

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

The Office of Equal Opportunity 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 her 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 of Equal Opportunity and the Equal Opportunity Commission share in the County Executive's vision for Dane County.

# NARRATIVE SUMMARY OF DANE COUNTY'S WORKFORCE

01/22/2015 – 01/14/2016

- There was a slight **increase** in the total **number of county employees** from January 2015 until January 2016 from **2276 to 2278 (+2)**.
- The total countywide **decrease** of **female** employees in the workforce was **-8** employees over this one-year period, representing **53.7%** of the total Dane County government workforce.
- **Males** countywide increased by **+10** employees representing **46.3%** of the total county workforce.
- The total for racial-ethnic **minority** employees **increased** by **+14** overall during this one-year period, representing **14.8 % \*** of the total Dane County government workforce.
- The largest countywide **increases** in the total number of **racial-ethnic minority** employees during this time were in the **Administrative Support-(+6)** EEO job category followed by the **Paraprofessionals-(+5); Professionals-(+3) and Protective Services- (+2)**.
- The largest countywide **decreases** in the total number of racial-ethnic **minority** employees during this time were in the **Skilled Craft-(-1) and Technical-(-1)** job categories. There were **no increases** for racial ethnic minorities in the **Officials/Administrators and Service Maintenance job categories**.
- The largest countywide **increases** in the total number of **female** employees were in the **Officials/Administrators(+4); Technical-(+4) and Protective Services (+3)** EEO job categories.
- The largest countywide **decreases** in the total number of **female** employees for the period were in the **Administrative Support-(-10), Para-Professionals-(-5), Service/Maintenance-(-4) and Professionals-(-2)** job categories. There were **no increases** for females in the **Skilled Crafts (0)** EEO job category.
- The total of employees with self- identified **disabilities** decreased (-4) overall during this period representing **(0.6%)**. \*\*

\* 2008 represented the first time Dane County's total workforce representation of racial –ethnic minorities reached over 12% (Steady annual increase from 9.1%, 188 minorities in 2001 to 14.8%, 338 minorities in 2016).

\*\* 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

01/22/2015 – 01-14-16

## COUNTYWIDE

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/22/15	2276	1045 (45.9%)	1231 (54.1%)	324 (14.2%)	25 (1.1%)
01/14/16	2278	1055 (46.3%)	1223 (53.7%)	338 (14.8%)	21 (0.92%)
+/-	+2	+10	-8	+14	-4

## ADMINISTRATIVE (OFFICE/CLERICAL) JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/22/15	357	56 (15.7%)	301 (84.3%)	42 (11.8%)	2 (0.6%)
01/14/16	351	60 (17.1%)	291 (82.9%)	48 (13.7%)	2 (0.6%)
+/-	-6	+4	-10	+6	0

## OFFICIALS /ADMINISTRATORS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/22/15	224	115 (51.3%)	109 (48.7%)	16 (7.1%)	3 (1.3%)
01/14/16	227	114 (50.2%)	113 (49.8%)	16 (7.0%)	2 (0.9%)
+/-	+3	-1	+4	0	-1

## PARAPROFESSIONALS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/22/15	324	99 (29.8%)	225 (67.8%)	113 (34.0%)	2 (0.6%)
01/14/16	316	96 (30.4%)	220 (69.6%)	118 (37.3%)	2 (0.6%)
+/-	-8	-3	-5	+5	0

## PROFESSIONALS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/22/15	557	171 (30.7%)	386 (69.3%)	74 (13.3%)	9 (1.6%)
1/14/16	553	169 (30.6%)	384 (69.4%)	77 (13.9%)	8 (1.4%)
+/-	-4	-2	-2	+3	0

# DANE COUNTY WORKFORCE SUMMARY

01/22/2015 – 01-14-16

## PROTECTIVE SERVICES JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/22/15	386	300 (77.7%)	86 (22.3%)	22 (5.7%)	1(0.25%)
1/14/16	393	304 (83.5%)	89 (22.6%)	24 (6.1%)	1 (0.35%)
+/-	+7	+4	+3	+2	0

## SERVICE/MAINTENANCE JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
1/22/15	235	183 (77.9%)	52 (22.1%)	43 (18.3%)	7 (3.0%)
1/14/16	234	186 (79.5%)	48 (20.5%)	43 (18.4%)	6 (2.6%)
+/-	-1	+3	-4	0	-1

## SKILLED CRAFT JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/22/15	53	53 (100%)	0 (0%)	2 (3.8%)	0 (0%)
1/14/16	53	53 (100%)	0 (0%)	1 (1.9%)	0 (0%)
+/-	0	0	0	-1	0

## TECHNICIANS JOB CATEGORY

	TOTAL	MALE	FEMALE	MINORITY	DISABLED
01/22/15	140	68 (48.6%)	72 (51.4%)	12 (8.6%)	1 (0.7%)
01/14/16	149	73 (49.0%)	76 (51.0%)	11 (7.4%)	0 (0%)
+/-	+9	+5	+4	-1	-1

TABLE - Dane County Regular Classified Work Force: 01/13/14-01-14-16

JOB CATEGORIES	YEARS 2014 2015 2016	TOTAL WORK FORCE For CATEGORIES	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
ADMINISTRATIVE SUPPORT	2014	372	314	84.4	41	11.0	11	3.0	6	1.6	7	1.9	17	4.6	2	0.5
	2015	357	301	84.3	42	11.8	12	3.4	7	2.0	5	1.4	18	5.0	2	0.6
	2016	<b>351</b>	<b>291</b>	<b>82.9</b>	<b>48</b>	<b>13.7</b>	<b>15</b>	<b>4.3</b>	<b>8</b>	<b>2.3</b>	<b>5</b>	<b>1.4</b>	<b>20</b>	<b>5.7</b>	<b>2</b>	<b>0.6</b>
OFFICIALS/ ADMINISTRATOR	2014	227	109	48.1	16	7.0	9	4.0	2	0.9	0	0.0	5	2.2	3	1.3
	2015	224	109	48.7	16	7.1	9	4.0	1	0.4	1	0.4	5	2.2	3	1.3
	2016	<b>227</b>	<b>113</b>	<b>50.1</b>	<b>16</b>	<b>7.0</b>	<b>9</b>	<b>4.0</b>	<b>1</b>	<b>0.4</b>	<b>1</b>	<b>0.4</b>	<b>5</b>	<b>2.2</b>	<b>2</b>	<b>0.9</b>
PARA-PROFESSIONAL	2014	334	235	70.4	119	35.7	42	12.6	39	11.7	3	0.9	35	10.5	2	0.6
	2015	324	225	69.4	113	34.9	43	13.2	36	11.1	3	0.9	31	9.6	2	0.6
	2016	<b>316</b>	<b>220</b>	<b>69.6</b>	<b>118</b>	<b>53.6</b>	<b>46</b>	<b>14.6</b>	<b>39</b>	<b>12.3</b>	<b>3</b>	<b>0.9</b>	<b>30</b>	<b>9.5</b>	<b>2</b>	<b>0.6</b>
PROFESSIONALS	2014	535	373	69.7	65	12.1	28	5.2	19	3.6	4	0.7	14	2.6	9	1.7
	2015	557	386	69.3	74	13.3	33	5.9	20	3.6	2	0.4	19	3.4	9	1.6
	2016	<b>553</b>	<b>384</b>	<b>69.4</b>	<b>77</b>	<b>13.9</b>	<b>35</b>	<b>6.3</b>	<b>22</b>	<b>4.0</b>	<b>2</b>	<b>0.4</b>	<b>18</b>	<b>3.25</b>	<b>8</b>	<b>1.4</b>
PROTECTIVE SERVICES	2014	383	80	20.9	20	5.2	7	1.8	5	1.3	2	0.5	6	1.6	1	0.3
	2015	378	79	20.9	23	6.1	7	1.9	5	1.3	1	0.3	10	2.7	1	0.3
	2016	<b>393</b>	<b>89</b>	<b>22.3</b>	<b>24</b>	<b>6.4</b>	<b>11</b>	<b>2.8</b>	<b>1</b>	<b>1.0</b>	<b>1</b>	<b>1.0</b>	<b>8</b>	<b>2.0</b>	<b>1</b>	<b>1.0</b>

JOB CATEGORIES	YEARS 2014 2015 2016	TOTAL WORK FORCE For CATEGORIES	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
SERVICES MAINTENANCE	2014	227	47	20.7	40	17.6	16	7.1	7	3.1	11	4.9	6	2.6	7	3.1
	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
SKILLED CRAFT	2014	51	0	0.0	1	2.0	0	0.0	1	2.0	0	0.0	0	0.0	0	0.0
	2015	53	0	0.0	2	2.8	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
TECHNICIANS	2014	144	76	52.8	11	7.6	5	3.5	2	1.4	2	1.4	2	1.4	1	0.7
	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
GRAND TOTALS	2014	2268	1233	54.4	316	13.9	118	5.2	81	3.6	28	1.2	89	3.9	25	1.1
	2015	2276	1231	54.1	324	14.2	128	5.6	80	3.5	24	1.1	92	4.0	25	1.1
	2016	2278	1223	54.0	338	14.8	138	6.1	86	3.8	23	1.0	91	4.0	21	0.9

TABLE - Dane County Regular Classified Work Force: 01/13/14-01-14-16

AGENCY	YEARS 2014 2015 2016	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
<b>Departments with 10 or less Employees: 10</b>																
County Board	2014	4	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
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
Treasurer	2014	5	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
County Clerk	2014	5	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
Land Information	2014	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
Veterans Services	2014	5	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
Medical Examiner	2014	12	7	37.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	12.5
	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

AGENCY	YEARS 2014 2015 2016	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
Emergency Management	2014	9	3	33.3	2	22.2	1	11.1	0	0.0	1	11.1	0	0.0	0	0.0
	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
Extension	2014	7	6	85.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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



TABLE - Dane County Regular Classified Work Force: 01/13/14-01-14-16

AGENCY	YEAR 2014 2015 2016	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
<b>Departments with more than 10 &amp; less than 50 Employees: 9</b>																
Executive	2014	12	7	58.3	3	25.0	3	25.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
Family Court Counseling	2014	11	10	90.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	18.2
	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
Solid Waste	2014	21	3	14.3	1	4.8	0	0.0	0	0.0	0	0.0	1	4.8	0	0.0
	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
Zoo	2014	19	12	63.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	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
Register of Deeds	2014	17	15	88.2	1	5.9	0	0.0	0	0.0	0	0.0	1	5.9	0	0.0
	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
Planning & Development	2014	23	7	30.4	1	4.3	0	0.0	0	0.0	1	4.3	0	0.0	0	0.0
	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
Juvenile Court Program	2014	37	16	43.2	13	35.1	11	29.7	1	2.7	1	2.7	0	0.0	0	0.0
	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

AGENCY	YEAR 2014 2015 2016	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES			
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC					
					#	%	#	%	#	%	#	%	#	%			#	%
Alliant Energy Center	2014	27	9	33.3	1	3.7	1	3.7	0	0.0	0	0.0	0	0.0	0	0.0	1	3.7
	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
Land & Water Resources (Parks)	2014	51	15	29.4	3	5.9	0	0.0	1	2.0	2	3.9	0	0.0	0	0.0	1	2.0
	2015	50	15	30.0	3	6.0	0	0.0	1	2.0	2	4.0	0	0.0	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	0	0.0	1	2.0

TABLE - Dane County Regular Classified Work Force: 01/13/14-01-22-15

AGENCY	YEAR 2013 2014 2015	TOTAL WORK FORCE For DEPARTMENT	FEMALES		RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
					TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
					#	%	#	%	#	%	#	%	#	%		
<b>Departments with more than 50 &amp; less than 160 Employees: 8</b>																
Corporation Counsel	2014	57	46	80.7	6	10.5	1	2.0	0	0.0	0	0.0	5	8.8	2	3.5
	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
District Attorney	2014	61	51	83.6	6	9.8	3	4.9	1	1.6	0	0.0	2	3.3	1	1.6
	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
Airport	2014	74	18	24.3	7	9.5	4	5.4	2	2.7	1	1.4	0	0.0	2	2.7
	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
Public Safety Communication	2014	86	40	46.5	6	7.0	2	2.3	0	0.0	2	2.3	2	2.3	0	0.0
	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
Clerk of Courts	2014	106	91	85.8	7	6.6	3	2.8	0	0.0	4	4.2	0	0.0	0	0.0
	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
Public Works, Highway & Trans.	2014	124	10	8.1	10	8.1	1	0.8	0	0.0	6	4.8	3	2.4	1	0.8
	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
Board of Health Madison/Dane Co.	2014	137	106	77.4	22	16.1	3	2.2	9	6.6	0	0.0	10	7.3	1	0.7
	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
Administration	2014	142	55	39.4	27	19.1	11	7.8	7	4.9	2	1.4	7	4.9	5	3.5
	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

AGENCY	YEAR 2013 2014 2015	TOTAL WORK FORCE For DEPARTMENT	FEMALES			RACIAL/ETHNIC MINORITIES										PERSONS W/ DISABILITIES	
						TOTAL		BLACK		ASIAN		AMERICAN INDIAN		HISPANIC			
			#	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Departments with more than 160 Employees: 2</b>																	
<b>Sheriff</b>	2014	526	159	30.2	32	6.1	12	2.3	7	1.3	2	0.38	11	2.0	3	0.6	
	2015	536	170	31.7	31	5.8	14	2.6	6	1.1	2	0.37	9	1.7	3	0.6	
	<b>2016</b>	<b>547</b>	<b>173</b>	<b>31.6</b>	<b>34</b>	<b>6.2</b>	<b>17</b>	<b>3.1</b>	<b>6</b>	<b>1.1</b>	<b>2</b>	<b>0.4</b>	<b>9</b>	<b>1.7</b>	<b>3</b>	<b>0.5</b>	
<b>Human Services</b>	2014	680	527	77.5	164	24.1	61	9.0	52	7.7	5	0.74	46	6.8	6	0.8	
	2015	670	519	77.5	162	24.2	64	9.6	51	7.6	4	0.6	43	6.4	6	0.9	
	<b>2016</b>	<b>656</b>	<b>509</b>	<b>77.6</b>	<b>164</b>	<b>25.0</b>	<b>65</b>	<b>9.9</b>	<b>54</b>	<b>8.2</b>	<b>4</b>	<b>0.6</b>	<b>41</b>	<b>6.2</b>	<b>5</b>	<b>0.7</b>	

