

MEMORANDUM



To: Florida Fish and Wildlife Conservation Commissioners
From: Curtis Brown, Director, Division of Law Enforcement
Date: February 10, 2016
Subject: Strategic Follow Up - “Running the Business” Diversity Recruitment Initiative

Purpose:

This presentation is to follow up on work staff is doing and plans to do in support of the “Running the Business” Strategic Initiative. This presentation will highlight efforts within the Division of Law Enforcement.

Summary:

As presented at the April, 2015 meeting in Tallahassee, FWC is currently employing a diverse workforce. Our goal is to enhance the diversity through a variety of proactive recruitment efforts.

Staff have benchmarked best management practices with other agencies and looked for possible ways we could improve our efforts by reviewing their recruiting techniques. As it stands, there were limited best practices in similar agencies, therefore we are employing traditional business models and focusing efforts on those practices we have employed that have had success. This will be implemented through our dedicated team of selected recruiters who are committed to effective diversity recruiting.

Staff Recommendation:

Staff is presenting this item for informational purposes and any discussion the Commission may have.

Staff Contact and/or Presenter:

Colonel Curtis Brown, Director, Division of Law Enforcement