

| 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 | 16 | 6 | 37.50% | 53.80% | No | -16.30% | 2 | 12.50% | 9.80% | Yes | 2.70% |
| 3 - Technicians | 30 | 5 | 16.67% | 50.80% | No | -34.13% | 15 | 50.00% | 10.80% | Yes | 39.20% |
| 4 - Protective Workers | 155 | 68 | 43.87% | 28.10% | Yes | 15.77% | 25 | 16.13% | 8.10% | Yes | 8.03% |
| 5 - Paraprofessionals | 43 | 36 | 83.72% | 57.90% | Yes | 25.82% | 19 | 44.19% | 9.00% | Yes | 35.19% |
| 6 - Administrative Support | 369 | 224 | 60.70% | 62.00% | No | -1.30% | 77 | 20.87% | 8.20% | Yes | 12.67% |
| 7 - Skilled Craft Workers | 235 | 69 | 29.36% | 6.30% | Yes | 23.06% | 50 | 21.28% | 5.90% | Yes | 15.38% |
| 8 - Service Maintenance | 169 | 53 | 31.36% | 43.30% | No | -11.94% | 49 | 28.99% | 13.40% | Yes | 15.59% |
| TOTAL | 1017 | 461 | | | | | 237 | | | | |

| 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 | 99 | 38 | 38.38% | 43.90% | No | -5.52% | 14 | 14.14% | 6.20% | Yes | 7.94% |
| 2 - Professionals | 726 | 280 | 38.57% | 53.80% | No | -15.23% | 147 | 20.25% | 9.80% | Yes | 10.45% |
| 3 - Technicians | 149 | 37 | 24.83% | 50.80% | No | -25.97% | 19 | 12.75% | 10.80% | Yes | 1.95% |
| 4 - Protective Workers | 808 | 174 | 21.53% | 28.10% | No | -6.57% | 182 | 22.52% | 8.10% | Yes | 14.42% |
| 5 - Paraprofessionals | 177 | 129 | 72.88% | 57.90% | Yes | 14.98% | 33 | 18.64% | 9.00% | Yes | 9.64% |
| 6 - Administrative Support | 138 | 98 | 71.01% | 62.00% | Yes | 9.01% | 23 | 16.67% | 8.20% | Yes | 8.47% |
| 7 - Skilled Craft Workers | 388 | 20 | 5.15% | 6.30% | No | -1.15% | 60 | 15.46% | 5.90% | Yes | 9.56% |
| 8 - Service Maintenance | 536 | 92 | 17.16% | 43.30% | No | -26.14% | 219 | 40.86% | 13.40% | Yes | 27.46% |
| TOTAL | 3021 | 868 | | | | | 697 | | | | |

| Assessor 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| Assessor 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 | 3 | 2 | 66.67% | 43.90% | Yes | 22.77% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 15 | 2 | 13.33% | 53.80% | No | -40.47% | 2 | 13.33% | 9.80% | Yes | 3.53% |
| 3 - Technicians | 4 | 3 | 75.00% | 50.80% | Yes | 24.20% | 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 | 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 |
| TOTAL | 23 | 8 | | | | | 4 | | | | |

| Attorney 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 2 | 1 | 50.00% | 57.90% | No | -7.90% | 2 | 100.00% | 9.00% | Yes | 91.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 2 | 1 | | | | | 2 | | | | |

| Attorney 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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 18 | 9 | 50.00% | 53.80% | No | -3.80% | 2 | 11.11% | 9.80% | Yes | 1.31% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 5 | 4 | 80.00% | 57.90% | Yes | 22.10% | 2 | 40.00% | 9.00% | Yes | 31.00% |
| 6 - Administrative Support | 1 | 1 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 26 | 15 | | | | | 4 | | | | |

| Building Inspection 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| Building Inspection 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 | 3 | 1 | 33.33% | 43.90% | No | -10.57% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 2 | 1 | 50.00% | 53.80% | No | -3.80% | 1 | 50.00% | 9.80% | Yes | 40.20% |
| 3 - Technicians | 34 | 10 | 29.41% | 50.80% | No | -21.39% | 3 | 8.82% | 10.80% | No | -1.98% |
| 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 | 6 | 5 | 83.33% | 62.00% | Yes | 21.33% | 1 | 16.67% | 8.20% | Yes | 8.47% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 45 | 17 | | | | | 5 | | | | |

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

| CDA City Job Family Availability - PERMANENT | | | | | | | | | | | |
|---|----------------------|-----------------------|-------------------|--------------|-------------------|---------------------------|------------------------------|--------------------------|---------------------|-------------------|---------------------------|
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| | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
| 1 - Officials & Administrators | 1 | 0 | 0.00% | 43.90% | No | -43.90% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 14 | 9 | 64.29% | 53.80% | Yes | 10.49% | 3 | 21.43% | 9.80% | Yes | 11.63% |
| 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% | 5 | 38.46% | 9.00% | Yes | 29.46% |
| 6 - Administrative Support | 4 | 4 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 10 | 0 | 0.00% | 6.30% | No | -6.30% | 2 | 20.00% | 5.90% | Yes | 14.10% |
| 8 - Service Maintenance | 7 | 2 | 28.57% | 43.30% | No | -14.73% | 2 | 28.57% | 13.40% | Yes | 15.17% |
| TOTAL | 49 | 25 | | | | | 12 | | | | |

| Civil Rights City Job Family Availability - HOURLY | | | | | | | | | | | |
|---|----------------------|-----------------------|-------------------|--------------|-------------------|---------------------------|------------------------------|--------------------------|---------------------|-------------------|---------------------------|
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| | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
| 1 - Officials & Administrators | 0 | 0 | N/A | 43.90% | N/A | N/A | 0 | N/A | 6.20% | N/A | N/A |
| 2 - Professionals | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 3 | 2 | 66.67% | 57.90% | Yes | 8.77% | 3 | 100.00% | 9.00% | Yes | 91.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 3 | 2 | | | | | 3 | | | | |

| Civil Rights City Job Family Availability - PERMANENT | | | | | | | | | | | |
|---|----------------------|-----------------------|-------------------|--------------|-------------------|---------------------------|------------------------------|--------------------------|---------------------|-------------------|---------------------------|
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| | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
| 1 - Officials & Administrators | 4 | 2 | 50.00% | 43.90% | Yes | 6.10% | 4 | 100.00% | 6.20% | Yes | 93.80% |
| 2 - Professionals | 16 | 12 | 75.00% | 53.80% | Yes | 21.20% | 9 | 56.25% | 9.80% | Yes | 46.45% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 2 | 2 | 100.00% | 57.90% | Yes | 42.10% | 1 | 50.00% | 9.00% | Yes | 41.00% |
| 6 - Administrative Support | 1 | 1 | 100.00% | 62.00% | Yes | 38.00% | 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 |
| TOTAL | 23 | 17 | | | | | 15 | | | | |

| Clerks City Job Family Availability - HOURLY | | | | | | | | | | | |
|---|----------------------|-----------------------|-------------------|--------------|-------------------|---------------------------|------------------------------|--------------------------|---------------------|-------------------|---------------------------|
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| | Total # of Employees | # of Female Employees | Female Incumbency | Female Goal* | Availability Met? | Difference to goal (+/-) | # of Racial Ethnic Employees | Racial Ethnic Incumbency | Racial Ethnic Goal* | Availability Met? | Difference to goal (+/-) |
| 1 - Officials & Administrators | 0 | 0 | N/A | 43.90% | N/A | N/A | 0 | N/A | 6.20% | N/A | N/A |
| 2 - Professionals | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 2 | 2 | 100.00% | 57.90% | Yes | 42.10% | 1 | 50.00% | 9.00% | Yes | 41.00% |
| 6 - Administrative Support | 99 | 73 | 73.74% | 62.00% | Yes | 11.74% | 22 | 22.22% | 8.20% | Yes | 14.02% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 101 | 75 | | | | | 23 | | | | |

| Clerks 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 | 0 | 0 | N/A | 43.90% | N/A | N/A | 0 | N/A | 6.20% | N/A | N/A |
| 2 - Professionals | 1 | 0 | 0.00% | 53.80% | No | -53.80% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 10 | 7 | 70.00% | 57.90% | Yes | 12.10% | 4 | 40.00% | 9.00% | Yes | 31.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 11 | 7 | | | | | 4 | | | | |

| Common Council 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 | 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 |
| TOTAL | 1 | 1 | | | | | 0 | | | | |

| Common Council 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 | 1 | 1 | 100.00% | 43.90% | Yes | 56.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 2 | 1 | 50.00% | 53.80% | No | -3.80% | 1 | 50.00% | 9.80% | Yes | 40.20% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 2 | 2 | 100.00% | 57.90% | Yes | 42.10% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 5 | 4 | | | | | 1 | | | | |

| Community Development 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 | 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 | 5 | 5 | 100.00% | 57.90% | Yes | 42.10% | 4 | 80.00% | 9.00% | Yes | 71.00% |
| 6 - Administrative Support | 2 | 1 | 50.00% | 62.00% | No | -12.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 7 | 6 | | | | | 4 | | | | |

| Community Development 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 | 1 | 0 | 0.00% | 43.90% | No | -43.90% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 29 | 21 | 72.41% | 53.80% | Yes | 18.61% | 10 | 34.48% | 9.80% | Yes | 24.68% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 5 | 3 | 60.00% | 57.90% | Yes | 2.10% | 1 | 20.00% | 9.00% | Yes | 11.00% |
| 6 - Administrative Support | 1 | 0 | 0.00% | 62.00% | No | -62.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 1 | 0 | 0.00% | 43.30% | No | -43.30% | 1 | 100.00% | 13.40% | Yes | 86.60% |
| TOTAL | 37 | 24 | | | | | 12 | | | | |

| EAP 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| EAP 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 | 1 | 1 | 100.00% | 43.90% | Yes | 56.10% | 1 | 100.00% | 6.20% | Yes | 93.80% |
| 2 - Professionals | 2 | 2 | 100.00% | 53.80% | Yes | 46.20% | 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 | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 4 | 4 | | | | | 2 | | | | |

| Economic Development 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| Economic Development 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 | 4 | 2 | 50.00% | 43.90% | Yes | 6.10% | 1 | 25.00% | 6.20% | Yes | 18.80% |
| 2 - Professionals | 13 | 5 | 38.46% | 53.80% | No | -15.34% | 4 | 30.77% | 9.80% | Yes | 20.97% |
| 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 | 1 | 0 | 0.00% | 57.90% | No | -57.90% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 1 | 1 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 20 | 8 | | | | | 5 | | | | |

| Engineering 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 8 | 1 | 12.50% | 50.80% | No | -38.30% | 5 | 62.50% | 10.80% | Yes | 51.70% |
| 4 - Protective Workers | 4 | 1 | 25.00% | 28.10% | No | -3.10% | 3 | 75.00% | 8.10% | Yes | 66.90% |
| 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 | 10 | 3 | 30.00% | 43.30% | No | -13.30% | 5 | 50.00% | 13.40% | Yes | 36.60% |
| TOTAL | 23 | 6 | | | | | 13 | | | | |

| Engineering 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 | 6 | 1 | 16.67% | 43.90% | No | -27.23% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 68 | 24 | 35.29% | 53.80% | No | -18.51% | 11 | 16.18% | 9.80% | Yes | 6.38% |
| 3 - Technicians | 38 | 6 | 15.79% | 50.80% | No | -35.01% | 4 | 10.53% | 10.80% | No | -0.27% |
| 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% | 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 | 44 | 5 | 11.36% | 6.30% | Yes | 5.06% | 8 | 18.18% | 5.90% | Yes | 12.28% |
| 8 - Service Maintenance | 18 | 5 | 27.78% | 43.30% | No | -15.52% | 11 | 61.11% | 13.40% | Yes | 47.71% |
| TOTAL | 180 | 45 | | | | | 34 | | | | |

| Finance 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 2 | 1 | 50.00% | 62.00% | No | -12.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 2 | 1 | | | | | 0 | | | | |

| Finance 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 | 6 | 2 | 33.33% | 43.90% | No | -10.57% | 2 | 33.33% | 6.20% | Yes | 27.13% |
| 2 - Professionals | 28 | 15 | 53.57% | 53.80% | No | -0.23% | 5 | 17.86% | 9.80% | Yes | 8.06% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 13 | 10 | 76.92% | 57.90% | Yes | 19.02% | 2 | 15.38% | 9.00% | Yes | 6.38% |
| 6 - Administrative Support | 2 | 2 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 49 | 29 | | | | | 9 | | | | |

| Fire 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 | 1 | 0 | 0.00% | 53.80% | No | -53.80% | 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 | 4 | 1 | 25.00% | 28.10% | No | -3.10% | 3 | 75.00% | 8.10% | Yes | 66.90% |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 5 | 1 | | | | | 4 | | | | |

| Fire 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 | 6 | 1 | 16.67% | 43.90% | No | -27.23% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 79 | 6 | 7.59% | 53.80% | No | -46.21% | 10 | 12.66% | 9.80% | Yes | 2.86% |
| 3 - Technicians | 16 | 6 | 37.50% | 50.80% | No | -13.30% | 2 | 12.50% | 10.80% | Yes | 1.70% |
| 4 - Protective Workers | 340 | 42 | 12.35% | 28.10% | No | -15.75% | 67 | 19.71% | 8.10% | Yes | 11.61% |
| 5 - Paraprofessionals | 6 | 4 | 66.67% | 57.90% | Yes | 8.77% | 1 | 16.67% | 9.00% | Yes | 7.67% |
| 6 - Administrative Support | 1 | 1 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 448 | 60 | | | | | 80 | | | | |

| Fleet 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 3 | 0 | 0.00% | 62.00% | No | -62.00% | 1 | 33.33% | 8.20% | Yes | 25.13% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 2 | 0 | 0.00% | 43.30% | No | -43.30% | 1 | 50.00% | 13.40% | Yes | 36.60% |
| TOTAL | 5 | 0 | | | | | 2 | | | | |

| Fleet 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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 1 | 50.00% | 6.20% | Yes | 43.80% |
| 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 | 2 | 1 | 50.00% | 57.90% | No | -7.90% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 22 | 1 | 4.55% | 6.30% | No | -1.75% | 2 | 9.09% | 5.90% | Yes | 3.19% |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 34 | 4 | | | | | 3 | | | | |

| Human Resources 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 2 | 1 | 50.00% | 62.00% | No | -12.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 2 | 1 | | | | | 0 | | | | |

| Human Resources 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 | 4 | 3 | 75.00% | 43.90% | Yes | 31.10% | 1 | 25.00% | 6.20% | Yes | 18.80% |
| 2 - Professionals | 14 | 10 | 71.43% | 53.80% | Yes | 17.63% | 6 | 42.86% | 9.80% | Yes | 33.06% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 3 | 3 | 100.00% | 57.90% | Yes | 42.10% | 1 | 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 |
| TOTAL | 21 | 16 | | | | | 8 | | | | |

| Information Technology 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 | 2 | 1 | 50.00% | 53.80% | No | -3.80% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 7 | 3 | 42.86% | 50.80% | No | -7.94% | 4 | 57.14% | 10.80% | Yes | 46.34% |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 5 | 5 | 100.00% | 57.90% | Yes | 42.10% | 1 | 20.00% | 9.00% | Yes | 11.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 14 | 9 | | | | | 5 | | | | |

| Information Technology 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 | 3 | 2 | 66.67% | 43.90% | Yes | 22.77% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 40 | 14 | 35.00% | 53.80% | No | -18.80% | 9 | 22.50% | 9.80% | Yes | 12.70% |
| 3 - Technicians | 6 | 3 | 50.00% | 50.80% | No | -0.80% | 2 | 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 | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 1 | 100.00% | 9.00% | Yes | 91.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 50 | 20 | | | | | 12 | | | | |

| Library 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 | 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 | 10 | 4 | 40.00% | 28.10% | Yes | 11.90% | 4 | 40.00% | 8.10% | Yes | 31.90% |
| 5 - Paraprofessionals | 3 | 2 | 66.67% | 57.90% | Yes | 8.77% | 2 | 66.67% | 9.00% | Yes | 57.67% |
| 6 - Administrative Support | 121 | 88 | 72.73% | 62.00% | Yes | 10.73% | 26 | 21.49% | 8.20% | Yes | 13.29% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 134 | 94 | | | | | 32 | | | | |

| Library 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 | 2 | 2 | 100.00% | 43.90% | Yes | 56.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 59 | 43 | 72.88% | 53.80% | Yes | 19.08% | 14 | 23.73% | 9.80% | Yes | 13.93% |
| 3 - Technicians | 2 | 0 | 0.00% | 50.80% | No | -50.80% | 1 | 50.00% | 10.80% | Yes | 39.20% |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 45 | 31 | 68.89% | 57.90% | Yes | 10.99% | 9 | 20.00% | 9.00% | Yes | 11.00% |
| 6 - Administrative Support | 27 | 18 | 66.67% | 62.00% | Yes | 4.67% | 1 | 3.70% | 8.20% | No | -4.50% |
| 7 - Skilled Craft Workers | 3 | 0 | 0.00% | 6.30% | No | -6.30% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 6 | 2 | 33.33% | 43.30% | No | -9.97% | 3 | 50.00% | 13.40% | Yes | 36.60% |
| TOTAL | 144 | 96 | | | | | 28 | | | | |

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

| Mayor 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 | 1 | 1 | 100.00% | 43.90% | Yes | 56.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 9 | 4 | 44.44% | 53.80% | No | -9.36% | 4 | 44.44% | 9.80% | Yes | 34.64% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 3 | 2 | 66.67% | 57.90% | Yes | 8.77% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 13 | 7 | | | | | 4 | | | | |

| Metro 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 | 2 | 1 | 50.00% | 53.80% | No | -3.80% | 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 |
| TOTAL | 2 | 1 | | | | | 0 | | | | |

| Metro 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 | 15 | 3 | 20.00% | 43.90% | No | -23.90% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 51 | 16 | 31.37% | 53.80% | No | -22.43% | 17 | 33.33% | 9.80% | Yes | 23.53% |
| 3 - Technicians | 3 | 1 | 33.33% | 50.80% | No | -17.47% | 1 | 33.33% | 10.80% | Yes | 22.53% |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 4 | 2 | 50.00% | 57.90% | No | -7.90% | 2 | 50.00% | 9.00% | Yes | 41.00% |
| 6 - Administrative Support | 14 | 8 | 57.14% | 62.00% | No | -4.86% | 6 | 42.86% | 8.20% | Yes | 34.66% |
| 7 - Skilled Craft Workers | 46 | 2 | 4.35% | 6.30% | No | -1.95% | 13 | 28.26% | 5.90% | Yes | 22.36% |
| 8 - Service Maintenance | 343 | 59 | 17.20% | 43.30% | No | -26.10% | 162 | 47.23% | 13.40% | Yes | 33.83% |
| TOTAL | 476 | 91 | | | | | 201 | | | | |

| Monona Terrace 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 | 1 | 1 | 100.00% | 53.80% | Yes | 46.20% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 1 | 0 | 0.00% | 28.10% | No | -28.10% | 0 | 0.00% | 8.10% | No | -8.10% |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 17 | 15 | 88.24% | 62.00% | Yes | 26.24% | 2 | 11.76% | 8.20% | Yes | 3.56% |
| 7 - Skilled Craft Workers | 235 | 69 | 29.36% | 6.30% | Yes | 23.06% | 50 | 21.28% | 5.90% | Yes | 15.38% |
| 8 - Service Maintenance | 25 | 11 | 44.00% | 43.30% | Yes | 0.70% | 17 | 68.00% | 13.40% | Yes | 54.60% |
| TOTAL | 279 | 96 | | | | | 69 | | | | |

| Monona Terrace 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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 13 | 8 | 61.54% | 53.80% | Yes | 7.74% | 2 | 15.38% | 9.80% | Yes | 5.58% |
| 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 | 6 | 6 | 100.00% | 57.90% | Yes | 42.10% | 1 | 16.67% | 9.00% | Yes | 7.67% |
| 6 - Administrative Support | 7 | 1 | 14.29% | 62.00% | No | -47.71% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 3 | 0 | 0.00% | 6.30% | No | -6.30% | 1 | 33.33% | 5.90% | Yes | 27.43% |
| 8 - Service Maintenance | 17 | 4 | 23.53% | 43.30% | No | -19.77% | 11 | 64.71% | 13.40% | Yes | 51.31% |
| TOTAL | 50 | 20 | | | | | 15 | | | | |

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

| Municipal Court 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 | 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 |
| TOTAL | 4 | 4 | | | | | 0 | | | | |

| Office of Independent Monitor 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| Office of Independent Monitor 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 | 1 | 0 | 0.00% | 43.90% | No | -43.90% | 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 | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 1 | 100.00% | 9.00% | Yes | 91.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 3 | 1 | | | | | 1 | | | | |

| Parking 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 | 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 | 15 | 7 | 46.67% | 62.00% | No | -15.33% | 4 | 26.67% | 8.20% | Yes | 18.47% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 4 | 1 | 25.00% | 43.30% | No | -18.30% | 1 | 25.00% | 13.40% | Yes | 11.60% |
| TOTAL | 19 | 8 | | | | | 5 | | | | |

| Parking 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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 12 | 6 | 50.00% | 53.80% | No | -3.80% | 1 | 8.33% | 9.80% | No | -1.47% |
| 3 - Technicians | 2 | 0 | 0.00% | 50.80% | No | -50.80% | 1 | 50.00% | 10.80% | Yes | 39.20% |
| 4 - Protective Workers | 33 | 8 | 24.24% | 28.10% | No | -3.86% | 6 | 18.18% | 8.10% | Yes | 10.08% |
| 5 - Paraprofessionals | 7 | 3 | 42.86% | 57.90% | No | -15.04% | 1 | 14.29% | 9.00% | Yes | 5.29% |
| 6 - Administrative Support | 14 | 6 | 42.86% | 62.00% | No | -19.14% | 5 | 35.71% | 8.20% | Yes | 27.51% |
| 7 - Skilled Craft Workers | 7 | 1 | 14.29% | 6.30% | Yes | 7.99% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 14 | 1 | 7.14% | 43.30% | No | -36.16% | 2 | 14.29% | 13.40% | Yes | 0.89% |
| TOTAL | 91 | 26 | | | | | 16 | | | | |

| Parks 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 | 3 | 2 | 66.67% | 53.80% | Yes | 12.87% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 5 | 0 | 0.00% | 50.80% | No | -50.80% | 1 | 20.00% | 10.80% | Yes | 9.20% |
| 4 - Protective Workers | 61 | 26 | 42.62% | 28.10% | Yes | 14.52% | 7 | 11.48% | 8.10% | Yes | 3.38% |
| 5 - Paraprofessionals | 14 | 11 | 78.57% | 57.90% | Yes | 20.67% | 4 | 28.57% | 9.00% | Yes | 19.57% |
| 6 - Administrative Support | 99 | 35 | 35.35% | 62.00% | No | -26.65% | 20 | 20.20% | 8.20% | Yes | 12.00% |
| 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 | 109 | 35 | 32.11% | 43.30% | No | -11.19% | 19 | 17.43% | 13.40% | Yes | 4.03% |
| TOTAL | 291 | 109 | | | | | 51 | | | | |

| Parks 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 | 5 | 2 | 40.00% | 43.90% | No | -3.90% | 1 | 20.00% | 6.20% | Yes | 13.80% |
| 2 - Professionals | 31 | 14 | 45.16% | 53.80% | No | -8.64% | 4 | 12.90% | 9.80% | Yes | 3.10% |
| 3 - Technicians | 4 | 2 | 50.00% | 50.80% | No | -0.80% | 1 | 25.00% | 10.80% | Yes | 14.20% |
| 4 - Protective Workers | 4 | 2 | 50.00% | 28.10% | Yes | 21.90% | 0 | 0.00% | 8.10% | No | -8.10% |
| 5 - Paraprofessionals | 9 | 7 | 77.78% | 57.90% | Yes | 19.88% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 5 | 5 | 100.00% | 62.00% | Yes | 38.00% | 2 | 40.00% | 8.20% | Yes | 31.80% |
| 7 - Skilled Craft Workers | 30 | 1 | 3.33% | 6.30% | No | -2.97% | 1 | 3.33% | 5.90% | No | -2.57% |
| 8 - Service Maintenance | 66 | 14 | 21.21% | 43.30% | No | -22.09% | 11 | 16.67% | 13.40% | Yes | 3.27% |
| TOTAL | 154 | 47 | | | | | 20 | | | | |

| PCED Office of Director 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| PCED Office of Director 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 | 1 | 0 | 0.00% | 43.90% | No | -43.90% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 2 | 1 | 50.00% | 53.80% | No | -3.80% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 1 | 0 | 0.00% | 50.80% | No | -50.80% | 0 | 0.00% | 10.80% | No | -10.80% |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 4 | 1 | | | | | 0 | | | | |

| Planning 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 | 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 | 3 | 3 | 100.00% | 57.90% | Yes | 42.10% | 2 | 66.67% | 9.00% | Yes | 57.67% |
| 6 - Administrative Support | 1 | 1 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 4 | 4 | | | | | 2 | | | | |

| Planning 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 | 5 | 2 | 40.00% | 43.90% | No | -3.90% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 25 | 13 | 52.00% | 53.80% | No | -1.80% | 4 | 16.00% | 9.80% | Yes | 6.20% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 2 | 2 | 100.00% | 62.00% | Yes | 38.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 33 | 18 | | | | | 4 | | | | |

| Police 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 | 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 | 2 | 0 | 0.00% | 62.00% | No | -62.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 3 | 1 | | | | | 0 | | | | |

| Police 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 | 6 | 4 | 66.67% | 43.90% | Yes | 22.77% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 107 | 30 | 28.04% | 53.80% | No | -25.76% | 19 | 17.76% | 9.80% | Yes | 7.96% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 431 | 122 | 28.31% | 28.10% | Yes | 0.21% | 109 | 25.29% | 8.10% | Yes | 17.19% |
| 5 - Paraprofessionals | 15 | 10 | 66.67% | 57.90% | Yes | 8.77% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 43 | 35 | 81.40% | 62.00% | Yes | 19.40% | 5 | 11.63% | 8.20% | Yes | 3.43% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 602 | 201 | | | | | 133 | | | | |

| Streets 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 | 4 | 1 | 25.00% | 53.80% | No | -28.80% | 1 | 25.00% | 9.80% | Yes | 15.20% |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 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 | 10 | 1 | 10.00% | 43.30% | No | -33.30% | 3 | 30.00% | 13.40% | Yes | 16.60% |
| TOTAL | 16 | 2 | | | | | 5 | | | | |

| Streets 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 | 3 | 0 | 0.00% | 43.90% | No | -43.90% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 24 | 2 | 8.33% | 53.80% | No | -45.47% | 1 | 4.17% | 9.80% | No | -5.63% |
| 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 | 2 | 1 | 50.00% | 62.00% | No | -12.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 174 | 9 | 5.17% | 6.30% | No | -1.13% | 27 | 15.52% | 5.90% | Yes | 9.62% |
| 8 - Service Maintenance | 23 | 1 | 4.35% | 43.30% | No | -38.95% | 8 | 34.78% | 13.40% | Yes | 21.38% |
| TOTAL | 229 | 15 | | | | | 36 | | | | |

| Traffic Engineering 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 | 2 | 0 | 0.00% | 53.80% | No | -53.80% | 0 | 0.00% | 9.80% | No | -9.80% |
| 3 - Technicians | 10 | 1 | 10.00% | 50.80% | No | -40.80% | 5 | 50.00% | 10.80% | Yes | 39.20% |
| 4 - Protective Workers | 75 | 36 | 48.00% | 28.10% | Yes | 19.90% | 8 | 10.67% | 8.10% | Yes | 2.57% |
| 5 - Paraprofessionals | 1 | 0 | 0.00% | 57.90% | No | -57.90% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 1 | 0 | 0.00% | 62.00% | No | -62.00% | 0 | 0.00% | 8.20% | No | -8.20% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 5 | 0 | 0.00% | 43.30% | No | -43.30% | 2 | 40.00% | 13.40% | Yes | 26.60% |
| TOTAL | 94 | 37 | | | | | 15 | | | | |

| Traffic Engineering 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 | 3 | 0 | 0.00% | 43.90% | No | -43.90% | 1 | 33.33% | 6.20% | Yes | 27.13% |
| 2 - Professionals | 21 | 6 | 28.57% | 53.80% | No | -25.23% | 3 | 14.29% | 9.80% | Yes | 4.49% |
| 3 - Technicians | 14 | 2 | 14.29% | 50.80% | No | -36.51% | 2 | 14.29% | 10.80% | Yes | 3.49% |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 3 | 2 | 66.67% | 57.90% | Yes | 8.77% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 13 | 0 | 0.00% | 6.30% | No | -6.30% | 0 | 0.00% | 5.90% | No | -5.90% |
| 8 - Service Maintenance | 11 | 1 | 9.09% | 43.30% | No | -34.21% | 2 | 18.18% | 13.40% | Yes | 4.78% |
| TOTAL | 65 | 11 | | | | | 8 | | | | |

| Transportation 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 | 0 | 0 | N/A | 53.80% | N/A | N/A | 0 | N/A | 9.80% | N/A | N/A |
| 3 - Technicians | 0 | 0 | N/A | 50.80% | N/A | N/A | 0 | N/A | 10.80% | N/A | N/A |
| 4 - Protective Workers | 0 | 0 | N/A | 28.10% | N/A | N/A | 0 | N/A | 8.10% | N/A | N/A |
| 5 - Paraprofessionals | 0 | 0 | N/A | 57.90% | N/A | N/A | 0 | N/A | 9.00% | N/A | N/A |
| 6 - Administrative Support | 0 | 0 | N/A | 62.00% | N/A | N/A | 0 | N/A | 8.20% | N/A | N/A |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 0 | 0 | N/A | 43.30% | N/A | N/A | 0 | N/A | 13.40% | N/A | N/A |
| TOTAL | 0 | 0 | | | | | 0 | | | | |

| Transportation 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 | 2 | 1 | 50.00% | 43.90% | Yes | 6.10% | 0 | 0.00% | 6.20% | No | -6.20% |
| 2 - Professionals | 2 | 0 | 0.00% | 53.80% | No | -53.80% | 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 |
| TOTAL | 4 | 1 | | | | | 1 | | | | |

| Water 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 | 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 | 1 | 1 | 100.00% | 57.90% | Yes | 42.10% | 0 | 0.00% | 9.00% | No | -9.00% |
| 6 - Administrative Support | 2 | 2 | 100.00% | 62.00% | Yes | 38.00% | 1 | 50.00% | 8.20% | Yes | 41.80% |
| 7 - Skilled Craft Workers | 0 | 0 | N/A | 6.30% | N/A | N/A | 0 | N/A | 5.90% | N/A | N/A |
| 8 - Service Maintenance | 4 | 2 | 50.00% | 43.30% | Yes | 6.70% | 1 | 25.00% | 13.40% | Yes | 11.60% |
| TOTAL | 8 | 5 | | | | | 2 | | | | |

| Water 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 | 4 | 1 | 25.00% | 43.90% | No | -18.90% | 2 | 50.00% | 6.20% | Yes | 43.80% |
| 2 - Professionals | 23 | 5 | 21.74% | 53.80% | No | -32.06% | 3 | 13.04% | 9.80% | Yes | 3.24% |
| 3 - Technicians | 19 | 4 | 21.05% | 50.80% | No | -29.75% | 1 | 5.26% | 10.80% | No | -5.54% |
| 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 | 6 | 100.00% | 57.90% | Yes | 42.10% | 1 | 16.67% | 9.00% | Yes | 7.67% |
| 6 - Administrative Support | 6 | 6 | 100.00% | 62.00% | Yes | 38.00% | 1 | 16.67% | 8.20% | Yes | 8.47% |
| 7 - Skilled Craft Workers | 36 | 1 | 2.78% | 6.30% | No | -3.52% | 6 | 16.67% | 5.90% | Yes | 10.77% |
| 8 - Service Maintenance | 30 | 3 | 10.00% | 43.30% | No | -33.30% | 6 | 20.00% | 13.40% | Yes | 6.60% |
| TOTAL | 124 | 26 | | | | | 20 | | | | |