

### 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	5	3	60.00%	53.80%	Yes	6.20%	1	20.00%	9.80%	Yes	10.20%
3 - Technicians	8	2	25.00%	50.80%	No	-25.80%	2	25.00%	10.80%	Yes	14.20%
4 - Protective Workers	94	40	42.55%	28.10%	Yes	14.45%	8	8.51%	8.10%	Yes	0.41%
5 - Paraprofessionals	17	12	70.59%	57.90%	Yes	12.69%	5	29.41%	9.00%	Yes	20.41%
6 - Administrative Support	283	166	58.66%	62.00%	No	-3.34%	51	18.02%	8.20%	Yes	9.82%
7 - Skilled Craft Workers	204	55	26.96%	6.30%	Yes	20.66%	39	19.12%	5.90%	Yes	13.22%
8 - Service Maintenance	69	25	36.23%	43.30%	No	-7.07%	20	28.99%	13.40%	Yes	15.59%
<b>TOTAL</b>	<b>680</b>	<b>303</b>					<b>126</b>				

### All City Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	102	39	38.24%	43.90%	No	-5.66%	17	16.67%	6.20%	Yes	10.47%
2 - Professionals	702	267	38.03%	53.80%	No	-15.77%	136	19.37%	9.80%	Yes	9.57%
3 - Technicians	146	38	26.03%	50.80%	No	-24.77%	15	10.27%	10.80%	No	-0.53%
4 - Protective Workers	791	173	21.87%	28.10%	No	-6.23%	167	21.11%	8.10%	Yes	13.01%
5 - Paraprofessionals	164	121	73.78%	57.90%	Yes	15.88%	30	18.29%	9.00%	Yes	9.29%
6 - Administrative Support	153	106	69.28%	62.00%	Yes	7.28%	23	15.03%	8.20%	Yes	6.83%
7 - Skilled Craft Workers	376	21	5.59%	6.30%	No	-0.71%	57	15.16%	5.90%	Yes	9.26%
8 - Service Maintenance	554	106	19.13%	43.30%	No	-24.17%	206	37.18%	13.40%	Yes	23.78%
<b>TOTAL</b>	<b>2988</b>	<b>871</b>					<b>651</b>				

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### Assessor City Job Family Availability - HOURLY

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

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

### 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	16	2	12.50%	53.80%	No	-41.30%	2	12.50%	9.80%	Yes	2.70%
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
<b>TOTAL</b>	<b>25</b>	<b>9</b>					<b>4</b>				

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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
<b>TOTAL</b>	<b>0</b>	<b>0</b>					<b>0</b>				

### 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	17	9	52.94%	53.80%	No	-0.86%	2	11.76%	9.80%	Yes	1.96%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	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
<b>TOTAL</b>	<b>25</b>	<b>15</b>					<b>3</b>				

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

### 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
<b>TOTAL</b>	<b>43</b>	<b>16</b>					<b>4</b>				

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

### 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	12	9	75.00%	57.90%	Yes	17.10%	4	33.33%	9.00%	Yes	24.33%
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%
<b>TOTAL</b>	<b>50</b>	<b>24</b>					<b>8</b>				

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

### 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	1	1	100.00%	62.00%	Yes	38.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>21</b>	<b>15</b>					<b>14</b>				

### Clerk 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	24	18	75.00%	62.00%	Yes	13.00%	5	20.83%	8.20%	Yes	12.63%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>24</b>	<b>18</b>					<b>5</b>				

### Clerk 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	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	9	6	66.67%	57.90%	Yes	8.77%	4	44.44%	9.00%	Yes	35.44%
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>11</b>	<b>7</b>					<b>4</b>				

### 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
<b>TOTAL</b>	<b>1</b>	<b>1</b>					<b>1</b>				

### 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
<b>TOTAL</b>	<b>5</b>	<b>4</b>					<b>1</b>				



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

### 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
<b>TOTAL</b>	<b>3</b>	<b>3</b>					<b>2</b>				

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

### Economic Development City Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	4	2	50.00%	43.90%	Yes	6.10%	1	25.00%	6.20%	Yes	18.80%
2 - Professionals	10	4	40.00%	53.80%	No	-13.80%	3	30.00%	9.80%	Yes	20.20%
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	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
<b>TOTAL</b>	<b>18</b>	<b>8</b>					<b>4</b>				

### 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	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	6	3	50.00%	43.30%	Yes	6.70%	1	16.67%	13.40%	Yes	3.27%
<b>TOTAL</b>	<b>6</b>	<b>3</b>					<b>1</b>				

### 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	71	25	35.21%	53.80%	No	-18.59%	11	15.49%	9.80%	Yes	5.69%
3 - Technicians	38	7	18.42%	50.80%	No	-32.38%	4	10.53%	10.80%	No	-0.27%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	7	5	71.43%	57.90%	Yes	13.53%	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	40	4	10.00%	6.30%	Yes	3.70%	4	10.00%	5.90%	Yes	4.10%
8 - Service Maintenance	21	7	33.33%	43.30%	No	-9.97%	9	42.86%	13.40%	Yes	29.46%
<b>TOTAL</b>	<b>183</b>	<b>49</b>					<b>28</b>				

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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	2	1	50.00%	62.00%	No	-12.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>3</b>	<b>2</b>					<b>0</b>				

### 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	7	6	85.71%	62.00%	Yes	23.71%	1	14.29%	8.20%	Yes	6.09%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>51</b>	<b>33</b>					<b>9</b>				

### 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
<b>TOTAL</b>	<b>4</b>	<b>3</b>					<b>2</b>				

### 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	15	5	33.33%	50.80%	No	-17.47%	1	6.67%	10.80%	No	-4.13%
4 - Protective Workers	343	44	12.83%	28.10%	No	-15.27%	67	19.53%	8.10%	Yes	11.43%
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
<b>TOTAL</b>	<b>447</b>	<b>62</b>					<b>81</b>				

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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	3	0	0.00%	43.30%	No	-43.30%	1	33.33%	13.40%	Yes	19.93%
<b>TOTAL</b>	<b>6</b>	<b>0</b>					<b>1</b>				

### 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	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	20	1	5.00%	6.30%	No	-1.30%	2	10.00%	5.90%	Yes	4.10%
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
<b>TOTAL</b>	<b>33</b>	<b>4</b>					<b>3</b>				

REPORT GENERATED: 3/9/2024

### Human Resources City Job Family Availability - HOURLY

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

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

### Human Resources Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	4	3	75.00%	43.90%	Yes	31.10%	1	25.00%	6.20%	Yes	18.80%
2 - Professionals	13	8	61.54%	53.80%	Yes	7.74%	5	38.46%	9.80%	Yes	28.66%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	2	2	100.00%	57.90%	Yes	42.10%	1	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	1	0	0.00%	62.00%	No	-62.00%	1	100.00%	8.20%	Yes	91.80%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>20</b>	<b>13</b>					<b>8</b>				

### 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%	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
<b>TOTAL</b>	<b>8</b>	<b>3</b>					<b>3</b>				

### Information Technology Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/- )	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	2	66.67%	43.90%	Yes	22.77%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	43	14	32.56%	53.80%	No	-21.24%	9	20.93%	9.80%	Yes	11.13%
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
<b>TOTAL</b>	<b>51</b>	<b>19</b>					<b>12</b>				



### 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	12	6	50.00%	28.10%	Yes	21.90%	3	25.00%	8.10%	Yes	16.90%
5 - Paraprofessionals	1	1	100.00%	57.90%	Yes	42.10%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	116	85	73.28%	62.00%	Yes	11.28%	20	17.24%	8.20%	Yes	9.04%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>129</b>	<b>92</b>					<b>23</b>				

### Library Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	61	44	72.13%	53.80%	Yes	18.33%	13	21.31%	9.80%	Yes	11.51%
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	42	30	71.43%	57.90%	Yes	13.53%	10	23.81%	9.00%	Yes	14.81%
6 - Administrative Support	27	18	66.67%	62.00%	Yes	4.67%	1	3.70%	8.20%	No	-4.50%
7 - Skilled Craft Workers	3	0	0.00%	6.30%	No	-6.30%	0	0.00%	5.90%	No	-5.90%
8 - Service Maintenance	6	1	16.67%	43.30%	No	-26.63%	3	50.00%	13.40%	Yes	36.60%
<b>TOTAL</b>	<b>143</b>	<b>94</b>					<b>28</b>				

**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	1	1	100.00%	62.00%	Yes	38.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>1</b>	<b>1</b>					<b>0</b>				

**Mayor Job Family Availability - PERMANENT**

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	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
<b>TOTAL</b>	<b>13</b>	<b>8</b>					<b>4</b>				

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

### Metro Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	15	4	26.67%	43.90%	No	-17.23%	1	6.67%	6.20%	Yes	0.47%
2 - Professionals	47	13	27.66%	53.80%	No	-26.14%	14	29.79%	9.80%	Yes	19.99%
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	4	3	75.00%	57.90%	Yes	17.10%	2	50.00%	9.00%	Yes	41.00%
6 - Administrative Support	15	9	60.00%	62.00%	No	-2.00%	5	33.33%	8.20%	Yes	25.13%
7 - Skilled Craft Workers	44	2	4.55%	6.30%	No	-1.75%	13	29.55%	5.90%	Yes	23.65%
8 - Service Maintenance	340	67	19.71%	43.30%	No	-23.59%	147	43.24%	13.40%	Yes	29.84%
<b>TOTAL</b>	<b>468</b>	<b>99</b>					<b>182</b>				

### 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	204	55	26.96%	6.30%	Yes	20.66%	39	19.12%	5.90%	Yes	13.22%
8 - Service Maintenance	10	3	30.00%	43.30%	No	-13.30%	8	80.00%	13.40%	Yes	66.60%
<b>TOTAL</b>	<b>231</b>	<b>71</b>					<b>48</b>				

### Monona Terrace Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	2	1	50.00%	43.90%	Yes	6.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	14	8	57.14%	53.80%	Yes	3.34%	2	14.29%	9.80%	Yes	4.49%
3 - Technicians	2	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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	17	3	17.65%	43.30%	No	-25.65%	11	64.71%	13.40%	Yes	51.31%
<b>TOTAL</b>	<b>52</b>	<b>20</b>					<b>15</b>				

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

### Municipal Court Job Family Availability - PERMANENT

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

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

**Office of Independent Police 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
<b>TOTAL</b>	<b>1</b>	<b>1</b>					<b>0</b>				

**Office of Independent Police 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
<b>TOTAL</b>	<b>2</b>	<b>1</b>					<b>1</b>				

### 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	17	7	41.18%	62.00%	No	-20.82%	6	35.29%	8.20%	Yes	27.09%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>17</b>	<b>7</b>					<b>6</b>				

### Parking Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	1	100.00%	43.90%	Yes	56.10%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	9	3	33.33%	53.80%	No	-20.47%	1	11.11%	9.80%	Yes	1.31%
3 - Technicians	3	1	33.33%	50.80%	No	-17.47%	1	33.33%	10.80%	Yes	22.53%
4 - Protective Workers	28	9	32.14%	28.10%	Yes	4.04%	4	14.29%	8.10%	Yes	6.19%
5 - Paraprofessionals	8	2	25.00%	57.90%	No	-32.90%	1	12.50%	9.00%	Yes	3.50%
6 - Administrative Support	12	4	33.33%	62.00%	No	-28.67%	4	33.33%	8.20%	Yes	25.13%
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%
<b>TOTAL</b>	<b>87</b>	<b>25</b>					<b>16</b>				

**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	0	0	N/A	53.80%	N/A	N/A	0	N/A	9.80%	N/A	N/A
3 - Technicians	3	1	33.33%	50.80%	No	-17.47%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	14	6	42.86%	28.10%	Yes	14.76%	2	14.29%	8.10%	Yes	6.19%
5 - Paraprofessionals	7	4	57.14%	57.90%	No	-0.76%	1	14.29%	9.00%	Yes	5.29%
6 - Administrative Support	85	32	37.65%	62.00%	No	-24.35%	16	18.82%	8.20%	Yes	10.62%
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	49	19	38.78%	43.30%	No	-4.52%	10	20.41%	13.40%	Yes	7.01%
<b>TOTAL</b>	<b>158</b>	<b>62</b>					<b>29</b>				

**Parks Job Family Availability - PERMANENT**

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/- )	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	7	3	42.86%	43.90%	No	-1.04%	1	14.29%	6.20%	Yes	8.09%
2 - Professionals	28	12	42.86%	53.80%	No	-10.94%	3	10.71%	9.80%	Yes	0.91%
3 - Technicians	4	2	50.00%	50.80%	No	-0.80%	1	25.00%	10.80%	Yes	14.20%
4 - Protective Workers	4	1	25.00%	28.10%	No	-3.10%	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	28	1	3.57%	6.30%	No	-2.73%	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%
<b>TOTAL</b>	<b>152</b>	<b>44</b>					<b>19</b>				



**PCED Office of the Director Job Family Availability - HOURLY**

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

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

**PCED Office of the Director Job Family Availability - PERMANENT**

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	1	0	0.00%	43.90%	No	-43.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	1	0	0.00%	53.80%	No	-53.80%	0	0.00%	9.80%	No	-9.80%
3 - Technicians	1	0	0.00%	50.80%	No	-50.80%	0	0.00%	10.80%	No	-10.80%
4 - Protective Workers	0	0	N/A	28.10%	N/A	N/A	0	N/A	8.10%	N/A	N/A
5 - Paraprofessionals	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
<b>TOTAL</b>	4	0					1				

### Planning Job Family Availability - HOURLY

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	0	0	N/A	43.90%	N/A	N/A	0	N/A	6.20%	N/A	N/A
2 - Professionals	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
<b>TOTAL</b>	<b>2</b>	<b>2</b>					<b>0</b>				

### Planning Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	2	40.00%	43.90%	No	-3.90%	0	0.00%	6.20%	No	-6.20%
2 - Professionals	26	14	53.85%	53.80%	Yes	0.05%	3	11.54%	9.80%	Yes	1.74%
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
<b>TOTAL</b>	<b>34</b>	<b>19</b>					<b>3</b>				

REPORT GENERATED: 3/9/2024

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

**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	7	3	42.86%	43.90%	No	-1.04%	1	14.29%	6.20%	Yes	8.09%
2 - Professionals	104	28	26.92%	53.80%	No	-26.88%	19	18.27%	9.80%	Yes	8.47%
3 - Technicians	0	0	N/A	50.80%	N/A	N/A	0	N/A	10.80%	N/A	N/A
4 - Protective Workers	416	119	28.61%	28.10%	Yes	0.51%	96	23.08%	8.10%	Yes	14.98%
5 - Paraprofessionals	13	9	69.23%	57.90%	Yes	11.33%	0	0.00%	9.00%	No	-9.00%
6 - Administrative Support	49	39	79.59%	62.00%	Yes	17.59%	5	10.20%	8.20%	Yes	2.00%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>589</b>	<b>198</b>					<b>121</b>				

### 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	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>1</b>	<b>0</b>					<b>0</b>				

### 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	22	2	9.09%	53.80%	No	-44.71%	1	4.55%	9.80%	No	-5.25%
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	178	11	6.18%	6.30%	No	-0.12%	28	15.73%	5.90%	Yes	9.83%
8 - Service Maintenance	23	2	8.70%	43.30%	No	-34.60%	7	30.43%	13.40%	Yes	17.03%
<b>TOTAL</b>	<b>232</b>	<b>19</b>					<b>37</b>				

### 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	67	28	41.79%	28.10%	Yes	13.69%	3	4.48%	8.10%	No	-3.62%
5 - Paraprofessionals	0	0	N/A	57.90%	N/A	N/A	0	N/A	9.00%	N/A	N/A
6 - Administrative Support	0	0	N/A	62.00%	N/A	N/A	0	N/A	8.20%	N/A	N/A
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	1	0	0.00%	43.30%	No	-43.30%	0	0.00%	13.40%	No	-13.40%
<b>TOTAL</b>	<b>69</b>	<b>28</b>					<b>3</b>				

### Traffic Engineering Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	3	0	0.00%	43.90%	No	-43.90%	1	33.33%	6.20%	Yes	27.13%
2 - Professionals	16	5	31.25%	53.80%	No	-22.55%	2	12.50%	9.80%	Yes	2.70%
3 - Technicians	16	1	6.25%	50.80%	No	-44.55%	2	12.50%	10.80%	Yes	1.70%
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	11	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%
<b>TOTAL</b>	<b>61</b>	<b>9</b>					<b>5</b>				

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### Transportation Job Family Availability - HOURLY

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

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

### Transportation 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
<b>TOTAL</b>	<b>3</b>	<b>1</b>					<b>1</b>				

### 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	2	1	50.00%	62.00%	No	-12.00%	0	0.00%	8.20%	No	-8.20%
7 - Skilled Craft Workers	0	0	N/A	6.30%	N/A	N/A	0	N/A	5.90%	N/A	N/A
8 - Service Maintenance	0	0	N/A	43.30%	N/A	N/A	0	N/A	13.40%	N/A	N/A
<b>TOTAL</b>	<b>2</b>	<b>1</b>					<b>0</b>				

### Water Job Family Availability - PERMANENT

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

	Total # of Employees	# of Female Employees	Female Incumbency	Female Goal*	Availability Met?	Difference to goal (+/-)	# of Racial Ethnic Employees	Racial Ethnic Incumbency	Racial Ethnic Goal*	Availability Met?	Difference to goal (+/-)
1 - Officials & Administrators	5	1	20.00%	43.90%	No	-23.90%	2	40.00%	6.20%	Yes	33.80%
2 - Professionals	22	5	22.73%	53.80%	No	-31.07%	3	13.64%	9.80%	Yes	3.84%
3 - Technicians	15	4	26.67%	50.80%	No	-24.13%	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	6	6	100.00%	62.00%	Yes	38.00%	1	16.67%	8.20%	Yes	8.47%
7 - Skilled Craft Workers	35	1	2.86%	6.30%	No	-3.44%	7	20.00%	5.90%	Yes	14.10%
8 - Service Maintenance	33	4	12.12%	43.30%	No	-31.18%	8	24.24%	13.40%	Yes	10.84%
<b>TOTAL</b>	<b>123</b>	<b>27</b>					<b>22</b>				

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