

All City Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	8	4	50.00%	53.80%	No	-3.80%	3	37.50%	9.80%	Yes	27.70%
3 - Technicians	7	3	42.86%	50.80%	No	-7.94%	3	42.86%	10.80%	Yes	32.06%
4 - Protective Workers	50	18	36.00%	28.10%	Yes	7.90%	3	6.00%	8.10%	No	-2.10%
5 - Paraprofessionals	8	5	62.50%	57.90%	Yes	4.60%	1	12.50%	9.00%	Yes	3.50%
6 - Administrative Support	199	122	61.31%	62.00%	No	-0.69%	28	14.07%	8.20%	Yes	5.87%
7 - Skilled Craft Workers	103	27	26.21%	6.30%	Yes	19.91%	9	8.74%	5.90%	Yes	2.84%
8 - Service Maintenance	55	12	21.82%	43.30%	No	-21.48%	10	18.18%	13.40%	Yes	4.78%
TOTAL	430	191					57				

All City Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	86	35	40.70%	43.90%	No	-3.20%	15	17.44%	6.20%	Yes	11.24%
2 - Professionals	587	225	38.33%	53.80%	No	-15.47%	105	17.89%	9.80%	Yes	8.09%
3 - Technicians	133	31	23.31%	50.80%	No	-27.49%	12	9.02%	10.80%	No	-1.78%
4 - Protective Workers	660	146	22.12%	28.10%	No	-5.98%	138	20.91%	8.10%	Yes	12.81%
5 - Paraprofessionals	151	110	72.85%	57.90%	Yes	14.95%	23	15.23%	9.00%	Yes	6.23%
6 - Administrative Support	124	82	66.13%	62.00%	Yes	4.13%	22	17.74%	8.20%	Yes	9.54%
7 - Skilled Craft Workers	335	20	5.97%	6.30%	No	-0.33%	43	12.84%	5.90%	Yes	6.94%
8 - Service Maintenance	410	74	18.05%	43.30%	No	-25.25%	136	33.17%	13.40%	Yes	19.77%
TOTAL	2486	723					494				

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Assesor 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	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				

Assesor Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	12	2	16.67%	53.80%	No	-37.13%	2	16.67%	9.80%	Yes	6.87%
3 - Technicians	4	4	100.00%	50.80%	Yes	49.20%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	20	9					3				

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Attorney Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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				

Attorney Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	12	9	75.00%	53.80%	Yes	21.20%	1	8.33%	9.80%	No	-1.47%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	3	2	66.67%	57.90%	Yes	8.77%	1	33.33%	9.00%	Yes	24.33%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	18	13					2				

REPORT GENERATED: 5/5/2023

Building Insepction Job Family Availability - HOURLY

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

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

Building Inspection Job Family Availability - PERMANENT

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

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

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CDA Job Family Availability - HOURLY

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

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

CDA Job Family Availability - PERMANENT

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	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	11	7	63.64%	53.80%	Yes	9.84%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	13	10	76.92%	57.90%	Yes	19.02%	3	23.08%	9.00%	Yes	14.08%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	8	0	0.00%	6.30%	No	-6.30%	1	12.50%	5.90%	Yes	6.60%
8 - Service Maintenance	10	2	20.00%	43.30%	No	-23.30%	2	20.00%	13.40%	Yes	6.60%
TOTAL	43	19					6				

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CDD Job Family Availability - HOURLY

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	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	4	3	75.00%	62.00%	Yes	13.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	4	3					0				

CDD Job Family Availability - PERMANENT

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	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	22	16	72.73%	53.80%	Yes	18.93%	7	31.82%	9.80%	Yes	22.02%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	7	4	57.14%	57.90%	No	-0.76%	1	14.29%	9.00%	Yes	5.29%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	1	100.00%	13.40%	Yes	86.60%
TOTAL	33	21					9				

REPORT GENERATED: 5/5/2023

Civil Rights Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	1	1	100.00%	53.80%	Yes	46.20%	1	100.00%	9.80%	Yes	90.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	1	1					1				

Civil Rights Job Family Availability - PERMANENT

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

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

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Clerk Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	58	40	68.97%	62.00%	Yes	6.97%	13	22.41%	8.20%	Yes	14.21%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	58	40					13				

Clerk Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	1	0	0.00%	53.80%	No	-53.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	6	4	66.67%	57.90%	Yes	8.77%	2	33.33%	9.00%	Yes	24.33%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	8	5					2				

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Common Council Job Family Availability - HOURLY

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

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

Common Council Family Availability - PERMANENT

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

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

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EAP Job Family Availability - HOURLY

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

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

EAP Family Availability - PERMANENT

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

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

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Economic Development Job Family Availability - HOURLY

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

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

Economic Development Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	1	50.00%	6.20%	Yes	43.80%
2 - Professionals	12	5	41.67%	53.80%	No	-12.13%	3	25.00%	9.80%	Yes	15.20%
3 - Technicians	2	1	50.00%	50.80%	No	-0.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	18	9					4				

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Engineering Job Family Availability - HOURLY

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

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

Engineering Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	6	1	16.67%	43.90%	No	-27.23%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	57	17	29.82%	53.80%	No	-23.98%	5	8.77%	9.80%	No	-1.03%
3 - Technicians	35	6	17.14%	50.80%	No	-33.66%	4	11.43%	10.80%	Yes	0.63%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	6	5	83.33%	57.90%	Yes	25.43%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	36	3	8.33%	6.30%	Yes	2.03%	4	11.11%	5.90%	Yes	5.21%
8 - Service Maintenance	10	4	40.00%	43.30%	No	-3.30%	4	40.00%	13.40%	Yes	26.60%
TOTAL	151	36					18				

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Finance Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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				

Finance Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	2	40.00%	43.90%	No	-3.90%	1	20.00%	6.20%	Yes	13.80%
2 - Professionals	20	12	60.00%	53.80%	Yes	6.20%	2	10.00%	9.80%	Yes	0.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	7	6	85.71%	57.90%	Yes	27.81%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	4	3	75.00%	62.00%	Yes	13.00%	1	25.00%	8.20%	Yes	16.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	36	23					4				

REPORT GENERATED: 5/5/2023

Fire Job Family Availability - HOURLY

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

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

Fire Job Family Availability - PERMANENT

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

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

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Fleet Services Job Family Availability - HOURLY

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

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

Fleet Services Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	1	100.00%	6.20%	Yes	93.80%
2 - Professionals	5	1	20.00%	53.80%	No	-33.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	3	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	0	0.00%	57.90%	No	-57.90%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	19	2	10.53%	6.30%	Yes	4.23%	1	5.26%	5.90%	No	-0.64%
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
TOTAL	30	3					2				

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Human Resources Job Family Availability - HOURLY

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

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

Human Resources Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	3	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	7	5	71.43%	53.80%	Yes	17.63%	1	14.29%	9.80%	Yes	4.49%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	3	3	100.00%	57.90%	Yes	42.10%	2	66.67%	9.00%	Yes	57.67%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	14	11					4				

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Information Technology Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	1	0	0.00%	53.80%	No	-53.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	4	2	50.00%	50.80%	No	-0.80%	3	75.00%	10.80%	Yes	64.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	5	2					3				

Information Technology Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	40	12	30.00%	53.80%	No	-23.80%	8	20.00%	9.80%	Yes	10.20%
3 - Technicians	4	1	25.00%	50.80%	No	-25.80%	1	25.00%	10.80%	Yes	14.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	1	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	48	16					10				

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Library Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	5	2	40.00%	28.10%	Yes	11.90%	2	40.00%	8.10%	Yes	31.90%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	71	50	70.42%	62.00%	Yes	8.42%	8	11.27%	8.20%	Yes	3.07%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	76	52					10				

Library Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	54	41	75.93%	53.80%	Yes	22.13%	14	25.93%	9.80%	Yes	16.13%
3 - Technicians	3	0	0.00%	50.80%	No	-50.80%	1	33.33%	10.80%	Yes	22.53%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	39	26	66.67%	57.90%	Yes	8.77%	9	23.08%	9.00%	Yes	14.08%
6 - Administrative Support	26	18	69.23%	62.00%	Yes	7.23%	1	3.85%	8.20%	No	-4.35%
7 - Skilled Craft Workers	2	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	4	0	0.00%	43.30%	No	-43.30%	3	75.00%	13.40%	Yes	61.60%
TOTAL	131	87					28				

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Mayor Job Family Availability - HOURLY

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

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

Mayor Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	6	5	83.33%	53.80%	Yes	29.53%	3	50.00%	9.80%	Yes	40.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	8	7					3				

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Metro Job Family Availability - HOURLY

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

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

Metro Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	9	4	44.44%	43.90%	Yes	0.54%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	34	10	29.41%	53.80%	No	-24.39%	12	35.29%	9.80%	Yes	25.49%
3 - Technicians	2	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	3	2	66.67%	57.90%	Yes	8.77%	2	66.67%	9.00%	Yes	57.67%
6 - Administrative Support	14	9	64.29%	62.00%	Yes	2.29%	5	35.71%	8.20%	Yes	27.51%
7 - Skilled Craft Workers	36	1	2.78%	6.30%	No	-3.52%	6	16.67%	5.90%	Yes	10.77%
8 - Service Maintenance	246	44	17.89%	43.30%	No	-25.41%	94	38.21%	13.40%	Yes	24.81%
TOTAL	344	70					119				

REPORT GENERATED: 5/5/2023

Monona Terrace Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	12	10	83.33%	62.00%	Yes	21.33%	1	8.33%	8.20%	Yes	0.13%
7 - Skilled Craft Workers	103	27	26.21%	6.30%	Yes	19.91%	9	8.74%	5.90%	Yes	2.84%
8 - Service Maintenance	3	0	0.00%	43.30%	No	-43.30%	3	100.00%	13.40%	Yes	86.60%
TOTAL	118	37					13				

Monona Terrace Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	14	8	57.14%	53.80%	Yes	3.34%	2	14.29%	9.80%	Yes	4.49%
3 - Technicians	2	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	5	5	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	6	2	33.33%	62.00%	No	-28.67%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	2	0	0.00%	6.30%	No	-6.30%	1	50.00%	5.90%	Yes	44.10%
8 - Service Maintenance	15	3	20.00%	43.30%	No	-23.30%	8	53.33%	13.40%	Yes	39.93%
TOTAL	46	19					11				

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Municipal Court Job Family Availability - HOURLY

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

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

Municipal Court Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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				

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Parking Job Family Availability - HOURLY

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

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

Parking Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	6	1	16.67%	53.80%	No	-37.13%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	1	0	0.00%	50.80%	No	-50.80%	1	100.00%	10.80%	Yes	89.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	8	2	25.00%	57.90%	No	-32.90%	1	12.50%	9.00%	Yes	3.50%
6 - Administrative Support	13	3	23.08%	62.00%	No	-38.92%	6	46.15%	8.20%	Yes	37.95%
7 - Skilled Craft Workers	6	1	16.67%	6.30%	Yes	10.37%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	20	5	25.00%	43.30%	No	-18.30%	4	20.00%	13.40%	Yes	6.60%
TOTAL	55	13					12				

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Parks Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	1	1	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	1	1	100.00%	50.80%	Yes	49.20%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	9	3	33.33%	28.10%	Yes	5.23%	0	0.00%	8.10%	No	-8.10%
5 - Paraprofessionals	8	5	62.50%	57.90%	Yes	4.60%	1	12.50%	9.00%	Yes	3.50%
6 - Administrative Support	36	14	38.89%	62.00%	No	-23.11%	4	11.11%	8.20%	Yes	2.91%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	43	11	25.58%	43.30%	No	-17.72%	6	13.95%	13.40%	Yes	0.55%
TOTAL	98	35					11				

Parks Job Family Availability - PERMANENT

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

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

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PCED Office of the Director Job Family Availability - HOURLY

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

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

PCED Office of the Director Job Family Availability - PERMANENT

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

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

Planning Job Family Availability - HOURLY

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

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

Planning Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	2	40.00%	43.90%	No	-3.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	21	10	47.62%	53.80%	No	-6.18%	3	14.29%	9.80%	Yes	4.49%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	28	14					3				

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Police Job Family Availability - HOURLY

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

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

Police Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	6	2	33.33%	43.90%	No	-10.57%	1	16.67%	6.20%	Yes	10.47%
2 - Professionals	99	31	31.31%	53.80%	No	-22.49%	20	20.20%	9.80%	Yes	10.40%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	377	111	29.44%	28.10%	Yes	1.34%	82	21.75%	8.10%	Yes	13.65%
5 - Paraprofessionals	14	10	71.43%	57.90%	Yes	13.53%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	37	30	81.08%	62.00%	Yes	19.08%	3	8.11%	8.20%	No	-0.09%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	533	184					106				

REPORT GENERATED: 5/5/2023

Streets Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	6	1	16.67%	43.30%	No	-26.63%	1	16.67%	13.40%	Yes	3.27%
TOTAL	7	1					1				

Streets Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	21	2	9.52%	53.80%	No	-44.28%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	3	2	66.67%	57.90%	Yes	8.77%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	158	10	6.33%	6.30%	Yes	0.03%	25	15.82%	5.90%	Yes	9.92%
8 - Service Maintenance	7	0	0.00%	43.30%	No	-43.30%	1	14.29%	13.40%	Yes	0.89%
TOTAL	193	14					26				

REPORT GENERATED: 5/5/2023

Traffic Engineering Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	1	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	36	13	36.11%	28.10%	Yes	8.01%	1	2.78%	8.10%	No	-5.32%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
TOTAL	39	13					2				

Traffic Engineering Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	0	0.00%	43.90%	No	-43.90%	1	33.33%	6.20%	Yes	27.13%
2 - Professionals	12	4	33.33%	53.80%	No	-20.47%	1	8.33%	9.80%	No	-1.47%
3 - Technicians	15	2	13.33%	50.80%	No	-37.47%	2	13.33%	10.80%	Yes	2.53%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	3	2	66.67%	57.90%	Yes	8.77%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	12	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	6	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
TOTAL	51	8					4				

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Water Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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				

Water Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	1	20.00%	43.90%	No	-23.90%	1	20.00%	6.20%	Yes	13.80%
2 - Professionals	16	4	25.00%	53.80%	No	-28.80%	1	6.25%	9.80%	No	-3.55%
3 - Technicians	18	4	22.22%	50.80%	No	-28.58%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	7	6	85.71%	57.90%	Yes	27.81%	1	14.29%	9.00%	Yes	5.29%
6 - Administrative Support	4	4	100.00%	62.00%	Yes	38.00%	1	25.00%	8.20%	Yes	16.80%
7 - Skilled Craft Workers	32	2	6.25%	6.30%	No	-0.05%	5	15.63%	5.90%	Yes	9.73%
8 - Service Maintenance	29	4	13.79%	43.30%	No	-29.51%	7	24.14%	13.40%	Yes	10.74%
TOTAL	111	25					16				

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