

**EXECUTIVE ORDER 11246
Affirmative Action Plan**

for

**EAU CLAIRE COUNTY
721 Oxford Avenue
Eau Claire, WI 54703
(715) 839-4710**

2015

Dun's No. 076521186 Eau Claire County

EIN (tax) No. 39-6005694

EEO-4 No. 55200180

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

**PART II: AFFIRMATIVE ACTION PLAN FOR COVERED VETERANS
AND PERSONS WITH DISABILITIES**

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**EAU CLAIRE COUNTY
EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN**

2015 PLAN ADOPTION

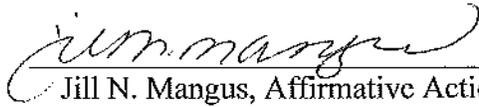
This Affirmative Action Plan represents a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people. This Affirmative Action Plan dated 2015 was adopted by the County Board of Supervisors at their December 15, 2015 session, pursuant to Enrolled Resolution 15-16/079.

This Plan will be reviewed annually in accordance with 3.10 of the Eau Claire County Code of General Ordinance to ensure compliance with the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608. Once adopted by the Eau Claire County Board of Supervisors, the provisions of the basic Affirmative Action Plan remain in effect in compliance with 3.10.030 until revisions are duly approved.

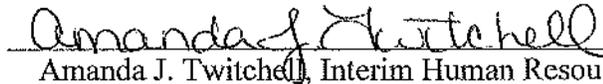
Eau Claire County has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). The County will continue to monitor and update these studies during each Affirmative Action Plan year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this Affirmative Action Plan. Eau Claire County tailors our action-oriented programs each year to ensure they are specific to the problem areas identified and will be annually reviewed and approved by the Eau Claire County Board of Supervisors.

Hereafter, the Affirmative Action Plan, will be adopted by Resolution of the County Board of Supervisors no later than the June Board session each year.

Plan Submitted By:



Jill N. Mangus, Affirmative Action Officer

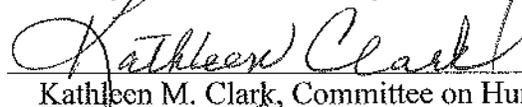


Amanda J. Twitchell, Interim Human Resources Director

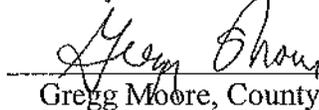
Approved By:



Kathryn A. Schauf, County Administrator



Kathleen M. Clark, Committee on Human Resources Chair



Gregg Moore, County Board Chairperson

EAU CLAIRE COUNTY AFFIRMATIVE ACTION PLAN

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INTRODUCTION TO PARTS I AND II

BACKGROUND

Eau Claire County is a local county government agency located in the heart of West Central Wisconsin. Eau Claire County is home to three cities, two villages and 13 towns with a total population of nearly 1,000,000. The area enjoys a history of lumbering and now is the region's center for healthcare, education, retail and business. Eau Claire County is served by a 29-member County Board of Supervisors. This Board is made up of a member elected by each district to a two-year term.

The Eau Claire County Affirmative Action Plan was adopted by the County Board of Supervisors in August 1976. The Board reaffirmed its equal employment opportunity and affirmative action policies by creating Chapter 3.03 of the Eau Claire County Code in 1980, amended to Chapter 3.10 in 2003, and has reviewed and adopted the Affirmative Action Plan on a continuing annual basis.

Eau Claire County is a federal government service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, and Section 4212. Because Eau Claire County has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (Affirmative Action Plan's) for minorities and women, for covered veterans, and for persons with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of Eau Claire County from future contracts and subcontracts.

Affirmative Action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Affirmative Action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory Affirmative Action Plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a numeric disparity between incumbency and availability of minorities or women; an adequate Affirmative Action Plan details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. It is toward this end that the following Affirmative Action Plan of Eau Claire County was developed under 3.10.030 of the Eau Claire County of General Ordinances

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

Eau Claire County's Affirmative Action Plan for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal

Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

Eau Claire County has developed separately an Affirmative Action Plan for covered veterans and persons with disabilities (Part II) prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended and Title 41, Code of Federal Regulations, Part 60-741 (Affirmative Action Program for Handicapped Persons), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41 Code of Federal Regulations, Part 60-250 and/or Part 60-300 (Affirmative Action Program for Covered Veterans).

The Veterans Employment Opportunities Act of 1998 (VEOA), Public Law 105-339, effective October 31, 1998, increased the threshold for coverage under VEVRAA from a contract of \$10,000, or more to a contract of \$25,000 or more; extended the law's protections to "veterans who served on active duty during a war or in a campaign for which a campaign badge was authorized; and, provides temporary (up to one year) protection to veterans who do not have a service connected disability, did not see action in a foreign war and did not serve during the Vietnam era."

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from \$25,000 to \$100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of "recently separated veteran" to include "any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty"; changes "Special Disabled Veterans" to "Disabled Veterans," expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.

Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

An individual with a disability: 1) a person who has a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such impairment.

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this Affirmative Action Plan, are terms Eau Claire County is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although Eau Claire County will use the terms in total good faith in connection with its Affirmative Action Plan, such use does not necessarily signify that the Eau Claire County agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas and sources of statistics does not indicate Eau Claire County's agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this Affirmative Action Plan. Such statistics and geographic areas will be used, however, in total good faith with respect to this Affirmative Action Plan.

The grouping of job titles into a given job group does not suggest that Eau Claire County believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This Affirmative Action Plan is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although Eau Claire County does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this Affirmative Action Plan in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This Affirmative Action Plan is designed to cover the following reporting period,

- Affirmative Action Plan implementation period: January 1, 2015 through December 31, 2015
- Transaction period: January 1, 2014 through December 31, 2014

STATEMENT OF PURPOSE FOR PARTS I AND II

This Affirmative Action Plan has been designed to bring women and men, members of minority groups, covered veterans, and persons with disabilities into all levels and segments of Eau Claire County's workforce in proportion to their representation in the qualified relevant labor market.

The Affirmative Action Plan, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, Eau Claire County is subject to and must address a variety of State and Federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflicting with these requirements and guidelines, must be taken into account when developing and implementing the Affirmative Action Plan. Furthermore, in determining Eau Claire County's current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the Affirmative Action Plan, however, all have one common purpose--to allow us to properly identify three key concepts:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.

EAU CLAIRE COUNTY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

2015

PART I

AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

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PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

Eau Claire County conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated December 31, 2014.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, Eau Claire County identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native employees, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Lines of Progression

Developed in conjunction with the workforce analysis is information on Eau Claire County's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments which employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis/Lines of Progression* for the results per organizational unit.

CHAPTER 2: JOB GROUP ANALYSIS
41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the Affirmative Action Plan is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. Ideally, if a job group is identified as containing a problem area, it should be large enough that a goal of a least one whole person can be established. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

Eau Claire County did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS
41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of December 31, 2014.

See the *Job Group Analysis* for the listing of the job titles and the associated race and gender headcounts per job group.

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Eau Claire County for a given job group in the relevant labor market during the life of the Affirmative Action Plan. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Eau Claire County's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas or areas of deficiency, and establish goals to correct the problems.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2010 Census of Population.
 - a. Local labor area: *Employee Zip Code Analysis*
 - b. Reasonable labor area: *National Data*

See the *Zip Code Analysis* report for the counties included in the local labor area.

Note: Zip code analysis results only apply to job groups where populated census data is available.

2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within Eau Claire County. See the *Internal Availability Analysis* for more detail.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.

See the *Availability Analysis* for the availability breakdown for each job group.

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, Eau Claire County compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of December 31, 2014 and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.

CHAPTER 6: PLACEMENT GOALS
41 C.F.R. § 60-2.16

Eau Claire County has established a percentage annual placement goal whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with Eau Claire County. Eau Claire County believes these goals are attainable. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of persons when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Eau Claire County hire a specified number of minorities or women.

A goal is a guidepost against which Eau Claire County, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Eau Claire County's workforce. By setting realistic goals, Eau Claire County should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, the County Board of Supervisors and the County Administrator have the ultimate power and overall responsibility to implement and achieve equal employment opportunity and to ensure the Affirmative Action Plan focuses on all components of the employment system in all departments of Eau Claire County. To that end, the Committee on Human Resources, the County Administrator, the Human Resources Director, the Affirmative Action Officer, and those employed as supervisors and managers have undertaken the responsibilities described below.

County Board of Supervisors and County Administrator

The County Board of Supervisors and the County Administrator have the ultimate power and overall responsibility to implement and achieve equal employment opportunity and the affirmative action program in all departments of Eau Claire County through the Affirmative Action Plan and other methods.

Committee on Human Resources

The Committee on Human Resources will have the following duties and responsibilities for implementing affirmative action programs and ensuring equal employment opportunity in employment and service delivery.

1. Review the design and implementation of equal employment opportunity and affirmative action programs and make recommendations to the County Board of Supervisors.
2. Review all periodic progress reports of the Affirmative Action Officer as required in the Affirmative Action Plan and make recommendations to the County Board of Supervisors.
3. Conduct due process hearings on any grievances alleging discrimination based on age, race, creed, color, physical disability, mental disability, marital status, pregnancy, sex, national origin, religious, ancestry, sexual orientation, use or nonuse of lawful products off the employer's premises during nonworking hours, genetic testing, gender identity or expression, political affiliation, arrest or conviction record, veterans' status or membership in the national guard, state defense force or any other reserve component of the military forces of the United States or this state, or any other illegal non-merit factors in County employment or service delivery and report its findings to the County Board Chair and County Administrator. The Human Resources Director, Affirmative Action Officer, and Corporation Counsel, or designees, will be present at all hearings to provide technical assistance and to ensure due process.
4. Review reports of non-adherence to policies and procedures established to ensure compliance with equal employment opportunity and affirmative action, recommend actions to remedy such situations, and provide other such support as needed.

5. Conduct all committee meetings and transactions in a manner which supports equal employment opportunity and affirmative action and provides for job-related, fair, and equal treatment for all employees and applicants for employment.
6. To carry out these duties and responsibilities, all members of the Committee on Human Resources will be required by the County Board to participate in training sessions on equal employment opportunity legal requirements and affirmative action programs, policies, and procedures.

County Administrator

The primary responsibility and accountability for implementing the Affirmative Action Plan rests with the County Administrator. This person is responsible, through the Human Resources Director and the Affirmative Action Officer, for adherence to Eau Claire County's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Eau Claire County's Affirmative Action Plan. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all Affirmative Action Plan components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Eau Claire County's Affirmative Action Plan.

Human Resources Director

The Human Resources Director is responsible for overall supervision of the Affirmative Action Plan. The Human Resources Director ensures, through the Affirmative Action Officer and department managers and supervisors that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Human Resources Director's effective work performance. The Human Resources Director's responsibilities include, but are not limited to, the following:

1. Ensure that Eau Claire County adheres to the stated policy of equal employment opportunity, and develops and maintains all Human Resources directives and policies in a manner that is consistent with the application of equal employment opportunity policies

2. Will appoint an Affirmative Action Officer with a commitment to equal employment opportunity and affirmative action goals and supportive of a sound Human Resources system.
3. Will inform and consult with the Affirmative Action Officer on matters affecting the responsibilities of that position and will advise and assist that position as necessary to achieve the equal employment opportunity and affirmative action goals of the County.
4. Ensure that the Affirmative Action Plan is reviewed and updated annually in accordance with 3.10.030 of the Eau Claire County Code of General Ordinances.
5. Participate in periodic discussions with the County Administrator, department heads, supervisors, and all other employed personnel to ensure Affirmative Action Plan and equal employment opportunity policies are being followed. Recommend to the County Administrator remedial actions for department heads or supervisory staff not complying with County equal employment opportunity and affirmative action policies and procedures.
6. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
7. Periodically review the County's classification system and procedures, benefit packages, leave policies, training and career development programs, and other employment practices to ensure that all such practices conform with current legal and regulatory requirements and the provisions of this Plan; and
8. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
9. Conduct periodic audits of the following programs or areas:
 - A. Training programs and hiring and promotion patterns to remove impediments to the attainment of Affirmative Action Plan goals and objectives;
 - B. Facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice; and
 - C. Sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.

10. Ensure that all new employees receive a special orientation to Eau Claire County's equal employment opportunity policy and are thoroughly informed with regard to the Affirmative Action Plan and its objectives.
11. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
12. Maintain all central personnel records in a manner consistent with applicable employment practice laws and regulations and the requirements of this Plan

Affirmative Action Officer

The Affirmative Action Officer is responsible for ensuring the directives of the County Administrator and Human Resources Director are implemented. The Affirmative Action Plan is, in part, a monitoring function over the Human Resources system. Therefore, to avoid the practice or appearance of limiting the independence of the affirmative action program, the Human Resources Director will assign the responsibility for the day-to-day operation and overall implementation of this Plan to the Affirmative Action Officer. To fulfill these responsibilities, the Affirmative Action Officer will have full access to all departmental records relating to recruitment and employment transactions including policies and procedures, rules and regulations, personnel files, background investigation reports, and other related informational documents. The Affirmative Action Officer's duties include, but are not limited to, the following:

1. Provide direction to Eau Claire County's employees, as necessary, to carry out all actions required to meet the County's equal employment opportunity and affirmative action commitments.
2. Review, report on, and update Eau Claire County's Affirmative Action Plan at least on an annual basis in accordance with stated policy.
3. Responsible for the design and effective implementation of the Affirmative Action Plan.
4. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
5. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
6. Preparation of all government reports required with regard to equal opportunity in employment and service delivery in the county and to the operations of the Affirmative Action Plan

7. Advise management in the modification and development of Eau Claire County's policies and programs to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
8. Conduct periodic audits to ensure all required posters and those advertising Eau Claire County's equal employment opportunity policies and Affirmative Action Plan are displayed and that Eau Claire County's equal employment opportunity and Affirmative Action Plan policies are being thoroughly communicated.
9. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
10. Serve as liaison between Eau Claire County and enforcement agencies.
11. Serve as Eau Claire County representative to committees, organizations, and groups concerned with employment opportunities for minorities and women, covered veterans, and for persons with disabilities.
12. Receipt and investigation of allegations of discrimination, sexual harassment, and other impermissible actions under equal opportunity, affirmative action, or civil rights compliance laws and regulations: investigations will be conducted in accordance with procedures established through joint agreement with the County Administrator, Corporation Counsel, the Human Resources Director, and the Affirmative Action Officer.
13. Identification of recruitment resources capable of producing qualified women, minorities, covered veterans, and persons with disabilities for employment by the County, particularly in areas where underutilization is identified.
14. Ongoing monitoring of County employment practices and related documents (such as job descriptions, application forms, job announcements) to ensure that all personnel activities which are discriminatory are eliminated or modified.
15. Meet with department heads and supervisors to assist in development of affirmative action programs to establish and achieve specific goals and make certain that Eau Claire County's programs are being followed.
16. Keeping department heads and supervisors informed of the latest developments in affirmative action/equal employment opportunity areas.

Managers and Supervisors

In their direct day-to-day contact with Eau Claire County's employees, managers and supervisors have assumed certain responsibilities to help the Eau Claire County ensure compliance with equal employment opportunity programs and effective implementation of the Affirmative Action

Plan. Understand that their work performance of this responsibility is being evaluated, in part, on the basis of affirmative action, equal employment opportunity, and civil rights compliance efforts and results failure to adhere will be subject to appropriate disciplinary action. These include, but are not limited to, the following:

1. Aggressively adhere to Eau Claire County's equal employment opportunity and affirmative action policy.
 - A. Support and assist the Human Resources Director and Affirmative Action Officer in developing, maintaining, and successfully implementing the Affirmative Action Plan.
 - B. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with Eau Claire County's policy.
4. Implement the internal promotion and transfer of all employees under their supervision consistent with Affirmative Action Plan goals and objectives.
5. Submit related reports and documentation on employment decisions as required by the Human Resources Director or Affirmative Action Officer
6. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.
7. Departments receiving funding from state and federal agencies or grants may be required to prepare civil rights compliance reports for equal opportunity in service delivery. Preparation of such reports is the responsibility of the Affirmative Action Officer, in consultation with the respective departments; maintenance of required statistics regarding demographic characteristics of the population served through these funded programs are the responsibility of the affected department.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(b)

Terminology

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms Eau Claire County is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although Eau Claire County will use the terms in good faith in connection with its Affirmative Action Plan, such use does not necessarily signify the County agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

In addition to comparing incumbency to availability within job groups, Eau Claire County has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). The County will continue to monitor and update these studies during each Affirmative Action Plan year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this Affirmative Action Plan.

Goals are established within each of the job groups at no less than the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the *Workforce analysis*.

An analysis of minority and female utilization within each job group was accomplished by a thorough investigation of the *Comparison of Incumbency to Availability* reports.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by a thorough examination of transaction data. See the *Summary of Personnel Transactions Report* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job title.

CHAPTER 9: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(c)

Eau Claire County tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the Affirmative Action Plan year. The Human Resources Director, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. Eau Claire County will continue to place recruitment notices and advertisements on job opportunities through local job service offices such as Wisconsin JobNet website with links to community organizations. The local job service office will be notified concurrent with the placement of a newspaper ad and county website.
2. Due to the extensive technical education and experience required for some positions, Eau Claire County will also continue to place job opportunity announcements in the Eau Claire County website, and professional organizations when appropriate.
3. Eau Claire County will continue to place an ad with Career Services for campus recruiting.
4. Advertisements will always carry the Equal Employment Opportunity clause.
5. Applicants must apply for a specific position for which the County is recruiting by completing the proper County application form and follow protocol regarding submission of the application.
6. Minority and female applicants will be considered for all positions for which they are qualified.
7. Eau Claire County will participate in job fairs if there are sufficient numbers of openings to warrant participation.
8. Human Resources staff will screen candidate applications to certify only those candidates meeting the stated basic qualifications are certified as an applicant and considered by the appointing authority.
9. Selection methods and recruitment documents including job-related skills tests, interview questions, and ranking sheets are evaluated by Human Resources Advisors for disparate impact to ensure that they are job related and consistent with business necessity prior to

releasing qualified candidate application materials to the appointing authority. The Human Resources Department provides assistance as necessary to correct any deficiencies and is held responsible for final approval of the selection tools used.

10. Interview panels are utilized for all vacant positions and consist of at least two employees including the position's supervisor or department head.
11. An Affirmative Action compliance review is completed before an appointment is finalized. The review is made on the completed recruitment statistics and interview records to confirm the recruitment process was completed and the employment decision was not made to disadvantage the members of a race, sex or ethnic group. Records are retained of those who were considered for the position.
12. The County will continue to employ co-op students who work during the summer and part-time during the school year. Many of these students are referred by the several colleges and universities, such as University of Wisconsin-Eau Claire, University of Wisconsin-Stout, Globe University, and Chippewa Valley Technical College.
13. Eau Claire County will continue to publish recruiting brochures where minority and female members of the workforce are included, as well as in other County literature.

Job Specifications/Selection Process:

1. Develop job descriptions that accurately reflect job duties and functions, and are consistent for the same or similar positions throughout Eau Claire County.
2. Develop job descriptions that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop descriptions that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.
3. Job descriptions are reviewed prior to the beginning of recruitment to determine that duties listed are current and contain basic qualifications that are job-related to academic, experience, and skill requirements.
4. Approved job descriptions will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
5. Eau Claire County will continue to use only job descriptions that include job-related criteria.
6. Eau Claire County will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

Job Advancement:

1. Eau Claire County will continue to post a notice or announce job opportunities. Eau Claire County's Recruitment & Selection Policy requires notices of all regular vacant jobs.
2. Require supervisory personnel to submit justification when apparently qualified minority or female employees are passed over for upgrading.
3. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
4. All employees are actively encouraged to participate on various committees and Eau Claire County-sponsored social and recreational activities.
5. Eau Claire County will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.
6. Employees are provided opportunity to attend training programs to increase their knowledge, proficiency, ability and skills.

CHAPTER 10: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(d)

Inherent in the Affirmative Action Plan is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the Affirmative Action Plan itself. Periodic reports from supervisors, department managers, the Human Resources Director, and other relevant persons are required.

The objective of all record keeping systems to be implemented is to assess the results of past actions, trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the Plan as a whole. In addition, a further objective is to identify the proper corrective actions to be made to all components.

In order to fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff, through reallocation of resources, through modifications to plans and the record keeping system itself, through appropriate recognition of personal achievements as well as punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The records that are maintained are the basis for updating the Affirmative Action Plan, including revising the availability data and establishing annual numerical goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The Eau Claire County's auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Human Resources Director:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Reviews report results with all levels of management; and
4. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

EAU CLAIRE County

**PART II: AFFIRMATIVE ACTION PLAN FOR COVERED VETERANS AND
PERSONS WITH DISABILITIES**

FOR

January 1, 2015 through December 31, 2015

PART II

AFFIRMATIVE ACTION PLAN FOR COVERED VETERANS AND PERSON WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of Eau Claire County and my personal commitment that equal employment opportunity be provided in the employment and advancement of covered veterans and persons with disabilities at all levels of employment, including the executive level. Eau Claire County does not and will not discriminate against any applicant or employee because he or she is a covered veteran or because of a physical or mental disability in regard to any position for which the applicant or employee is qualified. In addition, Eau Claire County is committed to a policy of taking affirmative action to employ and advance in employment qualified covered veterans and individuals with disabilities. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Eau Claire County will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual

orientation/gender identity and status as a protected veteran or an individual with disability. Eau Claire County's EEO policy and affirmative action obligations include the full support from the County Administrator, Kathryn A. Schauf.

Eau Claire County will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your Affirmative Action Officer. The Affirmative Action Plan may be reviewed, by making an appointment with our Eau Claire County's Affirmation Action Officer.

(Signature)

A handwritten signature in cursive script, appearing to read "Kathryn A. Schauf", written over a horizontal line.

Kathryn A. Schauf
County Administrator

July 8, 2015

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known covered veterans and employees and applicants with disabilities, reviews are periodically made of the Eau Claire County's recruitment and selection methods to identify barriers to employment, training, and promotion.

- 1) Eau Claire County periodically conducts a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known covered veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known covered veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a covered veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) The County ensures that its personnel processes do not stereotype disabled persons or veterans in a manner which limits their access to jobs for which they are qualified.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS

41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known covered veterans and employees and applicants with qualified disabilities, reviews are periodically made of the County's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The County's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Reviews:

1. Classifications are reviewed prior to the beginning of recruitment to verify that basic qualifications are job-related to business necessity and safe performance on the job.
2. Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)
3. As new job qualification requirements are established.
4. Are consistent between positions having the same job titles or having substantially the same job duties
5. Be reviewed for possible modifications to afford employment to individuals who identify themselves as having disabilities, in accordance with established legal criteria
6. With the creation of new positions, are job-related, reasonable, and do not tend to discriminate against minorities or females nor create artificial barriers for recruitment or promotion opportunities.

**CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL
LIMITATIONS**

41 C.F.R. §§ 60-300.44(d); 60-741.44(d)

Eau Claire County will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Eau Claire County will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may review the ADA Accommodations Policy in the Employee Policy Manual for the procedure to request reasonable accommodation and also contact the following at any time to formally request an accommodation:

Jill Mangus, Affirmative Action Officer
Human Resources Advisor
715-839-7335
jill.mangus@co.eau-claire.wi.us

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

Eau Claire County has developed and implemented a set of procedures to ensure that its employees with disabilities and Covered Veterans are not harassed due to those conditions. The County's policy on sexual harassment is found in Policy 705 of the Employee Policy Manual, which includes a section prohibiting harassment of individuals with disabilities or other veterans is available for distribution to new as well as to existing employees.

Employees may review Policy 705 - Harassment and Discrimination found in the Employee Policy Manual for guidance and direction to maintain a healthy work environment free from sexual harassment and other unlawful harassment and discrimination based on sexual, racial, age-based, religious, ethnic, disability, family status, and other forms of legally impermissible harassment or discrimination of any employee or applicant for employment.

Procedures for reporting, investigating, and resolving complaints of harassment, discrimination and retaliation are also included. Anyone who has any questions or concerns about these policies may talk with the director or Affirmative Action Officer.

Jill Mangus, Affirmative Action Officer
Human Resources Advisor
715-839-7335
jill.mangus@co.eau-claire.wi.us

**CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND
POSITIVE RECRUITMENT**

41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the County's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Affirmative Action Officer.

1. The policy is published on the Eau Claire County Website
2. Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for covered veterans and individuals with disabilities.
3. Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.
 - A. Prospective employees are informed of the existence of the county's Equal Employment Opportunity Policy.
 - B. Applicants for employment and recipients of County services will be advised of their right
4. List with the Job Center of Wisconsin job openings.
 - A. The exemptions for posting jobs are when positions are positions that will be filled from within Eau Claire County
 - B. Positions lasting three days or less
 - C. This is an on-going activity. A listing of job opportunities reported to the Job Center of Wisconsin is always kept current.
5. Applicants for employment and recipients of County services will be advised of their right to file discrimination complaints and of reasonable accommodation policies for persons with disabilities.

CHAPTER G: INTERNAL DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

In order to gain positive support and understanding for the affirmative action program for covered veterans and individuals with disabilities Eau Claire County will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Affirmative Action Officer. The following policies and procedures are designed to foster support and understanding from Eau Claire County's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid Eau Claire County in meeting its obligations.

1. Include the policy in the Eau Claire County's Employee Policy Manual and other in-house publications.
2. Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the County's attitude.
3. Discuss the policy thoroughly in both employee orientation and management training programs.
4. Inform union officials of Eau Claire County's policy, and request their cooperation.
5. Include non-discrimination clauses in all union agreements, and review all contractual provisions to ensure they are non-discriminatory.
6. Post the policy on County's Human Resources Intranet website, along with the County harassment policy which includes protection from harassment on the basis of disability.
7. When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

Eau Claire County has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of Eau Claire County's overall Affirmative Action Program and whether the County is in compliance with specific obligations.
2. Indicates the need for remedial action.
3. Measures the degree to which Eau Claire County's objectives are being met.
4. Whether there are any undue hurdles for individuals with disabilities and other veterans regarding County sponsored educational, training, recreational, and social activities.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION

41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure equal employment opportunity to covered veterans and individuals with disabilities, Eau Claire County has designated specific responsibilities to various staff to ensure the Affirmative Action Plan focuses on all components of the employment system. To that end, the County Administrator, Human Resources Director, Affirmative Action Officer, and those employed as supervisors and managers have undertaken the responsibilities described below.

County Administrator

The County Administrator is responsible for providing top management support for the County's Affirmative Action Plan. Additional responsibilities include, but are not limited to:

- 1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the County's Affirmative Action Plan. Ensuring that these personnel are identified in writing by name and job title.
- 2) Ensuring that designated personnel responsible for all Affirmative Action Plan components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- 3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Eau Claire County's Affirmative Action Plan.

Human Resources Director

The Human Resources Director is responsible for overall supervision of the Affirmative Action Plan. The Human Resources Director ensures, through the Affirmative Action Officer and department managers and supervisors that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Human Resources Director's effective work performance. The Human Resources Director's responsibilities include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the County's compliance status.
- 2) Maintaining County-wide management support and cooperation for the County's Affirmative Action Plan.
- 3) Collaborating with Senior Management on EEO and Affirmative Action Plan issues.
- 4) Assisting line management in arriving at solutions to EEO/Affirmative Action problems.

- 5) Reviewing results of audit and reporting systems to assess the effectiveness of the County's Affirmative Action programs and to direct corrective actions where necessary.
- 6) Ensuring that the Affirmative Action Plan is updated annually for all establishments.
- 7) Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.
- 8) Providing guidance and direction to the Affirmative Action Officer.
- 9) Ensuring that relevant staff, (i.e., Affirmative Action Officer, managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
- 10) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 11) Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of Affirmative Action Plan goals and objectives, and 2) the County's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known covered veterans and employees with disabilities have had the opportunity to participate in all County-sponsored educational, training, recreation and social activities.
- 12) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Affirmative Action Officer

The Affirmative Action Officer is responsible for ensuring that the directives of the County Administrator and Human Resources Director are implemented. The Affirmative Action Officers duties include, but are not limited to, the following:

- 1) Providing direction to the County's employees, as necessary, to carry out all actions required to meet the County's equal employment opportunity and affirmative action commitments.
- 2) Responsible for the design and effective implementation of the Affirmative Action Plan at all establishments.
- 3) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will

- a) Indicate need for remedial action,
 - b) Determine degree to which goals and objectives have been obtained.
- 4) Advising management in the modification and development of the County's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
 - 5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
 - 6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known covered veterans and employees with disabilities.
 - 7) Conducting periodic audits to ensure all required posters and those advertising the County's equal employment opportunity policies and Affirmative Action Plan, as well as the Invitation to Self-Identify for covered veterans and individuals with disabilities, are displayed and that the County's equal employment opportunity and Affirmative Action Plan policies are being thoroughly communicated.
 - 8) Developing policy statements, affirmative action programs, internal and external communication techniques.
 - 9) Assisting line management in arriving at solutions to problems.
 - 10) Serving as the liaison between Eau Claire County and enforcement agencies.
 - 11) Serving as the liaison between Eau Claire County and organizations and community action groups for covered veterans and persons with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for covered veterans and persons with disabilities.
 - 12) Keeping management informed of the latest developments in the equal employment opportunity area.
 - 13) Reviewing, reporting on, and updating the Affirmative Action Plan annually in accordance with stated policy. Informing employees and applicants of significant changes.
 - 14) Working closely with the Human Resources Director and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
 - 15) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

- 16) Responsible for ensuring overall the County's compliance with the Affirmative Action Plan.

Managers and Supervisors

In their direct day-to-day contact with the County's employees, managers and supervisors have assumed certain responsibilities to help Eau Claire County ensure compliance with equal employment opportunity programs and effective implementation of the Affirmative Action Plan. These include, but are not limited to the following:

- 1) Aggressively adhering to the County's equal employment opportunity policy.
- 2) Supporting and assisting the Human Resources Director and Affirmative Action Officer in developing, maintaining, and successfully implementing the Affirmative Action Plan.
- 3) Completing progress reports regarding the status of affirmative action programs.
- 4) Taking action to prevent harassment of employees placed through affirmative action efforts.
- 5) Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
- 6) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the County's policy.
- 7) Implementing the internal promotion and transfer of all employees under their supervision consistent with Affirmative Action Plan goals and objectives.
- 8) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 9) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

Eau Claire County trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or other veterans to ensure commitment to the County's stated Affirmative Action goals.

CHAPTER K: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of Eau Claire County that when offering employment or promotion to covered veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

Eau Claire County

Workforce Analysis

Organizational Unit: AGING & DISABILITY RESOURCE CENTER

Job Code	Job Title	EMP		MIN	Total														
		EMP	MIN		W	AA	H	A	NA	PI	2+								
073	DELIVERY WORKER	3	0	0	1	Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					2	Female	2	0	0	0	0	0	0	0	0	0	0	0	0
172	MEAL SITE WORKER	1	0	0	1	Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					0	Female	0	0	0	0	0	0	0	0	0	0	0	0	0
192	OFFICE ASSOCIATE 2	1	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0
286	VOLUNTEER COORDINATOR	1	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0
475	APPLICATION ANALYST	2	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					2	Female	2	0	0	0	0	0	0	0	0	0	0	0	0
376	CARE TRANSITION COACH	2	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					2	Female	2	0	0	0	0	0	0	0	0	0	0	0	0
373	ELDERLY BENEFIT SPECIALIST	2	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					2	Female	2	0	0	0	0	0	0	0	0	0	0	0	0
222	PREVENTION PROGRAM COORDINATOR	1	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0
383	DISABILITY BENEFIT SPECIALIST	2	0	0	0	Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0
092	ECONOMIC SUPPORT SPECIALIST	1	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0
109	OPTIONS COUNSELOR/CAREGIVER SPECIALIST	1	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0
382	OPTIONS COUNSELOR	4	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					4	Female	4	0	0	0	0	0	0	0	0	0	0	0	0
189	NUTRITION PROGRAM SUPERVISOR	1	0	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	Female	1	0	0	0	0	0	0	0	0	0	0	0	0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: AGING & DISABILITY RESOURCE CENTER

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		AA	W	AA	H	A	NA	PI	2+						
380	AGING & DIS RESOURCE CENTER DIRECTOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	23	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	13.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
	Male #	20	0	0	20	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male %	87.0	0.0	0.0	87.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00	0.00
	Female #	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female %	13.0	0.0	0.0	13.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: AIRPORT

Job Code	Job Title	EMP		MIN		Total																
		EMP	MIN	EMP	MIN	AA	H	A	NA	PI	2+											
460	MAINTENANCE/CUSTODIAN TECHNICIAN	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
193	OFFICE ASSOCIATE 3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
165	MAINTENANCE SUPERVISOR	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
011	AIRPORT MANAGER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Grand Total #	6	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Grand Total %		0.0	66.7	0.0	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	Female %	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female #	Female %	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Workforce Analysis

Organizational Unit: CLERK OF COURTS

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		AA	H	A	NA	PI	2+								
192	OFFICE ASSOCIATE 2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
193	OFFICE ASSOCIATE 3	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	4	3	0	0	1	0	0	0	0	0	0	0	0
195	OFFICE ASSOCIATE 5	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	10	10	0	0	0	0	0	0	0	0	0	0	0
036	COURT SERVICES COORDINATOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
077	DEPUTY CLERK SUPERVISOR	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0
075	CHIEF DEPUTY CLERK OF COURTS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	19	1	0	Male #	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		5.3	0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				19	Female #	19	18	0	0	1	0	0	0	0	0	0	0	0
				100.0	Female%	100.0	94.7	0.0	0.0	5.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: CORPORATION COUNSEL

Job Code	Job Title	EMP		MIN	EMP	W	AA	H	A	NA	PI	2+
		Male	Female									
192	OFFICE ASSOCIATE 2	1	0	0	1	0	0	0	0	0	0	0
			Female		1	0	0	0	0	0	0	0
004	ACCOUNTING CLERK 2	2	0	0	2	0	0	0	0	0	0	0
			Female		2	0	0	0	0	0	0	0
162	LEGAL SECRETARY	5	0	0	5	0	0	0	0	0	0	0
			Female		5	0	0	0	0	0	0	0
032	CHILD SUPPORT SPECIALIST	7	0	0	7	0	0	0	0	0	0	0
			Female		6	0	0	0	0	0	0	0
341	CHILD SUPPORT MANAGER	1	0	0	1	0	0	0	0	0	0	0
			Female		1	0	0	0	0	0	0	0
057	ASSISTANT CORPORATION COUNSEL	3	0	0	3	1	0	0	0	0	0	0
			Female		2	0	0	0	0	0	0	0
056	CORPORATION COUNSEL	1	0	0	1	1	0	0	0	0	0	0
			Female		0	0	0	0	0	0	0	0
	Grand Total #	20	0	0	3	3	0	0	0	0	0	0
	Grand Total %		0.0	0.0	15.0	15.0	0.0	0.0	0.0	0.0	0.0	0.00
			Female #		17	17	0	0	0	0	0	0
			Female%		85.0	85.0	0.0	0.0	0.0	0.0	0.00	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: COUNTY ADMINISTRATION

Job Code	Job Title	EMP		Total														
		MIN		EMP	W	AA	H	A	NA	PI	2+							
162	LEGAL SECRETARY	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0
193	OFFICE ASSOCIATE 3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0
368	COMMUNITY SERVICE COORDINATOR	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0
106	ASSISTANT TO THE COUNTY ADMINISTRATOR	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0
085	DATA ANALYST	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
400	CRIMINAL JUSTICE COLLABOR CNCL COORD	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0
				Male #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
				Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0	0	0	0	0	0	0
				Female %	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Grand Total #	6	6												
				Grand Total %														

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: COUNTY CLERK

Job Code	Job Title	EMP		Total										
		MIN		EMP	W	AA	H	A	NA	PI	2+			
193	OFFICE ASSOCIATE 2	2	0	0	0	0	0	0	0	0	0	0	0	0
			Female	2	2	0	0	0	0	0	0	0	0	0
062	OFFICE ASSOCIATE 3	1	0	0	0	0	0	0	0	0	0	0	0	0
			Female	1	1	0	0	0	0	0	0	0	0	0
062	COUNTY CLERK	1	0	0	0	0	0	0	0	0	0	0	0	0
			Female	1	1	0	0	0	0	0	0	0	0	0
Grand Total #		4	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
			Female #	4	4	0	0	0	0	0	0	0	0	0
			Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: DHS - ADULT SERVICES UNIT

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		W	AA	H	A	NA	PI	2+							
132	HUMAN SERVICES ASSISTANT	1	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	1	0	0	0	0	0	0	0	0	0	0
395	ADDA CASE MANAGER I/II/III	2	0	0	Male	2	2	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
235	REGISTERED NURSE	3	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0
260	SOCIAL WORKER I/II/III	15	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	15	15	0	0	0	0	0	0	0	0	0	0	0
285	VOCATIONAL REHAB COUNSELOR I/II/III	1	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
261	SOCIAL WORKER IV	2	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0
255	SOCIAL WORK SUPERVISOR	1	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
364	DIRECT SERVICES TEAM SUPERVISOR	1	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	26	0	0	Male #	4	4	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	Male %	15.4	15.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
					Female #	22	22	0	0	0	0	0	0	0	0	0	0	0
					Female %	84.6	84.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: DHS - ORGANIZATIONAL SERVICES DIVISION

Job Code	Job Title	EMP		MIN	EMP	W	AA	H	A	NA	PI	2+
		EMP	MIN									
192	OFFICE ASSOCIATE 2	1	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0
					Female	1	0	0	0	0	0	0
193	OFFICE ASSOCIATE 3	2	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0
					Female	2	0	0	0	0	0	0
	Grand Total #	3	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
					Female #	3	0	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.00	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: DHS ADULT SERVICES UNIT

Job Code	Job Title	EMP	MIN	Total											
				EMP	W	AA	H	A	NA	PI	2+				
260	SOCIAL WORKER (M/J)	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0
470	TREATMENT COURTS PROGRAM SUPERVISOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0
	Grand Total #	2	0	Male #	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	2	2	0	0	0	0	0	0	0	0	0
				Female %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: DHS EMPLOYMENT & ECONOMIC RESOURCE

Job Code	Job Title	EMP		MIN	Total												
		EMP	MIN		AA	W	AA	H	A	NA	PI	2+					
092	ECONOMIC SUPPORT SPECIALIST	3	3		4	0	0	0	0	0	0	0	0	0	0	0	
					27	1	24	0	0	0	0	0	0	0	0	0	0
055	COORDINATOR OF CHILD CARE	2	0		0	0	0	0	0	0	0	0	0	0	0	0	0
					2	0	2	0	0	0	0	0	0	0	0	0	0
278	FRAUD INVESTIGATOR	1	0		1	0	0	0	0	0	0	0	0	0	0	0	0
					0	0	0	0	0	0	0	0	0	0	0	0	0
094	LEAD ECONOMIC SUPPORT SPECIALIST	1	0		0	0	0	0	0	0	0	0	0	0	0	0	0
353	ECONOMIC & EMPLOYMENT RESOURCE SUPERVSR	2	0		1	0	0	0	0	0	0	0	0	0	0	0	0
					1	0	1	0	0	0	0	0	0	0	0	0	0
354	DIRECT SERVICES TEAM SUPERVISOR	1	0		0	0	0	0	0	0	0	0	0	0	0	0	0
					1	0	1	0	0	0	0	0	0	0	0	0	0
Grand Total #		38			6	0	0	0	0	0	0						
Grand Total %					15.8	0.0	0.0	0.0	0.00	0.00	0.00						
					32	1	0	2	0	0	0	0	0	0	0	0	0
					84.2	2.6	0.0	5.3	0.0	0.0	0.0	0.00	0.00	0.00	0.0	0.0	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: DHS FAMILY SERVICES UNIT

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+						
260	SOCIAL WORKER I/II/III	34	1	1	Male	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female	33	32	0	0	0	1	0	0	0	0	0	0	0
355	AODA CASE MANAGER I/II/III	1	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
371	CASE MANAG I/II/III-SOCIAL WKR I/II/III	2	1	1	Male	2	1	0	0	0	1	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
261	SOCIAL WORKER IV	2	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0
255	SOCIAL WORK SUPERVISOR	3	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0
354	DIRECT SERVICES TEAM SUPERVISOR	1	0	0	Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	43	2	4	Male #	4	3	0	0	0	1	0	0	0	0	0	0	0
	Grand Total %	4.7	4.7	9.3	Male %	9.3	7.0	0.0	0.0	0.0	2.3	0.0	0.00	0.00	0.00	0.00	0.00	0.00
				39	Female #	39	38	0	0	0	1	0	0	0	0	0	0	0
				90.7	Female %	90.7	88.4	0.0	0.0	0.0	2.3	0.0	0.00	0.00	0.00	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: DHS-FISCAL SERVICES UNIT

Job Code	Job Title	EMP		MIN	Total															
		EMP	MIN		W	AA	H	A	NA	PI	2+									
004	ACCOUNTING CLERK 2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
005	ACCOUNTING CLERK 3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
002	ACCOUNTANT	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
357	FISCAL SERVICES MANAGER	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Male #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female %	87.5	87.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Workforce Analysis

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	EMP	MIN	Total												
				EMP	W	AA	H	A	NA	PI	2+					
192	OFFICE ASSOCIATE 2	2		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0	0	0
195	OFFICE ASSOCIATE 5	3		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0	0	0	0
193	OFFICE ASSOCIATE 3	2		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0	0	0
162	LEGAL SECRETARY	2		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0	0	0	0
342	VICTIM WITNESS SPECIALIST	1		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0
260	VICTIM WITNESS COORDINATOR	1		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0
369	DIVERSION PROGRAM COORDINATOR	2		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0
196	OFFICE MANAGER	1		0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0
Grand Total #		14		0	1	1	0	0	0							
Grand Total %				0.0	7.1	7.1	0.0	0.00	0.00	0.00						
				Female #	13	13	0	0	0							
				Female%	92.9	92.9	0.0	0.00	0.00	0.0						

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: EXPO CENTER - 4 H FAIRGROUNDS

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		W	AA	H	A	NA	PI	2+							
068	CUSTODIAN	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
					Male	Female												
		1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
					Female #	Female %												
					0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
					Female %	Female %												
					0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: EXTENSION

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+						
192	OFFICE ASSOCIATE 2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			Female	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
196	OFFICE MANAGER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			Female	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	Grand Total #	2	Male #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
			Female #	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
			Female %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: FAMILY COURTS

Job Code	Job Title	Total											
		EMP	MIN	W	AA	H	A	NA	PI	2+			
140	JUDICIAL ASSISTANT	4	0	0	0	0	0	0	0	0	0	0	0
				Male	0								
				Female	4								
110	FAMILY COURT COMMISSIONER/COURT COMM	1	0	1	0	0	0	0	0	0	0	0	0
				Male	1								
				Female	0								
	Grand Total #	5	0	1	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	20.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00	0.00
				Female #	4								
				Female%	80.0								

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: FIELD SERVICES DIVISION

Job Code	Job Title	EMP		MIN	Total										
		EMP	MIN		W	AA	H	A	NA	PI	2+				
207	PATROL DEPUTY	16	0	0	16	0	0	0	0	0	0	0	0	0	0
		Female	2	0	0	2	0	0	0	0	0	0	0	0	0
427	BAILIFF	1	0	0	1	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
425	SERGEANT	5	0	0	5	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
081	DETECTIVE	2	0	0	2	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
090	DRUG INVESTIGATOR	2	0	0	2	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
435	PROCESS SERVER	1	0	0	1	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
366	LIEUTENANT	1	0	0	1	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
430	CAPTAIN	1	0	0	1	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		31			29	0	0	0	0	0	0	0	0	0	0
Grand Total %			0.0		93.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
			Female #		2	0	0	0	0	0	0	0	0	0	0
			Female%		6.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Workforce Analysis

Organizational Unit: FINANCE DEPARTMENT

Job Code	Job Title	EMP		Total											
		MIN		EMP	W	AA	H	A	NA	PI	2+				
004	ACCOUNTING CLERK 2	0	2	1	1	0	0	0	0	0	0	0	0	0	0
				Female											
193	OFFICE ASSOCIATE 3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
194	OFFICE ASSOCIATE 4	1	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
005	ACCOUNTING CLERK 3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
007	ACCOUNTING ASSISTANT	0	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
213	PAYROLL/BENEFITS ASSISTANT	0	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
014	BUDGET ANALYST	0	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
215	PAYROLL/BENEFITS SUPERVISOR	0	1	0	0	0	0	0	0	0	0	0	0	0	0
				Female											
113	FINANCE DIRECTOR	0	1	1	1	0	0	0	0	0	0	0	0	0	0
				Female											
Grand Total #		10		2	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grand Total %				20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				8	7	0	1	0	0	0	0	0	0	0	0
				80.0	70.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Workforce Analysis

Organizational Unit: HIGHWAY

Job Code	Job Title	Total		EMP	W	AA	H	A	NA	PI	2+
		EMP	MIN								
122	HIGHWAY LABORER	1	0	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
277	QUAD-AXLE TRUCK DRIVER	1	0	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
103	EXCAVATOR OPERATOR - LARGE	1	0	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
242	PAVER/CHIP SPREADER HELPER	1	0	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
267	SWEeper OPERATOR	1	0	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
250	REAL PROPERTY LISTER	1	0	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
	Grand Total #	6	0	6	6	0	0	0	0	0	0
	Grand Total %		0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT - LABOR

Job Code	Job Title	EMP		MIN	Total												
		EMP	MIN		W	AA	H	A	NA	PI	2+						
122	HIGHWAY LABORER	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
178	FUEL SYSTEM OPERATOR	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
208	COUNTY PATROL SECTION WORKER	6	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
209	STATE PATROL SECTION WORKER	7	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
212	PAVER/CHIP SPREADER HELPER	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
276	TRI-AXLE TRUCK DRIVER	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
277	QUAD-AXLE TRUCK DRIVER	3	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
100	DOZER/PAVEMENT GRINDER OPERATOR	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
104	EXCAVATOR OPERATOR SMALL	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
173	MECHANIC I	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
180	MOTOR GRADER OPERATOR	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
204	PARTS ROOM WORKER	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											
241	ROLLER OPERATOR(STEEL&RUBBER)	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	Female											

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT - LABOR

Job Code	Job Title	EMP		MIN	Total											
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+				
250	SIGNWORKER	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
271	TIRE REPAIR/EQUIPMENT MOVER	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
289	WELDER	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		36			34											
Grand Total %					94.4											
Male #					34											
Male %					94.4											
Female #					2											
Female %					5.6											

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT - SUPERVISORY

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		AA	W	AA	H	A	NA	PI	2+						
102	ENGINEERING TECHNICIAN	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0	0	0	0	0	0
121	HIGHWAY SUPERVISOR	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0
					Male	3	3	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
120	HIGHWAY ENGINEER	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	6	0	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
					Female #	1	1	0	0	0	0	0	0	0	0	0	0	0
					Female%	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT ADMINISTRATION

Job Code	Job Title	Total		Total														
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	Male #	Female #	Male %	Female %			
002	ACCOUNTANT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
206	PATROL SUPERINTENDENT	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: HUMAN RESOURCES

Job Code	Job Title	Total		Total														
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+							
216	HUMAN RESOURCES ADVISOR	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	
				Female	2	2	2	2	2	2	2	2	2	2	2	2	2	2
217	HUMAN RESOURCES DIRECTOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	Grand Total #	3	0	Male #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	3	3	3	3	3	3	3	3	3	3	3	3
				Female%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: INFORMATION SYSTEMS

Job Code	Job Title	EMP		MIN	Total												
		EMP	MIN		W	AA	H	A	NA	PI	2+						
193	OFFICE ASSOCIATE 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		0	0	0	0	0	0	0	0	0	0	0	0	0
344	PC TECHNICIAN/OPERATOR	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		2	0	0	0	0	0	0	0	0	0	0	0	0
231	RECORDS MANAGEMENT COORDINATOR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		0	0	0	0	0	0	0	0	0	0	0	0	0
184	NETWORK ANALYST	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		1	0	0	0	0	0	0	0	0	0	0	0	0
227	PROGRAMMER/ANALYST	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		2	0	0	0	0	0	0	0	0	0	0	0	0
348	NETWORK ADMINISTRATOR	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		1	0	0	0	0	0	0	0	0	0	0	0	0
339	INFORMATION SYSTEM DIRECTOR	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		Male	Female		1	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		11			7	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total %		0.0	0.0		63.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					4	0	0	0	0	0	0	0	0	0	0	0	0
					36.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: JUVENILE DETENTION

Job Code	Job Title	EMP		MIN	Total										
		EMP	MIN		AA	W	AA	H	A	NA	PI	2+			
144	JUVENILE DETENTION WORKER	19	3		11	8	3	0	0	0	0	0	0	0	0
					Male	8	8	0	0	0	0	0	0	0	0
					Female										
	Grand Total #	19	3		11	8	3	0	0	0	0	0	0	0	0
	Grand Total %		15.8		57.9	42.1	15.8	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00
					Female #	8	8	0	0	0	0	0	0	0	0
					Female%	42.1	42.1	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: MAINTENANCE

Job Code	Job Title	EMP		MIN	Total												
		EMP	MIN		AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
088	CUSTODIAN	7	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0
					Female	6	6	0	0	0	0	0	0	0	0	0	0
144	JUVENILE DETENTION WORKER	1	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0
107	FACILITY MAINTENANCE WORKER	4	0	0	Male	4	4	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0
165	MAINTENANCE SUPERVISOR	1	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0
440	FACILITIES DIRECTOR	1	0	0	Male	1	1	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		14			Male #	8	8	0	0	0	0	0	0	0	0	0	0
Grand Total %					Male %	57.1	57.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00
					Female #	6	6	0	0	0	0	0	0	0	0	0	0
					Female%	42.9	42.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: PARKS & FOREST - COUNTY PARKS

Job Code	Job Title	Total										
		EMP	MIN	EMP	W	AA	H	A	NA	PJ	2+	
200	PARK RANGER-LAKE ALTOONA	1	0	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
201	PARK RANGER-LAKE EAU CLAIRE	1	0	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	2	2	0	0	0	0	0	0	0
Grand Total %			0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00

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Eau Claire County

Workforce Analysis

Organizational Unit: PARKS & FOREST - FORESTRY

Job Code	Job Title	Total		EMP	MIN	Total														
		EMP	MIN			W	AA	H	A	NA	PI	2+								
194	OFFICE ASSOCIATE 4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
148	SKILLED ELECTRICAL LABORER	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
151	SKILLED GENERAL LABORER	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
453	MAINTENANCE TECHNICIAN	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
117	FORESTER	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
202	PARKS & FOREST DIRECTOR	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		6	0	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	83.3	0.0	83.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female%		16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Workforce Analysis

Organizational Unit: PLAN & DEV LAND CONSERVATION

Job Code	Job Title	Total		Total													
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+						
194	OFFICE ASSOCIATE 4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				0 Male	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0
047	CONSERVATION TECHNICIAN I	1	0	0 Male	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0
048	CONSERVATION TECHNICIAN II	1	0	0 Male	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0
450	ENVIRONMENTAL ENGINEER	1	0	0 Male	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0
152	LAND CONSERVATION SUPERVISOR	1	0	0 Male	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		5		0 Male #	3	3	0	0	0	0							
Grand Total %				0.0 Male %	60.0	60.0	0.0	0.00	0.00	0.00							
				Female #	2	2	0	0	0	0							
				Female%	40.0	40.0	0.0	0.00	0.00	0.00	0.00						

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: PLANNING & DEVELOPMENT

Job Code	Job Title	Total		EMP	MIN	W	AA	H	A	NA	PI	2+
		EMP	MIN									
192	OFFICE ASSOCIATE 2	1	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
193	OFFICE ASSOCIATE 3	1	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
097	ELIGIBILITY SPECIALIST	1	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
129	HOUSING SPECIALIST	1	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
155	LAND USE TECHNICIAN	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
294	ZONING INSPECTOR	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
021	BUILDING INSPECTOR	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
298	ASSISTANT SURVEYOR	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
096	EMERGENCY MANAGEMENT COORDINATOR	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
153	GEOGRAPHIC INFORMATION SYSTEM SPECIALIST	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
130	HOUSING SUPERVISOR	1	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
155	LAND USE SUPERVISOR	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
266	SURVEYOR	1	0	0	0	0	0	0	0	0	0	0
				Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: PLANNING & DEVELOPMENT

Job Code	Job Title	EMP		MIN	Total											
		EMP	MIN		W	AA	H	A	NA	PI	2+					
242	SENIOR PLANNER	1	0		1	0	1	0	0	0	0	0	0	0	0	0
					Male	0										
					Female	0										
	Grand Total #	14	0		Male #	9	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0		Male %	64.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00
					Female #	5	0	0	0	0	0	0	0	0	0	0
					Female%	35.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: PURCHASING & CENTRAL SERVICES

Job Code	Job Title	Total		EMP	MIN	Total												
		EMP	MIN			W	AA	H	A	NA	PI	2+						
191	OFFICE ASSOCIATE 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Female	1	1	1	0	0	0	0	0	0	0	0	0	0	0
226	PRINTER	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
195	OFFICE ASSOCIATE 5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
305	PURCHASING SPECIALIST	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
349	SAFETY COORDINATOR	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
228	PURCHASING & CENTRAL SERVICES DIRECTOR	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
				Male	1	1	1	0	0	0	0	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grand Total #	6	1	16.7	2	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Grand Total %																
				Male #		2												
				Male %		33.3												
				Female #		4												
				Female %		66.7												

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: REGISTER IN PROBATE

Job Code	Job Title	EMP		MIN	Total											
		EMP	MIN		W	AA	H	A	NA	PI	2+					
184	OFFICE ASSOCIATE 4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			Male	0	0	0	0	0	0	0	0	0	0	0	0	0
195	OFFICE ASSOCIATE 5	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
			Female	1	0	0	0	0	0	0	0	0	0	0	0	0
234	REGISTER OF PROBATE	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			Male	0	0	0	0	0	0	0	0	0	0	0	0	0
					1	0	0	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	0	0	0	0	0	0	0
	Grand Total #	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total %		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
					Female #	4	0	0	0	0	0	0	0	0	0	0
					Female%	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: REGISTER OF DEEDS

Job Code	Job Title	EMP		MIN	Total															
		EMP	MIN		W	AA	H	A	NA	PI	2+									
194	OFFICE ASSOCIATE 4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
078	CHIEF DEPUTY REGISTER OF DEEDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
233	REGISTER OF DEEDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
			Female #	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			Female%	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: SECURITY SERVICES DIVISION

Job Code	Job Title	EMP		MIN	Total													
		EMP	MIN		W	AA	H	A	NA	PI	2+							
358	CORRECTIONAL OFFICER	54	0	0	35	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	35	0	0	0	0	0	0	0	0	0	0	0	0
					Female	19	0	0	0	0	0	0	0	0	0	0	0	0
420	COMPLIANCE OFFICER	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
427	BAILIFF	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	3	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
435	PROCESS SERVER	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
027	CIVILIAN JAIL SERGEANT	4	1	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0
					Male	3	0	1	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
425	SERGEANT	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
366	LIEUTENANT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
430	CAPTAIN	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0	0	0
	Grand Total #	66	1	1	46	45	0	1	0	0	0	0	0	0	0	0	0	0
	Grand Total %		1.5	1.5	69.7	68.2	0.0	1.5	0.0	0.0	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female #	20	0	0	0	0	0	0	0	0	0	0	0	0
					Female%	30.3	30.3	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: TREASURER

Job Code	Job Title	EMP		MIN	Total											
		EMP	MIN		W	AA	H	A	NA	PI	2+					
191	OFFICE ASSOCIATE 1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0
193	OFFICE ASSOCIATE 3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	5	0	0	0	0	0	0	0	0	0	0
196	OFFICE MANAGER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0
065	COUNTY TREASURER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	0	0	0	0	0	0	0
Grand Total #		9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
					Male #	0	0	0	0	0	0	0	0	0	0	0
					Female #	9	9	9	9	9	9	9	9	9	9	9
					Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00
					Female %	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.00	100.00	100.00

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis

Organizational Unit: VETERANS SERVICES

Job Code	Job Title	EMP		MIN	Total											
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+				
191	OFFICE ASSOCIATE 1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					Male	0	0	0	0	0	0	0	0	0	0	0
195	OFFICE ASSOCIATE 5	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
					Female	1	0	0	0	0	0	0	0	0	0	0
279	VETERANS SERVICE OFFICER	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0	0	0	0
Grand Total #		3	0	0	2	2	0	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	0.0	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00
					Male #	1	0	0	0	0	0	0	0	0	0	0
					Female %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00	0.00

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis Summary

Organizational Unit	Total						Male						Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+	
AGING & DISABILITY RESOURCE CENTER	23	3	20	0	3	0	0	0	0	0	0	20	0	0	0	0	0	0	0
AIRPORT	6	4	2	0	4	0	0	0	0	0	0	2	0	0	0	0	0	0	0
CLERK OF COURTS	19	0	19	1	0	0	0	0	0	0	0	18	0	0	1	0	0	0	0
CORPORATION COUNSEL	20	3	17	0	3	0	0	0	0	0	0	17	0	0	0	0	0	0	0
COUNTY ADMINISTRATION	6	1	5	0	1	0	0	0	0	0	0	5	0	0	0	0	0	0	0
COUNTY CLERK	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0
DHS - ADULT SERVICES UNIT	26	4	22	0	4	0	0	0	0	0	0	22	0	0	0	0	0	0	0
DHS - ORGANIZATIONAL SERVICES DIVISION	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0
DHS ADULT SERVICES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
DHS ADULT SERVICES UNIT	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
DHS EMPLOYMENT & ECONOMIC RESOURCE	38	6	32	3	6	0	0	0	0	0	0	29	1	0	2	0	0	0	0
DHS FAMILY SERVICES UNIT	43	4	39	2	3	0	0	1	0	0	0	35	0	0	1	0	0	0	0
DHS- ORGANIZATIONAL SERVICES DIVISION	14	2	12	1	2	0	0	0	0	0	0	11	0	0	1	0	0	0	0
DHS-FISCAL SERVICES UNIT	8	1	7	0	1	0	0	0	0	0	0	7	0	0	0	0	0	0	0
DISTRICT ATTORNEY	14	1	13	0	1	0	0	0	0	0	0	13	0	0	0	0	0	0	0
EXPO CENTER - 4 H FAIRGROUNDS	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EXTENSION	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
FAMILY COURTS	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0	0
FIELD SERVICES DIVISION	31	29	2	0	29	0	0	0	0	0	0	2	0	0	0	0	0	0	0
FINANCE DEPARTMENT	10	2	8	1	2	0	0	0	0	0	0	7	0	1	0	0	0	0	0
HIGHWAY	6	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HIGHWAY DEPARTMENT - LABOR	36	34	2	0	34	0	0	0	0	0	0	2	0	0	0	0	0	0	0
HIGHWAY DEPARTMENT - SUPERVISORY	6	5	1	0	5	0	0	0	0	0	0	1	0	0	0	0	0	0	0

Eau Claire County

Snapshot Date: 12/31/2014

Workforce Analysis Summary

Organizational Unit	Total							Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+			
HIGHWAY DEPARTMENT ADMINISTRATION	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
HUMAN RESOURCES	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0		
INFORMATION SYSTEMS	11	7	4	0	7	0	0	0	0	0	0	4	0	0	0	0	0	0	0		
JUVENILE COURT INTAKE	5	3	2	1	2	0	0	0	0	1	0	2	0	0	0	0	0	0	0		
JUVENILE DETENTION	19	11	8	3	8	3	0	0	0	0	0	8	0	0	0	0	0	0	0		
MAINTENANCE	14	8	6	0	8	0	0	0	0	0	0	6	0	0	0	0	0	0	0		
PARKS & FOREST - COUNTY PARKS	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
PARKS & FOREST - FORESTRY	6	5	1	0	5	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
PLAN & DEV LAND CONSERVATION	5	3	2	0	3	0	0	0	0	0	0	2	0	0	0	0	0	0	0		
PLANNING & DEVELOPMENT	14	9	5	0	9	0	0	0	0	0	0	5	0	0	0	0	0	0	0		
PURCHASING & CENTRAL SERVICES	6	2	4	1	2	0	0	0	0	0	0	3	0	0	1	0	0	0	0		
REGISTER IN PROBATE	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0		
REGISTER OF DEEDS	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0		
SECURITY SERVICES DIVISION	66	46	20	1	45	0	1	0	0	0	0	20	0	0	0	0	0	0	0		
SHERIFF ADMINISTRATION	8	1	7	0	1	0	0	0	0	0	0	7	0	0	0	0	0	0	0		
TREASURER	9	0	9	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0		
VETERANS SERVICES	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
Total (#)	504	207	297	14	201	3	1	1	0	1	0	289	1	1	6	0	0	0	0		
Total (%)		41.1	58.9	2.8	39.9	0.6	0.2	0.2	0.0	0.2	0.0	57.3	0.2	0.2	1.2	0.0	0.0	0.0	0.0		

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 1 - OFFICIALS/ADMINISTRATORS

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	380	AGING & DIS RESOURCE CENTER DIRECTOR	1	0	1	1	0
1	011	AIRPORT MANAGER	1	0	1	1	0
1	430	CAPTAIN	2	2	0	2	0
1	093	CHILDREN'S COURT DIRECTOR	1	1	0	1	0
1	056	CORPORATION COUNSEL	1	1	0	1	0
1	062	COUNTY CLERK	1	0	1	1	0
1	440	FACILITIES DIRECTOR	1	1	0	1	0
1	113	FINANCE DIRECTOR	1	1	0	1	0
1	217	HUMAN RESOURCES DIRECTOR	1	0	1	1	0
1	134	HUMAN SERVICE DIRECTOR	1	1	0	1	0
1	339	INFORMATION SYSTEM DIRECTOR	1	1	0	1	0
1	202	PARKS & FOREST DIRECTOR	1	1	0	1	0
1	228	PURCHASING & CENTRAL SERVICES DIRECTOR	1	1	0	1	0
1	233	REGISTER OF DEEDS	1	0	1	1	0
1	247	SHERIFF	1	1	0	1	0
1	279	VETERANS SERVICE OFFICER	1	1	0	1	0
Total (#)			17	12	5	17	0
Total (%)				70.6	29.4	100.00	0.0

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 2A - OTHER PROFESSIONALS

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	002	ACCOUNTANT	3	0	3	3	0
2	008	ADMINISTRATIVE SERVICES DIVISION MANAGER	1	0	1	1	0
2	475	APPLICATION ANALYST	2	0	2	2	0
2	057	ASSISTANT CORPORATION COUNSEL	3	1	2	3	0
2	014	BUDGET ANALYST	1	0	1	1	0
2	376	CARE TRANSITION COACH	2	0	2	2	0
2	075	CHIEF DEPUTY CLERK OF COURTS	1	0	1	1	0
2	341	CHILD SUPPORT MANAGER	1	0	1	1	0
2	032	CHILD SUPPORT SPECIALIST	7	1	6	7	0
2	143	CHILDRENS COURT SERVICES SUPERVISOR	1	1	0	0	1
2	400	CRIMINAL JUSTICE COLLABOR CNCL COORD	1	0	1	1	0
2	085	DATA ANALYST	1	1	0	1	0
2	077	DEPUTY CLERK SUPERVISOR	2	0	2	2	0
2	383	DISABILITY BENEFIT SPECIALIST	2	1	1	2	0
2	353	ECONOMIC & EMPLOYMENT RESOURCE SUPERVSR	2	1	1	2	0
2	373	ELDERLY BENEFIT SPECIALIST	2	0	2	2	0
2	450	ENVIRONMENTAL ENGINEER	1	1	0	1	0
2	110	FAMILY COURT COMMISSIONER/COURT COMM	1	1	0	1	0
2	357	FISCAL SERVICES MANAGER	1	1	0	1	0
2	117	FORESTER	1	1	0	1	0
2	120	HIGHWAY ENGINEER	1	1	0	1	0
2	130	HOUSING SUPERVISOR	1	0	1	1	0
2	216	HUMAN RESOURCES ADVISOR	2	0	2	2	0
2	142	JUVENILE INTAKE 1,2,3	2	1	1	2	0
2	152	LAND CONSERVATION SUPERVISOR	1	0	1	1	0
2	155	LAND USE SUPERVISOR	1	1	0	1	0

Total

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 2A - OTHER PROFESSIONALS

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	366	LIEUTENANT	2	1	1	2	0
2	348	NETWORK ADMINISTRATOR	1	1	0	1	0
2	189	NUTRITION PROGRAM SUPERVISOR	1	0	1	1	0
2	358	ORGANIZATIONAL SERVICES TEAM SUPERVISOR	1	0	1	1	0
2	215	PAYROLL/BENEFITS SUPERVISOR	1	0	1	1	0
2	222	PREVENTION PROGRAM COORDINATOR	1	0	1	1	0
2	234	REGISTER OF PROBATE	1	0	1	1	0
2	235	REGISTERED NURSE	3	1	2	3	0
2	349	SAFETY COORDINATOR	1	0	1	0	1
2	242	SENIOR PLANNER	1	1	0	1	0
Total (#)			57	17	40	55	2
Total (%)				29.8	70.2	96.48	3.5

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Snapshot Date: 12/31/2014

Job Group Analysis

Job Group: 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	355	AODA CASE MANAGER III/III	4	2	2	4	0
2	371	CASE MANAG I/III-SOCIAL WKR I/III	2	2	0	1	1
2	065	COUNTY TREASURER	1	0	1	1	0
2	352	DIRECT SERVICES DIVISION MANAGER	1	1	0	1	0
2	354	DIRECT SERVICES TEAM SUPERVISOR	3	1	2	3	0
2	382	OPTIONS COUNSELOR	4	0	4	4	0
2	109	OPTIONS COUNSELOR/CAREGIVER SPECIALIST	1	0	1	1	0
2	255	SOCIAL WORK SUPERVISOR	4	1	3	4	0
2	260	SOCIAL WORKER I/III	50	1	49	49	1
2	261	SOCIAL WORKER IV	4	0	4	4	0
2	470	TREATMENT COURTS PROGRAM SUPERVISOR	1	0	1	1	0
2	285	VOCATIONAL REHAB COUNSELOR I/III	1	0	1	1	0
Total (#)			76	8	68	74	2
Total (%)				10.5	89.5	97.37	2.6

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 3 - TECHNICIANS		Total						
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
3	298	ASSISTANT SURVEYOR	1	1	0	1	0	
3	021	BUILDING INSPECTOR	1	1	0	1	0	
3	046	COMPUTER APPLICATIONS COORDINATOR	2	0	2	2	0	
3	047	CONSERVATION TECHNICIAN I	1	1	0	1	0	
3	048	CONSERVATION TECHNICIAN II	1	1	0	1	0	
3	096	EMERGENCY MANAGEMENT COORDINATOR	1	1	0	1	0	
3	102	ENGINEERING TECHNICIAN	2	1	1	2	0	
3	163	GEOGRAPHIC INFORMATION SYSTEM SPECIALIST	1	1	0	1	0	
3	121	HIGHWAY SUPERVISOR	3	3	0	3	0	
3	156	LAND USE TECHNICIAN	1	1	0	1	0	
3	184	NETWORK ANALYST	1	1	0	1	0	
3	206	PATROL SUPERINTENDENT	1	1	0	1	0	
3	344	PC TECHNICIAN/OPERATOR	2	2	0	2	0	
3	227	PROGRAMMER/ANALYST	4	2	2	4	0	
3	230	REAL PROPERTY LISTER	1	1	0	1	0	
3	266	SURVEYOR	1	1	0	1	0	
3	294	ZONING INSPECTOR	1	1	0	1	0	
Total (#)			25	20	5	25	0	
Total (%)				80.0	20.0	100.00	0.0	

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 4 - PROTECTIVE SVC WKR

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	427	BAILIFF	4	4	0	4	0
4	027	CIVILIAN JAIL SERGEANT	4	4	0	3	1
4	420	COMPLIANCE OFFICER	1	1	0	1	0
4	058	CORRECTIONAL OFFICER	54	35	19	54	0
4	081	DETECTIVE	2	2	0	2	0
4	090	DRUG INVESTIGATOR	2	2	0	2	0
4	144	JUVENILE DETENTION WORKER	20	12	8	17	3
4	207	PATROL DEPUTY	18	16	2	18	0
4	435	PROCESS SERVER	2	2	0	2	0
4	425	SERGEANT	6	6	0	6	0
Total (#)			113	84	29	109	4
Total (%)				74.3	25.7	96.46	3.5

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Snapshot Date: 12/31/2014

Job Group Analysis

Job Group: 5 - PARAPROFESSIONALS

EEO		Total						
EEC Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN	
5	106	ASSISTANT TO THE COUNTY ADMINISTRATOR	1	0	1	1	0	
5	078	CHIEF DEPUTY REGISTER OF DEEDS	1	0	1	1	0	
5	368	COMMUNITY SERVICE COORDINATOR	1	0	1	1	0	
5	055	COORDINATOR OF CHILD CARE	2	0	2	2	0	
5	035	COURT SERVICES COORDINATOR	1	0	1	1	0	
5	369	DIVERSION PROGRAM COORDINATOR	2	1	1	2	0	
5	092	ECONOMIC SUPPORT SPECIALIST	32	4	28	29	3	
5	278	FRAUD INVESTIGATOR	1	1	0	1	0	
5	094	LEAD ECONOMIC SUPPORT SPECIALIST	1	0	1	1	0	
5	196	OFFICE MANAGER	3	0	3	3	0	
5	237	RECORDS MANAGEMENT COORDINATOR	1	0	1	1	0	
5	280	VICTIM WITNESS COORDINATOR	1	0	1	1	0	
5	342	VICTIM WITNESS SPECIALIST	1	0	1	1	0	
Total (#)			48	6	42	45	3	
Total (%)				12.5	87.5	93.75	6.3	

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 6 - ADMIN SUPPORT OFFIC/CLER

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	007	ACCOUNTING ASSISTANT	1	0	1	1	0
6	004	ACCOUNTING CLERK 2	7	1	6	7	0
6	005	ACCOUNTING CLERK 3	3	0	3	3	0
6	009	ADMINISTRATIVE ASSISTANT	1	0	1	1	0
6	097	ELIGIBILITY SPECIALIST	1	0	1	1	0
6	129	HOUSING SPECIALIST	1	0	1	1	0
6	132	HUMAN SERVICES ASSISTANT	1	0	1	1	0
6	140	JUDICIAL ASSISTANT	4	0	4	4	0
6	162	LEGAL SECRETARY	8	0	8	8	0
6	191	OFFICE ASSOCIATE 1	7	0	7	7	0
6	192	OFFICE ASSOCIATE 2	12	0	12	12	0
6	193	OFFICE ASSOCIATE 3	28	0	28	27	1
6	360	OFFICE ASSOCIATE 3 BI-LINGUAL	1	0	1	0	1
6	194	OFFICE ASSOCIATE 4	5	0	5	4	1
6	195	OFFICE ASSOCIATE 5	17	1	16	17	0
6	204	PARTS ROOM WORKER	1	1	0	1	0
6	213	PAYROLL/BENEFITS ASSISTANT	1	0	1	1	0
6	225	PRINTER	1	1	0	1	0
6	305	PURCHASING SPECIALIST	1	0	1	1	0
6	286	VOLUNTEER COORDINATOR	1	0	1	1	0
			102	4	98	99	3
				3.9	98.1	97.06	2.9
			Total (#)				
			Total (%)				

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 7 - SKILLED CRAFT WKR

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	100	DOZER/PAVEMENT GRINDER OPERATOR	1	1	0	1	0
7	103	EXCAVATOR OPERATOR - LARGE	1	1	0	1	0
7	104	EXCAVATOR OPERATOR SMALL	1	1	0	1	0
7	107	FACILITY MAINTENANCE WORKER	4	4	0	4	0
7	165	MAINTENANCE SUPERVISOR	2	2	0	2	0
7	463	MAINTENANCE TECHNICIAN	1	1	0	1	0
7	173	MECHANIC I	3	3	0	3	0
7	180	MOTOR GRADER OPERATOR	2	2	0	2	0
7	212	PAVER/CHIP SPREADER HELPER	2	2	0	2	0
7	241	ROLLER OPERATOR(STEEL&RUBBER)	1	1	0	1	0
7	148	SKILLED ELECTRICAL LABORER	1	1	0	1	0
7	16	SKILLED GENERAL LABORER	1	1	0	1	0
7	267	SWEEPER OPERATOR	1	1	0	1	0
7	271	TIRE REPAIR/EQUIPMENT MOVER	1	1	0	1	0
7	289	WELDER	1	1	0	1	0
Total (#)			23	23	0	23	0
Total (%)			100.0	100.0	0.0	100.00	0.0

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Job Group Analysis

Snapshot Date: 12/31/2014

Job Group: 8 - SERVICE MAINTENANCE

EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	208	COUNTY PATROL SECTION WORKER	6	5	1	6	0
8	068	CUSTODIAN	8	2	6	8	0
8	073	DELIVERY WORKER	3	1	2	3	0
8	118	FUEL SYSTEM OPERATOR	1	1	0	1	0
8	122	HIGHWAY LABORER	4	4	0	4	0
8	460	MAINTENANCE/CUSTODIAN TECHNICIAN	3	3	0	3	0
8	172	MEAL SITE WORKER	1	1	0	1	0
8	200	PARK RANGER-LAKE ALTOONA	1	1	0	1	0
8	201	PARK RANGER-LAKE EAU CLAIRE	1	1	0	1	0
8	277	QUAD-AXLE TRUCK DRIVER	4	3	1	4	0
8	250	SIGN WORKER	1	1	0	1	0
8	209	STATE PATROL SECTION WORKER	7	7	0	7	0
8	276	TRI-AXLE TRUCK DRIVER	3	3	0	3	0
Total (#)			43	33	10	43	0
Total (%)				76.7	23.3	100.00	0.0

(+) indicates this job title contains employees who are included from another facility.

Eau Claire County

Snapshot Date: 12/31/2014

Job Group Analysis Summary

Job Group	EMP	M	F	MIN	W	AA	H	A	NA	PI	2*
1 - OFFICIALS/ADMINISTRATORS	17	12	5	0	17	0	0	0	0	0	0
2A - OTHER PROFESSIONALS	57	17	40	2	55	0	0	1	0	1	0
2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS	76	8	68	2	74	0	0	2	0	0	0
3 - TECHNICIANS	25	20	5	0	25	0	0	0	0	0	0
4 - PROTECTIVE SVC WKR	113	84	29	4	109	3	1	0	0	0	0
5 - PARAPROFESSIONALS	48	6	42	3	45	1	0	2	0	0	0
6 - ADMIN SUPPORT OFFFC/CLER	102	4	98	3	99	0	1	2	0	0	0
7 - SKILLED CRAFT WKR	23	23	0	0	23	0	0	0	0	0	0
8 - SERVICE MAINTENANCE	43	33	10	0	43	0	0	0	0	0	0
Total (#)	504	207	297	14	490	4	2	7	0	1	0
Total (%)		41.1	58.9	2.8	97.2	0.8	0.4	1.4	0.0	0.2	0.0

Eau Claire County

Snapshot Date: 12/31/2014

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set

County/County Set	Count	Weight	Cut-Off Weight
Dunn+Eau Claire, Wisconsin	383	75.99	76.60
Chippewa+Rusk, Wisconsin	79	15.67	15.80
Buffalo+Jackson+Pepin+Trempealeau, Wisconsin	38	7.54	7.60
Total:	500	99.21	100.00

Excluded Areas:

County/County Set

County/County Set	Count	Weight	Cut-Off Weight
Pierce+St. Croix, Wisconsin	2	0.40	0.00
Barron+Sawyer+Washburn, Wisconsin	1	0.20	0.00
Clark+Taylor, Wisconsin	1	0.20	0.00
Total:	4	0.79	0.00

Included and Excluded Total:

Total:	504	100.00	100.00
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Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 1 - OFFICIALS/ADMINISTRATORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	38.2	2.4	20.00	7.6	0.5	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	38.2	21.4	20.00	7.6	4.3	National
<u>Internal Factors</u>						
Feeders	70.4	3.6	60.00	42.2	2.1	Feeders
Final Availability (%)			100.00	57.5	6.9	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 2A - OTHER PROFESSIONALS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.6	1.6	40.00	24.7	0.6	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	57.1	27.5	30.00	17.1	8.2	National
<u>Internal Factors</u>						
Feeders	83.2	4.3	30.00	25.0	1.3	Feeders
Final Availability (%)			100.00	66.7	10.2	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	80.1	2.7	55.00	44.1	1.5	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau, National
Reasonable	75.1	36.7	40.00	30.0	14.7	
<u>Internal Factors</u>						
Feeders	76.8	5.0	5.00	3.8	0.3	Feeders
Final Availability (%)			100.00	78.0	16.4	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 3 - TECHNICIANS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	26.9	3.1	30.00	8.1	0.9	Employee: Dunn+Eau Claire, Wisconsin - 75.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau, National
Reasonable	25.3	26.5	60.00	15.2	15.9	
<u>Internal Factors</u>						
Feeders	39.9	1.5	10.00	4.0	0.2	Feeders
Final Availability (%)			100.00	27.3	17.0	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 4 - PROTECTIVE SVC WKR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	23.4	0.9	80.00	18.7	0.7	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau, National
Reasonable	30.4	35.7	20.00	6.1	7.1	
Final Availability (%)				24.8	7.9	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 5 - PARAPROFESSIONALS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	83.2	4.8	50.00	41.6	2.4	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+ Trempealeau,
Reasonable	73.2	31.3	10.00	7.3	3.1	National
<u>Internal Factors</u>						
Feeders	82.8	2.5	40.00	33.1	1.0	Feeders
Final Availability (%)			100.00	82.0	6.5	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 6 - ADMIN SUPPORT OFFC/CLER

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	87.6	5.6	90.00	78.8	5.0	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+ Trempealeau,
Reasonable	76.4	29.9	10.00	7.6	3.0	National
Final Availability (%)			100.00	86.4	8.0	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 7 - SKILLED CRAFT WKR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.7	1.8	80.00	3.7	1.4	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau, National
Reasonable	3.5	31.7	10.00	0.4	3.2	
<u>Internal Factors</u>						
Feeders	30.5	0.3	10.00	3.1	0.0	Feeders
Final Availability (%)			100.00	7.1	4.6	

Eau Claire County

Snapshot Date: 12/31/2014

Availability Analysis

Job Group: 8 - SERVICE MAINTENANCE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	15.1	2.7	90.00	13.5	2.5	Employee: Dunn+Eau Claire, Wisconsin - 76.60 %; Chippewa+Rusk, Wisconsin - 15.80 %; Buffalo+Jackson+Pepin+Trempealeau, National
Reasonable	17.4	37.9	5.00	0.9	1.9	
<u>Internal Factors</u>						
Feeders	0.0	0.0	5.00	0.0	0.0	Feeders
Final Availability (%)			100.00	14.4	4.4	

Eau Claire County

Internal Availability

Snapshot Date: 12/31/2014

AAP: Eau Claire County
 Job Group: 1 - OFFICIALS/ADMINISTRATORS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)										
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+			
Eau Claire County	2A - OTHER PROFESSION	80.00	70.2	3.5	96.5	0.0	0.0	1.8	0.0	1.8	0.0	1.8	0.0	0.0	56.1	2.8	77.2	0.0	0.0	1.4	0.0	1.4	0.0
Eau Claire County	2B - SOCIAL WORKERS	5.00	89.5	2.6	97.4	0.0	0.0	2.6	0.0	0.0	0.0	0.0	0.0	4.5	0.1	4.9	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Eau Claire County	3 - TECHNICIANS	5.00	20.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Eau Claire County	5 - PARAPROFESSIONA	10.00	87.5	6.3	93.8	2.1	0.0	4.2	0.0	0.0	0.0	0.0	0.0	6.8	0.6	9.4	0.2	0.0	0.4	0.0	0.0	0.0	0.0
Total:		100.00												70.4	3.6	96.4	0.2	0.0	2.0	0.0	1.4	0.0	0.0

Eau Claire County

Snapshot Date: 12/31/2014

Internal Availability

AAP: Eau Claire County
 Job Group: 2A - OTHER PROFESSIONALS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Eau Claire County	3 - TECHNICIANS	5.00	20.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Eau Claire County	5 - PARAPROFESSIONA	50.00	87.5	6.3	93.8	2.1	0.0	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.1	0.0	0.0	0.0	0.0		
Eau Claire County	6 - ADMIN SUPPORT OF	40.00	96.1	2.9	97.1	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0		
Eau Claire County	7 - SKILLED CRAFT/WKR	5.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Total:		100.00														2.9						

Eau Claire County

Snapshot Date: 12/31/2014

Internal Availability

AAP: Eau Claire County
 Job Group: 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)											
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+				
Eau Claire County	4 - PROTECTIVE SVC W	20.00	25.7	3.5	96.5	2.7	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				
Eau Claire County	5 - PARAPROFESSIONA	60.00	87.5	6.3	93.8	2.1	0.0	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	0.0	0.0	0.0				
Eau Claire County	6 - ADMIN SUPPORT OF	20.00	96.1	2.9	97.1	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0				
Total:		100.00														76.8	5.0	95.0	1.8	0.4	2.9	0.0	0.0	0.0

Eau Claire County

Snapshot Date: 12/31/2014

Internal Availability

AAP: Eau Claire County
 Job Group: 5 - PARAPROFESSIONALS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Eau Claire County	6 - ADMIN SUPPORT OF	85.00	96.1	2.9	97.1	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	1.7	0.0	0.0	0.0	0.0		
Eau Claire County	7 - SKILLED CRAFT WKR	10.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Eau Claire County	8 - SERVICE MAINTENAN	5.00	23.3	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Total:		100.00																				
			82.8	2.5	97.5	0.0	0.8	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

Eau Claire County

Snapshot Date: 12/31/2014

Internal Availability

AAP: Eau Claire County
 Job Group: 7 - SKILLED CRAFT WKR

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Eau Claire County	6 - ADMIN SUPPORT OF	10.00	96.1	2.9	97.1	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.0	0.0		
Eau Claire County	8 - SERVICE MAINTENAN	90.00	23.9	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Total:		100.00												30.5	0.3	99.7	0.0	0.1	0.2	0.0	0.0	

Eau Claire County

Snapshot Date: 12/31/2014

Internal Availability

AAP: Eau Claire County
 Job Group: 8 - SERVICE MAINTENANCE

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Eau Claire County	7 - SKILLED CRAFT WKR	100.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total:		100.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0							

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1 - OFFICIALS/ADMINISTRATORS

Test: 80% Rule

Total Employees: 17

		FEMALE	MINORITY
		Total	
Employees (#)		5	0
Employees (%)		29.4	0.0
Availability (%) Goal		57.5	6.9
Test: 80% Rule		YES	YES
Addtl Needed to Eliminate Problem Area (#)		3	1

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - OTHER PROFESSIONALS

Test: 80% Rule

Total Employees: 57

Total		
	FEMALE	MINORITY
Employees (#)	40	2
Employees (%)	70.2	3.5
Availability (%) Goal	66.7	10.2
Test: 80% Rule	NO	<input checked="" type="checkbox"/> YES
Add'l Needed to Eliminate Problem Area (#)	0	3

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

Test: 80% Rule

Total Employees: 76

Total	
FEMALE	MINORITY
Employees (#)	2
Employees (%)	2.6
Availability (%) Goal	16.4
Test: 80% Rule	<input checked="" type="checkbox"/> YES
Add'l Needed to Eliminate Problem Area (#)	8

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3 - TECHNICIANS
 Test: 80% Rule
 Total Employees: 25

	Total	
	FEMALE	MINORITY
Employees (#)	5	0
Employees (%)	20.0	0.0
Availability (%) Goal	27.3	17.0
Test: 80% Rule	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Add'l Needed to Eliminate Problem Area (#)	1	4

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4 - PROTECTIVE SVC WKR
Test: 80% Rule
Total Employees: 113

		FEMALE	MINORITY
		Total	
Employees (#)		29	4
Employees (%)		25.7	3.5
Availability (%) Goal		24.8	7.9
Test: 80% Rule		NO	<input checked="" type="checkbox"/> YES
Add'l Needed to Eliminate Problem Area (#)		0	4

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5 - PARAPROFESSIONALS

Test: 80% Rule

Total Employees: 48

		FEMALE	MINORITY
		Total	
Employees (#)		42	3
Employees (%)		87.5	6.3
Availability (%) Goal		82.0	6.5
Test: 80% Rule		NO	NO
Add'l Needed to Eliminate Problem Area (#)		0	0

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6 - ADMIN SUPPORT OFFIC/CLER

Test: 80% Rule

Total Employees: 102

Total	
	FEMALE
Employees (#)	98
Employees (%)	96.1
Availability (%) Goal	86.4
Test: 80% Rule	NO
Add'l Needed to Eliminate Problem Area (#)	0
	MINORITY
	3
	2.9
	8.0
	YES
	4

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7 - SKILLED CRAFT WKR
Test: 80% Rule
Total Employees: 23

		FEMALE	MINORITY
Total			
Employees (#)		0	0
Employees (%)		0.0	0.0
Availability (%) Goal		7.1	4.6
Test: 80% Rule		YES	YES
Add'l Needed to Eliminate Problem Area (#)		2	1

Eau Claire County

Snapshot Date: 12/31/2014

Comparison of Incumbency to Availability and Placement Goals

Job Group: 8 - SERVICE MAINTENANCE
Test: 80% Rule
Total Employees: 43

Total		
	FEMALE	MINORITY
Employees (#)	10	0
Employees (%)	23.3	0.0
Availability (%) Goal	14.4	4.4
Test: 80% Rule	NO	<input checked="" type="checkbox"/> YES
Add'l Needed to Eliminate Problem Area (#)	0	2

Eau Claire County

Snapshot Date: 12/31/2014

Goals Progress

Job Group	Representation as of Previous AAP			Goal/Availability from Previous AAP	Placements*		Progress Made?	
	Total Employees	Gender/Race Groups	%		Total Placements	#		%
		#	%					
1 - OFFICIALS/ADMINISTRATORS	19	Females	4	21.05%	1	0	0.00%	NO
		Minority	0	0.00%		0	0.00%	NO
2A - OTHER PROFESSIONALS	61	Females	43	70.49%	1	0	0.00%	NO
		Minority	2	3.28%		0	0.00%	NO
2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS	75	Females	68	90.67%	8	8	100.00%	
		Minority	4	5.33%		0	0.00%	NO
3 - TECHNICIANS	29	Females	6	20.69%	2	0	0.00%	NO
		Minority	0	0.00%		0	0.00%	NO
4 - PROTECTIVE SVC WKR	117	Females	30	25.64%	14	5	35.71%	
		Minority	2	1.71%		3	21.43%	YES
5 - ADMIN SUPPORT OFFC/CLER	112	Females	106	96.43%	13	12	92.31%	
		Minority	5	4.46%		0	0.00%	NO
7 - SKILLED CRAFT WKR	26	Females	0	0.00%	4	0	0.00%	NO
		Minority	0	0.00%		0	0.00%	NO
8 - SERVICE MAINTENANCE	55	Females	17	30.91%	6	0	0.00%	NO
		Minority	0	0.00%		0	0.00%	NO

* Placements consist of hires and promotions into the target job group from 1/1/2014 to 12/31/2014

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 1 - OFFICIALS/ADMINISTRATORS

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions			Competitive Promotions				
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	50	18	0	68	0	0	0	0	0	0	1	0	1
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	53	18	0	71	0	0	0	0	0	0	1	0	1
Total Minority	3	0	0	3	0	0	0	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)			Terminations (I)			Non-Competitive Promotions		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	13	6	19	2	1	3	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	13	6	19	2	1	3	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 2A - OTHER PROFESSIONALS

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires			Apps for Competitive Promotions			Competitive Promotions			
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	55	117	3	175	1	0	1	0	1	1	0	0	0
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	5	2	0	7	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	2	4	8									
Total	64	122	7	193	1	0	1	0	1	1	0	0	0
Total Minority	7	3	0	10	0	0	0	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)			Terminations (I)			Non-Competitive Promotions		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	16	42	58	0	1	1	0	0	0	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	17	43	60	0	1	1	0	0	0	0	2	2
Total Minority	1	1	2	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions			Competitive Promotions			
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE		
White	83	424	4	511	0	6	6	3	8	11	0	0
Afr. Amer.	5	5	0	10	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	3	10	0	13	0	0	0	0	0	0	0	0
Nat. Amer.	0	6	0	6	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	5	3	11								
Total	94	460	7	561	0	6	6	3	8	11	0	0
Total Minority	8	21	0	29	0	0	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)			Terminations (I)			Non-Competitive Promotions		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	63	70	0	4	4	0	0	0	0	6	6
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	1	1	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	8	64	72	0	4	4	0	0	0	0	6	6
Total Minority	1	1	2	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount, plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 3 - TECHNICIANS

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions			Competitive Promotions				
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	122	74	0	196	2	0	2	1	4	5	0	0	0
Afr. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	2	0	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	0	3									
Total	126	77	0	203	2	0	2	1	4	5	0	0	0
Total Minority	3	1	0	4	0	0	0	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)			Terminations (I)			Non-Competitive Promotions		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	18	7	25	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	18	7	25	0	2	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 4 - PROTECTIVE SVC WKR

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions		Competitive Promotions		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	253	240	0	493	8	3	11	4	3	7
Afr. Amer.	11	7	1	19	1	1	2	1	0	1
Hispanic	0	0	0	0	0	0	0	0	0	0
Asian	18	2	0	20	0	1	1	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	2	0	4						
Total	284	252	1	537	9	5	14	5	3	8
Total Minority	29	10	1	40	1	2	3	1	0	1

	Previous Headcounts*			Terminations (V)		Terminations (I)		Non-Competitive Promotions	
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	80	29	109	6	2	8	1	1	2
Afr. Amer.	2	0	2	0	1	1	0	0	0
Hispanic	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	1	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	83	29	112	6	4	10	1	1	2
Total Minority	3	0	3	0	2	2	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 5 - PARAPROFESSIONALS

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions			Competitive Promotions				
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	30	148	1	179	1	3	4	0	10	10	0	0	0
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	5	6	0	11	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	2	5									
Total	36	157	3	196	1	3	4	0	10	10	0	0	0
Total Minority	5	7	0	12	0	0	0	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)		Terminations (I)			Non-Competitive Promotions			
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	36	41	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	1	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	2	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	39	44	0	0	0	0	0	0	0	0	0
Total Minority	0	3	3	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 6 - ADMIN SUPPORT OFFIC/CLER

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires		Hires		Apps for Competitive Promotions			Competitive Promotions		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	221	2395	9	2625	1	12	13	2	13	15
Afr. Amer.	9	22	1	32	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0
Asian	16	109	1	126	0	0	0	0	0	0
Nat. Amer.	0	14	0	14	0	0	0	0	0	0
NHOPI	0	2	0	2	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	17	6	25						
Total	248	2559	17	2824	1	12	13	2	13	15
Total Minority	25	147	2	174	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)			Terminations (I)			Non-Competitive Promotions		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	97	102	2	13	15	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0	0	0	0
Asian	0	3	3	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	101	106	2	14	16	0	1	1	0	0	0
Total Minority	0	4	4	0	1	1	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 7 - SKILLED CRAFT WKR

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions			Competitive Promotions				
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	227	11	2	240	4	0	4	4	0	4	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	2	3									
Total	229	11	4	244	4	0	4	4	0	4	0	0	0
Total Minority	1	0	0	1	0	0	0	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)			Terminations (I)			Non-Competitive Promotions		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	22	0	22	2	0	2	1	0	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Total	22	0	22	2	0	2	1	0	1	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Personnel Transactions Summary

Job Group: 8 - SERVICE MAINTENANCE

Transaction Dates: 01/01/2014 To 12/31/2014

	Applicants for Hires			Hires		Apps for Competitive Promotions			Competitive Promotions	
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	590	65	1	656	5	0	5	6	0	6
Afr. Amer.	14	1	0	15	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0
Asian	10	0	0	10	0	0	0	0	0	0
Nat. Amer.	5	1	0	6	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	0	3	10						
Total	627	67	4	698	5	0	5	6	0	6
Total Minority	30	2	0	32	0	0	0	0	0	0

	Previous Headcounts*			Terminations (V)		Terminations (I)		Non-Competitive Promotions		Competitive Promotions	
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	31	16	47	4	5	9	0	1	1	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0
Total	31	16	47	4	5	9	0	1	1	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0

* Previous Headcounts - Number of employees is based on either one of the following: 1) immediately preceding AAP year snapshot data (when previous snapshot data is available); or 2) calculated using Current Headcount plus Promotions From, Transfers From, & Terminations minus Promotions Into, Transfers Into, & Hires (when previous snapshot data is not available).

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
ACCOUNTING ASSISTANT	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$45,011	\$0	\$45,011	\$0	\$45,011	\$45,011
BUILDING INSPECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$55,182	\$55,182	\$0	\$55,182	\$55,182
CORRECTIONAL OFFICER	Emp. Count	19	35	54	0	54	54
	Sum Of Salary	\$812,847	\$1,509,557	\$2,322,404	\$0	\$2,322,404	\$2,322,404
DOZER/PAVEMENT GRINDER OPERATOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,555	\$43,555	\$0	\$43,555	\$43,555
ASSISTANT TO THE COUNTY ADMINISTRATOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$55,182	\$0	\$55,182	\$0	\$55,182	\$55,182
FACILITY MAINTENANCE WORKER	Emp. Count	0	4	4	0	4	4
	Sum Of Salary	\$0	\$172,306	\$172,306	\$0	\$172,306	\$172,306
FAMILY COURT COMMISSIONER/COURT COMM	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$93,267	\$93,267	\$0	\$93,267	\$93,267
HIGHWAY LABORER	Emp. Count	0	4	4	0	4	4
	Sum Of Salary	\$0	\$169,308	\$169,308	\$0	\$169,308	\$169,308
HOUSING SUPERVISOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$65,790	\$0	\$65,790	\$0	\$65,790	\$65,790
HUMAN SERVICES ASSISTANT	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$29,935	\$0	\$29,935	\$0	\$29,935	\$29,935
JUVENILE INTAKE 1,2,3	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$54,956	\$50,170	\$105,126	\$0	\$105,126	\$105,126
GEOGRAPHIC INFORMATION SYSTEM SPECIALIST	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$63,482	\$63,482	\$0	\$63,482	\$63,482

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
MECHANIC I	Emp. Count	0	3	3	0	3	3
	Sum Of Salary	\$0	\$130,833	\$130,833	\$0	\$130,833	\$130,833
PARTS ROOM WORKER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,555	\$43,555	\$0	\$43,555	\$43,555
TRI-AXLE TRUCK DRIVER	Emp. Count	0	3	3	0	3	3
	Sum Of Salary	\$0	\$127,608	\$127,608	\$0	\$127,608	\$127,608
VOCATIONAL REHAB COUNSELOR III/III	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$57,138	\$0	\$57,138	\$0	\$57,138	\$57,138
ASSISTANT SURVEYOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$56,014	\$56,014	\$0	\$56,014	\$56,014
VICTIM WITNESS SPECIALIST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$45,723	\$0	\$45,723	\$0	\$45,723	\$45,723
ECONOMIC & EMPLOYMENT RESOURCE SUPERVSR	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$65,790	\$66,814	\$122,604	\$0	\$122,604	\$122,604
OFFICE ASSOCIATE 3 BI-LINGUAL	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$32,843	\$0	\$32,843	\$32,843	\$0	\$32,843
AGING & DIS RESOURCE CENTER DIRECTOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$77,334	\$0	\$77,334	\$0	\$77,334	\$77,334
ENVIRONMENTAL ENGINEER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$59,259	\$59,259	\$0	\$59,259	\$59,259
MAINTENANCE/CUSTODIAN TECHNICIAN	Emp. Count	0	3	3	0	3	3
	Sum Of Salary	\$0	\$105,872	\$105,872	\$0	\$105,872	\$105,872
ACCOUNTANT	Emp. Count	3	0	3	0	3	3
	Sum Of Salary	\$190,112	\$0	\$190,112	\$0	\$190,112	\$190,112

Eau Claire County

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
ADMINISTRATIVE ASSISTANT	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$46,426	\$0	\$46,426	\$0	\$46,426	\$46,426
BUDGET ANALYST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$65,790	\$0	\$65,790	\$0	\$65,790	\$65,790
COMPUTER APPLICATIONS COORDINATOR	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$91,062	\$0	\$91,062	\$0	\$91,062	\$91,062
CORPORATION COUNSEL	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$118,040	\$118,040	\$0	\$118,040	\$118,040
DETECTIVE	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$113,669	\$113,669	\$0	\$113,669	\$113,669
ECONOMIC SUPPORT SPECIALIST	Emp. Count	28	4	32	3	29	32
	Sum Of Salary	\$1,222,333	\$169,956	\$1,392,289	\$129,105	\$1,263,184	\$1,392,289
FINANCE DIRECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$97,926	\$97,926	\$0	\$97,926	\$97,926
SKILLED GENERAL LABORER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$42,078	\$42,078	\$0	\$42,078	\$42,078
LAND CONSERVATION SUPERVISOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$71,406	\$0	\$71,406	\$0	\$71,406	\$71,406
MAINTENANCE SUPERVISOR	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$104,624	\$104,624	\$0	\$104,624	\$104,624
MEAL SITE WORKER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$30,888	\$30,888	\$0	\$30,888	\$30,888
OFFICE ASSOCIATE 5	Emp. Count	16	1	17	0	17	17
	Sum Of Salary	\$576,626	\$37,229	\$613,855	\$0	\$613,855	\$613,855

Eau Claire County

Summary of Base Compensation

Job Title	Data Type		Females		Males		Total Gender		Total Minority		White		Total Race	
	Emp. Count	Sum Of Salary	Emp. Count	Sum Of Salary	Emp. Count	Sum Of Salary	Emp. Count	Sum Of Salary	Emp. Count	Sum Of Salary	Emp. Count	Sum Of Salary	Emp. Count	Sum Of Salary
PARK RANGER-LAKE EAU CLAIRE	Emp. Count		0		1		1		0		1		1	
	Sum Of Salary		\$0		\$40,581		\$40,581		\$0		\$40,581		\$40,581	
PURCHASING & CENTRAL SERVICES DIRECTOR	Emp. Count		0		1		1		0		1		1	
	Sum Of Salary		\$0		\$87,859		\$87,859		\$0		\$87,859		\$87,859	
RECORDS MANAGEMENT COORDINATOR	Emp. Count		1		0		1		0		1		1	
	Sum Of Salary		\$45,531		\$0		\$45,531		\$0		\$45,531		\$45,531	
VETERANS SERVICE OFFICER	Emp. Count		0		1		1		0		1		1	
	Sum Of Salary		\$0		\$65,250		\$65,250		\$0		\$65,250		\$65,250	
ZONING INSPECTOR	Emp. Count		0		1		1		0		1		1	
	Sum Of Salary		\$0		\$50,170		\$50,170		\$0		\$50,170		\$50,170	
PC TECHNICIAN/OPERATOR	Emp. Count		0		2		2		0		2		2	
	Sum Of Salary		\$0		\$81,859		\$81,859		\$0		\$81,859		\$81,859	
CARE TRANSITION COACH	Emp. Count		2		0		2		0		2		2	
	Sum Of Salary		\$97,754		\$0		\$97,754		\$0		\$97,754		\$97,754	
OPTIONS COUNSELOR	Emp. Count		4		0		4		0		4		4	
	Sum Of Salary		\$223,497		\$0		\$223,497		\$0		\$223,497		\$223,497	
TREATMENT COURTS PROGRAM SUPERVISOR	Emp. Count		1		0		1		0		1		1	
	Sum Of Salary		\$58,527		\$0		\$58,527		\$0		\$58,527		\$58,527	
ACCOUNTING CLERK 2	Emp. Count		6		1		7		0		7		7	
	Sum Of Salary		\$220,272		\$21,852		\$242,124		\$0		\$242,124		\$242,124	
AIRPORT MANAGER	Emp. Count		1		0		1		0		1		1	
	Sum Of Salary		\$87,859		\$0		\$87,859		\$0		\$87,859		\$87,859	
COUNTY CLERK	Emp. Count		1		0		1		0		1		1	
	Sum Of Salary		\$57,949		\$0		\$57,949		\$0		\$57,949		\$57,949	

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
DELIVERY WORKER	Emp. Count	2	1	3	0	3	3
	Sum Of Salary	\$58,324	\$29,162	\$87,486	\$0	\$87,486	\$87,486
EXCAVATOR OPERATOR - LARGE	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,992	\$43,992	\$0	\$43,992	\$43,992
FUEL SYSTEM OPERATOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$42,536	\$42,536	\$0	\$42,536	\$42,536
SKILLED ELECTRICAL LABORER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$42,078	\$42,078	\$0	\$42,078	\$42,078
LAND USE TECHNICIAN	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,035	\$43,035	\$0	\$43,035	\$43,035
OFFICE ASSOCIATE 1	Emp. Count	7	0	7	0	7	7
	Sum Of Salary	\$178,104	\$0	\$178,104	\$0	\$178,104	\$178,104
PARKS & FOREST DIRECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$75,295	\$75,295	\$0	\$75,295	\$75,295
STATE PATROL SECTION WORKER	Emp. Count	0	7	7	0	7	7
	Sum Of Salary	\$0	\$297,752	\$297,752	\$0	\$297,752	\$297,752
PAYROLL/BENEFITS ASSISTANT	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$49,171	\$0	\$49,171	\$0	\$49,171	\$49,171
HUMAN RESOURCES ADVISOR	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$112,512	\$0	\$112,512	\$0	\$112,512	\$112,512
REAL PROPERTY LISTER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$46,166	\$46,166	\$0	\$46,166	\$46,166
SHERIFF	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$83,970	\$83,970	\$0	\$83,970	\$83,970

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
SWEEPER OPERATOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$44,161	\$44,161	\$0	\$44,161	\$44,161
VOLUNTEER COORDINATOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$36,712	\$0	\$36,712	\$0	\$36,712	\$36,712
ORGANIZATIONAL SERVICES TEAM SUPERVISOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$73,715	\$0	\$73,715	\$0	\$73,715	\$73,715
DIVERSION PROGRAM COORDINATOR	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$48,714	\$48,714	\$97,428	\$0	\$97,428	\$97,428
CASE MANAG/III-SOCIAL WKRI/III	Emp. Count	0	2	2	1	1	2
	Sum Of Salary	\$0	\$114,276	\$114,276	\$57,138	\$57,138	\$114,276
DISABILITY BENEFIT SPECIALIST	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$50,170	\$50,170	\$100,340	\$0	\$100,340	\$100,340
CONSERVATION TECHNICIAN II	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$54,746	\$54,746	\$0	\$54,746	\$54,746
DRUG INVESTIGATOR	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$114,150	\$114,150	\$0	\$114,150	\$114,150
EXCAVATOR OPERATOR SMALL	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,555	\$43,555	\$0	\$43,555	\$43,555
FORESTER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$54,746	\$54,746	\$0	\$54,746	\$54,746
OFFICE ASSOCIATE 2	Emp. Count	12	0	12	0	12	12
	Sum Of Salary	\$311,901	\$0	\$311,901	\$0	\$311,901	\$311,901
OFFICE ASSOCIATE 4	Emp. Count	5	0	5	1	4	5
	Sum Of Salary	\$173,890	\$0	\$173,890	\$34,778	\$139,112	\$173,890

Eau Claire County

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
PRINTER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$34,778	\$34,778	\$0	\$34,778	\$34,778
SOCIAL WORKER IV	Emp. Count	4	0	4	0	4	4
	Sum Of Salary	\$238,616	\$0	\$238,616	\$0	\$238,616	\$238,616
SURVEYOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$73,715	\$73,715	\$0	\$73,715	\$73,715
QUAD-AXLE TRUCK DRIVER	Emp. Count	1	3	4	0	4	4
	Sum Of Salary	\$42,536	\$128,024	\$170,560	\$0	\$170,560	\$170,560
WELDER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,723	\$43,723	\$0	\$43,723	\$43,723
DIRECT SERVICES DIVISION MANAGER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$93,267	\$93,267	\$0	\$93,267	\$93,267
COMPLIANCE OFFICER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$44,658	\$44,658	\$0	\$44,658	\$44,658
CIVILIAN JAIL SERGEANT	Emp. Count	0	4	4	1	3	4
	Sum Of Salary	\$0	\$228,716	\$228,716	\$57,179	\$171,537	\$228,716
CHILD SUPPORT SPECIALIST	Emp. Count	6	1	7	0	7	7
	Sum Of Salary	\$292,284	\$48,714	\$340,998	\$0	\$340,998	\$340,998
CONSERVATION TECHNICIAN I	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$50,669	\$50,669	\$0	\$50,669	\$50,669
DEPUTY CLERK SUPERVISOR	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$102,689	\$0	\$102,689	\$0	\$102,689	\$102,689
ELIGIBILITY SPECIALIST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$36,712	\$0	\$36,712	\$0	\$36,712	\$36,712

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
ENGINEERING TECHNICIAN	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$50,170	\$50,170	\$100,340	\$0	\$100,340	\$100,340
OPTIONS COUNSELOR/CAREGIVER SPECIALIST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$54,746	\$0	\$54,746	\$0	\$54,746	\$54,746
NUTRITION PROGRAM SUPERVISOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$54,870	\$0	\$54,870	\$0	\$54,870	\$54,870
PATROL SUPERINTENDENT	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$73,715	\$73,715	\$0	\$73,715	\$73,715
COUNTY PATROL SECTION WORKER	Emp. Count	1	5	6	0	6	6
	Sum Of Salary	\$42,536	\$212,680	\$255,216	\$0	\$255,216	\$255,216
REGISTERED NURSE	Emp. Count	2	1	3	0	3	3
	Sum Of Salary	\$114,276	\$57,138	\$171,414	\$0	\$171,414	\$171,414
ROLLER OPERATOR(STEEL&RUBBER)	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,555	\$43,555	\$0	\$43,555	\$43,555
SENIOR PLANNER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$79,477	\$79,477	\$0	\$79,477	\$79,477
VICTIM WITNESS COORDINATOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$48,714	\$0	\$48,714	\$0	\$48,714	\$48,714
AODA CASE MANAGER I/II/III	Emp. Count	2	2	4	0	4	4
	Sum Of Salary	\$105,953	\$114,276	\$220,228	\$0	\$220,228	\$220,228
LIEUTENANT	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$75,296	\$80,267	\$155,563	\$0	\$155,563	\$155,563
COMMUNITY SERVICE COORDINATOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$45,531	\$0	\$45,531	\$0	\$45,531	\$45,531

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Rate
CRIMINAL JUSTICE COLLABOR CNCL COORD	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$69,555	\$0	\$69,555	\$0	\$69,555	\$69,555
SERGEANT	Emp. Count	0	6	6	0	6	6
	Sum Of Salary	\$0	\$351,169	\$351,169	\$0	\$351,169	\$351,169
BAILIFF	Emp. Count	0	4	4	0	4	4
	Sum Of Salary	\$0	\$217,777	\$217,777	\$0	\$217,777	\$217,777
PROCESS SERVER	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$111,467	\$111,467	\$0	\$111,467	\$111,467
MAINTENANCE TECHNICIAN	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$42,658	\$42,658	\$0	\$42,658	\$42,658
COUNTY TREASURER	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$58,172	\$0	\$58,172	\$0	\$58,172	\$58,172
CHIEF DEPUTY CLERK OF COURTS	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$63,086	\$0	\$63,086	\$0	\$63,086	\$63,086
LEAD ECONOMIC SUPPORT SPECIALIST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$48,901	\$0	\$48,901	\$0	\$48,901	\$48,901
HIGHWAY ENGINEER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$69,555	\$69,555	\$0	\$69,555	\$69,555
HIGHWAY SUPERVISOR	Emp. Count	0	3	3	0	3	3
	Sum Of Salary	\$0	\$166,847	\$166,847	\$0	\$166,847	\$166,847
HUMAN SERVICE DIRECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$118,040	\$118,040	\$0	\$118,040	\$118,040
CHILDRENS COURT SERVICES SUPERVISOR	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$69,555	\$69,555	\$69,555	\$0	\$69,555

Eau Claire County

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
OFFICE MANAGER	Emp. Count	3	0	3	0	3	3
	Sum Of Salary	\$153,419	\$0	\$153,419	\$0	\$153,419	\$153,419
PATROL DEPUTY	Emp. Count	2	16	18	0	18	18
	Sum Of Salary	\$96,411	\$889,592	\$986,003	\$0	\$986,003	\$986,003
PROGRAMMER/ANALYST	Emp. Count	2	2	4	0	4	4
	Sum Of Salary	\$130,582	\$130,582	\$261,164	\$0	\$261,164	\$261,164
INFORMATION SYSTEM DIRECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$91,437	\$91,437	\$0	\$91,437	\$91,437
SAFETY COORDINATOR	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$62,046	\$0	\$62,046	\$62,046	\$0	\$62,046
FISCAL SERVICES MANAGER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$87,859	\$87,859	\$0	\$87,859	\$87,859
FACILITIES DIRECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$69,555	\$69,555	\$0	\$69,555	\$69,555
APPLICATION ANALYST	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$73,424	\$0	\$73,424	\$0	\$73,424	\$73,424
ACCOUNTING CLERK 3	Emp. Count	3	0	3	0	3	3
	Sum Of Salary	\$129,105	\$0	\$129,105	\$0	\$129,105	\$129,105
COURT SERVICES COORDINATOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$49,171	\$0	\$49,171	\$0	\$49,171	\$49,171
CUSTODIAN	Emp. Count	6	2	8	0	8	8
	Sum Of Salary	\$197,058	\$57,788	\$254,846	\$0	\$254,846	\$254,846
DATA ANALYST	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$65,291	\$65,291	\$0	\$65,291	\$65,291

Eau Claire County

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
EMERGENCY MANAGEMENT COORDINATOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$63,482	\$63,482	\$0	\$63,482	\$63,482
JUVENILE DETENTION WORKER	Emp. Count	8	12	20	3	17	20
	Sum Of Salary	\$266,978	\$387,507	\$654,484	\$88,473	\$566,012	\$654,484
LAND USE SUPERVISOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$73,715	\$73,715	\$0	\$73,715	\$73,715
LEGAL SECRETARY	Emp. Count	8	0	8	0	8	8
	Sum Of Salary	\$276,067	\$0	\$276,067	\$0	\$276,067	\$276,067
MOTOR GRADER OPERATOR	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$87,110	\$87,110	\$0	\$87,110	\$87,110
HUMAN RESOURCES DIRECTOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$87,859	\$0	\$87,859	\$0	\$87,859	\$87,859
PREVENTION PROGRAM COORDINATOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$50,170	\$0	\$50,170	\$0	\$50,170	\$50,170
SIGN WORKER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,555	\$43,555	\$0	\$43,555	\$43,555
SOCIAL WORKER I/II/III	Emp. Count	49	1	50	1	49	50
	Sum Of Salary	\$2,731,916	\$57,138	\$2,789,054	\$57,138	\$2,731,916	\$2,789,054
TIRE REPAIR/EQUIPMENT MOVER	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,555	\$43,555	\$0	\$43,555	\$43,555
FRAUD INVESTIGATOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$43,035	\$43,035	\$0	\$43,035	\$43,035
PURCHASING SPECIALIST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$45,531	\$0	\$45,531	\$0	\$45,531	\$45,531

Eau Claire County

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
CAPTAIN	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$172,973	\$172,973	\$0	\$172,973	\$172,973
ADMINISTRATIVE SERVICES DIVISION MANAGER	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$78,312	\$0	\$78,312	\$0	\$78,312	\$78,312
CHILDREN'S COURT DIRECTOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$78,312	\$78,312	\$0	\$78,312	\$78,312
COORDINATOR OF CHILD CARE	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$86,070	\$0	\$86,070	\$0	\$86,070	\$86,070
ASSISTANT CORPORATION COUNSEL	Emp. Count	2	1	3	0	3	3
	Sum Of Salary	\$181,109	\$93,267	\$274,376	\$0	\$274,376	\$274,376
CHIEF DEPUTY REGISTER OF DEEDS	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$42,094	\$0	\$42,094	\$0	\$42,094	\$42,094
HOUSING SPECIALIST	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$43,035	\$0	\$43,035	\$0	\$43,035	\$43,035
JUDICIAL ASSISTANT	Emp. Count	4	0	4	0	4	4
	Sum Of Salary	\$146,848	\$0	\$146,848	\$0	\$146,848	\$146,848
NETWORK ANALYST	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$65,291	\$65,291	\$0	\$65,291	\$65,291
OFFICE ASSOCIATE 3	Emp. Count	28	0	28	1	27	28
	Sum Of Salary	\$913,872	\$0	\$913,872	\$32,843	\$881,029	\$913,872
PARK RANGER-LAKE ALTOONA	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$40,581	\$40,581	\$0	\$40,581	\$40,581
PAVER/CHIP SPREADER HELPER	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$86,697	\$86,697	\$0	\$86,697	\$86,697

Eau Claire County

Snapshot Date: 12/31/2014

Summary of Base Compensation

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
PAYROLL/BENEFITS SUPERVISOR	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$65,790	\$0	\$65,790	\$0	\$65,790	\$65,790
REGISTER OF DEEDS	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$57,949	\$0	\$57,949	\$0	\$57,949	\$57,949
REGISTER OF PROBATE	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$62,046	\$0	\$62,046	\$0	\$62,046	\$62,046
SOCIAL WORK SUPERVISOR	Emp. Count	3	1	4	0	4	4
	Sum Of Salary	\$221,145	\$73,715	\$294,860	\$0	\$294,860	\$294,860
CHILD SUPPORT MANAGER	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$69,555	\$0	\$69,555	\$0	\$69,555	\$69,555
NETWORK ADMINISTRATOR	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$82,867	\$82,867	\$0	\$82,867	\$82,867
DIRECT SERVICES TEAM SUPERVISOR	Emp. Count	2	1	3	0	3	3
	Sum Of Salary	\$155,147	\$85,114	\$240,261	\$0	\$240,261	\$240,261
ELDERLY BENEFIT SPECIALIST	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$100,340	\$0	\$100,340	\$0	\$100,340	\$100,340
Total Count of Gender/Race		297	207	504	14	490	504
Total Sum of Salary		\$13,608,598	\$10,601,894	\$24,210,492	\$621,098	\$23,589,394	\$24,210,492