

ESTABLISHMENT OF DANE COUNTY'S EQUAL OPPORTUNITY / AFFIRMATIVE ACTION GOALS AND OBJECTIVES

The Office for Equity & Inclusion establishes Affirmative Action goals by a comparison of the availability (parity) percentage of qualified Affirmative Action group members (racial-ethnic minorities & women) available in the relevant regional (Dane county and surrounding counties) labor force, in comparison to their percentage in the Dane County employee workforce.

The county's objective is for its workforce to mirror that of the regional labor force in its composition of qualified Affirmative Action group members. Where the Dane County's workforce is significantly below the parity percentage of the relevant labor force (both public and private) in a particular EEO job category (groupings of similar job classifications), AA goals, objectives and activities are established to increase the county's workforce percentage of AA groups, and reach at least 80% the availability (parity) percentage in a particular job category.

This availability data incorporates various factors including census data, state occupation statistics, applicant and flow data (county application, recruitment, eligibility, and hiring data) in determining the available percentage of qualified AA applicants in the labor market. This information must be updated periodically.

Dane County also promotes equal employment opportunity and non-discrimination in employment per Chapter 19, Affirmative Action Ordinance. The County Executive sends a clear message in his equal opportunity vision statement that promotes and encourages the diversification Dane County's workforce, as well promoting diversity in all county contracts and services. The Office for Equity & Inclusion and the Equal Opportunity Commission share in the County Executive's vision for Dane County.

NARRATIVE SUMMARY OF DANE COUNTY'S WORKFORCE

01/15/2016 – 01/19/2017

- There was a slight **increase** in the total **number of county employees** from January 2016 until January 2017 from **2278 to 2282 (+2)**.
- The total countywide **increase** of **women** employees in the workforce was **+2** employees over this one-year period, representing **53.7%** of the total Dane County government workforce.
- **Men** countywide increased by **+2** employees representing **46.3%** of the total county workforce.
- The total for **racial-ethnic group** employees **increased** by **+15** overall during this one-year period, representing **15.5 % *** of the total Dane County government workforce.
- The largest countywide **increases** in the total number of **racial-ethnic group** employees during this period were in the **Paraprofessionals-(+5); Professionals-(+5); Protective Services-(+2); Administrative-(+2)** followed by **Skilled Craft -(+1) and Technicians -(+1)** EEO job categories.
- The largest countywide **decreases** in the total number of **racial-ethnic group** employees during this time were in the **Service Maintenance** job category **(-1) with no increase in the Officials/Administrators** job category.
- The largest countywide **increases** in the total number of **women** employees were in the **Professionals-(+18); Officials/Administrators-(+1); Paraprofessionals-(+1)** EEO job categories.
- The largest countywide **decreases** in the total number of **women** employees for the period were in the **Protective Services- (-6); Technicians-(-6); Service/Maintenance-(-2);Administrative Support-(-2); with no increase in Skilled Craft -(0)** EEO job categories.
- The total of employees with self- identified **disabilities** decreased **(-1)** overall during this period representing **(0.6%)**. **

* 2017 represented the first time Dane County's total workforce representation of racial –ethnic groups reached over 15% (Steady annual increase from 9.1%, 188 racial-ethnic groups in 2001 to 15.5%, 353 racial-ethnic groups employees in 2017).

** The total number of documented disabled employees is likely to be significantly lower than the actual number until the next employee disability self –identification survey is conducted.

DANE COUNTY WORKFORCE SUMMARY

01/14/2016 – 01-19-17

COUNTYWIDE

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/14/16	2278	1055 (46.3%)	1223 (53.7%)	338 (14.8%)	21 (0.92%)
01/19/17	2282	1057 (46.3%)	1225 (53.7%)	353 (15.5%)	20 (0.87%)
+/-	+4	+2	+2	+15	-1

ADMINISTRATIVE (OFFICE/CLERICAL) JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/14/16	351	60 (17.1%)	291 (82.9%)	48 (13.7%)	2 (0.6%)
01/19/17	348	59 (16.9%)	289 (83.0%)	50 (14.4%)	2 (0.6%)
+/-	-3	-1	-2	+2	0

OFFICIALS / ADMINISTRATORS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/14/16	227	114 (50.2%)	113 (49.8%)	16 (7.0%)	2 (0.9%)
01/19/17	230	116 (50.4%)	114 (49.6%)	16 (6.9%)	1 (0.4%)
+/-	+3	+2	+1	0	-1

PARAPROFESSIONALS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/14/16	316	96 (30.4%)	220 (69.6%)	118 (37.3%)	2 (0.6%)
01/19/17	317	96 (30.3%)	221 (69.7%)	123 (38.8%)	2 (0.6%)
+/-	+1	0	+1	+5	0

PROFESSIONALS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/14/16	553	169 (30.6%)	384 (69.4%)	77 (13.9%)	8 (1.4%)
1/19/17	571	169 (29.6%)	402 (70.4%)	82 (14.4%)	9 (1.6%)
+/-	+18	0	+18	+5	+1

DANE COUNTY WORKFORCE SUMMARY

01/14/2016 – 01-19-17

PROTECTIVE SERVICES JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/14/16	393	304 (83.5%)	89 (22.6%)	24 (6.1%)	1 (0.35%)
1/19/17	384	301 (78.4%)	83 (21.6%)	26 (6.8%)	1 (0.3%)
+/-	-9	-3	-6	+2	1

SERVICE/MAINTENANCE JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/14/16	234	186 (79.5%)	48 (20.5%)	43 (18.4%)	6 (2.6%)
1/19/17	234	188 (80.4%)	46 (19.6%)	42 (17.9%)	5 (2.1%)
+/-	0	+2	-2	-1	-1

SKILLED CRAFT JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/14/16	53	53 (100%)	0 (0%)	1 (1.9%)	0 (0%)
1/19/17	52	52 (100%)	0 (0%)	2 (3.8%)	1 (1.9%)
+/-	-1	-1	0	+1	+1

TECHNICIANS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/14/16	149	73 (49.0%)	76 (51.0%)	11 (7.4%)	0 (0%)
01/18/17	146	76 (52.1%)	70 (47.9%)	12 (8.2%)	0 (0%)
+/-	-3	-3	-6	+1	0

TABLE - Dane County Regular Classified Work Force: 01/22/15-01-19-17

JOB CATEGORIES	YEARS 2015 2016 2017	TOTAL WORK FORCE For CATEGORIES	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
ADMINISTRATIVE SUPPORT	2015	357	301	84.3	42	11.8	12	3.4	7	2.0	5	1.4	18	5.0	2	0.6
	2016	351	291	82.9	48	13.7	15	4.3	8	2.3	5	1.4	20	5.7	2	0.6
	2017	348	289	83.0	50	14.4	15	4.3	8	2.3	5	1.4	22	6.3	2	0.6
OFFICIALS/ ADMINISTRATOR	2015	224	109	48.7	16	7.1	9	4.0	1	0.4	1	0.4	5	2.2	3	1.3
	2016	227	113	50.1	16	7.0	9	4.0	1	0.4	1	0.4	5	2.2	2	0.9
	2017	230	114	49.6	16	6.9	8	3.5	1	0.4	1	0.4	6	2.6	0	0.0
PARA-PROFESSIONAL	2015	324	225	69.4	113	34.9	43	13.2	36	11.1	3	0.9	31	9.6	2	0.5
	2016	316	220	69.6	118	37.3	46	14.6	39	12.3	3	0.9	30	9.5	2	0.6
	2017	317	221	69.7	123	38.8	46	14.5	43	13.6	3	0.9	31	9.8	2	0.6
PROFESSIONALS	2015	557	386	69.3	74	13.3	33	5.9	20	3.6	2	0.4	19	3.4	9	1.6
	2016	553	384	69.4	77	13.9	35	6.3	22	4.0	2	0.4	18	3.25	8	1.4
	2017	571	402	70.4	82	14.4	38	6.6	22	3.8	2	0.4	20	3.5	9	1.6
PROTECTIVE SERVICES	2015	378	79	20.9	23	6.1	7	1.9	5	1.3	1	0.3	10	2.7	1	0.3
	2016	393	89	22.3	24	6.4	11	2.8	1	0.2	1	0.2	8	2.0	1	1.0
	2017	384	83	21.6	26	6.8	9	2.3	7	1.8	1	0.3	9	2.3	1	0.3
SERVICES MAINTENANCE	2015	235	52	22.1	43	18.3	18	7.7	7	3.0	10	4.3	8	3.4	7	3.0
	2016	234	48	20.5	43	18.3	19	8.2	7	3.0	10	4.3	7	3.0	6	2.6
	2017	234	46	19.6	42	17.9	19	8.1	7	3.0	8	3.4	8	3.4	5	2.1
SKILLED CRAFT	2015	53	0	0.0	2	3.8	0	0.0	1	1.9	1	1.9	0	0.0	0	0.0
	2016	53	0	0.0	1	1.9	0	0.0	1	1.9	0	0.0	0	0.0	0	0.0
	2017	52	0	0.0	2	3.8	0	0.0	1	1.9	1	1.9	0	0.0	1	1.9

JOB CATEGORIES	YEARS 2015 2016 2017	TOTAL WORK FORCE For CATEGORIES	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
TECHNICIANS	2015	140	72	51.4	12	8.6	4	2.9	4	2.9	1	0.7	3	2.1	1	0.7
	2016	149	76	51.0	11	7.4	3	2.0	4	2.7	1	0.7	3	2.0	0	0.0
	2017	146	70	47.9	12	8.2	4	2.7	4	2.7	1	0.7	3	2.0	0	0.0
GRAND TOTALS	2015	<u>2276</u>	<u>1231</u>	<u>54.1</u>	<u>324</u>	<u>14.2</u>	<u>128</u>	<u>5.6</u>	<u>80</u>	<u>3.5</u>	<u>24</u>	<u>1.1</u>	<u>92</u>	<u>4.0</u>	<u>25</u>	<u>1.1</u>
	2016	<u>2278</u>	<u>1223</u>	<u>53.7</u>	<u>338</u>	<u>14.8</u>	<u>138</u>	<u>6.1</u>	<u>86</u>	<u>3.8</u>	<u>23</u>	<u>1.0</u>	<u>91</u>	<u>4.0</u>	<u>21</u>	<u>0.9</u>
	2017	<u>2282</u>	<u>1225</u>	<u>53.7</u>	<u>353</u>	<u>15.5</u>	<u>139</u>	<u>6.1</u>	<u>93</u>	<u>4.1</u>	<u>22</u>	<u>1.0</u>	<u>99</u>	<u>4.3</u>	<u>20</u>	<u>0.9</u>

TABLE - Dane County Regular Classified Work Force: 01/22/15-01-19-17

AGENCY	YEARS 2015 2016 2017	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
Departments with 10 or less Employees: 8																
County Board	2015	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	4	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2017	5	5	100.0	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0
Equity & Inclusion	2016	4	1	25.0	3	75.0	3	75.0	0	0.0	0	0.0	0	0.0	1	25.0
	2017	4	1	25.0	3	75.0	3	75.0	0	0.0	0	0.0	0	0.0	1	25.0
Treasurer	2015	5	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	5	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2017	4	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
County Clerk	2015	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	4	4	100.0	1	25.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0
	2017	4	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Land Information	2015	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2017	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Veterans Services	2015	5	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	5	3	60.0	1	0.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0
	2017	6	3	50.0	1	16.7	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0
Emergency Management	2015	9	2	22.2	1	11.1	1	11.1	0	0.0	0	0.0	0	0.0	0	0.0
	2016	8	2	25.0	1	12.5	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0
	2017	8	2	25.0	1	12.5	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0
Extension	2015	6	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	6	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2017	6	6	100.0	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0
Library	2015	7	4	57.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2016	8	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2017	8	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

TABLE - Dane County Regular Classified Work Force: 01/22/15-01-19-17

AGENCY	YEAR 2015 2016 2017	TOTAL WORK FORCE For DEPARTMENT	FEMALES			RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
						TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
			#	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Departments with more than 10 & less than 50 Employees: 9																	
Medical Examiner	2015	13	9	58.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2016	10	6	60.0	2	20.0	1	10.0	0	0.0	0	0.0	1	10.0	0	0.0	
	2017	15	11	73.3	2	12.3	1	6.7	0	0.0	0	0.0	1	6.7	0	0.0	
Executive	2015	15	7	46.7	6	40.0	3	20.0	0	0.0	0	0.0	3	20.0	0	0.0	
	2016	12	5	41.6	3	25.0	0	0.0	0	0.0	0	0.0	3	25.0	0	0.0	
	2017	12	5	41.6	4	33.3	1	8.3	0	0.0	0	0.0	3	25.0	0	0.0	
Family Court Counseling	2015	11	10	90.9	1	9.1	0	0.0	1	9.1	0	0.0	0	0.0	2	18.2	
	2016	11	10	90.9	1	9.1	0	0.0	1	9.1	0	0.0	0	0.0	2	18.2	
	2017	11	10	90.9	1	9.1	0	0.0	0	0.0	0	0.0	1	9.1	2	18.2	
Solid Waste	2015	20	3	15.0	1	5.0	0	0.0	0	0.0	0	0.0	1	5.0	0	0.0	
	2016	18	3	16.6	1	5.6	0	0.0	1	5.6	0	0.0	0	0.0	0	0.0	
	2017	19	4	21.0	1	5.3	0	0.0	0	0.0	0	0.0	1	5.3	0	0.0	
Zoo	2015	19	12	63.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2016	19	11	57.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2017	19	10	52.6	1	5.3	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	
Register of Deeds	2015	15	13	86.7	1	6.7	0	0.0	0	0.0	0	0.0	1	6.7	0	0.0	
	2016	13	11	84.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2017	12	11	91.7	1	8.3	0	0.0	0	0.0	0	0.0	1	8.3	0	0.0	
Planning & Development	2015	22	6	27.3	1	4.5	0	0.0	0	0.0	1	4.5	0	0.0	0	0.0	
	2016	23	7	30.4	1	4.3	0	0.0	0	0.0	1	4.3	0	0.0	0	0.0	
	2017	22	6	27.3	1	4.5	0	0.0	0	0.0	1	4.5	0	0.0	0	0.0	
Juvenile Court Program	2015	39	17	43.6	14	35.9	12	30.8	1	2.6	1	2.6	0	0.0	0	0.0	
	2016	38	17	44.7	17	44.7	14	36.8	1	2.6	1	2.6	0	0.0	0	0.0	
	2017	37	16	43.2	16	43.2	14	37.8	1	2.7	1	2.7	0	0.0	0	0.0	

AGENCY	YEAR 2015 2016 2017	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES			
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC					
					#	%	#	%	#	%	#	%	#	%			#	%
Alliant Energy Center	2015	28	8	28.6	1	3.6	1	3.6	0	0.0	0	0.0	0	0.0	0	0.0	1	3.6
	2016	28	7	25.0	1	3.6	1	3.6	0	0.0	0	0.0	0	0.0	0	0.0	1	3.6
	2017	30	7	23.3	3	10.0	3	10.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3

TABLE - Dane County Regular Classified Work Force: 01/22/15-01-19-17

AGENCY	YEAR 2015 2016 2017	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
Departments with more than 50 & less than 160 Employees: 9																
Land & Water Resources (Parks)	2015	50	15	30.0	3	6.0	0	0.0	1	2.0	2	4.0	0	0.0	1	2.0
	2016	51	16	31.4	3	5.9	0	0.0	1	2.0	2	3.9	0	0.0	1	2.0
	2017	54	18	33.3	3	5.5	0	0.0	1	1.8	2	3.7	0	0.0	1	1.8
Corporation Counsel	2015	65	52	80.0	8	12.3	2	3.1	0	0.0	0	0.0	6	9.2	2	3.1
	2016	66	53	80.3	12	18.2	3	4.5	2	3.0	0	0.0	7	10.6	1	1.5
	2017	68	52	76.5	12	17.6	2	2.9	3	4.4	0	0.0	7	10.3	1	1.5
District Attorney	2015	64	55	85.9	8	12.5	3	4.7	1	1.6	0	0.0	4	6.3	1	1.6
	2016	62	54	87.1	8	12.9	2	3.2	1	1.6	0	0.0	5	8.1	1	1.6
	2017	61	55	90.1	7	11.5	1	1.6	1	1.6	0	0.0	5	8.2	1	1.6
Airport	2015	75	18	24.0	7	9.3	4	5.3	1	1.3	2	2.7	0	0.0	2	2.7
	2016	72	18	25.0	8	11.1	5	6.9	2	2.8	1	1.4	0	0.0	1	1.4
	2017	72	17	23.6	7	9.7	4	5.6	2	2.8	1	1.4	0	0.0	1	1.4
Public Safety Communication	2015	78	32	41.0	5	6.4	2	2.6	1	1.3	1	1.3	1	1.3	0	0.0
	2016	88	36	40.9	4	4.5	0	0.0	2	2.3	1	1.1	1	1.1	0	0.0
	2017	86	34	39.5	4	4.6	1	1.2	1	1.2	1	1.2	1	1.2	0	0.0
Clerk of Courts	2015	101	85	84.1	6	5.9	2	2.0	0	0.0	4	4.0	0	0.0	0	0.0
	2016	105	88	83.8	8	7.6	3	2.9	1	0.9	4	3.8	0	0.0	0	0.0
	2017	107	90	84.1	9	8.4	4	3.7	1	0.9	4	3.7	0	0.0	0	0.0
Public Works, Highway & Trans.	2015	122	8	6.6	10	8.2	2	1.6	0	0.0	6	4.9	2	1.6	1	0.8
	2016	127	8	6.3	10	7.9	3	2.4	0	0.0	6	4.7	1	0.8	1	0.8
	2017	127	9	7.1	10	7.9	3	2.4	0	0.0	5	3.9	2	1.6	0	0.0
Board of Health Madison/Dane Co.	2015	138	105	76.1	24	17.4	4	2.9	9	6.5	0	0.0	11	8.0	1	0.7
	2016	135	105	78.0	25	18.5	5	3.7	9	6.7	0	0.0	11	8.1	1	0.7
	2017	129	99	77.0	23	17.8	5	3.9	7	5.4	0	0.0	11	8.5	0	0.0
Administration	2015	155	61	38.7	32	20.6	13	8.4	7	4.5	2	1.3	10	6.5	5	3.2
	2016	150	57	39.3	31	20.6	14	9.3	6	4.0	1	0.7	10	6.7	3	2.0
	2017	150	55	36.7	33	22.0	14	9.3	7	4.7	1	0.7	11	7.3	3	2.0

AGENCY	YEAR 2015 2016 2017	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
Departments with more than 500: 2																
Sheriff	2015	526	159	31.7	31	5.8	14	2.6	6	1.1	2	0.37	9	1.7	3	0.6
	2016	547	173	31.6	34	6.2	17	3.1	6	1.1	2	0.4	9	1.7	3	0.5
	2017	537	167	31.1	39	7.3	18	3.3	9	1.7	2	0.4	10	1.9	3	0.5
Human Services	2015	670	519	77.5	162	24.2	64	9.6	51	7.6	4	0.6	43	6.4	6	0.9
	2016	656	509	77.6	164	25.0	65	9.9	54	8.2	4	0.6	41	6.2	5	0.7
	2017	666	520	78.1	172	25.8	64	9.6	60	9.0	4	0.6	44	6.6	6	0.9

