

### All City 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              | 8                    | 4                     | 50.00%            | 53.80%       | No                | -3.80%                    | 3                            | 37.50%                   | 9.80%               | Yes               | 27.70%                   |
| 3 - Technicians                | 7                    | 3                     | 42.86%            | 50.80%       | No                | -7.94%                    | 3                            | 42.86%                   | 10.80%              | Yes               | 32.06%                   |
| 4 - Protective Workers         | 50                   | 18                    | 36.00%            | 28.10%       | Yes               | 7.90%                     | 3                            | 6.00%                    | 8.10%               | No                | -2.10%                   |
| 5 - Paraprofessionals          | 8                    | 5                     | 62.50%            | 57.90%       | Yes               | 4.60%                     | 1                            | 12.50%                   | 9.00%               | Yes               | 3.50%                    |
| 6 - Administrative Support     | 199                  | 122                   | 61.31%            | 62.00%       | No                | -0.69%                    | 28                           | 14.07%                   | 8.20%               | Yes               | 5.87%                    |
| 7 - Skilled Craft Workers      | 103                  | 27                    | 26.21%            | 6.30%        | Yes               | 19.91%                    | 9                            | 8.74%                    | 5.90%               | Yes               | 2.84%                    |
| 8 - Service Maintenance        | 55                   | 12                    | 21.82%            | 43.30%       | No                | -21.48%                   | 10                           | 18.18%                   | 13.40%              | Yes               | 4.78%                    |
| <b>TOTAL</b>                   | <b>430</b>           | <b>191</b>            |                   |              |                   |                           | <b>57</b>                    |                          |                     |                   |                          |

### All City 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 | 86                   | 35                    | 40.70%            | 43.90%       | No                | -3.20%                    | 15                           | 17.44%                   | 6.20%               | Yes               | 11.24%                   |
| 2 - Professionals              | 587                  | 225                   | 38.33%            | 53.80%       | No                | -15.47%                   | 105                          | 17.89%                   | 9.80%               | Yes               | 8.09%                    |
| 3 - Technicians                | 133                  | 31                    | 23.31%            | 50.80%       | No                | -27.49%                   | 12                           | 9.02%                    | 10.80%              | No                | -1.78%                   |
| 4 - Protective Workers         | 660                  | 146                   | 22.12%            | 28.10%       | No                | -5.98%                    | 138                          | 20.91%                   | 8.10%               | Yes               | 12.81%                   |
| 5 - Paraprofessionals          | 151                  | 110                   | 72.85%            | 57.90%       | Yes               | 14.95%                    | 23                           | 15.23%                   | 9.00%               | Yes               | 6.23%                    |
| 6 - Administrative Support     | 124                  | 82                    | 66.13%            | 62.00%       | Yes               | 4.13%                     | 22                           | 17.74%                   | 8.20%               | Yes               | 9.54%                    |
| 7 - Skilled Craft Workers      | 335                  | 20                    | 5.97%             | 6.30%        | No                | -0.33%                    | 43                           | 12.84%                   | 5.90%               | Yes               | 6.94%                    |
| 8 - Service Maintenance        | 410                  | 74                    | 18.05%            | 43.30%       | No                | -25.25%                   | 136                          | 33.17%                   | 13.40%              | Yes               | 19.77%                   |
| <b>TOTAL</b>                   | <b>2486</b>          | <b>723</b>            |                   |              |                   |                           | <b>494</b>                   |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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                      |
| <b>TOTAL</b>                   | <b>1</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### Assessor Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 3                    | 2                     | 66.67%            | 43.90%       | Yes               | 22.77%                   | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 12                   | 2                     | 16.67%            | 53.80%       | No                | -37.13%                  | 2                            | 16.67%                   | 9.80%               | Yes               | 6.87%                    |
| 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          | 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%                   | 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        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>20</b>            | <b>9</b>              |                   |              |                   |                          | <b>3</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>0</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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              | 12                   | 9                     | 75.00%            | 53.80%       | Yes               | 21.20%                   | 1                            | 8.33%                    | 9.80%               | No                | -1.47%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 3                    | 2                     | 66.67%            | 57.90%       | Yes               | 8.77%                    | 1                            | 33.33%                   | 9.00%               | Yes               | 24.33%                   |
| 6 - Administrative Support     | 1                    | 1                     | 100.00%           | 62.00%       | Yes               | 38.00%                   | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>18</b>            | <b>13</b>             |                   |              |                   |                          | <b>2</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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                      |
| <b>TOTAL</b>                   | <b>0</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### Building Inspection Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 2                    | 0                     | 0.00%             | 43.90%       | No                | -43.90%                  | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 2                    | 1                     | 50.00%            | 53.80%       | No                | -3.80%                   | 2                            | 100.00%                  | 9.80%               | Yes               | 90.20%                   |
| 3 - Technicians                | 29                   | 8                     | 27.59%            | 50.80%       | No                | -23.21%                  | 1                            | 3.45%                    | 10.80%              | No                | -7.35%                   |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 5                    | 5                     | 100.00%           | 62.00%       | Yes               | 38.00%                   | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>38</b>            | <b>14</b>             |                   |              |                   |                          | <b>3</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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              | 1                    | 1                     | 100.00%           | 53.80%       | Yes               | 46.20%                   | 1                            | 100.00%                  | 9.80%               | Yes               | 90.20%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 1                    | 0                     | 0.00%             | 62.00%       | No                | -62.00%                  | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>2</b>             | <b>1</b>              |                   |              |                   |                          | <b>1</b>                     |                          |                     |                   |                          |

### 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              | 11                   | 7                     | 63.64%            | 53.80%       | Yes               | 9.84%                    | 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     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 8                    | 0                     | 0.00%             | 6.30%        | No                | -6.30%                   | 1                            | 12.50%                   | 5.90%               | Yes               | 6.60%                    |
| 8 - Service Maintenance        | 10                   | 2                     | 20.00%            | 43.30%       | No                | -23.30%                  | 2                            | 20.00%                   | 13.40%              | Yes               | 6.60%                    |
| <b>TOTAL</b>                   | <b>43</b>            | <b>19</b>             |                   |              |                   |                          | <b>6</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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     | 4                    | 3                     | 75.00%            | 62.00%       | Yes               | 13.00%                   | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>4</b>             | <b>3</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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              | 22                   | 16                    | 72.73%            | 53.80%       | Yes               | 18.93%                   | 7                            | 31.82%                   | 9.80%               | Yes               | 22.02%                   |
| 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        | 1                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 1                            | 100.00%                  | 13.40%              | Yes               | 86.60%                   |
| <b>TOTAL</b>                   | <b>33</b>            | <b>21</b>             |                   |              |                   |                          | <b>9</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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              | 1                    | 1                     | 100.00%           | 53.80%       | Yes               | 46.20%                   | 1                            | 100.00%                  | 9.80%               | Yes               | 90.20%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>1</b>             | <b>1</b>              |                   |              |                   |                          | <b>1</b>                     |                          |                     |                   |                          |

### Civil Rights Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 4                    | 2                     | 50.00%            | 43.90%       | Yes               | 6.10%                    | 4                            | 100.00%                  | 6.20%               | Yes               | 93.80%                   |
| 2 - Professionals              | 11                   | 8                     | 72.73%            | 53.80%       | Yes               | 18.93%                   | 6                            | 54.55%                   | 9.80%               | Yes               | 44.75%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 2                    | 2                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>17</b>            | <b>12</b>             |                   |              |                   |                          | <b>10</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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     | 58                   | 40                    | 68.97%            | 62.00%       | Yes               | 6.97%                    | 13                           | 22.41%                   | 8.20%               | Yes               | 14.21%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>58</b>            | <b>40</b>             |                   |              |                   |                          | <b>13</b>                    |                          |                     |                   |                          |

### 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          | 6                    | 4                     | 66.67%            | 57.90%       | Yes               | 8.77%                    | 2                            | 33.33%                   | 9.00%               | Yes               | 24.33%                   |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>8</b>             | <b>5</b>              |                   |              |                   |                          | <b>2</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023



### Common Council Job Family Availability - HOURLY

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

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

### Common Council Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 1                    | 1                     | 100.00%           | 43.90%       | Yes               | 56.10%                   | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 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                      |
| <b>TOTAL</b>                   | <b>3</b>             | <b>3</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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                      |
| <b>TOTAL</b>                   | <b>0</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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 | 2                    | 2                     | 100.00%           | 43.90%       | Yes               | 56.10%                   | 2                            | 100.00%                  | 6.20%               | Yes               | 93.80%                   |
| 2 - Professionals              | 0                    | 0                     | N/A               | 53.80%       | N/A               | N/A                      | 0                            | N/A                      | 9.80%               | N/A               | N/A                      |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 1                    | 1                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>3</b>             | <b>3</b>              |                   |              |                   |                          | <b>2</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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         | 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        | 1                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 0                            | 0.00%                    | 13.40%              | No                | -13.40%                  |
| <b>TOTAL</b>                   | <b>2</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### Engineering Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 6                    | 1                     | 16.67%            | 43.90%       | No                | -27.23%                  | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 57                   | 17                    | 29.82%            | 53.80%       | No                | -23.98%                  | 5                            | 8.77%                    | 9.80%               | No                | -1.03%                   |
| 3 - Technicians                | 35                   | 6                     | 17.14%            | 50.80%       | No                | -33.66%                  | 4                            | 11.43%                   | 10.80%              | Yes               | 0.63%                    |
| 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%                   | 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      | 36                   | 3                     | 8.33%             | 6.30%        | Yes               | 2.03%                    | 4                            | 11.11%                   | 5.90%               | Yes               | 5.21%                    |
| 8 - Service Maintenance        | 10                   | 4                     | 40.00%            | 43.30%       | No                | -3.30%                   | 4                            | 40.00%                   | 13.40%              | Yes               | 26.60%                   |
| <b>TOTAL</b>                   | <b>151</b>           | <b>36</b>             |                   |              |                   |                          | <b>18</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 1                    | 0                     | 0.00%             | 62.00%       | No                | -62.00%                  | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>1</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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              | 20                   | 12                    | 60.00%            | 53.80%       | Yes               | 6.20%                    | 2                            | 10.00%                   | 9.80%               | Yes               | 0.20%                    |
| 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          | 7                    | 6                     | 85.71%            | 57.90%       | Yes               | 27.81%                   | 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                      |
| <b>TOTAL</b>                   | <b>36</b>            | <b>23</b>             |                   |              |                   |                          | <b>4</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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              | 2                    | 1                     | 50.00%            | 53.80%       | No                | -3.80%                   | 1                            | 50.00%                   | 9.80%               | Yes               | 40.20%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>2</b>             | <b>1</b>              |                   |              |                   |                          | <b>1</b>                     |                          |                     |                   |                          |

### Fire Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 5                    | 1                     | 20.00%            | 43.90%       | No                | -23.90%                  | 2                            | 40.00%                   | 6.20%               | Yes               | 33.80%                   |
| 2 - Professionals              | 74                   | 7                     | 9.46%             | 53.80%       | No                | -44.34%                  | 10                           | 13.51%                   | 9.80%               | Yes               | 3.71%                    |
| 3 - Technicians                | 12                   | 4                     | 33.33%            | 50.80%       | No                | -17.47%                  | 1                            | 8.33%                    | 10.80%              | No                | -2.47%                   |
| 4 - Protective Workers         | 280                  | 35                    | 12.50%            | 28.10%       | No                | -15.60%                  | 56                           | 20.00%                   | 8.10%               | Yes               | 11.90%                   |
| 5 - Paraprofessionals          | 2                    | 2                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 2                    | 0                     | 0.00%             | 62.00%       | No                | -62.00%                  | 1                            | 50.00%                   | 8.20%               | Yes               | 41.80%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>375</b>           | <b>49</b>             |                   |              |                   |                          | <b>70</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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     | 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        | 1                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 0                            | 0.00%                    | 13.40%              | No                | -13.40%                  |
| <b>TOTAL</b>                   | <b>3</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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                    | 1                     | 20.00%            | 53.80%       | No                | -33.80%                  | 0                            | 0.00%                    | 9.80%               | No                | -9.80%                   |
| 3 - Technicians                | 3                    | 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          | 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      | 19                   | 2                     | 10.53%            | 6.30%        | Yes               | 4.23%                    | 1                            | 5.26%                    | 5.90%               | No                | -0.64%                   |
| 8 - Service Maintenance        | 1                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 0                            | 0.00%                    | 13.40%              | No                | -13.40%                  |
| <b>TOTAL</b>                   | <b>30</b>            | <b>3</b>              |                   |              |                   |                          | <b>2</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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              | 2                    | 0                     | 0.00%             | 53.80%       | No                | -53.80%                  | 0                            | 0.00%                    | 9.80%               | No                | -9.80%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>2</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### Human Resources Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 3                    | 3                     | 100.00%           | 43.90%       | Yes               | 56.10%                   | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 7                    | 5                     | 71.43%            | 53.80%       | Yes               | 17.63%                   | 1                            | 14.29%                   | 9.80%               | Yes               | 4.49%                    |
| 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                    | 3                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 2                            | 66.67%                   | 9.00%               | Yes               | 57.67%                   |
| 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        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>14</b>            | <b>11</b>             |                   |              |                   |                          | <b>4</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### Information Technology 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                | 4                    | 2                     | 50.00%            | 50.80%       | No                | -0.80%                   | 3                            | 75.00%                   | 10.80%              | Yes               | 64.20%                   |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>5</b>             | <b>2</b>              |                   |              |                   |                          | <b>3</b>                     |                          |                     |                   |                          |

### Information Technology 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              | 40                   | 12                    | 30.00%            | 53.80%       | No                | -23.80%                  | 8                            | 20.00%                   | 9.80%               | Yes               | 10.20%                   |
| 3 - Technicians                | 4                    | 1                     | 25.00%            | 50.80%       | No                | -25.80%                  | 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                      |
| <b>TOTAL</b>                   | <b>48</b>            | <b>16</b>             |                   |              |                   |                          | <b>10</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023



### 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         | 5                    | 2                     | 40.00%            | 28.10%       | Yes               | 11.90%                   | 2                            | 40.00%                   | 8.10%               | Yes               | 31.90%                   |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 71                   | 50                    | 70.42%            | 62.00%       | Yes               | 8.42%                    | 8                            | 11.27%                   | 8.20%               | Yes               | 3.07%                    |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>76</b>            | <b>52</b>             |                   |              |                   |                          | <b>10</b>                    |                          |                     |                   |                          |

### Library Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 3                    | 2                     | 66.67%            | 43.90%       | Yes               | 22.77%                   | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 54                   | 41                    | 75.93%            | 53.80%       | Yes               | 22.13%                   | 14                           | 25.93%                   | 9.80%               | Yes               | 16.13%                   |
| 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          | 39                   | 26                    | 66.67%            | 57.90%       | Yes               | 8.77%                    | 9                            | 23.08%                   | 9.00%               | Yes               | 14.08%                   |
| 6 - Administrative Support     | 26                   | 18                    | 69.23%            | 62.00%       | Yes               | 7.23%                    | 1                            | 3.85%                    | 8.20%               | No                | -4.35%                   |
| 7 - Skilled Craft Workers      | 2                    | 0                     | 0.00%             | 6.30%        | No                | -6.30%                   | 0                            | 0.00%                    | 5.90%               | No                | -5.90%                   |
| 8 - Service Maintenance        | 4                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 3                            | 75.00%                   | 13.40%              | Yes               | 61.60%                   |
| <b>TOTAL</b>                   | <b>131</b>           | <b>87</b>             |                   |              |                   |                          | <b>28</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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                      |
| <b>TOTAL</b>                   | <b>0</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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 | 0                    | 0                     | N/A               | 43.90%       | N/A               | N/A                      | 0                            | N/A                      | 6.20%               | N/A               | N/A                      |
| 2 - Professionals              | 6                    | 5                     | 83.33%            | 53.80%       | Yes               | 29.53%                   | 3                            | 50.00%                   | 9.80%               | Yes               | 40.20%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 2                    | 2                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>8</b>             | <b>7</b>              |                   |              |                   |                          | <b>3</b>                     |                          |                     |                   |                          |

### Metro Transit Job Family Availability - HOURLY

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

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

### Metro Transit 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              | 34                   | 10                    | 29.41%            | 53.80%       | No                | -24.39%                  | 12                           | 35.29%                   | 9.80%               | Yes               | 25.49%                   |
| 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          | 3                    | 2                     | 66.67%            | 57.90%       | Yes               | 8.77%                    | 2                            | 66.67%                   | 9.00%               | Yes               | 57.67%                   |
| 6 - Administrative Support     | 14                   | 9                     | 64.29%            | 62.00%       | Yes               | 2.29%                    | 5                            | 35.71%                   | 8.20%               | Yes               | 27.51%                   |
| 7 - Skilled Craft Workers      | 36                   | 1                     | 2.78%             | 6.30%        | No                | -3.52%                   | 6                            | 16.67%                   | 5.90%               | Yes               | 10.77%                   |
| 8 - Service Maintenance        | 246                  | 44                    | 17.89%            | 43.30%       | No                | -25.41%                  | 94                           | 38.21%                   | 13.40%              | Yes               | 24.81%                   |
| <b>TOTAL</b>                   | <b>344</b>           | <b>70</b>             |                   |              |                   |                          | <b>119</b>                   |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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     | 12                   | 10                    | 83.33%            | 62.00%       | Yes               | 21.33%                   | 1                            | 8.33%                    | 8.20%               | Yes               | 0.13%                    |
| 7 - Skilled Craft Workers      | 103                  | 27                    | 26.21%            | 6.30%        | Yes               | 19.91%                   | 9                            | 8.74%                    | 5.90%               | Yes               | 2.84%                    |
| 8 - Service Maintenance        | 3                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 3                            | 100.00%                  | 13.40%              | Yes               | 86.60%                   |
| <b>TOTAL</b>                   | <b>118</b>           | <b>37</b>             |                   |              |                   |                          | <b>13</b>                    |                          |                     |                   |                          |

### Monona Terrace Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 2                    | 1                     | 50.00%            | 43.90%       | Yes               | 6.10%                    | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 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          | 5                    | 5                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 6                    | 2                     | 33.33%            | 62.00%       | No                | -28.67%                  | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 2                    | 0                     | 0.00%             | 6.30%        | No                | -6.30%                   | 1                            | 50.00%                   | 5.90%               | Yes               | 44.10%                   |
| 8 - Service Maintenance        | 15                   | 3                     | 20.00%            | 43.30%       | No                | -23.30%                  | 8                            | 53.33%                   | 13.40%              | Yes               | 39.93%                   |
| <b>TOTAL</b>                   | <b>46</b>            | <b>19</b>             |                   |              |                   |                          | <b>11</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### Municipal Court Job Family Availability - HOURLY

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

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

### Municipal Court Job Family Availability - PERMANENT

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

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

REPORT GENERATED: 8/1/2023

### 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     | 5                    | 2                     | 40.00%            | 62.00%       | No                | -22.00%                  | 1                            | 20.00%                   | 8.20%               | Yes               | 11.80%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>5</b>             | <b>2</b>              |                   |              |                   |                          | <b>1</b>                     |                          |                     |                   |                          |

### Parking Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 1                    | 1                     | 100.00%           | 43.90%       | Yes               | 56.10%                   | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 6                    | 1                     | 16.67%            | 53.80%       | No                | -37.13%                  | 0                            | 0.00%                    | 9.80%               | No                | -9.80%                   |
| 3 - Technicians                | 1                    | 0                     | 0.00%             | 50.80%       | No                | -50.80%                  | 1                            | 100.00%                  | 10.80%              | Yes               | 89.20%                   |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 8                    | 2                     | 25.00%            | 57.90%       | No                | -32.90%                  | 1                            | 12.50%                   | 9.00%               | Yes               | 3.50%                    |
| 6 - Administrative Support     | 13                   | 3                     | 23.08%            | 62.00%       | No                | -38.92%                  | 6                            | 46.15%                   | 8.20%               | Yes               | 37.95%                   |
| 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                   | 5                     | 25.00%            | 43.30%       | No                | -18.30%                  | 4                            | 20.00%                   | 13.40%              | Yes               | 6.60%                    |
| <b>TOTAL</b>                   | <b>55</b>            | <b>13</b>             |                   |              |                   |                          | <b>12</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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              | 1                    | 1                     | 100.00%           | 53.80%       | Yes               | 46.20%                   | 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         | 9                    | 3                     | 33.33%            | 28.10%       | Yes               | 5.23%                    | 0                            | 0.00%                    | 8.10%               | No                | -8.10%                   |
| 5 - Paraprofessionals          | 8                    | 5                     | 62.50%            | 57.90%       | Yes               | 4.60%                    | 1                            | 12.50%                   | 9.00%               | Yes               | 3.50%                    |
| 6 - Administrative Support     | 36                   | 14                    | 38.89%            | 62.00%       | No                | -23.11%                  | 4                            | 11.11%                   | 8.20%               | Yes               | 2.91%                    |
| 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        | 43                   | 11                    | 25.58%            | 43.30%       | No                | -17.72%                  | 6                            | 13.95%                   | 13.40%              | Yes               | 0.55%                    |
| <b>TOTAL</b>                   | <b>98</b>            | <b>35</b>             |                   |              |                   |                          | <b>11</b>                    |                          |                     |                   |                          |

### Parks Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 5                    | 2                     | 40.00%            | 43.90%       | No                | -3.90%                   | 1                            | 20.00%                   | 6.20%               | Yes               | 13.80%                   |
| 2 - Professionals              | 18                   | 7                     | 38.89%            | 53.80%       | No                | -14.91%                  | 2                            | 11.11%                   | 9.80%               | Yes               | 1.31%                    |
| 3 - Technicians                | 2                    | 1                     | 50.00%            | 50.80%       | No                | -0.80%                   | 1                            | 50.00%                   | 10.80%              | Yes               | 39.20%                   |
| 4 - Protective Workers         | 3                    | 0                     | 0.00%             | 28.10%       | No                | -28.10%                  | 0                            | 0.00%                    | 8.10%               | No                | -8.10%                   |
| 5 - Paraprofessionals          | 7                    | 5                     | 71.43%            | 57.90%       | Yes               | 13.53%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 5                    | 4                     | 80.00%            | 62.00%       | Yes               | 18.00%                   | 1                            | 20.00%                   | 8.20%               | Yes               | 11.80%                   |
| 7 - Skilled Craft Workers      | 24                   | 1                     | 4.17%             | 6.30%        | No                | -2.13%                   | 0                            | 0.00%                    | 5.90%               | No                | -5.90%                   |
| 8 - Service Maintenance        | 61                   | 12                    | 19.67%            | 43.30%       | No                | -23.63%                  | 12                           | 19.67%                   | 13.40%              | Yes               | 6.27%                    |
| <b>TOTAL</b>                   | <b>125</b>           | <b>32</b>             |                   |              |                   |                          | <b>17</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

**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                      |
| <b>TOTAL</b>                   | <b>0</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

**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              | 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         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 0                    | 0                     | N/A               | 62.00%       | N/A               | N/A                      | 0                            | N/A                      | 8.20%               | N/A               | N/A                      |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>2</b>             | <b>0</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |



### 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              | 0                    | 0                     | N/A               | 53.80%       | N/A               | N/A                      | 0                            | N/A                      | 9.80%               | N/A               | N/A                      |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 0                    | 0                     | N/A               | 57.90%       | N/A               | N/A                      | 0                            | N/A                      | 9.00%               | N/A               | N/A                      |
| 6 - Administrative Support     | 1                    | 1                     | 100.00%           | 62.00%       | Yes               | 38.00%                   | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>1</b>             | <b>1</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### 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                    | 2                     | 40.00%            | 43.90%       | No                | -3.90%                   | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 21                   | 10                    | 47.62%            | 53.80%       | No                | -6.18%                   | 3                            | 14.29%                   | 9.80%               | Yes               | 4.49%                    |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 1                    | 1                     | 100.00%           | 57.90%       | Yes               | 42.10%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 1                    | 1                     | 100.00%           | 62.00%       | Yes               | 38.00%                   | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>28</b>            | <b>14</b>             |                   |              |                   |                          | <b>3</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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     | 4                    | 2                     | 50.00%            | 62.00%       | No                | -12.00%                  | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 0                    | 0                     | N/A               | 6.30%        | N/A               | N/A                      | 0                            | N/A                      | 5.90%               | N/A               | N/A                      |
| 8 - Service Maintenance        | 0                    | 0                     | N/A               | 43.30%       | N/A               | N/A                      | 0                            | N/A                      | 13.40%              | N/A               | N/A                      |
| <b>TOTAL</b>                   | <b>4</b>             | <b>2</b>              |                   |              |                   |                          | <b>0</b>                     |                          |                     |                   |                          |

### Police Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 6                    | 2                     | 33.33%            | 43.90%       | No                | -10.57%                  | 1                            | 16.67%                   | 6.20%               | Yes               | 10.47%                   |
| 2 - Professionals              | 99                   | 31                    | 31.31%            | 53.80%       | No                | -22.49%                  | 20                           | 20.20%                   | 9.80%               | Yes               | 10.40%                   |
| 3 - Technicians                | 0                    | 0                     | N/A               | 50.80%       | N/A               | N/A                      | 0                            | N/A                      | 10.80%              | N/A               | N/A                      |
| 4 - Protective Workers         | 377                  | 111                   | 29.44%            | 28.10%       | Yes               | 1.34%                    | 82                           | 21.75%                   | 8.10%               | Yes               | 13.65%                   |
| 5 - Paraprofessionals          | 14                   | 10                    | 71.43%            | 57.90%       | Yes               | 13.53%                   | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 37                   | 30                    | 81.08%            | 62.00%       | Yes               | 19.08%                   | 3                            | 8.11%                    | 8.20%               | No                | -0.09%                   |
| 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                      |
| <b>TOTAL</b>                   | <b>533</b>           | <b>184</b>            |                   |              |                   |                          | <b>106</b>                   |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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        | 6                    | 1                     | 16.67%            | 43.30%       | No                | -26.63%                  | 1                            | 16.67%                   | 13.40%              | Yes               | 3.27%                    |
| <b>TOTAL</b>                   | <b>7</b>             | <b>1</b>              |                   |              |                   |                          | <b>1</b>                     |                          |                     |                   |                          |

### Streets Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 3                    | 0                     | 0.00%             | 43.90%       | No                | -43.90%                  | 0                            | 0.00%                    | 6.20%               | No                | -6.20%                   |
| 2 - Professionals              | 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          | 3                    | 2                     | 66.67%            | 57.90%       | Yes               | 8.77%                    | 0                            | 0.00%                    | 9.00%               | No                | -9.00%                   |
| 6 - Administrative Support     | 1                    | 0                     | 0.00%             | 62.00%       | No                | -62.00%                  | 0                            | 0.00%                    | 8.20%               | No                | -8.20%                   |
| 7 - Skilled Craft Workers      | 158                  | 10                    | 6.33%             | 6.30%        | Yes               | 0.03%                    | 25                           | 15.82%                   | 5.90%               | Yes               | 9.92%                    |
| 8 - Service Maintenance        | 7                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 1                            | 14.29%                   | 13.40%              | Yes               | 0.89%                    |
| <b>TOTAL</b>                   | <b>193</b>           | <b>14</b>             |                   |              |                   |                          | <b>26</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### 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         | 36                   | 13                    | 36.11%            | 28.10%       | Yes               | 8.01%                    | 1                            | 2.78%                    | 8.10%               | No                | -5.32%                   |
| 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%                  | 0                            | 0.00%                    | 13.40%              | No                | -13.40%                  |
| <b>TOTAL</b>                   | <b>39</b>            | <b>13</b>             |                   |              |                   |                          | <b>2</b>                     |                          |                     |                   |                          |

### Traffic Engineering Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 3                    | 0                     | 0.00%             | 43.90%       | No                | -43.90%                  | 1                            | 33.33%                   | 6.20%               | Yes               | 27.13%                   |
| 2 - Professionals              | 12                   | 4                     | 33.33%            | 53.80%       | No                | -20.47%                  | 1                            | 8.33%                    | 9.80%               | No                | -1.47%                   |
| 3 - Technicians                | 15                   | 2                     | 13.33%            | 50.80%       | No                | -37.47%                  | 2                            | 13.33%                   | 10.80%              | Yes               | 2.53%                    |
| 4 - Protective Workers         | 0                    | 0                     | N/A               | 28.10%       | N/A               | N/A                      | 0                            | N/A                      | 8.10%               | N/A               | N/A                      |
| 5 - Paraprofessionals          | 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      | 12                   | 0                     | 0.00%             | 6.30%        | No                | -6.30%                   | 0                            | 0.00%                    | 5.90%               | No                | -5.90%                   |
| 8 - Service Maintenance        | 6                    | 0                     | 0.00%             | 43.30%       | No                | -43.30%                  | 0                            | 0.00%                    | 13.40%              | No                | -13.40%                  |
| <b>TOTAL</b>                   | <b>51</b>            | <b>8</b>              |                   |              |                   |                          | <b>4</b>                     |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023

### Water Job Family Availability - HOURLY

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

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

### Water Job Family Availability - PERMANENT

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

|                                | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
|--------------------------------|----------------------|-----------------------|-------------------|--------------|-------------------|--------------------------|------------------------------|--------------------------|---------------------|-------------------|--------------------------|
| 1 - Officials & Administrators | 5                    | 1                     | 20.00%            | 43.90%       | No                | -23.90%                  | 1                            | 20.00%                   | 6.20%               | Yes               | 13.80%                   |
| 2 - Professionals              | 16                   | 4                     | 25.00%            | 53.80%       | No                | -28.80%                  | 1                            | 6.25%                    | 9.80%               | No                | -3.55%                   |
| 3 - Technicians                | 18                   | 4                     | 22.22%            | 50.80%       | No                | -28.58%                  | 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          | 7                    | 6                     | 85.71%            | 57.90%       | Yes               | 27.81%                   | 1                            | 14.29%                   | 9.00%               | Yes               | 5.29%                    |
| 6 - Administrative Support     | 4                    | 4                     | 100.00%           | 62.00%       | Yes               | 38.00%                   | 1                            | 25.00%                   | 8.20%               | Yes               | 16.80%                   |
| 7 - Skilled Craft Workers      | 32                   | 2                     | 6.25%             | 6.30%        | No                | -0.05%                   | 5                            | 15.63%                   | 5.90%               | Yes               | 9.73%                    |
| 8 - Service Maintenance        | 29                   | 4                     | 13.79%            | 43.30%       | No                | -29.51%                  | 7                            | 24.14%                   | 13.40%              | Yes               | 10.74%                   |
| <b>TOTAL</b>                   | <b>111</b>           | <b>25</b>             |                   |              |                   |                          | <b>16</b>                    |                          |                     |                   |                          |

REPORT GENERATED: 8/1/2023