

Scorecard - Elections

Information

Name: Elections

Description: The Elections Department establishes administrative and operational procedures and controls to conduct elections that are fair, free, accurate, convenient, and accessible to all eligible voters in Miami-Dade County.

Domain: Elections

Owners: Townsley, Penelope; White, Christina (Elections)

Details

	As Of		Actual	Target		FYTD Actual	FYTD Target																																	
1.0 Customer																																								
▼ Increase the number of registered voters in Miami-Dade County (ELEC)																																								
Registered voters (Current)	'16 FQ2		1,269,881	1,200,000		1,269,881	1,200,000																																	
New Voter registrations - (Quarterly)	'16 FQ2		26,597	10,000		39,437	20,000																																	
▼ Outreach Events and Supervised Voting Programs																																								
Number of Assisted Living Facilities (ALF)	Mar '16		8	n/a		19	n/a																																	
Election Outreach Events	Mar '16		73	50		329	260																																	
Number of Nursing Homes per month	Mar '16		8	n/a		25	n/a																																	
▼ Provide Excellent Customer Service to Municipal Clerks (ELEC)																																								
Municipal Clerk Satisfaction with Elections Department Overall	Mar '16		n/a	95%		99% (79 / 80)	95%																																	
▼ Opportunities for every registered voter to conveniently cast a vote (ELEC)																																								
<table border="1"> <thead> <tr> <th>Initiative Name</th> <th>Type</th> <th>As Of</th> <th>Status</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>%</th> <th>Owners</th> </tr> </thead> <tbody> <tr> <td>Redraw Precinct Boundaries and Identify Polling Places</td> <td></td> <td>7/21/2015</td> <td>Complete</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>100%</td> <td>Vinock, Robert C. (Elections)</td> </tr> <tr> <td>Enhance voter convenience and accessibility, reduce wait times and improve line management.</td> <td></td> <td>1/29/2016</td> <td>In Progress</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>40%</td> <td>White, Christina (Elections)</td> </tr> </tbody> </table>								Initiative Name	Type	As Of	Status						%	Owners	Redraw Precinct Boundaries and Identify Polling Places		7/21/2015	Complete						100%	Vinock, Robert C. (Elections)	Enhance voter convenience and accessibility, reduce wait times and improve line management.		1/29/2016	In Progress						40%	White, Christina (Elections)
Initiative Name	Type	As Of	Status						%	Owners																														
Redraw Precinct Boundaries and Identify Polling Places		7/21/2015	Complete						100%	Vinock, Robert C. (Elections)																														
Enhance voter convenience and accessibility, reduce wait times and improve line management.		1/29/2016	In Progress						40%	White, Christina (Elections)																														
Percent of Voters who Voted by Absentee Ballot - All Elections	Mar '16		33.02% (119,952.00 / 363,320.00)	50.00%		35.20% (143,671.00 / 408,161.00)	50.00%																																	
Percent of Voters who voted on Election Day - All Elections	Mar '16		43.91% (159,549.00 / 363,320.00)	25.00%		42.76% (174,514.00 / 408,161.00)	25.00%																																	
Number of Elections Held	Mar '16		1	n/a		12	n/a																																	
Percent of Voters who Voted Early - All Elections	Mar '16		23.00% (83,561.00 / 363,320.00)	25.00%		21.97% (89,689.00 / 408,159.00)	25.00%																																	
▼ Effective Management of Polling Places (ELEC)																																								
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Initiative Name	Type	As Of	Status						%	Owners																														
ADA Polling Places Construction Projects		1/31/2016	In Progress						95%	Gomez, Jorge (Elections); Sierra-Trujillo, Erika B. (Elections)																														
Percentage of Polling Places that are ADA Compliant	Mar '16		100% (591 / 591)	100%		100% (591 / 591)	100%																																	
Percentage of telephone lines confirmed operational 15 days prior to an election	Mar '16		100%	n/a		100%	n/a																																	
▼ Percentage of Voter Data Requests fulfilled within 3 days																																								
Voter Data Requests - Timely Response	Mar '16		100% (39 / 39)	95%		99% (282 / 284)	95%																																	
% of Treasurer's Reports Audited within 15 Days	Mar '16		98% (86 / 88)	95%		100% (506 / 508)	95%																																	
▼ Election Day Administration																																								
Number of Active Poll Workers	Mar '16		9,863	15,000		9,863	15,000																																	
Number of Poll Workers Recruited	Mar '16		245	50		812	300																																	
Number of Poll Workers Trained	Mar '16		525	n/a		6,629	n/a																																	
▼ 2.0 Financial																																								
▼ Meet Budget Targets (Elections)																																								
Expen: Total (Elections)	'16 FQ1		\$5,352K	\$8,188K		\$5,352K	\$8,188K																																	
Revenue: Total (Elections)	'16 FQ1		\$17K	\$0K		\$17K	\$0K																																	
Positions: Full-Time Filled (Elections)	'16 FQ1		90	94		90	94																																	

Scorecard - Elections

▼ 3.0 Internal																															
▼ Effective Support from Election Central (ELEC)																															
Election - Average Call Wait Time With Election Central		Mar '16		:49 seconds	:60 seconds		:49 seconds	:360 seconds																							
▼ Produce Timely and Accurate Election Results Certification (ELEC)																															
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Ensure timely tabulation and dissemination of election results.		1/31/2016	In Progress						50%	White, Christina (Elections)																					
Timely Coding of Ballots-Countywide and Special Election	'16 FQ2			4Days	5Days				4Days	5Days																					
Timely Tabulation of Absentee Ballots - Countywide and Special Elections	'16 FQ2			100%	n/a				50%	n/a																					
Number of days to update the Voter Registration Database with Voter History	Mar '16			1days	2days				1days	2days																					
Number of days to certify Countywide Primary Elections	'16 FQ2			8	7				8	7																					
Number of days to certify Countywide General Elections	'16 FQ2			n/a	12				n/a	n/a																					
▼ 4.0 Learning and Growth																															
▼ Recruitment of Election Staff (ELEC)																															
Number of Vacancies	Jan '16			4	2				5	2																					
Temporary Staff Employed	Jan '16			215	200				1,545	1,485																					

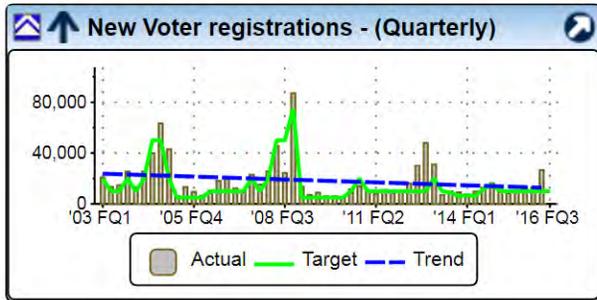
Business Plan Report - Elections

Scorecard	Description							Owners
Elections	The Elections Department establishes administrative and operational procedures and controls to conduct elections that are fair, free, accurate, convenient, and accessible to all eligible voters in Miami-Dade County.							Townsley, Penelope; White, Christina (Elections)
Initiatives Linked to Scorecard	Est. Start	Est. End	Type	As Of	    	%	Status	Owners
Automatic Signature Verification	10/15/2012	12/31/2015		1/31/2016		40%	In Progress	Pastrana, Rosy (Elections)

1.0 Customer

Objective	Description	Owners
Increase the number of registered voters in Miami-Dade County (ELEC)	All eligible voters in Miami-Dade County should have the opportunity to take advantage of their right to vote. The Elections Outreach Team engages residents across the community to promote the importance of registering to vote.	Townsley, Penelope
Grandparent Objectives	Description	Owners
GG7 Free, fair and accessible elections		Miami-Dade County
Parent Objectives	Description	Owners
GG7-1 Provide eligible voters with convenient opportunities to vote		Miami-Dade County

Measures Linked to Objective		Period	Actual	Target	Variance	Owners
Registered voters (Current)		'16 FQ2	1,269,881	1,200,000	69,881	Johnson, Michael (Elections); Vinock, Robert C. (Elections)
New Voter registrations - (Quarterly)		'16 FQ2	26,597	10,000	16,597	McClain, Michelle (Elections); Ramirez, Vanessa (Elections)



Objective	Description	Owners
Outreach Events and Supervised Voting Programs	The Outreach Division will continue to conduct events at ALF/NH throughout the county. The goal is to increase participation of ALF/NH in the county's supervised voting program in the 2014 election cycle.	Johnson, Kaye (Elections); Lopez, Carolina D. (Elections)

Business Plan Report - Elections

Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Number of Assisted Living Facilities (ALF)	Apr '16	9	n/a	n/a	Lopez, Carolina D. (Elections); Johnson, Kaye (Elections)

↑ Number of Assisted Living Facilities (ALF)

Election Outreach Events	Apr '16	72	25	47	White, Christina (Elections); Johnson, Kaye (Elections); Lopez, Carolina D. (Elections); Suarez, Vivian (Elections)
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Child Measures	Period	Actual	Target	Variance	Owners
Faith Based Outreach Events Held	Jan '15	0	3	-3	Johnson, Kaye (Elections); White, Christina (Elections)
Schools Outreach Events Held	Jan '15	0	5	-5	Johnson, Kaye (Elections); White, Christina (Elections)
Special Events Outreach Events Held	Jan '15	1	11	-10	White, Christina (Elections); Johnson, Kaye (Elections)
Business Events Held	Jan '15	0	15	-15	Johnson, Kaye (Elections); White, Christina (Elections)
Civic Organization Events Held	Jan '15	1	5	-4	White, Christina (Elections); Johnson, Kaye (Elections)
Colleges and Universities Events Held	Jan '15	1	12	-11	Johnson, Kaye (Elections); White, Christina (Elections)
Elderly Services Events Held	Jan '15	0	5	-5	Johnson, Kaye (Elections); White, Christina (Elections)
Government Events Held	Jan '15	7	10	-3	Johnson, Kaye (Elections); White, Christina (Elections)

Number of Nursing Homes per month	Apr '16	12	n/a	n/a	Lopez, Carolina D. (Elections); Johnson, Kaye (Elections)
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↑ Number of Nursing Homes per month

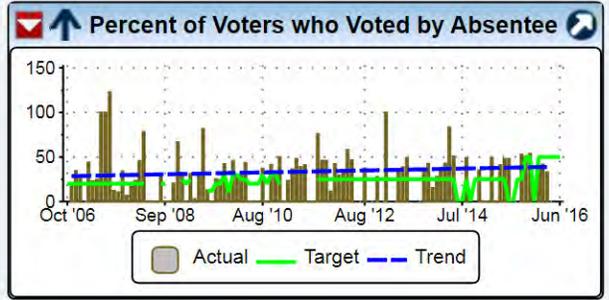
Business Plan Report - Elections

Objective	Description	Owners			
Provide Excellent Customer Service to Municipal Clerks (ELEC)	Municipal Clerks are an extremely important customer base for the Elections Department since we conduct their elections. In order to measure their satisfaction with the services provided, a survey is distributed at the conclusion of each election. The goal is to receive feedback and implement valid suggestions to enhance overall satisfaction with the Department.	Suarez, Vivian (Elections); Meneses, Leonidas (Elections); White, Christina (Elections); Lopez, Carolina D. (Elections)			
Grandparent Objectives	Description	Owners			
GG1 Friendly government		Miami-Dade County			
Parent Objectives	Description	Owners			
GG1-2 Develop a customer-oriented organization		Miami-Dade County			
GG1-3 Foster a positive image of County government		Miami-Dade County			
Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Municipal Clerk Satisfaction with Elections Department Overall	Mar '16	n/a	95%	n/a	Lopez, Carolina D. (Elections); White, Christina (Elections); Suarez, Vivian (Elections)

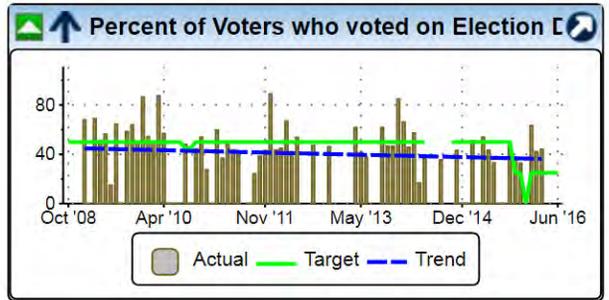
Objective	Description	Owners					
Opportunities for every registered voter to conveniently cast a vote (ELEC)		Townsley, Penelope					
Grandparent Objectives	Description	Owners					
GG7 Free, fair and accessible elections		Miami-Dade County					
Parent Objectives	Description	Owners					
GG7-1 Provide eligible voters with convenient opportunities to vote		Miami-Dade County					
Initiatives Linked to Objective	Est. Start	Est. End	Type	As Of	%	Status	Owners
Enhance voter convenience and accessibility, reduce wait times and improve line management.	10/1/2014	11/30/2016		1/29/2016	40%	In Progress	White, Christina (Elections)
Redraw Precinct Boundaries and Identify Polling Places	1/11/2013	3/31/2015		7/21/2015	100%	Complete	Vinock, Robert C. (Elections)

Business Plan Report - Elections

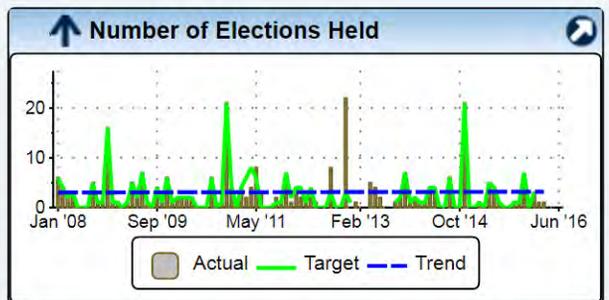
Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Percent of Voters who Voted by Absentee Ballot - All Elections ▼	Mar '16	33.02% 9,952.00 / 363,320.00	50.00%	-16.98%	Johnson, Michael (Elections); Vinock, Robert C. (Elections)



Percent of Voters who voted on Election Day - All Elections ▲	Mar '16	43.91% 9,549.00 / 363,320.00	25.00%	18.91%	Vinock, Robert C. (Elections); Johnson, Michael (Elections)
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Number of Elections Held	Mar '16	1	n/a	n/a	Vinock, Robert C. (Elections); Johnson, Michael (Elections)
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Percent of Voters who Voted Early - All Elections ▼	Mar '16	23.00% 3,561.00 / 363,320.00	25.00%	-2.00%	Vinock, Robert C. (Elections); Johnson, Michael (Elections)
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Business Plan Report - Elections

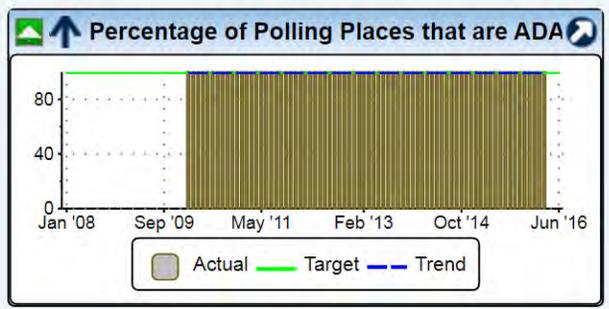
Objective	Description	Owners
Effective Management of Polling Places (ELEC)	The Elections Department currently manages 783 precincts at 591 polling locations throughout the county. Agreements are in place with each facility to ensure availability and ease of access for voters on Election Day. All attempts are made to minimize the number of temporary or permanent polling place changes. The statistics are a reflection of all the Elections occurring during that specific month only.	Gomez, Jorge (Elections); Maradiaga, Marylena (Elections); Sierra-Trujillo, Erika B. (Elections)

Grandparent Objectives	Description	Owners
GG7 Free, fair and accessible elections		Miami-Dade County

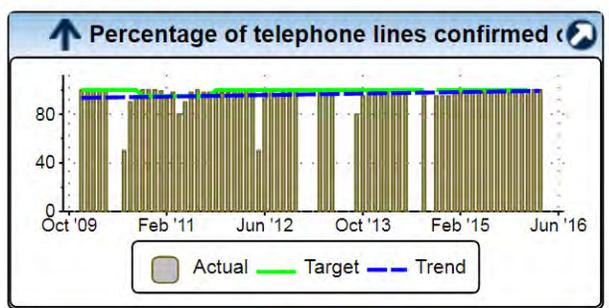
Parent Objectives	Description	Owners
GG7-1 Provide eligible voters with convenient opportunities to vote		Miami-Dade County

Initiatives Linked to Objective	Est. Start	Est. End	Type	As Of	%	Status	Owners
ADA Polling Places Construction Projects	10/1/2010	2/1/2016		4/8/2016	95%	In Progress	Gomez, Jorge (Elections); Sierra-Trujillo, Erika B. (Elections)

Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Percentage of Polling Places that are ADA Compliant	Mar '16	100% (591 / 591)	100%	0%	Sierra-Trujillo, Erika B. (Elections); Gomez, Jorge (Elections); Maradiaga, Marylena (Elections)



Percentage of telephone lines confirmed operational 15 days prior to an election	Mar '16	100%	n/a	n/a	Sierra-Trujillo, Erika B. (Elections); Gomez, Jorge (Elections); Mendez, John; Maradiaga, Marylena (Elections)
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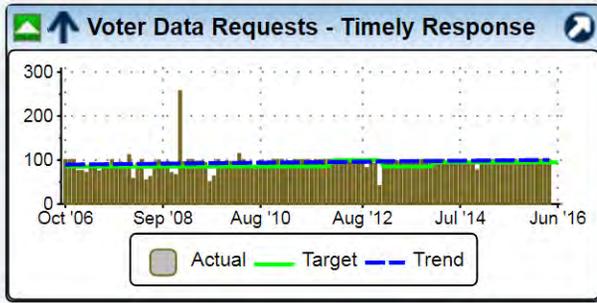
Business Plan Report - Elections

Objective	Description	Owners
Percentage of Voter Data Requests fulfilled within 3 days		Pastrana, Rosy (Elections); McClain, Michelle (Elections)

Grandparent Objectives	Description	Owners
GG1 Friendly government		Miami-Dade County
GG7 Free, fair and accessible elections		Miami-Dade County

Parent Objectives	Description	Owners
GG1-1 Provide easy access to information and services		Miami-Dade County
GG7-2 Maintain the integrity and availability of election results and other public records		Miami-Dade County

Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Voter Data Requests - Timely Response 	Apr '16	100% (41 / 41)	95%	5%	McClain, Michelle (Elections); Ramirez, Vanessa (Elections); Ponce, Jose J. (Elections)



Child Measures	Period	Actual	Target	Variance	Owners
Items For Sale Completed in 3 Days 	Apr '16	41	30	11	McClain, Michelle (Elections); Ramirez, Vanessa (Elections)
Number of Items For Sale Completed (Total) 	Apr '16	41	30	n/a	McClain, Michelle (Elections); Ramirez, Vanessa (Elections)
Cumulative Number of Days to Complete All Orders 	Apr '16	41	40	n/a	McClain, Michelle (Elections); Ramirez, Vanessa (Elections)
% of Treasurer's Reports Audited within 15 Days 	Mar '16	98% (86 / 88)	95%	3%	White, Christina (Elections); Acosta, Maria (Elections); Lopez, Carolina D. (Elections); Suarez, Vivian (Elections); Innocent, Vanessa (Elections)

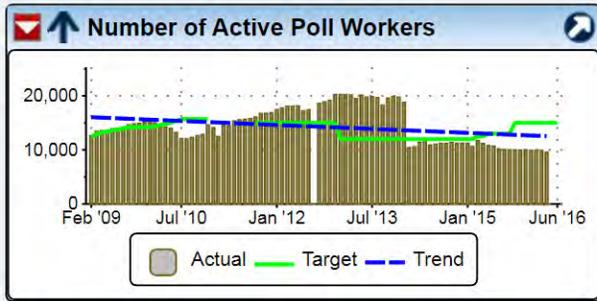
Business Plan Report - Elections

Objective	Description	Owners
Election Day Administration	The ability to properly administer the 812 precincts on Election Day requires the recruitment, training and assignment of individuals who demonstrate the minimum established proficiency of poll worker requirements.	Morris, Patrick (Elections); Prochnicki, Patricia (Elections); Shah, Smita (ISD)

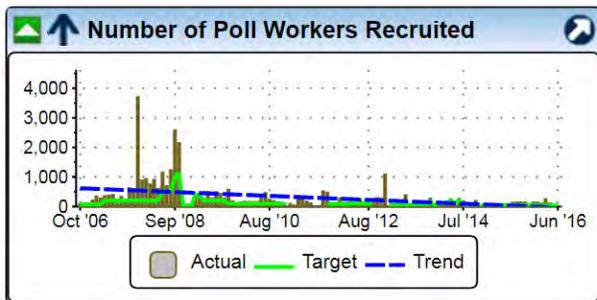
Grandparent Objectives	Description	Owners
GG7 Free, fair and accessible elections		Miami-Dade County

Parent Objectives	Description	Owners
GG7-1 Provide eligible voters with convenient opportunities to vote		Miami-Dade County

Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Number of Active Poll Workers 	Apr '16	9,514	15,000	-5,486	Morris, Patrick (Elections); Prochnicki, Patricia (Elections)

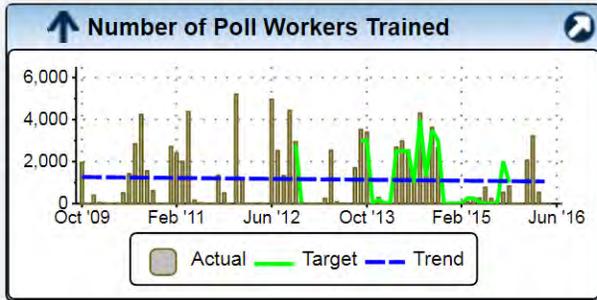


Child Measures	Period	Actual	Target	Variance	Owners
Recertified Clerks 	Jan '15	0	0	0	Morris, Patrick (Elections); Prochnicki, Patricia (Elections)
Newly Certified Clerks 	Jan '15	0	0	0	Morris, Patrick (Elections); Prochnicki, Patricia (Elections)
Recertified Assistant Clerks 	Jan '15	0	0	0	Morris, Patrick (Elections); Prochnicki, Patricia (Elections)
Newly Certified Assistant Clerks 	Jan '15	0	0	0	Morris, Patrick (Elections); Prochnicki, Patricia (Elections)
Number of Poll Workers Recruited 	Apr '16	104	50	54	Morris, Patrick (Elections); Prochnicki, Patricia (Elections)



Business Plan Report - Elections

Number of Poll Workers Trained Apr '16 0 n/a n/a Morris, Patrick (Elections); Prochnicki, Patricia (Elections)

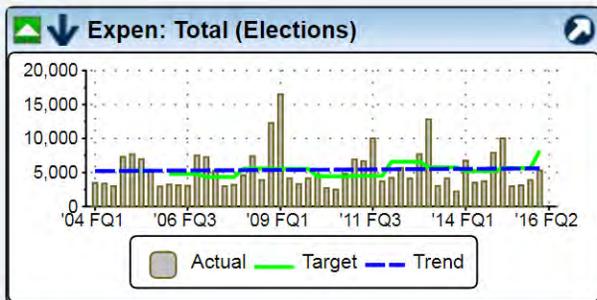


Child Measures	Period	Actual	Target	Variance	Owners
Poll Workers Assigned for the June 9, 2009 South Miami Election	n/a	n/a	n/a	n/a	n/a Hartfield, Gary (ISD); Morris, Patrick (Elections); Walker, Sandra

2.0 Financial

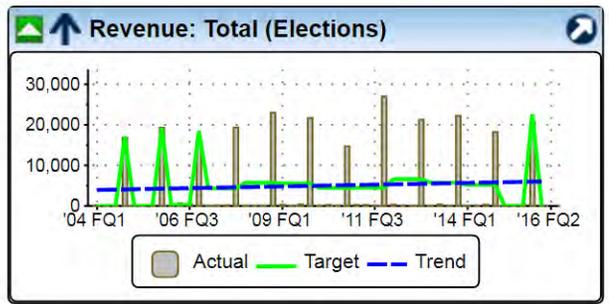
Objective	Description	Owners
Meet Budget Targets (Elections)		Townsley, Penelope
Grandparent Objectives	Description	Owners
GG4-2 Effectively allocate resources to meet current and future operating and capital needs		Miami-Dade County
Parent Objectives	Description	Owners
Meet Budget Targets (All Miami-Dade County)	This is the parent objectives to all departmental "Meet Budget Targets" objective. This is the child objective to the County's Strategic Plan Objective, "GG4-2: Effectively allocate and utilize resources to meet current and future operating and capital needs."	Moon, Jennifer (OMB)

Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Expen: Total (Elections)	'16 FQ1	\$5,352K	\$8,188K	\$2,836K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope



Business Plan Report - Elections

Child Measures		Period	Actual	Target	Variance	Owners
Expen: Personnel (Elections)	▲	'15 FQ4	\$2,438	\$3,511	\$1,073	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Expen: Other Operating (Elections)	▲	'15 FQ4	\$1,409	\$2,072	\$663	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Expenditure: Capital (Elections)	▼	'16 FQ1	\$139K	\$35K	-\$104K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Expen: Non-Operating (Elections)	▲	'15 FQ4	\$0	\$0	\$0	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Revenue: Total (Elections)	▲	'16 FQ1	\$17K	\$0K	\$17K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope



Child Measures		Period	Actual	Target	Variance	Owners
Revenue: Carryover (Elections)	▲	'16 FQ1	\$0K	\$0K	\$0K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Revenue: General Fund (Elections)	▼	'16 FQ1	\$0K	\$7,553K	-\$7,553K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Revenue: Proprietary/Misc. (Elections)	▼	'16 FQ1	\$297K	\$585K	-\$288K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Revenue: Federal (Elections)	▲	'16 FQ1	\$0K	\$0K	\$0K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope

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Revenue: State (Elections)		'16 FQ1	\$0K	\$50K	-\$50K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Revenue: Interagency/Intradepartmental (Elections)		'16 FQ1	\$0K	\$0K	\$0K	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Saiter, Rena (Elections); Townsley, Penelope
Positions: Full-Time Filled (Elections)		'16 FQ1	90	94	-4	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Ponce, Jose J. (Elections); Saiter, Rena (Elections); Townsley, Penelope

3.0 Internal

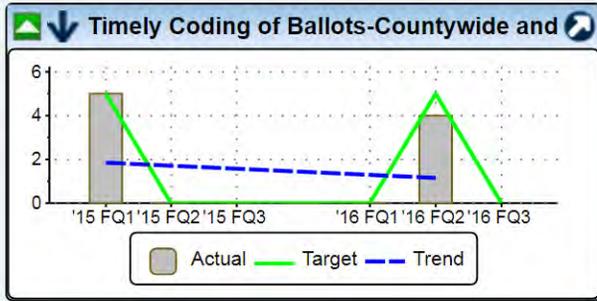
Objective	Description	Owners			
Effective Support from Election Central (ELEC)	Election Central is the call center support that is coordinated in every major election. Elections and other County staff are recruited to staff this call center on Election Day and the day before in order to provide telephone support to poll workers. This is not an open system available to voters.	Pastrana, Rosy (Elections)			
Grandparent Objectives	Description	Owners			
GG7 Free, fair and accessible elections		Miami-Dade County			
Parent Objectives	Description	Owners			
GG7-1 Provide eligible voters with convenient opportunities to vote		Miami-Dade County			
GG7-2 Maintain the integrity and availability of election results and other public records		Miami-Dade County			
Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Election - Average Call Wait Time With Election Central	Mar '16	:49 seconds	:60 seconds	:11 seconds	Shah, Smita (ISD); Sierra-Trujillo, Erika B. (Elections); Gomez, Jorge (Elections); Maradiaga, Marylena (Elections)

Objective	Description	Owners
Produce Timely and Accurate Election Results Certification (ELEC)	After each election, the Miami-Dade County Elections Department goes through a series of internal audit processes to ensure that election results have the highest degree of accuracy and are certified in a timely manner. These include, but are not limited to, scanning precinct registers into EDMS, providing appropriate voter history credit in the statewide registration database for voters who voted in a particular election, the submission of an official state certification, and a post-election audit.	Lopez, Carolina D. (Elections); White, Christina (Elections); Johnson, Michael (Elections); Vinock, Robert C. (Elections); Suarez, Vivian (Elections)
Grandparent Objectives	Description	Owners
GG7 Free, fair and accessible elections		Miami-Dade County
Parent Objectives	Description	Owners
GG7-2 Maintain the integrity and availability of election results and other public records		Miami-Dade County

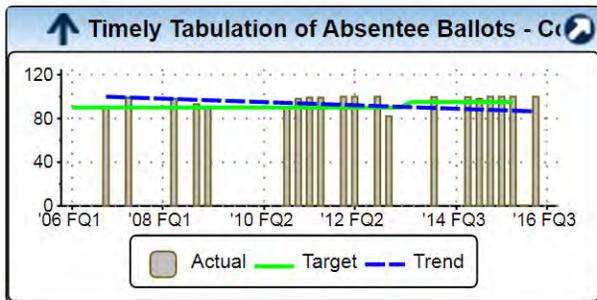
Business Plan Report - Elections

Initiatives Linked to Objective	Est. Start	Est. End	Type	As Of	%	Status	Owners
Ensure timely tabulation and dissemination of election results.	n/a	n/a		1/31/2016	50%	In Progress	White, Christina (Elections)

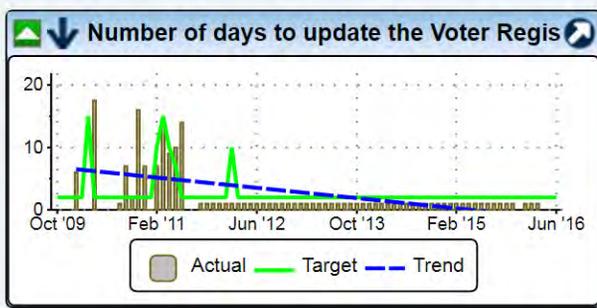
Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Timely Coding of Ballots-Countywide and Special Election	'16 FQ2	4Days	5Days	1Days	Vinock, Robert C. (Elections); Johnson, Michael (Elections)



Timely Tabulation of Absentee Ballots - Countywide and Special Elections	'16 FQ2	100%	n/a	n/a	Johnson, Michael (Elections); Vinock, Robert C. (Elections); Wimberly, LaRhonda
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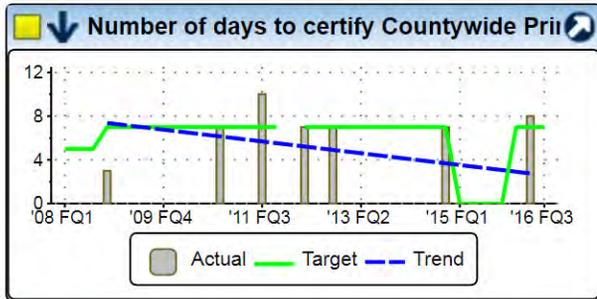


Number of days to update the Voter Registration Database with Voter History	Mar '16	1days	2days	-1days	Johnson, Michael (Elections); Vinock, Robert C. (Elections)
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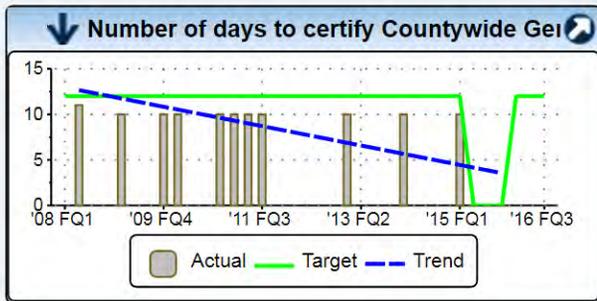


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Number of days to certify Countywide Primary Elections ■ '16 FQ2 8 7 -1 Johnson, Michael (Elections); Vinock, Robert C. (Elections); Wimberly, LaRhonda



Number of days to certify Countywide General Elections '16 FQ2 n/a 12 n/a Johnson, Michael (Elections); Vinock, Robert C. (Elections); Wimberly, LaRhonda

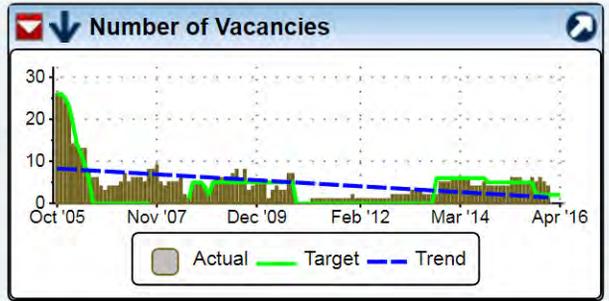


4.0 Learning and Growth

Objective	Description	Owners
Recruitment of Election Staff (ELEC)	Establish and recruit middle management staff to attain proper staffing levels throughout all divisions.	Townsley, Penelope; Prochnicki, Patricia (Elections); Marti-Perez, Susana
Grandparent Objectives	Description	Owners
GG2 Excellent, engaged workforce		Miami-Dade County
Parent Objectives	Description	Owners
GG2-1 Attract and hire new talent		Miami-Dade County

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Measures Linked to Objective	Period	Actual	Target	Variance	Owners
Number of Vacancies 	Jan '16	4	2	-2	Shah, Smita (Elections); Marti-Perez, Susana; Townsley, Penelope; Prochnicki, Patricia (Elections)



Temporary Staff Employed 	Jan '16	215	200	-15	Shah, Smita (Elections); Prochnicki, Patricia (Elections); Marti-Perez, Susana
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