

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	12	6	50.00%	53.80%	No	-3.80%	3	25.00%	9.80%	Yes	15.20%
3 - Technicians	11	2	18.18%	50.80%	No	-32.62%	4	36.36%	10.80%	Yes	25.56%
4 - Protective Workers	102	42	41.18%	28.10%	Yes	13.08%	9	8.82%	8.10%	Yes	0.72%
5 - Paraprofessionals	18	12	66.67%	57.90%	Yes	8.77%	5	27.78%	9.00%	Yes	18.78%
6 - Administrative Support	259	150	57.92%	62.00%	No	-4.08%	44	16.99%	8.20%	Yes	8.79%
7 - Skilled Craft Workers	220	54	24.55%	6.30%	Yes	18.25%	37	16.82%	5.90%	Yes	10.92%
8 - Service Maintenance	107	32	29.91%	43.30%	No	-13.39%	23	21.50%	13.40%	Yes	8.10%
TOTAL	729	298					125				

All 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	99	39	39.39%	43.90%	No	-4.51%	17	17.17%	6.20%	Yes	10.97%
2 - Professionals	693	262	37.81%	53.80%	No	-15.99%	138	19.91%	9.80%	Yes	10.11%
3 - Technicians	149	38	25.50%	50.80%	No	-25.30%	16	10.74%	10.80%	No	-0.06%
4 - Protective Workers	788	171	21.70%	28.10%	No	-6.40%	167	21.19%	8.10%	Yes	13.09%
5 - Paraprofessionals	167	125	74.85%	57.90%	Yes	16.95%	32	19.16%	9.00%	Yes	10.16%
6 - Administrative Support	147	99	67.35%	62.00%	Yes	5.35%	25	17.01%	8.20%	Yes	8.81%
7 - Skilled Craft Workers	383	22	5.74%	6.30%	No	-0.56%	57	14.88%	5.90%	Yes	8.98%
8 - Service Maintenance	536	101	18.84%	43.30%	No	-24.46%	197	36.75%	13.40%	Yes	23.35%
TOTAL	2962	857					649				

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Assessor 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	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	2	0					1				

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	14	2	14.29%	53.80%	No	-39.51%	2	14.29%	9.80%	Yes	4.49%
3 - Technicians	5	4	80.00%	50.80%	Yes	29.20%	1	20.00%	10.80%	Yes	9.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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	9					4				

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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	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 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%	1	20.00%	9.00%	Yes	11.00%
6 - Administrative Support	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	26	15					3				

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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%	2	100.00%	9.80%	Yes	90.20%
3 - Technicians	33	10	30.30%	50.80%	No	-20.50%	2	6.06%	10.80%	No	-4.74%
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	4	80.00%	62.00%	Yes	18.00%	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	43	16					4				

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CDA 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				

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%	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	14	11	78.57%	57.90%	Yes	20.67%	6	42.86%	9.00%	Yes	33.86%
6 - Administrative Support	4	4	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	8	0	0.00%	6.30%	No	-6.30%	1	12.50%	5.90%	Yes	6.60%
8 - Service Maintenance	11	2	18.18%	43.30%	No	-25.12%	3	27.27%	13.40%	Yes	13.87%
TOTAL	52	26					10				

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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	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 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%	4	100.00%	6.20%	Yes	93.80%
2 - Professionals	15	11	73.33%	53.80%	Yes	19.53%	9	60.00%	9.80%	Yes	50.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	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	20	14					13				

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Clerks 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	4	4	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	4	4					0				

Clerks 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	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 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%	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	1	1					1				

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				

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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	1	1	100.00%	53.80%	Yes	46.20%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	0	0.00%	57.90%	No	-57.90%	1	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	5	3	60.00%	62.00%	No	-2.00%	1	20.00%	8.20%	Yes	11.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	7	4					2				

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	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	27	18	66.67%	53.80%	Yes	12.87%	10	37.04%	9.80%	Yes	27.24%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	6	4	66.67%	57.90%	Yes	8.77%	2	33.33%	9.00%	Yes	24.33%
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	23					13				

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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	1	1	100.00%	53.80%	Yes	46.20%	1	100.00%	9.80%	Yes	90.20%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	3	3					2				

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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	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	1	1	100.00%	50.80%	Yes	49.20%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	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	17	8					4				

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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	5	0	0.00%	50.80%	No	-50.80%	2	40.00%	10.80%	Yes	29.20%
4 - Protective Workers	1	0	0.00%	28.10%	No	-28.10%	0	0.00%	8.10%	No	-8.10%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	8	4	50.00%	43.30%	Yes	6.70%	2	25.00%	13.40%	Yes	11.60%
TOTAL	14	4					4				

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	69	24	34.78%	53.80%	No	-19.02%	10	14.49%	9.80%	Yes	4.69%
3 - Technicians	38	7	18.42%	50.80%	No	-32.38%	5	13.16%	10.80%	Yes	2.36%
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	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	41	4	9.76%	6.30%	Yes	3.46%	4	9.76%	5.90%	Yes	3.86%
8 - Service Maintenance	16	6	37.50%	43.30%	No	-5.80%	7	43.75%	13.40%	Yes	30.35%
TOTAL	176	47					26				

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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	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
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	16	57.14%	53.80%	Yes	3.34%	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	10	9	90.00%	57.90%	Yes	32.10%	1	10.00%	9.00%	Yes	1.00%
6 - Administrative Support	5	4	80.00%	62.00%	Yes	18.00%	1	20.00%	8.20%	Yes	11.80%
7 - Skilled Craft Workers	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	31					9				

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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	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%	1	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	4	3					2				

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	2	33.33%	43.90%	No	-10.57%	1	16.67%	6.20%	Yes	10.47%
2 - Professionals	76	6	7.89%	53.80%	No	-45.91%	11	14.47%	9.80%	Yes	4.67%
3 - Technicians	14	4	28.57%	50.80%	No	-22.23%	1	7.14%	10.80%	No	-3.66%
4 - Protective Workers	326	40	12.27%	28.10%	No	-15.83%	65	19.94%	8.10%	Yes	11.84%
5 - Paraprofessionals	3	3	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	4	2	50.00%	62.00%	No	-12.00%	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	429	57					79				

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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%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	4	0	0.00%	43.30%	No	-43.30%	2	50.00%	13.40%	Yes	36.60%
TOTAL	7	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	1	0	0.00%	43.90%	No	-43.90%	1	100.00%	6.20%	Yes	93.80%
2 - Professionals	6	2	33.33%	53.80%	No	-20.47%	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	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	22	2	9.09%	6.30%	Yes	2.79%	2	9.09%	5.90%	Yes	3.19%
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
TOTAL	34	5					3				

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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	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	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	3	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	11	7	63.64%	53.80%	Yes	9.84%	4	36.36%	9.80%	Yes	26.56%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	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	19	13					8				

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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	4	1	25.00%	50.80%	No	-25.80%	2	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	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	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	3					2				

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	44	14	31.82%	53.80%	No	-21.98%	9	20.45%	9.80%	Yes	10.65%
3 - Technicians	4	2	50.00%	50.80%	No	-0.80%	2	50.00%	10.80%	Yes	39.20%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	1	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	52	19					12				

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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	11	5	45.45%	28.10%	Yes	17.35%	2	18.18%	8.10%	Yes	10.08%
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	114	84	73.68%	62.00%	Yes	11.68%	18	15.79%	8.20%	Yes	7.59%
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	126	90					20				

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	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	58	42	72.41%	53.80%	Yes	18.61%	13	22.41%	9.80%	Yes	12.61%
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	43	31	72.09%	57.90%	Yes	14.19%	10	23.26%	9.00%	Yes	14.26%
6 - Administrative Support	24	16	66.67%	62.00%	Yes	4.67%	1	4.17%	8.20%	No	-4.03%
7 - Skilled Craft Workers	3	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	5	0	0.00%	43.30%	No	-43.30%	3	60.00%	13.40%	Yes	46.60%
TOTAL	138	91					28				

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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	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 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	5	55.56%	53.80%	Yes	1.76%	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	8					4				

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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	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	6	40.00%	62.00%	No	-22.00%	5	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	1	0	0.00%	43.30%	No	-43.30%	1	100.00%	13.40%	Yes	86.60%
TOTAL	16	6					6				

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	14	4	28.57%	43.90%	No	-15.33%	1	7.14%	6.20%	Yes	0.94%
2 - Professionals	47	12	25.53%	53.80%	No	-28.27%	16	34.04%	9.80%	Yes	24.24%
3 - Technicians	3	1	33.33%	50.80%	No	-17.47%	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	3	50.00%	57.90%	No	-7.90%	2	33.33%	9.00%	Yes	24.33%
6 - Administrative Support	15	9	60.00%	62.00%	No	-2.00%	5	33.33%	8.20%	Yes	25.13%
7 - Skilled Craft Workers	47	2	4.26%	6.30%	No	-2.04%	14	29.79%	5.90%	Yes	23.89%
8 - Service Maintenance	330	64	19.39%	43.30%	No	-23.91%	140	42.42%	13.40%	Yes	29.02%
TOTAL	462	95					178				

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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	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	1	0	0.00%	28.10%	No	-28.10%	0	0.00%	8.10%	No	-8.10%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	16	13	81.25%	62.00%	Yes	19.25%	1	6.25%	8.20%	No	-1.95%
7 - Skilled Craft Workers	220	54	24.55%	6.30%	Yes	18.25%	37	16.82%	5.90%	Yes	10.92%
8 - Service Maintenance	5	1	20.00%	43.30%	No	-23.30%	4	80.00%	13.40%	Yes	66.60%
TOTAL	242	68					42				

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	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	6	6	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	8	2	25.00%	62.00%	No	-37.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	3	0	0.00%	6.30%	No	-6.30%	2	66.67%	5.90%	Yes	60.77%
8 - Service Maintenance	16	3	18.75%	43.30%	No	-24.55%	10	62.50%	13.40%	Yes	49.10%
TOTAL	51	20					14				

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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				

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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	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				

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	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	1	100.00%	9.00%	Yes	91.00%
6 - Administrative Support	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				

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	13	5	38.46%	62.00%	No	-23.54%	5	38.46%	8.20%	Yes	30.26%
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	5					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	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	7	1	14.29%	53.80%	No	-39.51%	0	0.00%	9.80%	No	-9.80%
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	8	2	25.00%	57.90%	No	-32.90%	1	12.50%	9.00%	Yes	3.50%
6 - Administrative Support	13	4	30.77%	62.00%	No	-31.23%	5	38.46%	8.20%	Yes	30.26%
7 - Skilled Craft Workers	6	1	16.67%	6.30%	Yes	10.37%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	20	4	20.00%	43.30%	No	-23.30%	5	25.00%	13.40%	Yes	11.60%
TOTAL	58	14					12				

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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	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	19	7	36.84%	28.10%	Yes	8.74%	3	15.79%	8.10%	Yes	7.69%
5 - Paraprofessionals	9	5	55.56%	57.90%	No	-2.34%	2	22.22%	9.00%	Yes	13.22%
6 - Administrative Support	75	30	40.00%	62.00%	No	-22.00%	12	16.00%	8.20%	Yes	7.80%
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	73	24	32.88%	43.30%	No	-10.42%	10	13.70%	13.40%	Yes	0.30%
TOTAL	178	68					27				

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	6	3	50.00%	43.90%	Yes	6.10%	1	16.67%	6.20%	Yes	10.47%
2 - Professionals	27	10	37.04%	53.80%	No	-16.76%	3	11.11%	9.80%	Yes	1.31%
3 - Technicians	4	2	50.00%	50.80%	No	-0.80%	1	25.00%	10.80%	Yes	14.20%
4 - Protective Workers	3	0	0.00%	28.10%	No	-28.10%	0	0.00%	8.10%	No	-8.10%
5 - Paraprofessionals	6	5	83.33%	57.90%	Yes	25.43%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	6	5	83.33%	62.00%	Yes	21.33%	2	33.33%	8.20%	Yes	25.13%
7 - Skilled Craft Workers	27	1	3.70%	6.30%	No	-2.60%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	69	15	21.74%	43.30%	No	-21.56%	12	17.39%	13.40%	Yes	3.99%
TOTAL	148	41					19				

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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	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				

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	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	1	0	0.00%	57.90%	No	-57.90%	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	0					1				

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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	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	2	2					0				

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%	3	12.00%	9.80%	Yes	2.20%
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					3				

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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	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				

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	7	3	42.86%	43.90%	No	-1.04%	1	14.29%	6.20%	Yes	8.09%
2 - Professionals	106	33	31.13%	53.80%	No	-22.67%	21	19.81%	9.80%	Yes	10.01%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	459	131	28.54%	28.10%	Yes	0.44%	102	22.22%	8.10%	Yes	14.12%
5 - Paraprofessionals	14	10	71.43%	57.90%	Yes	13.53%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	49	38	77.55%	62.00%	Yes	15.55%	7	14.29%	8.20%	Yes	6.09%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
TOTAL	635	215					131				

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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	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	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	15	3	20.00%	43.30%	No	-23.30%	4	26.67%	13.40%	Yes	13.27%
TOTAL	18	3					4				

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	4	3	75.00%	57.90%	Yes	17.10%	1	25.00%	9.00%	Yes	16.00%
6 - Administrative Support	2	1	50.00%	62.00%	No	-12.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	179	11	6.15%	6.30%	No	-0.15%	28	15.64%	5.90%	Yes	9.74%
8 - Service Maintenance	22	2	9.09%	43.30%	No	-34.21%	7	31.82%	13.40%	Yes	18.42%
TOTAL	234	19					37				

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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	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	70	30	42.86%	28.10%	Yes	14.76%	4	5.71%	8.10%	No	-2.39%
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	72	30					4				

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	16	5	31.25%	53.80%	No	-22.55%	2	12.50%	9.80%	Yes	2.70%
3 - Technicians	17	2	11.76%	50.80%	No	-39.04%	2	11.76%	10.80%	Yes	0.96%
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	12	1	8.33%	43.30%	No	-34.97%	0	0.00%	13.40%	No	-13.40%
TOTAL	63	10					5				

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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	1	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	2	1	50.00%	53.80%	No	-3.80%	1	50.00%	9.80%	Yes	40.20%
3 - Technicians	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	3	1					1				

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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	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 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	1	20.00%	43.90%	No	-23.90%	2	40.00%	6.20%	Yes	33.80%
2 - Professionals	18	4	22.22%	53.80%	No	-31.58%	3	16.67%	9.80%	Yes	6.87%
3 - Technicians	19	4	21.05%	50.80%	No	-29.75%	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	5	5	100.00%	62.00%	Yes	38.00%	1	20.00%	8.20%	Yes	11.80%
7 - Skilled Craft Workers	35	1	2.86%	6.30%	No	-3.44%	6	17.14%	5.90%	Yes	11.24%
8 - Service Maintenance	33	4	12.12%	43.30%	No	-31.18%	9	27.27%	13.40%	Yes	13.87%
TOTAL	122	25					22				

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