

We have a wonderful staff and you can be a part of it

When you read the words “The hardest working man ...”, I bet James Brown immediately comes to mind. But when I hear those words, I think of not just Mr. Brown, but of Bill, and John, and Bob ... and Lucy, and Rose, and Janey – well, actually, all of our nearly 1,004 (give or take) staff members who help maintain the District to the high standards to which we quickly have become accustomed.

Human Resources, unlike most of my fellow departments, typically is not known to spout off facts and statistics. We are usually the “warm and fuzzy” department that most people associate with forms ... and more forms ... and even more forms!

However, during our budget preparation we need to provide statistics and factual data to support whatever requests we have for staffing or updates. This year I found myself getting quite up close and personal with Excel spreadsheets, and thought I would share some of this information with you.

Oh, and I can now proudly do a data subtotal sort with linked pages to rival any of my budget and finance peers ... or so I would like to think.

So are you ready to be dazzled?

- Of our approximately 1,004 staff members, 268 are full-time staff and 736 are part-time.

- 784 (79 percent) of total staff are residents, making up 37 percent of the full time staff (97) and 94 percent of the part-time staff (687).

- Overall average age of staff is 62. I am delighted to say that three of our staff are over 90, 44 are in their 80s, 275 are in their 70s and 377 are in their 60s!

- 674 members are male and 330 are female – which I only



DEBORAH
FRANKLIN
COLUMNIST

can attribute to the fact that the majority of our staff were either done with, or running from, any more items on their “Honey Do” list.

I guess there is a reason the word “numb” is part of numbers – your brain can go on “information overload” pretty quickly. However, those numbers reveal so much more about the people who make up our staff.

Colin Powell stated, “A dream doesn’t become reality through magic; it takes sweat, determination and hard work,” and Katherine Graham stated, “To love what you do and feel that it matters – how could anything be more fun?” Behind these statistics are people who have committed to keeping The Villages as bright and beautiful and engaging as it was on your very first visit here – every day of the year.

And, as the numbers indicate, most of those people are your friends and neighbors – the people you see on the golf courses, that you sit across from playing pokeno, or stand in line with waiting at the box office for tickets to a show.

Many of our staff had prior careers in diverse fields, from retired military to nursing, trucking, waitressing or cab driving. And while certain knowledge, skills and abilities are required for specific positions, the most minimum of our job requirements is that staff working for the District be committed to our core values

of stewardship, creativity and innovation, hard work and hospitality – every day.

You may not realize it, but recreation assistants must be able to regularly lift tables and chairs to set up for clubs and activities, and show residents and guests how to use equipment; Community Watch dispatchers and Customer Service staff have to be able to handle hundreds of calls every day, and answer that many questions or more, with a smile in their voice, and our very visual gate attendants have to “weather” the weather, and stand and greet every car that comes through their gates – and some of those gates raise for hundreds of people in a day.

Colin Powell also stated, “There are no secrets to success. It is the result of preparation, hard work, learning from failure, loyalty and persistence.” I can almost hear some of you saying “hmmph ... not my experience.” That may well be the case.

Do we always get it perfect? Nothing in life is perfect, and based on our own life experiences we should know that. However, if you think about the hometown that you are from, and the entity that governed it, I think you could say that District staff exceeds expectations in helping to make living here as close to “Heaven on Earth” as humanly possible.

Mahatma Gandhi said, “You must be the change you wish to see in the world.” So what do you do if you want to join our merry band of merry makers? We average approximately 30 new hires per month, and we would love to see your face among the crowds.

If you have “heart,” a true interest in the position you are

applying for, you meet the minimum requirements listed, and can exemplify our core values in the course of assigned duties (hard work, hospitality, stewardship, and innovation and creativity) then we encourage you to apply.

Applications, and other pertinent information about The Villages, are located at our website:

districtgov.org.

To ensure that you are aware of all open District positions, please check the website any time and go to Departments, Human Resources, Job Opportunities. You also can register for email notifications of public job postings, and other information, by going to the “How Do I” tab and signing up for E-notifications. By registering for email notifications you will be automatically sent an email of open positions as they become public.

All District applications submitted for employment remain active for six months from the original date submitted. We are currently averaging more than 230 applications per month, so please take note: Due to the volume of applications received, we are unable to individually contact and interview everyone who submits an application for consideration.

Therefore, within that six-month period, each applicant is responsible for contacting

Human Resources to request their application be re-submitted for all other additional positions that may become available within that time frame, and for which they are interested in applying.

Applications are reviewed and logged by Human Resources, and then forwarded to the hiring department for their consideration. In most cases, applicants are contacted within two weeks of the posted position closing date.

So, as W. Clement Stone

stated, “If you are really thankful, what do you do? You share.” If you would like to share in keeping this a strong, vibrant, energized community, then I will be looking for your application – but until then, we’ll see you next week at Our Place!

Deborah Franklin is director of human resources. She can be reached at deborah.franklin@districtgov.org.