to the following:
 - A. Develop and implement policy statements, EEO Program, internal and external communications.
 - B. Recommend human resource policy and procedure changes to the County Administrator which relates to the EEO Program.
 - C. Assist in the identification of problem areas and assist in arriving at solutions to problems.
 - D. Design and implement audits and reporting systems that will:
 1. Gather statistical information.

2. Indicate needs for remedial action.
 3. Determine the degree to which the County's goals and objectives are being attained.
-
- E. Insure that recruitment efforts include minority and women organizations, veteran groups, social services agencies, educational institutions, vocational rehabilitation agencies, and others to assure that employment opportunities information is widely disseminated to all segments of the population.
 - F. Analyze class specifications, examination procedures (when appropriate) and other aspects of the recruitment, examination and employment and process to assure that artificial barriers to employment and/or promotion are eliminated.
 - G. Recommend, where appropriate and consistent with economy and efficiency in providing county services, trainee classifications and job restructuring for the development of job classes that offer employment at all levels in the total range of skill possessed by employees and prospective employees.
 - H. Provide career counseling to employees and supervisors on promotional opportunities and encourage minority and women employees' participation in the promotion process.
 - I. Serve as liaison between the County and enforcement agencies, minority organizations and community action groups.
 - J. Keep management informed of the latest laws, rules or executive orders in the equal opportunity area.
 - K. Conduct periodic studies of hiring and promotion practices to remove impediments to the attainment of goals and objectives.
 - L. Conduct discussions with the Board of County Commissioners, Department Directors, Supervisors, and employees to be certain that the County's policies are being followed.
 - M. Review the qualifications of employees to insure minorities and females are getting full opportunities for transfer and promotion.
 - N. Conduct periodic visits to insure that each locations in compliance with all appropriate EEO laws, regulations and County policies.
 - O. Ensure supervisory commitment to Equal Employment Opportunity.

V. PERSONNEL PROGRAM COMPONENTS

A. RECRUITMENT, EXAMINATION AND SELECTION

1. Recruitment efforts of the County will be tailored to reach the employment disadvantaged as well as the general public.
2. Solicitation of applicants for availability and anticipated jobs will be actively pursued among all segments of the labor force for all job levels. Liaison between community groups, agencies and councils representing the under-employed groups will be developed and maintained by the EEO Coordinator.
3. All applications will assure that all pre-employment information is job related and non-discriminatory. Information which is not job related but necessary for tax, social security, pension and other benefit program records (such as date of birth, marital status, dependants, etc.) will be obtained only after employment.
- a. An Equal Opportunity Survey is included with each application. Information relating to sex, age, race and disability is requested on a voluntary basis. The survey is anonymous and the applicant may fill out any portion of the survey they wish or leave it blank. The data is used strictly for research and reporting purposes only, and will not be used in any way as part of the hiring decision.
4. Individual applications, when completed will be given a numerical code to indicate racial or ethnic group (1-white, 2-black, 3-hispanic, etc.). This information will be used in the Personnel Function and/or by the EEO coordinator for EEO purposes ONLY. Minority, female and disabled applicants can be identified and referred for interviews, particularly in job classifications where these groups are under-represented.
5. Department Heads and/or Division Directors will notify the Human Resource Officer by memorandum to request a replacement when a vacancy occurs. Notices of these vacancies will be posted on bulletin boards.
6. The County will continually work towards the dissemination of notices for all job opportunities within the community. Job announcements shall be simple and easy to read. All job notices and announcements shall carry the designation "An Equal Opportunity Employer", and/or "EEO/AA".
7. Notices of job vacancies will regularly be advertised in local papers. When the appropriate recruitment area for a particular job vacancy is statewide, regional or national in scope, pertinent professional journals, Florida Job Service, minority organizations and related recruitment lists will be utilized.

8. In areas where certain groups or applicants are under-represented, special effort will be made to recruit qualified applicants from those groups.
9. The County's drug testing program is properly validated and meets the criteria as indicated in the EEO directives.
10. Department Directors conducting interviews of job applicants will ask only questions relating to the individuals knowledge, skill and ability to perform the job in question. Departments will be required to maintain brief written records of each candidate interviewed, the candidate's qualifications, and reasons for hiring or not hiring the particular individuals to insure that the selection process was based on job related criteria. The applications of candidates who were not hired will be returned to the file and can be considered for future vacancies based on the 4 rules established for the retention of such records.

B. PROMOTIONS

1. All employees will be encouraged to apply for vacancies which occur when it is felt that the employee will at that time or in the future, benefit from a promotion opportunity.
2. The County will make every effort to insure that all employees are made aware and that they are eligible for promotional opportunity based on the basis of individual qualifications regardless of race, color, religion, sex, national origin, age or disability.
3. A system will be utilized to distribute educational material throughout the various county departments to advise employees of available training programs in the area to better prepare them for promotional opportunities.

C. CLASSIFICATION AND PAY

1. The Position Classification System of the county will group positions having similar duties and responsibilities; knowledge, abilities, skills, training and education and ranges of pay. The plan shall keep current throughout the year.
2. Position descriptions and qualification standards will be reviewed annually to assure that such classifications and standards are current, accurate and job related.
3. Minimum qualifications and requirements will call only for the minimum level of education, training, and/or experience or combination thereof to perform the job successfully.
4. Career ladders shall be established where practical, that will permit movement from lower level job classes to higher level job classes.
5. Equal pay for equal work will be provided for positions requiring equal levels of work.

D. UPWARD MOBILITY, TRAINING AND CAREER DEVELOPMENT

1. The job classification structure will be designed to allow persons who begin their employment at the entry level to work to higher vacant positions after successful performance in initial assignments when vacancies occur.
2. Every effort will be made to eliminate “dead-end” positions which have little or no promotional potential by combining lower level routine duties with jobs recruiting greater skills where economically possible. Reassignments into other job series with greater opportunities for promotion will also be encouraged.
3. Clerical employees with potential for greater responsibility will be encouraged to apply for technical and professional positions.
4. On-the-job training opportunities will be provided when ever possible for the unemployed.
5. When a practical need is evident, the county will establish a supervisory training program concerning sensitivity to workplace diversity, human relations and the employment of the disadvantaged.
6. Tuition reimbursement programs will be available to employees, regardless of the level of positions, when the funds are available for such programs.
7. The County will utilize a formal Employee Evaluation Program based on objective measurable factors.
8. The Human Resource Coordinator/EEO Coordinator will conduct a study of the workforce to pinpoint the under-utilization of workers and will encourage employees in dead-end jobs to qualify for better jobs.

E. EMPLOYEE BENEFITS AND WORK ENVIRONMENT

1. The Board of County Commissioners and/or EEO Coordinator will assure that all benefits and conditions of employment are available to all county employees regardless of sex or status as a principal wage earner.
2. All physical facilities, job placement and work duties shall be assigned on a non-discriminatory basis.
3. All work assignments shall be distributed equally among the members of a work crew and not assigned on a basis that would be discriminatory unless prohibited by union contracts.

VI. EQUAL OPPORTUNITY COMMITTEE

1. An EEO Committee will be composed of the EEO Coordinator as a permanent chairperson, one member representing employees selected because of his or her demonstrated interest in problems of minority employees and the third member chosen to represent management.
2. The EEO Committee will assist in monitoring statistical data on applicants, new hires, transfers, promotions and terminations, etc.
3. It shall be the duty of the EEO Committee to hear employees' complaints of discrimination and recommend the necessary action to the County Administrator.

VII. COMPLAINTS OF DISCRIMINATION

1. Any applicant who feels that he or she has been discriminated against based on non-merit factors may direct their complaint to the EEO Coordinator or the County Administrator.
2. Any employee who feels that he or she has been discriminated against should first talk with their direct supervisor within three (3) days.
3. The next step is to discuss this with the Division Head or Supervisor and if a satisfactory answer is not received, the complaint will be discussed with the department Director within five (5) days.
4. If no solution has been reached by this time, the employee may contact the EEO Coordinator.
5. The EEO Coordinator will ask the employee to complete a complaint form stating the nature of the alleged discrimination and shall review the complaint as necessary.
6. The EEO Coordinator shall attempt to resolve the complaint within thirty (30) calendar days and shall notify the employee of the decision.
7. If the employee is not satisfied by the decision of the EEO Coordinator, a hearing will be set before the EEO Committee within twenty (20) working days after notification of the decision by the EEO Coordinator.
8. After the hearing, the EEO Coordinator will make a written recommendation to the County Administrator.

9. The County Administrator shall review the findings and recommendations of the EEO Committee and may seek additional facts and information concerning the alleged complaint.
10. Within a reasonable period of time the County Administrator shall accept or modify the recommendations of the EEO Committee with appropriate notice in writing to the applicant or employee.
11. All complaints, evidence gathered and disposition of such complaint will be in written form and retained in the office of the Human Resource Director.
12. No disciplinary or retaliatory action will be taken against any employee who files a complaint and follows the above process.
13. An employee also has a legal right to file the complaint with the U.S. Equal Opportunity Commission (EEOC).

VIII. REPORTING AND MONITORING SYSTEM

1. EEO data is obtained from applications submitted to the Human Resource Office. This information will be used by the Human Resource Office to identify minority and female candidates, particularly for jobs in which these groups are under-represented or under-utilized.
2. Quarterly information will be compiled on the number of applicants by race, sex, disability, if any, and position under consideration.
3. Semi-Annually the EEO Coordinator will compile and summarize a report of all personnel actions (hiring, promotions, training, discharge, resignation, etc.) by race, ethnic group, sex, disability, if any, and job classification. This semi-annual status report will be submitted to the Board of County Commissioners.
4. The semi-annual report will contain a section for each department of the county government. The number of new hires, promotions, etc. will be compared to the department's present composition to determine whether progress is being made toward the established goal of parity. If this goal is not being met, an attempt will be made to meet the under-utilization in the future.
5. Departments may be required to explain to the County Administrator any problems encountered. The EEO Coordinator will assist the departments in resolving these problems.
6. Once each year, at the time that the EEO-4 reports are due, a cumulative report on the year's EEO progress will be made by the EEO Coordinator and presented to the Board of County Commissioners.

IX. GOALS AND TIMETABLES

Wakulla County's long term goals in this Equal Opportunity Plan will be to achieve employment percentages equal to those of the available workforce. Achieving this goal will take a conscious effort to recruit employees from gender and race classes which are under-represented. Because the County has several different departments and/or divisions, it will take time to accumulate data and determine which groups are under-represented. The County expects to reach a level near parity within the next five to seven years.

Short term goals will be set based on the immediate and expected needs of the county on a bi-annual basis. The first step will be to determine under-utilization at the department level. Next, each department will project vacancies due to expected turnover, retirements and positions lost as well as additional new positions due to newly authorized positions. In addition to regular recruiting, extra efforts will be made to recruit minorities and women. Once under-utilization and vacancies are known, data from the semi-annual reports, mentioned in section VII (4) of the EEO Plan, will be used to assess how the County is progressing toward its long term goal of parity.

The following are the strategies the County will use to reach parity employment:

1. Determine current and projected vacancies in each department of the County. Actively recruit for these positions with special attention given to recruiting minorities and females.
2. Review promotion and transfer policies to ensure that minorities and women are considered for all vacancies for which they are qualified.
3. Actively participate in "Career Days" at all local schools and actively recruit qualified minority and female applicants.
4. In addition to attending local "Career Days", make special efforts to attend "Career Days" at schools which are predominantly attended by minorities.
5. Advertise vacancies in publications generally read by minorities and/or women.
6. Assure that assistance is available to all employees, including minorities and women, to gain certification and advanced career training.

WORKFORCE ANALYSIS

The total population of Wakulla County according to 2000 Census is 22,863. Females total 11,027 which equal 47.36% of the total population. Minorities, 3,622 people, make up to 15.84% of the population. There are 1,565 minority females, which is 14.19% of all females.

Per 2000 U. S. Census, the civilian labor force of Wakulla County totals approximately 11,029. The unemployment rate for the county is 3.6%; 89.3% of the labor force is white, 7.8% of the labor force is black, 47.1% of the labor force is female and 12.10% is a minority.

CURRENT WORKFORCE ANALYSIS

The County's labor force totals 328 employees. 56% of the workforce is male, (49% of the males are white, and .04% are black). 45% of the workforce is female (38% of the female workforce is white, 0.5% is black). Only a minute percentage of the workforce is comprised of Hispanic, Asian/Pacific Islander, or American Indian races.

UTILIZATION ANALYSIS

The available labor force is 11,029. The percentage of female labor force to male is 56%. The officials/administrators job group is underutilized in the hispanic male as well as white female category. Professionals are underutilized in the white female category. In the technician category, white males appear to be the most utilized leaving the white female category underutilized. Protective Services are underutilized in the white male and female categories. The job category of paraprofessional is underutilized in the black male category. Office/clerical is underutilized in all categories except the white, black and hispanic female categories. Skilled craft is underutilized in all categories except the white female category. The category of service/maintenance is underutilized in all categories except white male and the black female category.

GOALS AND STRENGTHS

Wakulla County has addressed and improved it's utilization of most of the categories. In the majority of the categories white females are the most underutilized. The skilled craft and paraprofessional groups are not highly available positions in Wakulla County. The County will actively take this report into consideration when using the steps in Section VIII of the EEO plan. It will be important for each division to make sure there are no barriers to hiring or promotion opportunities for any of the categories that are underutilized. The County is committee to Equal Employment for all through the use of the EEO Coordinator and the mechanisms which will be placed into effect the current underutilizations can be monitored and corrected.

WAKULLA COUNTY DEPARTMENTAL LABOR STATISTICS
 County Departments Labor Force as of April 1, 2009
 Full-Time and Permanent Part-Time Employees

Job Group Category/Workforce Information	TOTAL	TOTAL MALES	MALES					TOTAL FEMALES	FEMALES				
			WHITE	BLACK - AFRICAN AMER.	HISPANIC	ASIAN	AMERICAN INDIAN		WHITE	BLACK - AFRICAN AMERICAN	HISPANIC	ASIAN	AMERICAN INDIAN
01 Officials/Administrators	39												
Workforce #		28	28	0	0	0	0	11	10	1	0	0	0
Workforce %			71.8%	0.0%	0.0%	0.0%	0.0%		25.6%	2.6%	0.0%	0.0%	0.0%
02 Professionals	45												
Workforce #		30	24	3	0	2	1	15	11	4	0	0	0
Workforce %			53.3%	6.7%	0.0%	4.4%	2.2%		24.4%	8.9%	0.0%	0.0%	0.0%
03 Technicians	16												
Workforce #		11	9	1	1	0	0	5	2	2	0	0	1
Workforce %			56.3%	6.3%	6.3%	0.0%	0.0%		12.5%	12.5%	0.0%	0.0%	6.3%
04 Protective Services	72												
Workforce #		56	42	7	3	3	1	16	12	3	1	0	0
Workforce %			58.3%	9.7%	4.2%	4.2%	1.4%		16.7%	4.2%	1.4%	0.0%	0.0%
05 Paraprofessionals	71												
Workforce #		42	42	0	0	0	0	29	28	1	1	0	0
Workforce %			59.2%	0.0%	0.0%	0.0%	0.0%		39.4%	1.4%	1.4%	0.0%	0.0%
06 Administrative Support/Office	69												
Workforce #		6	5	1	0	0	0	63	57	5	1	0	0
Workforce %			7.2%	1.4%	0.0%	0.0%	0.0%		82.6%	7.2%	1.4%	0.0%	0.0%
07 Skilled Craft	9												
Workforce #		4	4	0	0	0	0	5	5	0	0	0	0
Workforce %			44.4%	0.0%	0.0%	0.0%	0.0%		55.6%	0.0%	0.0%	0.0%	0.0%
08 Service Maintenance	7												
Workforce #		6	6	0	0	0	0	1	0	1	0	0	0
Workforce %			85.7%	0.0%	0.0%	0.0%	0.0%		0.0%	14.3%	0.0%	0.0%	0.0%
TOTAL	328	183						145					

WAKULLA COUNTY
Utilization Analysis
As of April 2, 2009 compared to 2000 census population figures

Workforce Information	MALES						FEMALES					
	White	Black/ African Am	Hispanic/L atino	Asian	American Indian	Other	White	Black/ African Am	Hispanic/L atino	Asian	American Indian	Other
01 Officials/Administrators												
Workforce #%	71.8%	0.00%	0.00%	0.00%	0.00%	0.00%	25.6%	2.6%	0.00%	0.00%	0.00%	0.00%
CLS#%	50.1%	0.03%	1.80%	0%	0%	0%	47.9%	1.40%	0.00%	0.00%	0.00%	0.00%
Utilization%	21.70%	-0.03%	-1.80%	0.00%	0.00%	0.00%	-22.30%	1.20%	0.00%	0.00%	0.00%	0.00%
02 Professionals												
Workforce #%	53.3%	6.7%	0	4.4%	2.2%	0.00%	24.4%	8.9%	0.00%	0.00%	0.00%	0.00%
CLS#%	40.70%	0.60%	0.30%	0.30%	0.00%	0.00%	50.50%	4.70%	1.60%	0.00%	0.60%	0.00%
Utilization%	12.60%	6.10%	-0.30%	4.10%	2.20%	0.00%	-26.10%	4.20%	-1.60%	0.00%	-0.60%	0.00%
03 Technicians												
Workforce #%	56.30%	6.30%	6.30%	0.0%	0.0%	0.0%	12.50%	12.50%	0.0%	0.0%	6.30%	0.0%
CLS#%	46.00%	0.0%	0.0%	0.0%	0.0%	0.0%	50.80%	3.20%	0.0%	0.0%	0.0%	0.0%
Utilization%	10.30%	6.30%	6.30%	0.00%	0.00%	0.00%	-38.30%	9.30%	0.00%	0.00%	6.30%	0.00%
04 Protective Services												
Workforce #%	58.30%	9.70%	4.20%	4.20%	1.40%	0.00%	16.70%	4.20%	1.40%	0.0%	0.0%	0.0%
CLS#%	70%	0.06%	0.0%	0.0%	0.0%	0.0%	22.00%	0.01%	0.0%	0.0%	0.0%	0.0%
Utilization%	-11.70%	9.64%	4.20%	4.20%	1.40%	0.00%	-5.30%	4.19%	1.40%	0.00%	0.00%	0.00%
05 Paraprofessionals												
Workforce #%	59.20%	0.0%	0.0%	0.0%	0.0%	0.0%	39.40%	1.40%	1.40%	0.0%	0.0%	0.0%
CLS#%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilization%	59.20%	0.00%	0.00%	0.00%	0.00%	0.00%	39.40%	1.40%	1.40%	0.00%	0.00%	0.00%
06 Administrative Support												
Workforce #%	7.20%	1.40%	0.0%	0.0%	0.0%	0.0%	82.60%	7.20%	1.40%	0.0%	0.0%	0.0%
CLS#%	24.80%	1.50%	0.30%	0.70%	0.0%	0.0%	63.50%	6.50%	1.20%	0.30%	0.30%	0.0%
Utilization%	-17.60%	-0.10%	-0.30%	-0.70%	0.00%	0.00%	19.10%	0.70%	0.20%	-0.30%	-0.30%	0.00%

WAKULLA COUNTY
Utilization Analysis
As of April 2, 2009 compared to 2000 census population figures

07 Skilled Craft												
Workforce #%	44.40%	0.0%	0.0%	0.0%	0.0%	0.0%	55.60%	0.0%	0.0%	0.0%	0.0%	0.0%
CLS#%	89.10%	5.50%	0.70%	0.0%	0.0%	0.0%	4.10%	0.30%	0.0%	0.0%	0.0%	0.0%
Utilization%	-44.70%	-5.50%	-0.70%	0.00%	0.00%	0.00%	51.50%	-0.30%	0.00%	0.00%	0.00%	0.00%
08 Service Maintance												
Workforce #%	85.70%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.30%	0.0%	0.0%	0.0%	0.0%
CLS#%	48.80%	8.80%	0.90%	1.50%	0.0%	0.0%	30.20%	5.60%	0.10%	2.10%	0.0%	0.0%
Utilization%	36.90%	-8.80%	-0.90%	-1.50%	0.00%	0.00%	-30.20%	8.70%	-0.10%	-2.10%	0.00%	0.00%

WAKULLA COUNTY, FLORIDA
Community Labor Statistics = CLS
Based on the 2000 census

JOB GROUP CATEGORY	Community Labor Statistics	MALES							FEMALES						
		TOTAL	WHITE	BLACK - AFRICAN AMER.	HISPANIC	ASIAN	AMERICAN INDIAN	OTHER	TOTAL	WHITE	BLACK - AFRICAN AMERICAN	HISPANIC	ASIAN	AMERICAN INDIAN	OTHER
OFFICIALS/ADMINIST.	1408	734 52.1%	705 50.1%	4 .3%	25 1.8%	0 0%	0 0%	0 0%	674 47.9%	640 47.9%	20 1.4%	14 1.09%	0 0%	0 0%	0 0%
PROFESSIONALS	1583	663 41.9%	645 40.7%	10 .6%	4 .3%	4 .3%	0 0%	0 0%	920 58.1%	800 50.5%	75 4.7%	25 1.6%	0 0%	10 .6%	10 6%
TECHNICIANS	315	145 46.0%	145 46.0%	0 0%	0 0%	0 0%	0 0%	0 0%	170 54.0%	160 50.8%	10 3.2%	0 0%	0 0%	0 0%	0 0%
04 PROTECTIVE SERVICES Officers	514	400 77.8%	355 69.1%	30 5.8%	0 0%	0 0%	0 0%	15 2.9%	114 22.2%	110 21.4%	4 .08%	0 0%	0 0%	0 0%	0 0%
Officers	25	15 60.0%	15 60.0%	0 0%	0 0%	0 0%	0 0%	0 0%	10 40.0%	10 40.0%	0 0%	0 0%	0 0%	0 0%	0 0%
OFFICE/CLERICAL	2985	815 27.3%	740 24.8%	45 1.5%	10 .3%	20 .7%	0 0%	0 0%	2170 72.7%	1895 63.5%	195 6.5%	35 1.2%	10 .3%	10 .3%	25 .8%
SKILLED CRAFT	1448	1384 95.6%	1290 89.1%	80 5.5%	10 7%	0 0%	0 0%	4 3%	64 4.4%	60 4.1%	4 3%	0 0%	0 0%	0 0%	0 0%
SERVICE MAINTENANCE	2682	1649 61.5%	1310 48.8%	235 8.8%	24 9%	40 1.5%	0 0%	40 1.5%	1033 38.5%	810 30.2%	150 5.6%	4 1%	55 2.1%	0 0%	14 .5%
Unemployed, no civilian work experience since 1995	69	30 43.5%	30 43.5%	0 0%	0 0%	0 0%	0 0%	0 0%	39 56.5%	35 50.7%	4 5.8%	0 0%	0 0%	0 0%	0 0%
TOTAL	11,029	5835	5235	404	73	64	0	59	5194	4520	462	78	65	20	49