

### City Wide Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	13	9	69.23%	53.80%	Yes	15.43%	2	15.38%	9.80%	Yes	5.58%
3 - Technicians	24	7	29.17%	50.80%	No	-21.63%	9	37.50%	10.80%	Yes	26.70%
4 - Protective Workers	133	60	45.11%	28.10%	Yes	17.01%	18	13.53%	8.10%	Yes	5.43%
5 - Paraprofessionals	23	14	60.87%	57.90%	Yes	2.97%	6	26.09%	9.00%	Yes	17.09%
6 - Administrative Support	305	179	58.69%	62.00%	No	-3.31%	64	20.98%	8.20%	Yes	12.78%
7 - Skilled Craft Workers	206	48	23.30%	6.30%	Yes	17.00%	26	12.62%	5.90%	Yes	6.72%
8 - Service Maintenance	131	39	29.77%	43.30%	No	-13.53%	30	22.90%	13.40%	Yes	9.50%
<b>TOTAL</b>	<b>835</b>	<b>356</b>					<b>155</b>				

### City Wide Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	82	26	31.71%	43.90%	No	-12.19%	11	13.41%	6.20%	Yes	7.21%
2 - Professionals	634	251	39.59%	53.80%	No	-14.21%	108	17.03%	9.80%	Yes	7.23%
3 - Technicians	155	35	22.58%	50.80%	No	-28.22%	17	10.97%	10.80%	Yes	0.17%
4 - Protective Workers	771	176	22.83%	28.10%	No	-5.27%	160	20.75%	8.10%	Yes	12.65%
5 - Paraprofessionals	152	111	73.03%	57.90%	Yes	15.13%	24	15.79%	9.00%	Yes	6.79%
6 - Administrative Support	188	138	73.40%	62.00%	Yes	11.40%	35	18.62%	8.20%	Yes	10.42%
7 - Skilled Craft Workers	373	22	5.90%	6.30%	No	-0.40%	47	12.60%	5.90%	Yes	6.70%
8 - Service Maintenance	487	85	17.45%	43.30%	No	-25.85%	148	30.39%	13.40%	Yes	16.99%
<b>TOTAL</b>	<b>2842</b>	<b>844</b>					<b>550</b>				

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### Assessor Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	1	1	100.00%	50.80%	Yes	49.20%	1	100.00%	10.80%	Yes	89.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>2</b>	<b>1</b>					<b>1</b>				

### Assessor Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	13	1	7.69%	53.80%	No	-46.11%	4	30.77%	9.80%	Yes	20.97%
3 - Technicians	5	5	100.00%	50.80%	Yes	49.20%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	2	2	100.00%	62.00%	Yes	38.00%	1	50.00%	8.20%	Yes	41.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>24</b>	<b>11</b>					<b>5</b>				

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### Attorney Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	1	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>2</b>	<b>2</b>					<b>1</b>				

### Attorney Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	15	10	66.67%	53.80%	Yes	12.87%	3	20.00%	9.80%	Yes	10.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	5	4	80.00%	57.90%	Yes	22.10%	1	20.00%	9.00%	Yes	11.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>23</b>	<b>16</b>					<b>4</b>				

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### Building Inspection Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	1	0	0.00%	53.80%	No	-53.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>1</b>	<b>0</b>					<b>0</b>				

### Building Inspection Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	3	1	33.33%	53.80%	No	-20.47%	2	66.67%	9.80%	Yes	56.87%
3 - Technicians	32	7	21.88%	50.80%	No	-28.93%	2	6.25%	10.80%	No	-4.55%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	5	5	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>42</b>	<b>13</b>					<b>4</b>				

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### CDA Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	2	1	50.00%	62.00%	No	-12.00%	1	50.00%	8.20%	Yes	41.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>2</b>	<b>1</b>					<b>1</b>				

### CDA Job Family Availability - PERMANENT

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	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	11	8	72.73%	53.80%	Yes	18.93%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	1	0	0.00%	28.10%	No	-28.10%	0	0.00%	8.10%	No	-8.10%
5 - Paraprofessionals	12	9	75.00%	57.90%	Yes	17.10%	3	25.00%	9.00%	Yes	16.00%
6 - Administrative Support	4	3	75.00%	62.00%	Yes	13.00%	4	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	5	0	0.00%	6.30%	No	-6.30%	1	20.00%	5.90%	Yes	14.10%
8 - Service Maintenance	10	1	10.00%	43.30%	No	-33.30%	1	10.00%	13.40%	No	-3.40%
<b>TOTAL</b>	<b>44</b>	<b>22</b>					<b>9</b>				

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### CDD Job Family Availability - HOURLY

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	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	5	2	40.00%	62.00%	No	-22.00%	1	20.00%	8.20%	Yes	11.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>7</b>	<b>4</b>					<b>1</b>				

### CDD Job Family Availability - PERMANENT

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	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	23	19	82.61%	53.80%	Yes	28.81%	6	26.09%	9.80%	Yes	16.29%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	9	5	55.56%	57.90%	No	-2.34%	2	22.22%	9.00%	Yes	13.22%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
<b>TOTAL</b>	<b>36</b>	<b>25</b>					<b>8</b>				

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### Civil Rights Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	2	2	100.00%	53.80%	Yes	46.20%	2	100.00%	9.80%	Yes	90.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>3</b>	<b>3</b>					<b>2</b>				

### Civil Rights Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	1	33.33%	43.90%	No	-10.57%	2	66.67%	6.20%	Yes	60.47%
2 - Professionals	10	7	70.00%	53.80%	Yes	16.20%	6	60.00%	9.80%	Yes	50.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	2	2	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>16</b>	<b>11</b>					<b>8</b>				

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### Clerks Office Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	58	38	65.52%	62.00%	Yes	3.52%	20	34.48%	8.20%	Yes	26.28%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>58</b>	<b>38</b>					<b>20</b>				

### Clerks Office Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	1	0	0.00%	53.80%	No	-53.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	8	6	75.00%	57.90%	Yes	17.10%	2	25.00%	9.00%	Yes	16.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>10</b>	<b>7</b>					<b>2</b>				

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### Common Council Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

### Common Council Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	1	100.00%	6.20%	Yes	93.80%
2 - Professionals	1	1	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>4</b>	<b>3</b>					<b>1</b>				

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### Economic Development Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

### Economic Development Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	10	4	40.00%	53.80%	No	-13.80%	2	20.00%	9.80%	Yes	10.20%
3 - Technicians	2	1	50.00%	50.80%	No	-0.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>15</b>	<b>7</b>					<b>2</b>				

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### Employee Assistance Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

### Employee Assistance Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	1	100.00%	6.20%	Yes	93.80%
2 - Professionals	1	1	100.00%	53.80%	Yes	46.20%	1	100.00%	9.80%	Yes	90.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>3</b>	<b>3</b>					<b>2</b>				

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### Engineering Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	1	1	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	9	2	22.22%	50.80%	No	-28.58%	1	11.11%	10.80%	Yes	0.31%
4 - Protective Workers	2	1	50.00%	28.10%	Yes	21.90%	1	50.00%	8.10%	Yes	41.90%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	3	1	33.33%	43.30%	No	-9.97%	2	66.67%	13.40%	Yes	53.27%
<b>TOTAL</b>	<b>16</b>	<b>5</b>					<b>4</b>				

### Engineering Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	4	1	25.00%	43.90%	No	-18.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	61	19	31.15%	53.80%	No	-22.65%	5	8.20%	9.80%	No	-1.60%
3 - Technicians	40	7	17.50%	50.80%	No	-33.30%	2	5.00%	10.80%	No	-5.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	7	5	71.43%	57.90%	Yes	13.53%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	42	3	7.14%	6.30%	Yes	0.84%	6	14.29%	5.90%	Yes	8.39%
8 - Service Maintenance	16	4	25.00%	43.30%	No	-18.30%	6	37.50%	13.40%	Yes	24.10%
<b>TOTAL</b>	<b>171</b>	<b>39</b>					<b>20</b>				

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### Finance Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	1	50.00%	57.90%	No	-7.90%	2	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>3</b>	<b>1</b>					<b>2</b>				

### Finance Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	2	40.00%	43.90%	No	-3.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	24	14	58.33%	53.80%	Yes	4.53%	2	8.33%	9.80%	No	-1.47%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	8	7	87.50%	57.90%	Yes	29.60%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	7	5	71.43%	62.00%	Yes	9.43%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>44</b>	<b>28</b>					<b>2</b>				

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### Fire Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	1	0	0.00%	28.10%	No	-28.10%	0	0.00%	8.10%	No	-8.10%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>1</b>	<b>0</b>					<b>0</b>				

### Fire Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	1	20.00%	43.90%	No	-23.90%	2	40.00%	6.20%	Yes	33.80%
2 - Professionals	79	10	12.66%	53.80%	No	-41.14%	9	11.39%	9.80%	Yes	1.59%
3 - Technicians	14	4	28.57%	50.80%	No	-22.23%	2	14.29%	10.80%	Yes	3.49%
4 - Protective Workers	308	36	11.69%	28.10%	No	-16.41%	64	20.78%	8.10%	Yes	12.68%
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	5	5	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>412</b>	<b>57</b>					<b>77</b>				

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### Fleet Services Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	3	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	3	1	33.33%	43.30%	No	-9.97%	1	33.33%	13.40%	Yes	19.93%
<b>TOTAL</b>	<b>6</b>	<b>1</b>					<b>1</b>				

### Fleet Services Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	1	100.00%	6.20%	Yes	93.80%
2 - Professionals	5	0	0.00%	53.80%	No	-53.80%	1	20.00%	9.80%	Yes	10.20%
3 - Technicians	4	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	3	1	33.33%	57.90%	No	-24.57%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	21	1	4.76%	6.30%	No	-1.54%	2	9.52%	5.90%	Yes	3.62%
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
<b>TOTAL</b>	<b>36</b>	<b>2</b>					<b>4</b>				

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### Human Resources Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>1</b>	<b>1</b>					<b>0</b>				

### Human Resources Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	4	1	25.00%	43.90%	No	-18.90%	1	25.00%	6.20%	Yes	18.80%
2 - Professionals	9	7	77.78%	53.80%	Yes	23.98%	2	22.22%	9.80%	Yes	12.42%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	1	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>16</b>	<b>11</b>					<b>4</b>				

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### IT Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/- )	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	1	1	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	6	2	33.33%	50.80%	No	-17.47%	3	50.00%	10.80%	Yes	39.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	0	0.00%	57.90%	No	-57.90%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>8</b>	<b>3</b>					<b>3</b>				

### IT Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/- )	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	1	33.33%	43.90%	No	-10.57%	1	33.33%	6.20%	Yes	27.13%
2 - Professionals	40	12	30.00%	53.80%	No	-23.80%	8	20.00%	9.80%	Yes	10.20%
3 - Technicians	5	1	20.00%	50.80%	No	-30.80%	1	20.00%	10.80%	Yes	9.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	1	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>49</b>	<b>15</b>					<b>11</b>				

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### Library Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	2	2	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	14	4	28.57%	28.10%	Yes	0.47%	4	28.57%	8.10%	Yes	20.47%
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	1	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	111	77	69.37%	62.00%	Yes	7.37%	23	20.72%	8.20%	Yes	12.52%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	2	2	100.00%	43.30%	Yes	56.70%	2	100.00%	13.40%	Yes	86.60%
<b>TOTAL</b>	<b>131</b>	<b>87</b>					<b>30</b>				

### Library Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	52	39	75.00%	53.80%	Yes	21.20%	10	19.23%	9.80%	Yes	9.43%
3 - Technicians	3	0	0.00%	50.80%	No	-50.80%	1	33.33%	10.80%	Yes	22.53%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	44	31	70.45%	57.90%	Yes	12.55%	11	25.00%	9.00%	Yes	16.00%
6 - Administrative Support	26	19	73.08%	62.00%	Yes	11.08%	3	11.54%	8.20%	Yes	3.34%
7 - Skilled Craft Workers	2	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	4	1	25.00%	43.30%	No	-18.30%	2	50.00%	13.40%	Yes	36.60%
<b>TOTAL</b>	<b>134</b>	<b>92</b>					<b>27</b>				

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### Mayor's Office Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/- )	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

### Mayor's Office Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/- )	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	10	7	70.00%	53.80%	Yes	16.20%	5	50.00%	9.80%	Yes	40.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>12</b>	<b>9</b>					<b>5</b>				

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### Metro Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

### Metro Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	11	2	18.18%	43.90%	No	-25.72%	1	9.09%	6.20%	Yes	2.89%
2 - Professionals	38	14	36.84%	53.80%	No	-16.96%	10	26.32%	9.80%	Yes	16.52%
3 - Technicians	4	2	50.00%	50.80%	No	-0.80%	1	25.00%	10.80%	Yes	14.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	1	50.00%	57.90%	No	-7.90%	1	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	18	13	72.22%	62.00%	Yes	10.22%	7	38.89%	8.20%	Yes	30.69%
7 - Skilled Craft Workers	42	0	0.00%	6.30%	No	-6.30%	7	16.67%	5.90%	Yes	10.77%
8 - Service Maintenance	309	62	20.06%	43.30%	No	-23.24%	110	35.60%	13.40%	Yes	22.20%
<b>TOTAL</b>	<b>424</b>	<b>94</b>					<b>137</b>				

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### Monona Terrace Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	21	14	66.67%	62.00%	Yes	4.67%	4	19.05%	8.20%	Yes	10.85%
7 - Skilled Craft Workers	206	48	23.30%	6.30%	Yes	17.00%	26	12.62%	5.90%	Yes	6.72%
8 - Service Maintenance	14	1	7.14%	43.30%	No	-36.16%	9	64.29%	13.40%	Yes	50.89%
<b>TOTAL</b>	<b>241</b>	<b>63</b>					<b>39</b>				

### Monona Terrace Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	15	8	53.33%	53.80%	No	-0.47%	2	13.33%	9.80%	Yes	3.53%
3 - Technicians	1	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	4	4	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	7	3	42.86%	62.00%	No	-19.14%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	2	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	15	3	20.00%	43.30%	No	-23.30%	7	46.67%	13.40%	Yes	33.27%
<b>TOTAL</b>	<b>46</b>	<b>19</b>					<b>9</b>				

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### Municipal Court Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>1</b>	<b>0</b>					<b>0</b>				

### Municipal Court Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	2	2	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>4</b>	<b>4</b>					<b>0</b>				

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### Parking Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	14	8	57.14%	62.00%	No	-4.86%	5	35.71%	8.20%	Yes	27.51%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	2	0	0.00%	43.30%	No	-43.30%	1	50.00%	13.40%	Yes	36.60%
<b>TOTAL</b>	<b>16</b>	<b>8</b>					<b>6</b>				

### Parking Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	8	3	37.50%	53.80%	No	-16.30%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	2	1	50.00%	50.80%	No	-0.80%	1	50.00%	10.80%	Yes	39.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	5	0	0.00%	57.90%	No	-57.90%	1	20.00%	9.00%	Yes	11.00%
6 - Administrative Support	35	16	45.71%	62.00%	No	-16.29%	11	31.43%	8.20%	Yes	23.23%
7 - Skilled Craft Workers	6	1	16.67%	6.30%	Yes	10.37%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	14	1	7.14%	43.30%	No	-36.16%	2	14.29%	13.40%	Yes	0.89%
<b>TOTAL</b>	<b>71</b>	<b>23</b>					<b>15</b>				

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### Parks Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	2	2	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	58	30	51.72%	28.10%	Yes	23.62%	12	20.69%	8.10%	Yes	12.59%
5 - Paraprofessionals	11	4	36.36%	57.90%	No	-21.54%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	77	34	44.16%	62.00%	No	-17.84%	9	11.69%	8.20%	Yes	3.49%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	98	32	32.65%	43.30%	No	-10.65%	13	13.27%	13.40%	No	-0.13%
<b>TOTAL</b>	<b>246</b>	<b>102</b>					<b>34</b>				

### Parks Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	4	2	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	25	11	44.00%	53.80%	No	-9.80%	3	12.00%	9.80%	Yes	2.20%
3 - Technicians	4	1	25.00%	50.80%	No	-25.80%	1	25.00%	10.80%	Yes	14.20%
4 - Protective Workers	4	2	50.00%	28.10%	Yes	21.90%	1	25.00%	8.10%	Yes	16.90%
5 - Paraprofessionals	5	4	80.00%	57.90%	Yes	22.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	7	6	85.71%	62.00%	Yes	23.71%	1	14.29%	8.20%	Yes	6.09%
7 - Skilled Craft Workers	26	2	7.69%	6.30%	Yes	1.39%	1	3.85%	5.90%	No	-2.05%
8 - Service Maintenance	62	10	16.13%	43.30%	No	-27.17%	11	17.74%	13.40%	Yes	4.34%
<b>TOTAL</b>	<b>137</b>	<b>38</b>					<b>18</b>				

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**PCED Job Family Availability - HOURLY**

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

**PCED Job Family Availability - PERMANENT**

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	2	1	50.00%	53.80%	No	-3.80%	1	50.00%	9.80%	Yes	40.20%
3 - Technicians	1	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>4</b>	<b>1</b>					<b>1</b>				

### PCED Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	2	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>3</b>	<b>3</b>					<b>2</b>				

### PCED Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	1	20.00%	43.90%	No	-23.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	24	12	50.00%	53.80%	No	-3.80%	2	8.33%	9.80%	No	-1.47%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	3	2	66.67%	62.00%	Yes	4.67%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>33</b>	<b>16</b>					<b>2</b>				

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### Police Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	58	25	43.10%	28.10%	Yes	15.00%	1	1.72%	8.10%	No	-6.38%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	4	2	50.00%	62.00%	No	-12.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>62</b>	<b>27</b>					<b>1</b>				

### Police Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	3	60.00%	43.90%	Yes	16.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	103	30	29.13%	53.80%	No	-24.67%	22	21.36%	9.80%	Yes	11.56%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	458	138	30.13%	28.10%	Yes	2.03%	95	20.74%	8.10%	Yes	12.64%
5 - Paraprofessionals	12	9	75.00%	57.90%	Yes	17.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	51	45	88.24%	62.00%	Yes	26.24%	7	13.73%	8.20%	Yes	5.53%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>629</b>	<b>225</b>					<b>124</b>				

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### Streets Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	4	1	25.00%	53.80%	No	-28.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	4	1	25.00%	43.30%	No	-18.30%	0	0.00%	13.40%	No	-13.40%
<b>TOTAL</b>	<b>9</b>	<b>2</b>					<b>0</b>				

### Streets Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	23	4	17.39%	53.80%	No	-36.41%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	4	3	75.00%	57.90%	Yes	17.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	2	1	50.00%	62.00%	No	-12.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	178	14	7.87%	6.30%	Yes	1.57%	24	13.48%	5.90%	Yes	7.58%
8 - Service Maintenance	9	0	0.00%	43.30%	No	-43.30%	2	22.22%	13.40%	Yes	8.82%
<b>TOTAL</b>	<b>219</b>	<b>22</b>					<b>26</b>				

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### Traffic Engineering Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	8	2	25.00%	50.80%	No	-25.80%	4	50.00%	10.80%	Yes	39.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	5	1	20.00%	43.30%	No	-23.30%	2	40.00%	13.40%	Yes	26.60%
<b>TOTAL</b>	<b>14</b>	<b>3</b>					<b>7</b>				

### Traffic Engineering Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	0	0.00%	43.90%	No	-43.90%	1	33.33%	6.20%	Yes	27.13%
2 - Professionals	12	3	25.00%	53.80%	No	-28.80%	1	8.33%	9.80%	No	-1.47%
3 - Technicians	18	2	11.11%	50.80%	No	-39.69%	3	16.67%	10.80%	Yes	5.87%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	4	2	50.00%	57.90%	No	-7.90%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	14	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	13	0	0.00%	43.30%	No	-43.30%	2	15.38%	13.40%	Yes	1.98%
<b>TOTAL</b>	<b>64</b>	<b>7</b>					<b>7</b>				

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### Water Job Family Availability - HOURLY

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>2</b>	<b>1</b>					<b>0</b>				

### Water Job Family Availability - PERMANENT

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or people of color (known as minorities in the past). All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protected class. Source: Permanent Employees & US Census 2010 EEO Data Tool Madison, WI (MSA)

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	16	5	31.25%	53.80%	No	-22.55%	1	6.25%	9.80%	No	-3.55%
3 - Technicians	20	4	20.00%	50.80%	No	-30.80%	3	15.00%	10.80%	Yes	4.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	5	5	100.00%	57.90%	Yes	42.10%	1	20.00%	9.00%	Yes	11.00%
6 - Administrative Support	6	6	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	35	1	2.86%	6.30%	No	-3.44%	6	17.14%	5.90%	Yes	11.24%
8 - Service Maintenance	33	3	9.09%	43.30%	No	-34.21%	5	15.15%	13.40%	Yes	1.75%
<b>TOTAL</b>	<b>120</b>	<b>24</b>					<b>16</b>				

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