

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 | 14 | 10 | 71.43% | 53.80% | Yes | 17.63% | 3 | 21.43% | 9.80% | Yes | 11.63% |
| 3 - Technicians | 9 | 5 | 55.56% | 50.80% | Yes | 4.76% | 3 | 33.33% | 10.80% | Yes | 22.53% |
| 4 - Protective Workers | 72 | 30 | 41.67% | 28.10% | Yes | 13.57% | 6 | 8.33% | 8.10% | Yes | 0.23% |
| 5 - Paraprofessionals | 14 | 7 | 50.00% | 57.90% | No | -7.90% | 2 | 14.29% | 9.00% | Yes | 5.29% |
| 6 - Administrative Support | 231 | 149 | 64.50% | 62.00% | Yes | 2.50% | 39 | 16.88% | 8.20% | Yes | 8.68% |
| 7 - Skilled Craft Workers | 213 | 49 | 23.00% | 6.30% | Yes | 16.70% | 28 | 13.15% | 5.90% | Yes | 7.25% |
| 8 - Service Maintenance | 42 | 15 | 35.71% | 43.30% | No | -7.59% | 14 | 33.33% | 13.40% | Yes | 19.93% |
| TOTAL | 595 | 265 | | | | | 95 | | | | |

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 | 85 | 32 | 37.65% | 43.90% | No | -6.25% | 14 | 16.47% | 6.20% | Yes | 10.27% |
| 2 - Professionals | 658 | 259 | 39.36% | 53.80% | No | -14.44% | 127 | 19.30% | 9.80% | Yes | 9.50% |
| 3 - Technicians | 149 | 31 | 20.81% | 50.80% | No | -29.99% | 17 | 11.41% | 10.80% | Yes | 0.61% |
| 4 - Protective Workers | 724 | 161 | 22.24% | 28.10% | No | -5.86% | 155 | 21.41% | 8.10% | Yes | 13.31% |
| 5 - Paraprofessionals | 153 | 111 | 72.55% | 57.90% | Yes | 14.65% | 23 | 15.03% | 9.00% | Yes | 6.03% |
| 6 - Administrative Support | 155 | 114 | 73.55% | 62.00% | Yes | 11.55% | 27 | 17.42% | 8.20% | Yes | 9.22% |
| 7 - Skilled Craft Workers | 364 | 20 | 5.49% | 6.30% | No | -0.81% | 44 | 12.09% | 5.90% | Yes | 6.19% |
| 8 - Service Maintenance | 495 | 94 | 18.99% | 43.30% | No | -24.31% | 167 | 33.74% | 13.40% | Yes | 20.34% |
| TOTAL | 2783 | 822 | | | | | 574 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 |
| TOTAL | 1 | 0 | | | | | 0 | | | | |

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% | 3 | 23.08% | 9.80% | Yes | 13.28% |
| 3 - Technicians | 4 | 4 | 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 |
| TOTAL | 23 | 10 | | | | | 4 | | | | |

REPORT GENERATED: 1/31/2022

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% | 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 |
| TOTAL | 2 | 2 | | | | | 0 | | | | |

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 | 6 | 5 | 83.33% | 57.90% | Yes | 25.43% | 1 | 16.67% | 9.00% | Yes | 7.67% |
| 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 |
| TOTAL | 24 | 17 | | | | | 4 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

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 | 2 | 66.67% | 53.80% | Yes | 12.87% | 2 | 66.67% | 9.80% | Yes | 56.87% |
| 3 - Technicians | 31 | 7 | 22.58% | 50.80% | No | -28.22% | 1 | 3.23% | 10.80% | No | -7.57% |
| 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 |
| TOTAL | 41 | 14 | | | | | 3 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 | 1 | 0 | 0.00% | 43.30% | No | -43.30% | 1 | 100.00% | 13.40% | Yes | 86.60% |
| TOTAL | 4 | 2 | | | | | 1 | | | | |

CDA 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 | 12 | 8 | 66.67% | 53.80% | Yes | 12.87% | 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 | 13 | 10 | 76.92% | 57.90% | Yes | 19.02% | 3 | 23.08% | 9.00% | Yes | 14.08% |
| 6 - Administrative Support | 1 | 1 | 100.00% | 62.00% | Yes | 38.00% | 1 | 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 | 14 | 1 | 7.14% | 43.30% | No | -36.16% | 2 | 14.29% | 13.40% | Yes | 0.89% |
| TOTAL | 46 | 20 | | | | | 7 | | | | |

REPORT GENERATED: 1/31/2022

CDD 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 | 5 | 3 | 60.00% | 62.00% | No | -2.00% | 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 |
| TOTAL | 5 | 3 | | | | | 1 | | | | |

CDD 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 | 27 | 19 | 70.37% | 53.80% | Yes | 16.57% | 7 | 25.93% | 9.80% | Yes | 16.13% |
| 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 | 7 | 4 | 57.14% | 57.90% | No | -0.76% | 1 | 14.29% | 9.00% | Yes | 5.29% |
| 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 |
| TOTAL | 37 | 24 | | | | | 8 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 |
| TOTAL | 2 | 2 | | | | | 2 | | | | |

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 | 4 | 2 | 50.00% | 43.90% | Yes | 6.10% | 3 | 75.00% | 6.20% | Yes | 68.80% |
| 2 - Professionals | 11 | 7 | 63.64% | 53.80% | Yes | 9.84% | 7 | 63.64% | 9.80% | Yes | 53.84% |
| 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 | 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 |
| TOTAL | 18 | 12 | | | | | 10 | | | | |

REPORT GENERATED: 1/31/2022

Clerk 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 | 32 | 21 | 65.63% | 62.00% | Yes | 3.63% | 10 | 31.25% | 8.20% | Yes | 23.05% |
| 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 |
| TOTAL | 32 | 21 | | | | | 10 | | | | |

Clerk 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 |
| TOTAL | 10 | 7 | | | | | 2 | | | | |

REPORT GENERATED: 1/31/2022

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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

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 | 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 | 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 |
| TOTAL | 3 | 3 | | | | | 0 | | | | |

REPORT GENERATED: 1/31/2022

EAP 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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

EAP 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 | 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 | 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 |
| TOTAL | 4 | 4 | | | | | 3 | | | | |

REPORT GENERATED: 1/31/2022

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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 1 | 50.00% | 6.20% | Yes | 43.80% |
| 2 - Professionals | 12 | 5 | 41.67% | 53.80% | No | -12.13% | 3 | 25.00% | 9.80% | Yes | 15.20% |
| 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 |
| TOTAL | 18 | 9 | | | | | 4 | | | | |

REPORT GENERATED: 1/31/2022

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 | 4 | 2 | 50.00% | 53.80% | No | -3.80% | 1 | 25.00% | 9.80% | Yes | 15.20% |
| 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 | 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 | 1 | 0 | 0.00% | 43.30% | No | -43.30% | 1 | 100.00% | 13.40% | Yes | 86.60% |
| TOTAL | 6 | 2 | | | | | 3 | | | | |

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 | 39 | 6 | 15.38% | 50.80% | No | -35.42% | 5 | 12.82% | 10.80% | Yes | 2.02% |
| 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 | 43 | 3 | 6.98% | 6.30% | Yes | 0.68% | 5 | 11.63% | 5.90% | Yes | 5.73% |
| 8 - Service Maintenance | 14 | 6 | 42.86% | 43.30% | No | -0.44% | 6 | 42.86% | 13.40% | Yes | 29.46% |
| TOTAL | 169 | 40 | | | | | 22 | | | | |

REPORT GENERATED: 1/31/2022

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 | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 1 | 100.00% | 9.00% | Yes | 91.00% |
| 6 - Administrative Support | 2 | 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 |
| TOTAL | 3 | 1 | | | | | 1 | | | | |

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% | 1 | 20.00% | 6.20% | Yes | 13.80% |
| 2 - Professionals | 25 | 16 | 64.00% | 53.80% | Yes | 10.20% | 4 | 16.00% | 9.80% | Yes | 6.20% |
| 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 | 8 | 6 | 75.00% | 57.90% | Yes | 17.10% | 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 | 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 |
| TOTAL | 45 | 30 | | | | | 6 | | | | |

REPORT GENERATED: 1/31/2022

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 |
| TOTAL | 1 | 0 | | | | | 0 | | | | |

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 | 82 | 8 | 9.76% | 53.80% | No | -44.04% | 11 | 13.41% | 9.80% | Yes | 3.61% |
| 3 - Technicians | 14 | 4 | 28.57% | 50.80% | No | -22.23% | 2 | 14.29% | 10.80% | Yes | 3.49% |
| 4 - Protective Workers | 296 | 36 | 12.16% | 28.10% | No | -15.94% | 62 | 20.95% | 8.10% | Yes | 12.85% |
| 5 - Paraprofessionals | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 4 | 3 | 75.00% | 62.00% | Yes | 13.00% | 1 | 25.00% | 8.20% | Yes | 16.80% |
| 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 |
| TOTAL | 402 | 53 | | | | | 78 | | | | |

REPORT GENERATED: 1/31/2022

Fleet 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 | 4 | 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% |
| TOTAL | 8 | 1 | | | | | 0 | | | | |

Fleet 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 | 2 | 1 | 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 | 22 | 1 | 4.55% | 6.30% | No | -1.75% | 2 | 9.09% | 5.90% | Yes | 3.19% |
| 8 - Service Maintenance | 1 | 0 | 0.00% | 43.30% | No | -43.30% | 0 | 0.00% | 13.40% | No | -13.40% |
| TOTAL | 35 | 2 | | | | | 4 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 | 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 |
| TOTAL | 3 | 1 | | | | | 1 | | | | |

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 | 2 | 50.00% | 43.90% | Yes | 6.10% | 1 | 25.00% | 6.20% | Yes | 18.80% |
| 2 - Professionals | 11 | 9 | 81.82% | 53.80% | Yes | 28.02% | 2 | 18.18% | 9.80% | Yes | 8.38% |
| 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 |
| TOTAL | 18 | 14 | | | | | 4 | | | | |

REPORT GENERATED: 1/31/2022

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 | 2 | 2 | 100.00% | 53.80% | Yes | 46.20% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 7 | 4 | 57.14% | 50.80% | Yes | 6.34% | 3 | 42.86% | 10.80% | Yes | 32.06% |
| 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 |
| TOTAL | 10 | 6 | | | | | 3 | | | | |

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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 45 | 13 | 28.89% | 53.80% | No | -24.91% | 9 | 20.00% | 9.80% | Yes | 10.20% |
| 3 - Technicians | 4 | 0 | 0.00% | 50.80% | No | -50.80% | 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 | 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 |
| TOTAL | 52 | 15 | | | | | 11 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 | 9 | 3 | 33.33% | 28.10% | Yes | 5.23% | 2 | 22.22% | 8.10% | Yes | 14.12% |
| 5 - Paraprofessionals | 2 | 2 | 100.00% | 57.90% | Yes | 42.10% | 1 | 50.00% | 9.00% | Yes | 41.00% |
| 6 - Administrative Support | 109 | 80 | 73.39% | 62.00% | Yes | 11.39% | 14 | 12.84% | 8.20% | Yes | 4.64% |
| 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% |
| TOTAL | 122 | 87 | | | | | 19 | | | | |

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 | 58 | 44 | 75.86% | 53.80% | Yes | 22.06% | 15 | 25.86% | 9.80% | Yes | 16.06% |
| 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 | 43 | 30 | 69.77% | 57.90% | Yes | 11.87% | 11 | 25.58% | 9.00% | Yes | 16.58% |
| 6 - Administrative Support | 25 | 16 | 64.00% | 62.00% | Yes | 2.00% | 1 | 4.00% | 8.20% | No | -4.20% |
| 7 - Skilled Craft Workers | 3 | 0 | 0.00% | 6.30% | No | -6.30% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 5 | 1 | 20.00% | 43.30% | No | -23.30% | 2 | 40.00% | 13.40% | Yes | 26.60% |
| TOTAL | 140 | 93 | | | | | 30 | | | | |

REPORT GENERATED: 1/31/2022

Mayor 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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

Mayor 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 | 7 | 6 | 85.71% | 53.80% | Yes | 31.91% | 3 | 42.86% | 9.80% | Yes | 33.06% |
| 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 | 3 | 2 | 66.67% | 57.90% | Yes | 8.77% | 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 |
| TOTAL | 11 | 9 | | | | | 3 | | | | |

REPORT GENERATED: 1/31/2022

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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

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 | 9 | 4 | 44.44% | 43.90% | Yes | 0.54% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 39 | 12 | 30.77% | 53.80% | No | -23.03% | 11 | 28.21% | 9.80% | Yes | 18.41% |
| 3 - Technicians | 3 | 1 | 33.33% | 50.80% | No | -17.47% | 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 | 2 | 1 | 50.00% | 57.90% | No | -7.90% | 1 | 50.00% | 9.00% | Yes | 41.00% |
| 6 - Administrative Support | 16 | 11 | 68.75% | 62.00% | Yes | 6.75% | 6 | 37.50% | 8.20% | Yes | 29.30% |
| 7 - Skilled Craft Workers | 41 | 1 | 2.44% | 6.30% | No | -3.86% | 7 | 17.07% | 5.90% | Yes | 11.17% |
| 8 - Service Maintenance | 312 | 62 | 19.87% | 43.30% | No | -23.43% | 123 | 39.42% | 13.40% | Yes | 26.02% |
| TOTAL | 422 | 92 | | | | | 149 | | | | |

REPORT GENERATED: 1/31/2022

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 | 16 | 11 | 68.75% | 62.00% | Yes | 6.75% | 3 | 18.75% | 8.20% | Yes | 10.55% |
| 7 - Skilled Craft Workers | 213 | 49 | 23.00% | 6.30% | Yes | 16.70% | 28 | 13.15% | 5.90% | Yes | 7.25% |
| 8 - Service Maintenance | 6 | 0 | 0.00% | 43.30% | No | -43.30% | 4 | 66.67% | 13.40% | Yes | 53.27% |
| TOTAL | 235 | 60 | | | | | 35 | | | | |

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 | 14 | 8 | 57.14% | 53.80% | Yes | 3.34% | 2 | 14.29% | 9.80% | Yes | 4.49% |
| 3 - Technicians | 2 | 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% | 8 | 53.33% | 13.40% | Yes | 39.93% |
| TOTAL | 46 | 19 | | | | | 10 | | | | |

REPORT GENERATED: 1/31/2022

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 |
| TOTAL | 1 | 0 | | | | | 0 | | | | |

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 |
| TOTAL | 4 | 4 | | | | | 0 | | | | |

REPORT GENERATED: 1/31/2022

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 | 9 | 5 | 55.56% | 62.00% | No | -6.44% | 2 | 22.22% | 8.20% | Yes | 14.02% |
| 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 |
| TOTAL | 9 | 5 | | | | | 2 | | | | |

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 | 0 | 0 | N/A | 43.90% | N/A | N/A | 0 | N/A | 6.20% | N/A | N/A |
| 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 | 8 | 2 | 25.00% | 57.90% | No | -32.90% | 1 | 12.50% | 9.00% | Yes | 3.50% |
| 6 - Administrative Support | 14 | 3 | 21.43% | 62.00% | No | -40.57% | 7 | 50.00% | 8.20% | Yes | 41.80% |
| 7 - Skilled Craft Workers | 6 | 1 | 16.67% | 6.30% | Yes | 10.37% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 20 | 4 | 20.00% | 43.30% | No | -23.30% | 4 | 20.00% | 13.40% | Yes | 6.60% |
| TOTAL | 58 | 14 | | | | | 13 | | | | |

REPORT GENERATED: 1/31/2022

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 | 3 | 2 | 66.67% | 53.80% | Yes | 12.87% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 1 | 1 | 100.00% | 50.80% | Yes | 49.20% | 0 | 0.00% | 10.80% | No | -10.80% |
| 4 - Protective Workers | 10 | 6 | 60.00% | 28.10% | Yes | 31.90% | 2 | 20.00% | 8.10% | Yes | 11.90% |
| 5 - Paraprofessionals | 8 | 2 | 25.00% | 57.90% | No | -32.90% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 40 | 24 | 60.00% | 62.00% | No | -2.00% | 7 | 17.50% | 8.20% | Yes | 9.30% |
| 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 | 27 | 12 | 44.44% | 43.30% | Yes | 1.14% | 5 | 18.52% | 13.40% | Yes | 5.12% |
| TOTAL | 89 | 47 | | | | | 14 | | | | |

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 | 5 | 2 | 40.00% | 43.90% | No | -3.90% | 1 | 20.00% | 6.20% | Yes | 13.80% |
| 2 - Professionals | 25 | 10 | 40.00% | 53.80% | No | -13.80% | 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 | 0 | 0.00% | 28.10% | No | -28.10% | 0 | 0.00% | 8.10% | No | -8.10% |
| 5 - Paraprofessionals | 4 | 4 | 100.00% | 57.90% | Yes | 42.10% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 6 | 6 | 100.00% | 62.00% | Yes | 38.00% | 1 | 16.67% | 8.20% | Yes | 8.47% |
| 7 - Skilled Craft Workers | 23 | 2 | 8.70% | 6.30% | Yes | 2.40% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 63 | 12 | 19.05% | 43.30% | No | -24.25% | 11 | 17.46% | 13.40% | Yes | 4.06% |
| TOTAL | 134 | 37 | | | | | 17 | | | | |

REPORT GENERATED: 1/31/2022

PCED Office of the Director 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 |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

PCED Office of the Director 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 | 1 | 1 | 100.00% | 53.80% | Yes | 46.20% | 1 | 100.00% | 9.80% | Yes | 90.20% |
| 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 |
| TOTAL | 3 | 1 | | | | | 1 | | | | |

Planning 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 | 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 |
| TOTAL | 2 | 2 | | | | | 0 | | | | |

Planning 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 | 23 | 11 | 47.83% | 53.80% | No | -5.97% | 3 | 13.04% | 9.80% | Yes | 3.24% |
| 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 |
| TOTAL | 31 | 15 | | | | | 3 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 | 1 | 33.33% | 62.00% | No | -28.67% | 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 |
| TOTAL | 3 | 1 | | | | | 0 | | | | |

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 | 8 | 4 | 50.00% | 43.90% | Yes | 6.10% | 1 | 12.50% | 6.20% | Yes | 6.30% |
| 2 - Professionals | 105 | 33 | 31.43% | 53.80% | No | -22.37% | 24 | 22.86% | 9.80% | Yes | 13.06% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 424 | 125 | 29.48% | 28.10% | Yes | 1.38% | 93 | 21.93% | 8.10% | Yes | 13.83% |
| 5 - Paraprofessionals | 13 | 9 | 69.23% | 57.90% | Yes | 11.33% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 50 | 43 | 86.00% | 62.00% | Yes | 24.00% | 6 | 12.00% | 8.20% | Yes | 3.80% |
| 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 |
| TOTAL | 600 | 214 | | | | | 124 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 | 1 | 0 | 0.00% | 43.30% | No | -43.30% | 1 | 100.00% | 13.40% | Yes | 86.60% |
| TOTAL | 2 | 0 | | | | | 1 | | | | |

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 | 21 | 2 | 9.52% | 53.80% | No | -44.28% | 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% | 1 | 50.00% | 8.20% | Yes | 41.80% |
| 7 - Skilled Craft Workers | 171 | 10 | 5.85% | 6.30% | No | -0.45% | 23 | 13.45% | 5.90% | Yes | 7.55% |
| 8 - Service Maintenance | 8 | 1 | 12.50% | 43.30% | No | -30.80% | 1 | 12.50% | 13.40% | No | -0.90% |
| TOTAL | 209 | 17 | | | | | 25 | | | | |

REPORT GENERATED: 1/31/2022

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 | 1 | 0 | 0.00% | 50.80% | No | -50.80% | 0 | 0.00% | 10.80% | No | -10.80% |
| 4 - Protective Workers | 52 | 21 | 40.38% | 28.10% | Yes | 12.28% | 2 | 3.85% | 8.10% | No | -4.25% |
| 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 |
| TOTAL | 53 | 21 | | | | | 2 | | | | |

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 | 15 | 4 | 26.67% | 53.80% | No | -27.13% | 3 | 20.00% | 9.80% | Yes | 10.20% |
| 3 - Technicians | 16 | 1 | 6.25% | 50.80% | No | -44.55% | 3 | 18.75% | 10.80% | Yes | 7.95% |
| 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 | 2 | 66.67% | 57.90% | Yes | 8.77% | 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 | 13 | 0 | 0.00% | 6.30% | No | -6.30% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 9 | 0 | 0.00% | 43.30% | No | -43.30% | 1 | 11.11% | 13.40% | No | -2.29% |
| TOTAL | 59 | 7 | | | | | 8 | | | | |

REPORT GENERATED: 1/31/2022

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 | 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 | 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 |
| TOTAL | 2 | 1 | | | | | 0 | | | | |

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 | 6 | 1 | 16.67% | 43.90% | No | -27.23% | 1 | 16.67% | 6.20% | Yes | 10.47% |
| 2 - Professionals | 16 | 5 | 31.25% | 53.80% | No | -22.55% | 3 | 18.75% | 9.80% | Yes | 8.95% |
| 3 - Technicians | 20 | 5 | 25.00% | 50.80% | No | -25.80% | 1 | 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 | 4 | 3 | 75.00% | 57.90% | Yes | 17.10% | 1 | 25.00% | 9.00% | Yes | 16.00% |
| 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 | 2 | 5.71% | 6.30% | No | -0.59% | 6 | 17.14% | 5.90% | Yes | 11.24% |
| 8 - Service Maintenance | 34 | 4 | 11.76% | 43.30% | No | -31.54% | 9 | 26.47% | 13.40% | Yes | 13.07% |
| TOTAL | 121 | 26 | | | | | 21 | | | | |

REPORT GENERATED: 1/31/2022