

EAU CLAIRE COUNTY  
MEETING NOTICE/AGENDA

**COMMITTEE:** Committee on Human Resources  
**DATE:** Friday, October 14, 2016 **TIME:** 1:30 PM  
**PLACE:** Eau Claire County Courthouse, Room 3312  
721 Oxford Avenue, Eau Claire, WI

REASON FOR MEETING: REGULAR

1. Call to Order and Certify Compliance with Open Meetings Law
2. Review and approve minutes of the September 9, 2016 meeting
3. Planning and Development: Consideration/Discussion/Action of Resolution 16-17/056 to convert existing Recycling Coordinator contract position with Dunn County to part-time (.60 FTE) Eau Claire County position.
4. District Attorney's Office- Information/Discussion/Action- regarding a title change from Crisis Response Coordinator to Crisis Response Specialist of Resolution 16-17/057.
5. District Attorney's Office: Consideration/Discussion/Action of Resolution 16-17/058 to increase the FTE from .20 FTE to .73 FTE for a Victim Witness Specialist position.
6. Human Resources – Consideration/ Discussion/Action to approve the annual update to the Eau Claire County Affirmative Action Plan for 2016
7. Human Resources – Consideration/Discussion/Recommendation/Action the following Eau Claire County policy –
  - a. Policy 427 – Organ Donation
8. Adjourn

**Future Committee on Human Resources Meetings**

*Where:* Room 3312

*Time:* 1:30p-3:30p

*Dates:*

- November 11, 2016
- December 9, 2016
- January 9, 2017

**COPIES TO:**

County Clerk J. Loomis

County Administrator K. Schauf

Corporation Counsel K. Zehms

Committee on Human Resources: K. Clark/S. Miller/M. Beckfield/J.Gatlin/M. Conlin

Human Resources Department

DATE NOTICE POSTED AND SENT:

PREPARED BY: Jill Mangus, Human Resources Department

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**PLEASE NOTE:** Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

## **COMMITTEE ON HUMAN RESOURCES**

Friday, September 9, 2016, 1:30 p.m., Room 3312

Location: Eau Claire County Courthouse  
721 Oxford Avenue, Eau Claire, WI 54703

### **MINUTES**

Members Present: Kathleen Clark, Mark Beckfield, Sue Miller, Judith Gatlin, Mike Conlin

Staff Present: Jamie Gower, Jill Mangus, Kathryn Schauf, Amanda Twitchell

Other Staff Present: Diane Cable, Jon Johnson, Keith Zehms, Dave Hayden, Glenda Lyons, Mike Mayer, Ron Cramer, Lance Gurney

Chair Kathleen Clark called the meeting to order and certified compliance with Open Meetings Law at 1:30 p.m.

#### **Review and approve minutes of the August 12, 2016 meeting:**

Motion Mike Conlin to approve minutes of the August 12, 2016 meeting as written. Motion carried 5-0.

#### **Human Resources - Consideration/Discussion/Recommendation/Action of the 2017 New, Modified, or Eliminated Position Requests to Finance and Budget and County Board:**

Sheriff's Office - Request to add one permanent Detective assigned to the Forensics Lab. Motion Mike Conlin to approve adding one permanent Detective assigned to the Forensics Lab pending Judiciary/Law approval. Motion carried 5-0.

Planning and Development - Reduction of a .20 FTE Administrative Specialist. Motion Mark Beckfield to approve FTE reduction. Motion carried 5-0.

Highway – Administrative changes to the Accountants, Administrative, and Fiscal staff. Abolish Highway Supervisors to create Project Manager/Foreman role. Motion Judy Gatlin to approve the Highway changes. Motion approved 5-0.

Human Services – Additions of (1.0 FTE) Economic Support Specialist, (5.0 FTE) CCS Service Facilitators, (1.0 FTE) Family Services Administrator, (.28 FTE) to existing Administrative Specialist I, (1.0 FTE) Lead Economic Support Specialist, (1.0 FTE) Social Work Manager. Title Changes for two positions: Adult Services Manager to Behavior Health Services Administrator and Senior Social Worker Mental Health Professional. Motion Sue Miller to approve Human Services changes. Motion carried 5-0.

Treasurer – Title change of Office Manager II to Office Manager III. Motion Judy Gatlin to approve title change. Motion carried 5-0.

Information Systems – Increase current Part-Time Computer Support Technician to 1.0 FTE. Abolish .50 FTE Applications Analyst position and add 1.0 FTE GIS Analyst/Project Manager position. Motion Mark Beckfield to approve the Information System changes. Motion carried 5-0.

**Department of Human Services: Consideration/Discussion/Action of Resolution 16-17/045 to abolish one (1.0 FTE) Administrative Specialist I and create one (1.0 FTE) Fiscal Associate III:**

Motion Mike Conlin to abolish one Administrative Specialist I to create one Fiscal Associate III.  
Motion carried 5-0.

**Department of Human Services- Information/Discussion/Action- regarding a title change from Social Worker to CCS Service Facilitator:**

Motion Sue Miller to approve title change for a Social Worker to a CCS Service Facilitator. Motion carried 5-0.

**Human Resources – Consideration/ Discussion/Action to approve the annual update to the Eau Claire County Affirmative Action Plan for 2016:**

Moving to next meeting on October 14, 2016.

**Human Resources – Consideration/Discussion/Recommendation/Action the following Eau Claire County policies:**

- a. Policy 509 – Timekeeping – Motion Mike Conlin to approve the policy changes. Motion carried 5-0.
- b. Policy 521 – On-call Pay – Motion Mike Conlin to approve the policy changes. Motion carried 5-0.
- c. Policy 601 – Benefits – Motion Sue Miller to approve the policy changes. Motion carried 5-0.

**Human Resources – Consideration/Discussion/Recommendation/Action regarding Classification/Compensation**

The Committee intends to gather more information and will continually discuss overall Compensation Philosophies.

**Adjourn.**

Kathleen Clark declared the meeting adjourned at 3:23 p.m.

Respectfully submitted,

Jill Mangus  
Committee Clerk

4 - AUTHORIZING TO CONVERT EXISTING RECYCLING COORDINATOR CONTRACT  
5 POSITION WITH DUNN COUNTY TO A PART-TIME .60 FTE EAU CLAIRE COUNTY POSITION-

6 WHEREAS, the Eau Claire County Code of General Ordinances requires that all regular  
7 positions or changes therein be submitted to the board for authorization; and

8  
9 WHEREAS, their regularly scheduled meetings on October 4, 2016 and October 14, 2016  
10 the committees on planning and development and human resources respectively approved a request  
11 from the department of planning and development to convert existing Recycling Coordinator  
12 contract position with Dunn County to a part-time .60 FTE Eau Claire County position; and

13  
14 WHEREAS, there will be no levy impact and is budgeted within the contracted services  
15 budget of the department of planning and development; and

16  
17 NOW THEREFORE BE IT RESOLVED that the Eau Claire County Board hereby approves  
18 to convert existing Recycling Coordinator contract position with Dunn County to a part-time .60  
19 FTE Eau Claire County position.

20  
21 BE IT FURTHER RESOLVED that the Eau Claire County Board hereby approves to convert  
22 existing Recycling Coordinator contract position with Dunn County to a part-time .60 FTE Eau  
23 Claire County position.

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38 Committee on Human Resources

39 JM/

40  
41 Dated this 14th day of October, 2016.

## REPORT TO THE COMMITTEE ON HUMAN RESOURCES

### Action Required

<b>Meeting Date:</b> October 14, 2016	<b>X</b>	Information-Discussion		
<b>Agenda Item No. 3</b>		Direction to Staff		
<b>Department:</b> Planning and Development	<b>X</b>	Approval-Denial		
<b>Subject:</b> Request to convert existing Recycling Coordinator contract position with Dunn County to part-time (.6 FTE) Eau Claire County position		Requires Recommendation to:		
	<b>X</b>	County Board		
		Other:		
		Form:		Ordinance
			<b>X</b>	Resolution 16-17/056
<b>Bargaining Unit Involved:</b>				Report
<b>Prepared by:</b> J. Mangus		Other Action:		
<b>Reviewed by:</b> J. Gower				

### SUMMARY

Eau Claire County is designated by the Wisconsin Department of Natural Resources (WiDNR) as a Responsible Unit to ensure compliance with Wisconsin's recycling law. Requirements include ensuring that all residents have access to curbside recycling service or drop-off centers within easy access, have access to information about recycling, and that non-residential locations including businesses, institutions, and special events are recycling materials that are banned from landfills.

For a number of years Eau Claire County Planning & Development has contracted with Dunn County to share the services of a full-time recycling coordinator, providing .5 FTE (20 hours per week) of staffing to Eau Claire County. In addition, the Senior Planner provides program oversight, assistance, and management.

Dunn County has offered the Recycling Coordinator an opportunity to expand her duties in their Solid Waste Department and has provided Eau Claire County with a 60-day termination notice, in compliance with the terms of the attached Recycling Efficiency Grant Project Cooperative Agreement. A copy of the 60-day termination letter is attached for your reference.

In order to fulfill statutory DNR requirements for Responsible units and maintain existing levels of services, the Planning & Development Department requests the conversion of the contracted Recycling Coordinator position with Dunn County to a part-time (.6 FTE) Eau Claire County position within the Planning & Development Department. A position description would be developed based on Dunn County's Recycling Specialist position and recruitment would follow established Eau Claire County procedures.

### DETAIL OUTLAY OF POSITION COST AND BUDGET IMPACT

The Department has budgeted \$34,750 in the 2017 budget for contract services to provide Recycling Coordinator services. The proposed pay grade for the Recycling Coordinator position would be Pay Grade "K" (\$21.60 - \$26.47/hr.). As a County employee, the position could be advertised as .6 FTE (24 hours per week) at Pay Grade "K" at lower cost than currently budgeted for contract services. Following is a breakdown of the proposed cost of the position:

Total Hours (24 hrs./week x 52 weeks)	1,248 hours/year
x Pay Rate (assumes Pay Rate "K", Step 1)	\$21.60/hour
= Total Base Pay	\$26,956.80/year
+ FICA @ 7.65%	\$2,062.20
+ WRS @ 6.8%	\$1,833.06
<b>= Total Compensation</b>	<b>\$30,852.06</b>
Amount Budgeted for 2017	\$34,750
Difference	+\$3,897.94

As the recycling program is operated as an enterprise fund and the new position would not exceed the budgeted cost of contracted services, there will be *no levy impact* to the County.

The Committee is asked to approve the department request and make a recommendation to the County Board.

## Fact Sheet to Resolution

### Re: Request to convert existing Recycling Coordinator contract position with Dunn County to part-time (.6 FTE) Eau Claire County position

#### SUMMARY

Eau Claire County is designated by the Wisconsin Department of Natural Resources (WiDNR) as a Responsible Unit to ensure compliance with Wisconsin's recycling law. Requirements include ensuring that all residents have access to curbside recycling service or drop-off centers within easy access, have access to information about recycling, and that non-residential locations including businesses, institutions, and special events are recycling materials that are banned from landfills.

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Dunn County has offered the Recycling Coordinator an opportunity to expand her duties in their Solid Waste Department and has provided Eau Claire County with a 60-day termination notice, in compliance with the terms of the Recycling Efficiency Grant Project Cooperative Agreement.

In order to fulfill statutory DNR requirements for Responsible units and maintain existing levels of services, the Planning & Development Department requests the conversion of the contracted Recycling Coordinator position with Dunn County to a part-time (.6 FTE) Eau Claire County position within the Planning & Development Department. A position description would be developed based on Dunn County's Recycling Specialist position and recruitment would follow established Eau Claire County procedures.

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+ WRS @ 6.8%	\$1,833.06
<b>= Total Compensation</b>	<b>\$30,852.06</b>
Amount Budgeted for 2017	\$34,750
Difference	+\$3,897.94

As the recycling program is operated as an enterprise fund and the new position would not exceed the budgeted cost of contracted services, there will be *no levy impact* to the County.

Eau Claire County  
**PLANNING & DEVELOPMENT COMMITTEE MINUTES**

Tuesday, October 4, 2016 • 6:30 PM  
Eau Claire County Courthouse • 721 Oxford Avenue • Room 1278  
Eau Claire, Wisconsin

Members Present: Gary Gibson, Jim Dunning, Stella Pagonis  
Members Absent: Gordon Steinhauer, Mark Olson  
Staff Present: Lance Gurney, Matt Michels

1. Call to Order

Gary Gibson called the meeting to order at 6:31 p.m.

2. Review/Approval to convert/create the Recycling Coordinator position at .6 FTE within the Planning & Development Department / Discussion – Action

Matt Michels and Lance Gurney presented the request to convert the Recycling Coordinator position from a contracted position with Dunn County to a .6 FTE. Eau Claire County has contracted with Dunn County for the previous seven years to share a recycling coordinator position for 20 hours per week most recently. Dunn County has recently notified Eau Claire County that it has chosen to terminate the cooperative contract in order to make the position a full time position solely for Dunn County Solid Waste. Eau Claire County has reached out to other surrounding counties to inquire about opportunities for cooperative contracting, but have not found any willing partners. The grant funding Eau Claire County receives on an annual basis sets forth several requirements that necessitate the need for a Recycling Coordinator. By transitioning the position to a county position, Eau Claire County will be able to increase the hours to 24 per week, while at the same time staying under the amount budgeted for the previously contracted position. The request is to convert the currently contracted .5 FTE position with Dunn County to a .6 FTE position for Eau Claire County.

**ACTION:** Motion by Stella Pagonis to approve the request as presented. Motion carried, 3-0.

3. Gary Gibson adjourned the meeting at 6:41 p.m.

Respectfully submitted,

Lance Gurney  
Clerk, Committee on Planning & Development



## REPORT TO THE COMMITTEE ON HUMAN RESOURCES

### Action Required

<b>Meeting Date:</b> October 14, 2016	<b>x</b>	Information-Discussion		
<b>Agenda Item No. 4</b>		Direction to Staff		
<b>Department:</b> District Attorney	<b>X</b>	Approval-Denial		
<b>Subject:</b> District Attorney's Office is requesting a title change for Crisis Response Coordinator to Crisis Response Specialist.		Requires Recommendation to:		
	<b>x</b>	County Board		
		Other:		
		Form:		Ordinance
<b>Bargaining Unit Involved:</b>				Resolution 16-17/057
<b>Prepared by:</b> J. Mangus				Report
<b>Reviewed by:</b> J. Gower		Other Action:		

See the information below from the Victim Witness Coordinator:

We currently have two staff members with the same job title, Crisis Response Coordinator. This used to be one position but now it consists of two part-time positions at 29 hours per week for each person. In essence this position is a job sharing position. I would like to request that this job title be changed to Crisis Response Specialist rather than Crisis Response Coordinator. These positions are not supervisory in nature and the two staff are doing the same job duties.

There is no current fiscal impact with this change.

The Committee is asked to review and approve the title change.

1 Enrolled No.

2 RESOLUTION

3 File No. 16-17/057

4 - AUTHORIZING TITLE CHANGE OF TWO CRISIS RESPONSE COORDINATORS TO CRISIS  
5 REPOSENSE SPECIALISTS-

6 WHEREAS, the Eau Claire County Code of General Ordinances requires that all regular  
7 positions or changes therein be submitted to the board for authorization; and

8  
9 WHEREAS, their regularly scheduled meeting on September 9, 2016 the committee on  
10 human resources approved a request from the District Attorney's Office to change the title of Crisis  
11 Response Coordinator to Crisis Response Specialist; and

12  
13 WHEREAS, the additional cost is \$0 and is budgeted within the operating budget of the  
14 office of the district attorney; and

15  
16 NOW THEREFORE BE IT RESOLVED that the Eau Claire County Board hereby approves  
17 the title change of two Crisis Response Coordinator positions to Crisis Response Specialists.

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19 BE IT FURTHER RESOLVED that the Eau Claire County Board hereby approves the title  
20 change of two Crisis Response Coordinator positions to Crisis Response Specialist positions.

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33 Committee on Human Resources

34 JM/

35 Dated this 14th day of October, 2016.

36 ORDINANC/16-17/057

## REPORT TO THE COMMITTEE ON HUMAN RESOURCES

### Action Required

<b>Meeting Date:</b> October 14, 2016	<b>x</b>	Information-Discussion		
<b>Agenda Item No.</b> 5		Direction to Staff		
<b>Department:</b> District Attorney	<b>X</b>	Approval-Denial		
<b>Subject:</b> District Attorney's Office is requesting an increase of FTE for the Victim Witness Specialist positions from .20 FTE to .73 FTE and from .625 FTE to .73 FTE respectively.		Requires Recommendation to:		
	<b>x</b>	County Board		
		Other:		
		Form:	<input type="checkbox"/>	Ordinance
			<input type="checkbox"/>	Resolution 16-17/058
<b>Bargaining Unit Involved:</b>		<input type="checkbox"/>	Report	
<b>Prepared by:</b> J. Mangus		Other Action:		
<b>Reviewed by:</b> J. Gower				

See the information below from the Victim Witness Coordinator:

On September 22, 2016, the WI Department of Justice supplied Eau Claire County District Attorney's office with a grant related specifically to our Victim Witness Specialist positions. This additional grant funding has been secured to go along with our current VOCA grant that we have received since March of 1998. These grant funds will cover all expenses related to increasing our two part-time positions to 29 hours per week. Currently one of these positions works 15 hours per week and the other position works 25 hours per week. The District Attorney's office will provide an in-kind match by providing office space. If these grant funds do not continue at any time in the future we will not come back to the county requesting funds to cover this position, they would just go back to their regular working hours.

The VOCA grant will provide \$36,670 to cover these additional hours. The rest of these hours are covered by the county and a percentage by the state through DOJ.

The Committee is asked to review and approve the increase in FTE for the Victim Witness Specialist positions.

4 - INCREASE ONE .20 FTE VICTIM WITNESS SPECIALIST POSITION TO .73 FTE AND  
5 INCREASE ONE .625 FTE VICTIM WITNESS SPECIALIST POSITION TO .73 FTE -

6 WHEREAS, the Eau Claire County Code of General Ordinances requires that all regular positions or  
7 changes therein be submitted to the Board for authorization; and

8  
9 WHEREAS, at its regularly scheduled meeting on October 14, 2016, the committee on human resources  
10 approved a request from the district attorney to increase one .20 FTE victim witness specialist position to .73  
11 FTE and increase another .625 FTE victim witness specialist position to .73 FTE to better meet the  
12 operational demands of the district attorney’s office; and

13  
14 WHEREAS, the 2016 increased cost is \$65,719 and is covered by grant funds, DOJ reimbursement and  
15 the current department budget.

16  
17 NOW, THEREFORE BE IT RESOLVED that the Eau Claire County Board of Supervisors hereby  
18 approves an increase of one .20 FTE victim witness specialist position to .73 FTE and increase another .625  
19 FTE victim witness specialist position to .73 FTE for the duration of the supplemental grant funds.

20  
21 ADOPTED:

22  
23  
24 I certify that the foregoing correctly represents the action taken  
25 by the undersigned committee on October 14, 2016 by a vote  
26 of \_ for, \_ against.

27  
28  
29 \_\_\_\_\_  
30 Kathleen Clark, Chair  
31 Committee on Human Resources

32 /JM

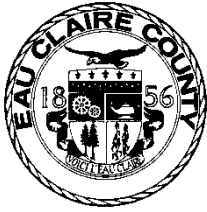
33  
34 Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

## Victim Witness Specialist Analyses

<b>Currently</b>	Hrs/Week	Hrly Rate	Annual	FICA	WRS	Total Annual
Employee #1	25	\$ 19.21	\$ 24,973	\$ 1,910	\$ 1,698	\$ 28,581
Employee #2	15	\$ 18.83	\$ 14,687	\$ 1,124	\$ 998	\$ 16,809
<b>Totals</b>			\$ 39,660	\$ 3,034	\$ 2,696	\$ 45,390

<b>Proposed</b>	Hrs/Week	Hrly Rate	Annual	FICA	WRS	Total Annual
Employee #1	29	\$ 19.21	\$ 28,969	\$ 2,241	\$ 1,992	\$ 33,202
Employee #2	29	\$ 18.83	\$ 28,396	\$ 2,182	\$ 1,940	\$ 32,517
<b>Totals</b>			\$ 57,364	\$ 4,423	\$ 3,932	\$ 65,719

	Increased Costs	
	Covered by Grant	\$20,329
	Covered by Chp. 950 DOJ Reimbursement	\$24,915
	Covered through the DA/VW Budget	\$20,475
	<b>TOTAL</b>	<b><u>\$65,719</u></b>



**OFFICE OF DISTRICT ATTORNEY  
EAU CLAIRE COUNTY COURTHOUSE  
721 Oxford Avenue Eau Claire, WI 54703  
(715) 839-4828 (715) 831-5818 Fax**



**GARY KING  
DISTRICT ATTORNEY**

**PETER RINDAL  
DEPUTY DISTRICT ATTORNEY**

**ASSISTANT DISTRICT ATTORNEYS  
Meri Larson Benjamin Webster  
Loralee Clark Ellen Anderson  
Kelly Mandelstein Derek Dominguez**

**MEMO**

**TO:** Committee on HR

**FROM:** Jessica Bryan, Victim Witness Coordinator

**DATE:** October 5, 2016

**RE:** Change of Job Title & Increase in Hours (2 positions)

We currently have two staff members with the same job title, Crisis Response Coordinator. This use to be one position but now it consists of two part-time positions at 29 hours per week for each person. In essence this position is a job sharing position. I would like to request that this job title be changed to Crisis Response Specialist rather than Crisis Response Coordinator. These positions are not supervisory in nature and the two staff are doing the same job duties. This has been discussed with an HR representative for feedback.

On September 22, 2016, the WI Department of Justice supplied Eau Claire County District Attorney's office with a grant related specifically to our Victim Witness Specialist positions. This additional grant funding has been secured to go along with our current VOCA grant that we have received since March of 1998. These grant funds will cover all expenses related to increasing our two part-time positions to 29 hours per week. Currently one of these positions works 15 hours per week and the other position works 25 hours per week. The District Attorney's office will provide an in-kind match by providing office space. If these grant funds do not continue at any time in the future we will not come back to the county requesting funds to cover this position, they would just go back to their regular working hours. The VOCA grant will provide \$36,670 to cover these additional hours. The rest of these hours are covered by the county and a percentage by the state through DOJ. I will bring along the budget if there are specific questions related to the cost.

# REPORT TO THE COMMITTEE ON HUMAN RESOURCES

## Action Required

<b>Meeting Date:</b> October 14, 2016		Information-Discussion
<b>Agenda Item No.</b> 6		Direction to Staff
<b>Department:</b> Human Resources	<b>X</b>	Approval-Denial
<b>Subject:</b> 2016 Affirmative Action Plan		Requires Recommendation to:
		County Board
		Other:
		Form:      Ordinance
<b>Bargaining Unit Involved:</b> N/A		Resolution
<b>Prepared by:</b> J. Mangus		Report
<b>Reviewed by:</b> J. Gower		Other Action:

The 2016 Affirmative Action Update is complete and is ready for review and approval by the Committee on Human Resources. Due to size of the document, it was sent separate from the agenda.

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, 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.

The plan is enclosed for your review and approval. An overview of what you will see in the plan includes the following:

- An Introduction to the Plans
- An Affirmative Action Plan for Minorities and Women
- An Affirmative Action Plan for Protected Veterans and Individuals With Disabilities
- Our employment data consists of:
  - Workforce Analysis/Lines of Progression
  - Job Group Analysis
  - Zip Code Analysis
  - Availability Analysis
  - Internal Availability Analysis
  - Comparison of Incumbency to Availability and Placement Goals
  - Goals Progress
  - Personnel Transactions Summary
  - Data Collection Analysis

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

- Affirmative Action implementation period: January 1, 2016 through December 31, 2016
- Transaction period: January 1, 2015 through December 31, 2015

The Committee is asked to approve the plan updates.

Approved		Denied	
Effective			
Referred to County Board on			
Signed			

**EXECUTIVE ORDER 11246  
AFFIRMATIVE ACTION PLAN (AFFIRMATIVE ACTION PLAN)**

**for**

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

**2016**

**Dun's #:** 076521186 Eau Claire County  
**EIN (tax) #:** 39-6005694  
**EEO-4 #:** 55200180

**PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN**

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS  
AND INDIVIDUALS WITH DISABILITIES**

**AA/EEO Contact:** Jill Mangus  
Human Resources Advisor  
Eau Claire County  
721 Oxford Avenue  
Eau Claire, WI 54703  
715-839-7335



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

**2016 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 2016 was adopted by the Committee on Human Resources at their September 9, 2016 session.

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 Committee on Human Resources, 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 Committee on Human Resources.

Hereafter, the Affirmative Action Plan will be adopted by Resolution of the Committee on Human Resources no later than the September session each year.

Plan Submitted By:

\_\_\_\_\_  
Jill N. Mangus, Affirmative Action Officer

\_\_\_\_\_  
Jamie Gower, Human Resources Director

Approved By:

\_\_\_\_\_  
Kathryn A. Schauf, County Administrator

\_\_\_\_\_  
Kathleen M. Clark, Committee on Human Resources Chair

**EAU CLAIRE COUNTY AFFIRMATIVE ACTION PLAN  
FOR 2016**

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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 the Committee on Human Resources 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 protected 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 protected veterans and individuals 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 Individuals with Disabilities), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41 Code of Federal Regulations, Part 60-300 (Affirmative Action Program for protected veterans).

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.

## **COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND REGULATIONS**

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 Company 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, 2016 through December 31, 2016
- Transaction period: January 1, 2015-December 31, 2015

## STATEMENT OF PURPOSE FOR PARTS I AND II

This Affirmative Action Plan has been designed to bring women and men, members of minority groups, protected veterans, and individuals 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**

**2016**

**PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN**

**FOR**

**2016**



**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, 2015.

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, 2015.

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*
  - 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 the contractor's organization. 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, 2015 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 an annual percentage 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 our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire Affirmative Action Plan work. 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 a person 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 Administrator has 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.

Committee on Human Resources and County Administrator

The Committee on Human Resources 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.
2. Review all periodic progress reports of the Affirmative Action Officer as required in the Affirmative Action Plan.
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 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 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 Company'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 at all establishments.
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 Company 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 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. Complete progress reports regarding the status of goal achievement.
  - C. 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 company 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). Eau Claire 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:**

Eau Claire County will continue to place 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 on the county website.

1. 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 company website, and professional organizations when appropriate.
2. Eau Claire County will continue to place an advertisement with Career Services for campus recruiting.
3. Advertisements will always carry the Equal Employment Opportunity clause.
4. 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.
5. Minority and female applicants will be considered for all positions for which they are qualified.
6. Eau Claire County may participate in job fairs if there are sufficient numbers of openings to warrant participation.
7. 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.
8. 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.

9. Interview panels are utilized for all vacant positions and consist of at least two employees including the position's supervisor or department head.
10. 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.
11. 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.
12. 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 PROTECTED VETERANS AND  
INDIVIDUALS WITH DISABILITIES**

**FOR**

**January 1, 2016-December 31, 2016**

## **PART II**

### **AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND INDIVIDUALS 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 for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or individual with a disability at all levels of employment, including the executive level. Eau Claire County does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran and/or individual with a disability 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 protected veteran employees. 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 County Administrator, Kathryn Schauf.

Eau Claire County will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the Affirmative Action Plan, 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. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with our Affirmative Action Officer.

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(Signature)

Kathryn Schauf  
County Administrator

January 1, 2016

**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 protected veterans and employees and applicants with disabilities, reviews are periodically made of the Company's examination 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 protected 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 protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected 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 company ensures that its personnel processes do not stereotype individuals with disabilities or protected 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 protected veterans and employees and applicants with qualified disabilities, reviews are periodically made of the Company's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The Company'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 protected 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 protected 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 company 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 protected veterans regarding company 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 protected 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 Company'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 Company's compliance status.
2. Maintaining Company-wide management support and cooperation for the Company'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/AA 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 protected 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 Officer's 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 protected veterans and employees with disabilities.
7. Eau Claire County conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and Affirmative Action Plan are displayed properly. Eau Claire County also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the Company's equal employment opportunity, and Affirmative Action Plan policies are being utilized appropriately and 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 protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals 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 Company'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 protected veterans to ensure commitment to the company's stated Affirmative Action goals.

**CHAPTER K: DATA COLLECTION ANALYSIS**  
**41 C.F.R. §§ 60-300.44(k); 60-741.44(k)**

Eau Claire County has adopted the current national percentage of veterans in the civilian labor force of 7.0% as its hiring benchmark for protected veterans. Eau Claire County will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 7.0% hiring benchmark is applied to each job group within Eau Claire County.

Eau Claire County also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Eau Claire County will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied to the entire workforce within Eau Claire County.

Goals and/or benchmarks do not require that Eau Claire County hire, promote, train, and/or retain a specified number of individuals with disabilities and/or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire Affirmative Action Plan work. 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.

Eau Claire County has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. Eau Claire County will continue to monitor and update these studies periodically during each Affirmative Action Plan year. In each case where the hiring benchmark for protected veterans and/or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this Affirmative Action .

See the *Hiring Benchmark and Utilization Goals Analyses*.

**CHAPTER L: 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 protected 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

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: AGING & DISABILITY RESOURCE CENTER

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
616	OPTIONS COUNSELOR	8	0	Male	0	0	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	
506	ADMINISTRATIVE ASSOCIATE IV	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
608	MEAL DELIVERY WORKER	3	0	Male	1	1	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
609	MEAL SITE WORKER	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
641	RESOURCE SPECIALIST	3	0	Male	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	
661	VOLUNTEER COORDINATOR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
553	DISABILITY BENEFIT SPECIALIST	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
559	ELDER BENEFIT SPECIALIST	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
628	PREVENTION PROGRAM COORDINATOR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
613	NUTRITION PROGRAM SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
512	ADRC MANAGER	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
511	ADRC DIRECTOR	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	

(+) 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: 12/31/2015

## Workforce Analysis

Organizational Unit: AGING & DISABILITY RESOURCE CENTER

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	26	0	<b>Male #</b>	3	3	0	0	0	0	0	0
	<b>Grand Total %</b>		0.0	<b>Male %</b>	11.5	11.5	0.0	0.0	0.0	0.0	0.00	0.00
				<b>Female #</b>	23	23	0	0	0	0	0	0
				<b>Female%</b>	88.5	88.5	0.0	0.0	0.0	0.0	0.00	0.00

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: AIRPORT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
506	ADMINISTRATIVE ASSOCIATE IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
606	MAINTENANCE TECHNICIAN	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
605	MAINTENANCE SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
514	AIRPORT DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>0</b>	Male #	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>71.4</b>	<b>71.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>28.6</b>	<b>28.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: CLERK OF COURTS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
602	LEGAL SPECIALIST I	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
603	LEGAL SPECIALIST II	10	0	Male	0	0	0	0	0	0	0	0
				Female	10	10	0	0	0	0	0	0
674	CIVILIAN JURY BAILIFF	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
525	CHIEF DEPUTY CLERK OF COURTS	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
549	DEPUTY CLERK SUPERVISOR	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
534	CLERK OF COURT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>26</b>	<b>1</b>	<b>Male #</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>3.8</b>	<b>Male %</b>	<b>15.4</b>	<b>15.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>22</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>84.6</b>	<b>80.8</b>	<b>0.0</b>	<b>0.0</b>	<b>3.8</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: CORPORATION COUNSEL

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
505	ADMINISTRATIVE ASSOCIATE III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
603	LEGAL SPECIALIST II	7	0	Male	0	0	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
570	FISCAL ASSOCIATE II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
528	CHILD SUPPORT SPECIALIST	8	0	Male	1	1	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
517	ASSISTANT CORPORATION COUNSEL	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
527	CHILD SUPPORT MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
541	CORPORATION COUNSEL	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>22</b>	<b>0</b>	Male #	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>18.2</b>	<b>18.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>18</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>81.8</b>	<b>81.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: COUNTY ADMINISTRATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
509	ADMINISTRATIVE SPECIALIST II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
535	COMMUNITY SERVICE COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
519	ASSISTANT TO THE COUNTY ADMIN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
543	COUNTY ADMINISTRATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
548	DATA ANALYST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
545	CRIMINAL JUSTICE MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>0</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>14.3</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>85.7</b>	<b>85.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: COUNTY CLERK

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
505	ADMINISTRATIVE ASSOCIATE III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
667	CHIEF DEPUTY COUNTY CLERK	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: DHS - ADULT SERVICES UNIT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
508	ADMINISTRATIVE SPECIALIST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
515	AODA CASE MANAGER	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
652	SOCIAL WORKER	17	0	Male	0	0	0	0	0	0	0	0
				Female	17	17	0	0	0	0	0	0
639	REGISTERED NURSE	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
657	TREATMENT COURTS PROGRAM SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
646	SENIOR SOCIAL WORKER	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
651	SOCIAL WORK MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
513	ADULT SERVICES MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>29</b>	<b>0</b>	<b>Male #</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>13.8</b>	<b>13.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>25</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>86.2</b>	<b>86.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: DHS EMPLOYMENT & ECONOMIC RESOURCE

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
558	ECONOMIC SUPPORT SPECIALIST	31	4	Male	3	3	0	0	0	0	0	0	
				Female	28	24	1	0	3	0	0	0	
540	COORDINATOR OF CHILD CARE	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
575	FRAUD INVESTIGATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
600	LEAD ECONOMIC SUPPORT SPECIALIST	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
557	ECONOMIC SUPPORT CONSORTIUM SUPERVISOR	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
556	ECONOMIC SUPPORT CONSORTIUM MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>39</b>	<b>4</b>	<b>Male #</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>10.3</b>	<b>Male %</b>	<b>12.8</b>	<b>12.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	
				<b>Female #</b>	<b>34</b>	<b>30</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>87.2</b>	<b>76.9</b>	<b>2.6</b>	<b>0.0</b>	<b>7.7</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: DHS FAMILY SERVICES UNIT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
652	SOCIAL WORKER	34	1	Male	1	1	0	0	0	0	0	0
				Female	33	32	0	0	1	0	0	0
515	AODA CASE MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
524	CASE MANAGER	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
646	SENIOR SOCIAL WORKER	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
651	SOCIAL WORK MANAGER	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
<b>Grand Total #</b>		<b>42</b>	<b>2</b>	<b>Male #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>4.8</b>	<b>Male %</b>	<b>9.5</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>2.4</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>38</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>90.5</b>	<b>88.1</b>	<b>0.0</b>	<b>0.0</b>	<b>2.4</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: DHS- ORGANIZATIONAL SERVICES DIVISION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
508	ADMINISTRATIVE SPECIALIST I	10	1	Male	0	0	0	0	0	0	0	0
				Female	10	9	0	0	1	0	0	0
509	ADMINISTRATIVE SPECIALIST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
617	ORGANIZATIONAL SERVICES MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
550	DEPUTY DIRECTOR- DHS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>13</b>	<b>1</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>7.7</b>	<b>Male %</b>	<b>7.7</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>12</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>92.3</b>	<b>84.6</b>	<b>0.0</b>	<b>0.0</b>	<b>7.7</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: DHS-FISCAL SERVICES UNIT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
570	FISCAL ASSOCIATE II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
571	FISCAL ASSOCIATE III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
503	ACCOUNTANT I	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
573	FISCAL SERVICES MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>0</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>12.5</b>	<b>12.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>87.5</b>	<b>87.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: DISTRICT ATTORNEY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
509	ADMINISTRATIVE SPECIALIST II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
660	VICTIM WITNESS SPECIALIST	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
603	LEGAL SPECIALIST II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
510	ADMINISTRATIVE SPECIALIST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
659	VICTIM WITNESS COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
554	DIVERSION PROGRAM COORDINATOR	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
546	CRISIS RESPONSE COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>13</b>	<b>0</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>7.7</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>12</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>92.3</b>	<b>92.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: EXTENSION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
509	ADMINISTRATIVE SPECIALIST II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
614	OFFICE MANAGER I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>66.7</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: FAMILY COURTS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
593	JUDICIAL ASSISTANT	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
567	FAMILY/CIRCUIT COURT COMMISSIONER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>0</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>80.0</b>	<b>80.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: FIELD SERVICES DIVISION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
623	PATROL DEPUTY	18	0	Male	16	16	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
542	CORRECTIONAL OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
630	PROCESS SERVER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
664	DETECTIVE (T)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
551	DETECTIVE	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
555	DRUG INVESTIGATOR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
647	SERGEANT	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
552	DETECTIVE SERGEANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
604	LIEUTENANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
523	CAPTAIN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>33</b>	<b>0</b>	<b>Male #</b>	<b>31</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>93.9</b>	<b>93.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>6.1</b>	<b>6.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: FINANCE DEPARTMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
569	FISCAL ASSOCIATE I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
570	FISCAL ASSOCIATE II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
572	FISCAL ASSOCIATE IV	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
624	PAYROLL/BENEFITS ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
626	FINANCIAL ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
625	PAYROLL/BENEFITS MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
568	FINANCE DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>10</b>	<b>1</b>	Male #	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>10.0</b>	Male %	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>8</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>80.0</b>	<b>70.0</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT - LABOR

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
146	LABORER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
583	HIGHWAY WORKER- FIELD	31	0	Male	29	29	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
610	MECHANIC	5	0	Male	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
622	PARTS & INVENTORY SUPPORT	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
578	HEAVY EQUIPMENT OPERATOR	9	0	Male	9	9	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
650	SIGN AND MARKING SUPPORT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
662	WELDER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
601	LEAD PARTS AND INVENTORY SUPPORT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>51</b>	<b>0</b>	<b>Male #</b>	<b>49</b>	<b>49</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>96.1</b>	<b>96.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>3.9</b>	<b>3.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT - SUPERVISORY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
649	SHOP SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
563	ENGINEERING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
654	SURVEYOR I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
582	HIGHWAY SUPERVISOR	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
580	HIGHWAY ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>0</b>	<b>Male #</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>85.7</b>	<b>85.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>14.3</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: HIGHWAY DEPARTMENT ADMINISTRATION

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
579	HIGHWAY COMMISSIONER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
506	ADMINISTRATIVE ASSOCIATE IV	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
502	ACCOUNTANT	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
581	HIGHWAY SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>0</b>	Male #	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>75.0</b>	<b>75.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				Female%	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: HUMAN RESOURCES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
590	HUMAN RESOURCES ADVISOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
588	HUM RES ASST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
587	HUMAN RESOURCES ADVISOR II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
589	HUMAN RESOURCES DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>0</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>20.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>80.0</b>	<b>80.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: INFORMATION SYSTEMS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
504	ADMINISTRATIVE ASSOCIATE II	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
635	RECORDS MANAGEMENT COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
536	COMPUTER SUPPORT TECHNICIAN	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
631	SYSTEMS ANALYST/PROJECT MANAGER	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
611	NETWORK ADMINISTRATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
592	INFORMATION SYSTEMS DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>12</b>	<b>1</b>	<b>Male #</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>8.3</b>	<b>Male %</b>	<b>58.3</b>	<b>58.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>41.7</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>8.3</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: JUVENILE COURT INTAKE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
505	ADMINISTRATIVE ASSOCIATE III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
596	JUVENILE INTAKE WORKER	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
530	CHILDREN'S COURT SERVICES MANAGER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
529	CHILDREN'S COURT SERVICES DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>1</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>20.0</b>	<b>Male %</b>	<b>60.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>40.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: JUVENILE DETENTION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
595	JUVENILE DETENTION WORKER (CALL IN)	11	2	Male	7	5	2	0	0	0	0	0
				Female	4	4	0	0	0	0	0	
594	JUVENILE DETENTION WOKER	7	1	Male	4	3	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	
501	180 PROGRAM COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
<b>Grand Total #</b>		<b>19</b>	<b>3</b>	<b>Male #</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>15.8</b>	<b>Male %</b>	<b>57.9</b>	<b>42.1</b>	<b>15.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>42.1</b>	<b>42.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: MAINTENANCE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
547	CUSTODIAN	8	0	Male	2	2	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
606	MAINTENANCE TECHNICIAN	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
542	CORRECTIONAL OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
566	FACILITIES SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
565	FACILITIES DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>15</b>	<b>0</b>	<b>Male #</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>60.0</b>	<b>60.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>40.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: PARKS & FOREST - COUNTY PARKS

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
618	PARK RANGER- LAKE ALTOONA	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
606	MAINTENANCE TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
619	PARK RANGER- LAKE EAU CLAIRE	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	<b>Male #</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: PARKS & FOREST - FORESTRY

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
574	FORESTER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
510	ADMINISTRATIVE SPECIALIST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
606	MAINTENANCE TECHNICIAN	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
607	MAINTENANCE TECHNICIAN- LEAD	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
621	PARKS AND FOREST SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
620	PARKS AND FOREST DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>0</b>	<b>Male #</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>85.7</b>	<b>85.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>14.3</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: PLAN & DEV LAND CONSERVATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
509	ADMINISTRATIVE SPECIALIST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
538	CONSERVATION TECHNICIAN I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
539	CONSERVATION TECHNICIAN II - AGRONOMIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
564	ENVIRONMENTAL ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
597	LAND CONSERVATION MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>5</b>	<b>0</b>	<b>Male #</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>60.0</b>	<b>60.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>40.0</b>	<b>40.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: PLANNING & DEVELOPMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
636	RECYCLING ATTENDANT	7	0	Male	6	6	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
577	GIS SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
510	ADMINISTRATIVE SPECIALIST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
561	ELIGIBILITY SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
506	ADMINISTRATIVE ASSOCIATE IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
599	REAL PROPERTY SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
585	HOUSING SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
634	REAL PROPERTY LISTER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
663	LAND USE TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
522	BUILDING INSPECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
518	ASSISTANT SURVEYOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
576	GIS ADMINISTRATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
562	EMERGENCY MANAGEMENT COORDINAOTR	1	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: 12/31/2015

## Workforce Analysis

Organizational Unit: PLANNING & DEVELOPMENT

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
645	SENIOR PLANNER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
584	HOUSING MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
598	LAND USE MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
655	SURVEYOR II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
627	PLANNING AND DEVEL DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>24</b>	<b>0</b>	Male #	<b>17</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>70.8</b>	<b>70.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>29.2</b>	<b>29.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: PURCHASING & CENTRAL SERVICES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
068	CUSTODIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
504	ADMINISTRATIVE ASSOCIATE II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
629	PRINTING TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
510	ADMINISTRATIVE SPECIALIST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
633	PURCHASING SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
642	SAFETY COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
632	PURCHASING DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>1</b>	<b>Male #</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>14.3</b>	<b>Male %</b>	<b>42.9</b>	<b>42.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>57.1</b>	<b>42.9</b>	<b>0.0</b>	<b>0.0</b>	<b>14.3</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: REGISTER IN PROBATE

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
603	LEGAL SPECIALIST II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
637	REG IN PROBATE/CLERK OF JUVENILE COURT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>0</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: REGISTER OF DEEDS

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
505	ADMINISTRATIVE ASSOCIATE III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
509	ADMINISTRATIVE SPECIALIST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
526	CHIEF DEPUTY REGISTER OF DEEDS	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: SECURITY SERVICES DIVISION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
542	CORRECTIONAL OFFICER	48	0	Male	33	33	0	0	0	0	0	0
				Female	15	15	0	0	0	0	0	0
653	SPECIAL DEPUTY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
560	ELECTRONIC MONITORING OFFICER (T)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
533	CLASSIFICATION OFFICER (T)	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
586	HUBER COMPLIANCE OFFICER (T)	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
521	BAILIFF	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
532	CIVILIAN JAIL SERGEANT	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
647	SERGEANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
604	LIEUTENANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
523	CAPTAIN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>63</b>	<b>1</b>	Male #	<b>44</b>	<b>43</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>1.6</b>	Male %	<b>69.8</b>	<b>68.3</b>	<b>0.0</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				Female #	<b>19</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>30.2</b>	<b>30.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: SHERIFF ADMINISTRATION

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
644	SECURITY SUPPORT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
510	ADMINISTRATIVE SPECIALIST III	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
531	CIVIL PROCESS COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
536	COMPUTER SUPPORT TECHNICIAN	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
507	ADMINISTRATIVE SERVICES DIVISION MGR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: SPECIAL & RESERVE DEPUTIES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
653	SPECIAL DEPUTY	10	0	Male	9	9	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
640	RESERVE DEPUTY	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
542	CORRECTIONAL OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>13</b>	<b>0</b>	<b>Male #</b>	<b>12</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>92.3</b>	<b>92.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>7.7</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: TREASURER

Job Code	JobTitle	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
504	ADMINISTRATIVE ASSOCIATE II	5	0	Male	0	0	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0	0
570	FISCAL ASSOCIATE II	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
615	OFFICE MANAGER II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>8</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

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# Eau Claire County

Snapshot Date: 12/31/2015

## Workforce Analysis

Organizational Unit: VETERAN'S SERVICES

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
509	ADMINISTRATIVE SPECIALIST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
520	ASSISTANT VETERANS SERVICE OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
658	VETERANS SERVICE DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>3</b>	<b>0</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>66.7</b>	<b>66.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.00</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>

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**Eau Claire County**  
**Eau Claire County**  
**Workforce Analysis Summary**

Snapshot Date: 12/31/2015

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	26	3	23	0	3	0	0	0	0	0	0	23	0	0	0	0	0	0		
AIRPORT	7	5	2	0	5	0	0	0	0	0	0	2	0	0	0	0	0	0		
CLERK OF COURTS	26	4	22	1	4	0	0	0	0	0	0	21	0	0	1	0	0	0		
CORPORATION COUNSEL	22	4	18	0	4	0	0	0	0	0	0	18	0	0	0	0	0	0		
COUNTY ADMINISTRATION	7	1	6	0	1	0	0	0	0	0	0	6	0	0	0	0	0	0		
COUNTY CLERK	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0		
DHS - ADULT SERVICES UNIT	29	4	25	0	4	0	0	0	0	0	0	25	0	0	0	0	0	0		
DHS EMPLOYMENT & ECONOMIC RESOURCE	39	5	34	4	5	0	0	0	0	0	0	30	1	0	3	0	0	0		
DHS FAMILY SERVICES UNIT	42	4	38	2	3	0	0	1	0	0	0	37	0	0	1	0	0	0		
DHS- ORGANIZATIONAL SERVICES DIVISION	13	1	12	1	1	0	0	0	0	0	0	11	0	0	1	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		
DISTRICT ATTORNEY	13	1	12	0	1	0	0	0	0	0	0	12	0	0	0	0	0	0		
EXTENSION	3	1	2	0	1	0	0	0	0	0	0	2	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		
FIELD SERVICES DIVISION	33	31	2	0	31	0	0	0	0	0	0	2	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		
HIGHWAY DEPARTMENT - LABOR	51	49	2	0	49	0	0	0	0	0	0	2	0	0	0	0	0	0		
HIGHWAY DEPARTMENT - SUPERVISORY	7	6	1	0	6	0	0	0	0	0	0	1	0	0	0	0	0	0		
HIGHWAY DEPARTMENT ADMINISTRATION	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0		
HUMAN RESOURCES	5	1	4	0	1	0	0	0	0	0	0	4	0	0	0	0	0	0		
INFORMATION SYSTEMS	12	7	5	1	7	0	0	0	0	0	0	4	0	0	1	0	0	0		
JUVENILE COURT INTAKE	5	3	2	1	2	0	0	1	0	0	0	2	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		

**Eau Claire County**  
**Eau Claire County**  
**Workforce Analysis Summary**

Snapshot Date: 12/31/2015

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
MAINTENANCE	15	9	6	0	9	0	0	0	0	0	0	6	0	0	0	0	0	0		
PARKS & FOREST - COUNTY PARKS	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0		
PARKS & FOREST - FORESTRY	7	6	1	0	6	0	0	0	0	0	0	1	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		
PLANNING & DEVELOPMENT	24	17	7	0	17	0	0	0	0	0	0	7	0	0	0	0	0	0		
PURCHASING & CENTRAL SERVICES	7	3	4	1	3	0	0	0	0	0	0	3	0	0	1	0	0	0		
REGISTER IN PROBATE	4	0	4	0	0	0	0	0	0	0	0	4	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		
SECURITY SERVICES DIVISION	63	44	19	1	43	0	1	0	0	0	0	19	0	0	0	0	0	0		
SHERIFF ADMINISTRATION	8	0	8	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0		
SPECIAL & RESERVE DEPUTIES	13	12	1	0	12	0	0	0	0	0	0	1	0	0	0	0	0	0		
TREASURER	8	0	8	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0		
VETERAN'S SERVICES	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0		
<b>Total (#)</b>	<b>552</b>	<b>247</b>	<b>305</b>	<b>16</b>	<b>241</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>295</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>Total (%)</b>		<b>44.7</b>	<b>55.3</b>	<b>2.9</b>	<b>43.7</b>	<b>0.5</b>	<b>0.2</b>	<b>0.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>53.4</b>	<b>0.2</b>	<b>0.2</b>	<b>1.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 1 - OFFICIALS/ADMINISTRATORS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	511	ADRC DIRECTOR	1	0	1	1	0
1	514	AIRPORT DIRECTOR	1	0	1	1	0
1	523	CAPTAIN	2	2	0	2	0
1	529	CHILDREN'S COURT SERVICES DIRECTOR	1	1	0	1	0
1	534	CLERK OF COURT	1	0	1	1	0
1	541	CORPORATION COUNSEL	1	1	0	1	0
1	543	COUNTY ADMINISTRATOR	1	0	1	1	0
1	565	FACILITIES DIRECTOR	1	1	0	1	0
1	568	FINANCE DIRECTOR	1	1	0	1	0
1	579	HIGHWAY COMMISSIONER	1	1	0	1	0
1	589	HUMAN RESOURCES DIRECTOR	1	0	1	1	0
1	592	INFORMATION SYSTEMS DIRECTOR	1	1	0	1	0
1	620	PARKS AND FOREST DIRECTOR	1	1	0	1	0
1	627	PLANNING AND DEVEL DIRECTOR	1	1	0	1	0
1	632	PURCHASING DIRECTOR	1	1	0	1	0
1	658	VETERANS SERVICE DIRECTOR	1	1	0	1	0
<b>Total (#)</b>			<b>17</b>	<b>12</b>	<b>5</b>	<b>17</b>	<b>0</b>
<b>Total (%)</b>				<b>70.6</b>	<b>29.4</b>	<b>100.00</b>	<b>0.0</b>

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 2A - OTHER PROFESSIONALS

EEO Cat		Job Code	Job Title	Total				
				EMP	MALE	FEMALE	WHITE	MIN
2	502	ACCOUNTANT	1	0	1	1	0	
2	503	ACCOUNTANT I	2	0	2	2	0	
2	507	ADMINISTRATIVE SERVICES DIVISION MGR	1	0	1	1	0	
2	512	ADRC MANAGER	1	0	1	1	0	
2	517	ASSISTANT CORPORATION COUNSEL	3	2	1	3	0	
2	520	ASSISTANT VETERANS SERVICE OFFICER	1	1	0	1	0	
2	525	CHIEF DEPUTY CLERK OF COURTS	1	0	1	1	0	
2	527	CHILD SUPPORT MANAGER	1	0	1	1	0	
2	528	CHILD SUPPORT SPECIALIST	8	1	7	8	0	
2	530	CHILDREN'S COURT SERVICES MANAGER	1	1	0	0	1	
2	545	CRIMINAL JUSTICE MANAGER	1	0	1	1	0	
2	548	DATA ANALYST	1	1	0	1	0	
2	549	DEPUTY CLERK SUPERVISOR	2	0	2	2	0	
2	553	DISABILITY BENEFIT SPECIALIST	2	1	1	2	0	
2	556	ECONOMIC SUPPORT CONSORTIUM MANAGER	1	0	1	1	0	
2	557	ECONOMIC SUPPORT CONSORTIUM SUPERVISOR	3	1	2	3	0	
2	559	ELDER BENEFIT SPECIALIST	2	0	2	2	0	
2	564	ENVIRONMENTAL ENGINEER	1	1	0	1	0	
2	567	FAMILY/CIRCUIT COURT COMMISSIONER	1	1	0	1	0	
2	626	FINANCIAL ANALYST	1	0	1	1	0	
2	573	FISCAL SERVICES MANAGER	1	1	0	1	0	
8	574	FORESTER	1	1	0	1	0	
2	580	HIGHWAY ENGINEER	1	1	0	1	0	
2	584	HOUSING MANAGER	1	0	1	1	0	
2	590	HUMAN RESOURCES ADVISOR I	1	0	1	1	0	
2	587	HUMAN RESOURCES ADVISOR II	2	0	2	2	0	

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 2A - OTHER PROFESSIONALS

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
2	597	LAND CONSERVATION MANAGER	1	0	1	1	0
2	598	LAND USE MANAGER	1	1	0	1	0
2	604	LIEUTENANT	2	1	1	2	0
2	611	NETWORK ADMINISTRATOR	1	1	0	1	0
2	613	NUTRITION PROGRAM SUPERVISOR	1	0	1	1	0
2	616	OPTIONS COUNSELOR	8	0	8	8	0
2	617	ORGANIZATIONAL SERVICES MANAGER	1	0	1	1	0
2	625	PAYROLL/BENEFITS MANAGER	1	0	1	1	0
2	628	PREVENTION PROGRAM COORDINATOR	1	0	1	1	0
2	637	REG IN PROBATE/CLERK OF JUVENILE COURT	1	0	1	1	0
2	642	SAFETY COORDINATOR	1	0	1	0	1
1	645	SENIOR PLANNER	1	1	0	1	0
<b>Total (#)</b>			<b>62</b>	<b>17</b>	<b>45</b>	<b>60</b>	<b>2</b>
<b>Total (%)</b>				<b>27.4</b>	<b>72.6</b>	<b>96.77</b>	<b>3.2</b>

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



**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	501	180 PROGRAM COORDINATOR	1	0	1	1	0
2	513	ADULT SERVICES MANAGER	1	1	0	1	0
2	515	AODA CASE MANAGER	4	2	2	4	0
2	524	CASE MANAGER	2	2	0	1	1
2	550	DEPUTY DIRECTOR- DHS	1	1	0	1	0
2	596	JUVENILE INTAKE WORKER	2	1	1	2	0
2	639	REGISTERED NURSE	3	1	2	3	0
2	646	SENIOR SOCIAL WORKER	4	0	4	4	0
2	651	SOCIAL WORK MANAGER	4	1	3	4	0
2	652	SOCIAL WORKER	51	1	50	50	1
2	657	TREATMENT COURTS PROGRAM SUPERVISOR	1	0	1	1	0
<b>Total (#)</b>			<b>74</b>	<b>10</b>	<b>64</b>	<b>72</b>	<b>2</b>
<b>Total (%)</b>				<b>13.5</b>	<b>86.5</b>	<b>97.30</b>	<b>2.7</b>

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 3 - TECHNICIANS

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	518	ASSISTANT SURVEYOR	1	1	0	1	0
3	522	BUILDING INSPECTOR	1	1	0	1	0
3	536	COMPUTER SUPPORT TECHNICIAN	4	2	2	4	0
3	538	CONSERVATION TECHNICIAN I	1	1	0	1	0
3	539	CONSERVATION TECHNICIAN II - AGRONOMIST	1	1	0	1	0
3	068	CUSTODIAN	1	1	0	1	0
3	562	EMERGENCY MANAGEMENT COORDINAOTR	1	1	0	1	0
3	563	ENGINEERING TECHNICIAN	1	0	1	1	0
3	576	GIS ADMINISTRATOR	1	1	0	1	0
3	577	GIS SPECIALIST	1	1	0	1	0
3	581	HIGHWAY SUPERINTENDENT	1	1	0	1	0
3	582	HIGHWAY SUPERVISOR	3	3	0	3	0
3	663	LAND USE TECHNICIAN	1	1	0	1	0
3	634	REAL PROPERTY LISTER	1	0	1	1	0
3	599	REAL PROPERTY SPECIALIST	1	1	0	1	0
3	649	SHOP SUPERVISOR	1	1	0	1	0
3	654	SURVEYOR I	1	1	0	1	0
3	655	SURVEYOR II	1	1	0	1	0
3	631	SYSTEMS ANALYST/PROJECT MANAGER	4	2	2	4	0
<b>Total (#)</b>			<b>27</b>	<b>21</b>	<b>6</b>	<b>27</b>	<b>0</b>
<b>Total (%)</b>				<b>77.8</b>	<b>22.2</b>	<b>100.00</b>	<b>0.0</b>

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 4 - PROTECTIVE SVC WKR

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	521	BAILIFF	4	4	0	4	0
4	532	CIVILIAN JAIL SERGEANT	3	3	0	2	1
4	533	CLASSIFICATION OFFICER (T)	1	1	0	1	0
4	542	CORRECTIONAL OFFICER	51	36	15	51	0
4	551	DETECTIVE	2	2	0	2	0
4	664	DETECTIVE (T)	1	1	0	1	0
4	552	DETECTIVE SERGEANT	1	1	0	1	0
4	555	DRUG INVESTIGATOR	2	2	0	2	0
4	560	ELECTRONIC MONITORING OFFICER (T)	1	0	1	1	0
4	586	HUBER COMPLIANCE OFFICER (T)	1	0	1	1	0
4	594	JUVENILE DETENTION WOKER	7	4	3	6	1
4	595	JUVENILE DETENTION WORKER (CALL IN)	11	7	4	9	2
4	623	PATROL DEPUTY	18	16	2	18	0
4	630	PROCESS SERVER	2	2	0	2	0
4	640	RESERVE DEPUTY	2	2	0	2	0
4	647	SERGEANT	5	5	0	5	0
4	653	SPECIAL DEPUTY	12	10	2	12	0
<b>Total (#)</b>			<b>124</b>	<b>96</b>	<b>28</b>	<b>120</b>	<b>4</b>
<b>Total (%)</b>				<b>77.4</b>	<b>22.6</b>	<b>96.77</b>	<b>3.2</b>

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 5 - PARAPROFESSIONALS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	519	ASSISTANT TO THE COUNTY ADMIN	1	0	1	1	0
5	526	CHIEF DEPUTY REGISTER OF DEEDS	1	0	1	1	0
5	535	COMMUNITY SERVICE COORDINATOR	1	0	1	1	0
5	540	COORDINATOR OF CHILD CARE	1	0	1	1	0
5	546	CRISIS RESPONSE COORDINATOR	1	0	1	1	0
5	554	DIVERSION PROGRAM COORDINATOR	2	1	1	2	0
5	558	ECONOMIC SUPPORT SPECIALIST	31	3	28	27	4
6	561	ELIGIBILITY SPECIALIST	1	0	1	1	0
5	575	FRAUD INVESTIGATOR	1	1	0	1	0
5	600	LEAD ECONOMIC SUPPORT SPECIALIST	2	0	2	2	0
5	614	OFFICE MANAGER I	1	0	1	1	0
5	615	OFFICE MANAGER II	1	0	1	1	0
5	635	RECORDS MANAGEMENT COORDINATOR	1	0	1	1	0
6	641	RESOURCE SPECIALIST	3	0	3	3	0
5	659	VICTIM WITNESS COORDINATOR	1	0	1	1	0
<b>Total (#)</b>			<b>49</b>	<b>5</b>	<b>44</b>	<b>45</b>	<b>4</b>
<b>Total (%)</b>				<b>10.2</b>	<b>89.8</b>	<b>91.84</b>	<b>8.2</b>

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 6 - ADMIN SUPPORT OFFC/CLER

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	504	ADMINISTRATIVE ASSOCIATE II	9	1	8	8	1
6	505	ADMINISTRATIVE ASSOCIATE III	5	0	5	5	0
6	506	ADMINISTRATIVE ASSOCIATE IV	5	1	4	5	0
6	508	ADMINISTRATIVE SPECIALIST I	11	0	11	10	1
6	509	ADMINISTRATIVE SPECIALIST II	11	1	10	11	0
6	510	ADMINISTRATIVE SPECIALIST III	7	0	7	7	0
6	667	CHIEF DEPUTY COUNTY CLERK	1	0	1	1	0
6	531	CIVIL PROCESS COORDINATOR	1	0	1	1	0
6	674	CIVILIAN JURY BAILIFF	6	4	2	6	0
6	569	FISCAL ASSOCIATE I	2	0	2	1	1
6	570	FISCAL ASSOCIATE II	8	1	7	8	0
6	571	FISCAL ASSOCIATE III	2	0	2	2	0
6	572	FISCAL ASSOCIATE IV	2	0	2	2	0
6	585	HOUSING SPECIALIST	1	0	1	1	0
6	588	HUM RES ASST	1	1	0	1	0
6	593	JUDICIAL ASSISTANT	4	0	4	4	0
6	601	LEAD PARTS AND INVENTORY SUPPORT	1	1	0	1	0
6	602	LEGAL SPECIALIST I	6	0	6	5	1
6	603	LEGAL SPECIALIST II	23	0	23	23	0
6	624	PAYROLL/BENEFITS ASSISTANT	1	0	1	1	0
6	629	PRINTING TECHNICIAN	1	1	0	1	0
6	633	PURCHASING SPECIALIST	1	0	1	1	0
6	644	SECURITY SUPPORT SPECIALIST	1	0	1	1	0
6	660	VICTIM WITNESS SPECIALIST	2	0	2	2	0
6	661	VOLUNTEER COORDINATOR	1	0	1	1	0

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

**Eau Claire County  
Eau Claire County  
Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 6 - ADMIN SUPPORT OFFC/CLER

**EEO**

<b>Total</b>				
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<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>	
			Total (#)	113	11	102	109	4
			Total (%)		9.7	90.3	96.46	3.5

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

**Eau Claire County  
Eau Claire County  
Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 7 - SKILLED CRAFT WKR

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	566	FACILITIES SUPERVISOR	1	1	0	1	0
7	578	HEAVY EQUIPMENT OPERATOR	9	9	0	9	0
7	606	MAINTENANCE TECHNICIAN	11	11	0	11	0
7	607	MAINTENANCE TECHNICIAN- LEAD	1	1	0	1	0
7	610	MECHANIC	5	5	0	5	0
7	662	WELDER	1	1	0	1	0
<b>Total (#)</b>			<b>28</b>	<b>28</b>	<b>0</b>	<b>28</b>	<b>0</b>
<b>Total (%)</b>				<b>100.0</b>	<b>0.0</b>	<b>100.00</b>	<b>0.0</b>

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

**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 8 - SERVICE MAINTENANCE

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
8	547	CUSTODIAN	8	2	6	8	0
8	583	HIGHWAY WORKER- FIELD	31	29	2	31	0
8	146	LABORER	1	1	0	1	0
8	605	MAINTENANCE SUPERVISOR	1	1	0	1	0
8	608	MEAL DELIVERY WORKER	3	1	2	3	0
8	609	MEAL SITE WORKER	1	1	0	1	0
8	618	PARK RANGER- LAKE ALTOONA	1	1	0	1	0
8	619	PARK RANGER- LAKE EAU CLAIRE	1	1	0	1	0
8	621	PARKS AND FOREST SUPERVISOR	1	1	0	1	0
8	622	PARTS & INVENTORY SUPPORT	2	2	0	2	0
8	636	RECYCLING ATTENDANT	7	6	1	7	0
8	650	SIGN AND MARKING SUPPORT	1	1	0	1	0
<b>Total (#)</b>			<b>58</b>	<b>47</b>	<b>11</b>	<b>58</b>	<b>0</b>
<b>Total (%)</b>				<b>81.0</b>	<b>19.0</b>	<b>100.00</b>	<b>0.0</b>

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



**Eau Claire County**  
**Eau Claire County**  
**Job Group Analysis Summary**

Snapshot Date: 12/31/2015

Job Group	Total										
	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	62	17	45	2	60	0	0	2	0	0	0
2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS	74	10	64	2	72	0	0	2	0	0	0
3 - TECHNICIANS	27	21	6	0	27	0	0	0	0	0	0
4 - PROTECTIVE SVC WKR	124	96	28	4	120	3	1	0	0	0	0
5 - PARAPROFESSIONALS	49	5	44	4	45	1	0	3	0	0	0
6 - ADMIN SUPPORT OFFC/CLER	113	11	102	4	109	0	1	3	0	0	0
7 - SKILLED CRAFT WKR	28	28	0	0	28	0	0	0	0	0	0
8 - SERVICE MAINTENANCE	58	47	11	0	58	0	0	0	0	0	0
<b>Total (#)</b>	<b>552</b>	<b>247</b>	<b>305</b>	<b>16</b>	<b>536</b>	<b>4</b>	<b>2</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>		<b>44.7</b>	<b>55.3</b>	<b>2.9</b>	<b>97.1</b>	<b>0.7</b>	<b>0.4</b>	<b>1.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Eau Claire County**  
**Eau Claire County**  
**ZIP Code Analysis**

Snapshot Date: 12/31/2015

**Data Used:** Employee

**Included Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Dunn+Eau Claire, Wisconsin	410	74.28	75.51
Chippewa+Rusk, Wisconsin	99	17.93	18.23
Buffalo+Jackson+Pepin+Trempealeau, Wisconsin	34	6.16	6.26
<b>Total:</b>	<b>543</b>	<b>98.37</b>	<b>100.00</b>

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Barron+Sawyer+Washburn, Wisconsin	2	0.36	0.00
Clark+Taylor, Wisconsin	1	0.18	0.00
Green Lake+Marquette+Waushara, Wisconsin	1	0.18	0.00
Ramsey, Minnesota	1	0.18	0.00
Burnett+Polk, Wisconsin	1	0.18	0.00
Pierce+St Croix, Wisconsin	1	0.18	0.00
Liberty and Nearby Counties, Florida	1	0.18	0.00
Boone, Missouri	1	0.18	0.00
<b>Total:</b>	<b>9</b>	<b>1.63</b>	<b>0.00</b>
<b>Included and Excluded Total:</b>	<b>552</b>	<b>100.00</b>	<b>100.00</b>

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 1 - OFFICIALS/ADMINISTRATORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	34.0	3.1	20.00	6.8	0.6	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	35.2	20.3	20.00	7.0	4.1	National
<b><u>Internal Factors</u></b>						
Feeders	72.5	3.5	60.00	43.5	2.1	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>57.3</b>	<b>6.8</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 2A - OTHER PROFESSIONALS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	59.1	2.5	40.00	23.6	1.0	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	56.0	28.1	30.00	16.8	8.4	National
<b><u>Internal Factors</u></b>						
Feeders	82.1	5.5	30.00	24.6	1.6	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>65.1</b>	<b>11.1</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	84.7	2.1	55.00	46.6	1.1	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	78.6	37.4	40.00	31.5	14.9	National
<b><u>Internal Factors</u></b>						
Feeders	76.4	6.3	5.00	3.8	0.3	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>81.9</b>	<b>16.4</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 3 - TECHNICIANS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	27.3	2.8	30.00	8.2	0.8	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	28.2	26.4	60.00	16.9	15.8	National
<b><u>Internal Factors</u></b>						
Feeders	38.0	1.9	10.00	3.8	0.2	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>28.9</b>	<b>16.8</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 4 - PROTECTIVE SVC WKR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	21.1	0.8	80.00	16.8	0.7	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	28.2	34.9	20.00	5.6	7.0	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>22.5</b>	<b>7.6</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 5 - PARAPROFESSIONALS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	83.4	5.2	50.00	41.7	2.6	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	73.7	31.8	10.00	7.4	3.2	National
<b><u>Internal Factors</u></b>						
Feeders	77.7	3.0	40.00	31.1	1.2	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>80.2</b>	<b>7.0</b>	



**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 6 - ADMIN SUPPORT OFFC/CLER

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	84.4	4.3	90.00	76.0	3.8	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	74.7	29.2	10.00	7.5	2.9	National
<b>Final Availability (%)</b>			<b>100.00</b>	<b>83.5</b>	<b>6.8</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 7 - SKILLED CRAFT WKR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	11.8	2.6	80.00	9.4	2.1	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	15.0	37.2	10.00	1.5	3.7	National
<b><u>Internal Factors</u></b>						
Feeders	26.1	0.4	10.00	2.6	0.0	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>13.5</b>	<b>5.8</b>	

**Eau Claire County**  
**Eau Claire County**  
**Availability Analysis**

Snapshot Date: 12/31/2015

**Job Group:** 8 - SERVICE MAINTENANCE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	21.9	3.7	90.00	19.7	3.4	Employee: Dunn+Eau Claire, Wisconsin - 75.51 %; Chippewa+Rusk, Wisconsin - 18.23 %; Buffalo+Jackson+Pepin+Trempealeau,
Reasonable	20.1	46.1	5.00	1.0	2.3	National
<b><u>Internal Factors</u></b>						
Feeders	0.0	0.0	5.00	0.0	0.0	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>20.7</b>	<b>5.7</b>	

**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**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 PROFESSIO	80.00	72.6	3.2	96.8	0.0	0.0	3.2	0.0	0.0	0.0	58.1	2.6	77.4	0.0	0.0	2.6	0.0	0.0	0.0
Eau Claire County	2B - SOCIAL WORKERS	5.00	86.5	2.7	97.3	0.0	0.0	2.7	0.0	0.0	0.0	4.3	0.1	4.9	0.0	0.0	0.1	0.0	0.0	0.0
Eau Claire County	3 - TECHNICIANS	5.00	22.2	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Eau Claire County	5 - PARAPROFESSIONA	10.00	89.8	8.2	91.8	2.0	0.0	6.1	0.0	0.0	0.0	9.0	0.8	9.2	0.2	0.0	0.6	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>72.5</b>	<b>3.5</b>	<b>96.5</b>	<b>0.2</b>	<b>0.0</b>	<b>3.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**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	22.2	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
Eau Claire County	5 - PARAPROFESSIONA	50.00	89.8	8.2	91.8	2.0	0.0	6.1	0.0	0.0	0.0	44.9	4.1	45.9	1.0	0.0	3.1	0.0	0.0	0.0
Eau Claire County	6 - ADMIN SUPPORT OF	40.00	90.3	3.5	96.5	0.0	0.9	2.7	0.0	0.0	0.0	36.1	1.4	38.6	0.0	0.4	1.1	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	5.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>82.1</b>	<b>5.5</b>	<b>94.5</b>	<b>1.0</b>	<b>0.4</b>	<b>4.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**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	22.6	3.2	96.8	2.4	0.8	0.0	0.0	0.0	0.0	4.5	0.6	19.4	0.5	0.2	0.0	0.0	0.0	0.0
Eau Claire County	5 - PARAPROFESSIONA	60.00	89.8	8.2	91.8	2.0	0.0	6.1	0.0	0.0	0.0	53.9	4.9	55.1	1.2	0.0	3.7	0.0	0.0	0.0
Eau Claire County	6 - ADMIN SUPPORT OF	20.00	90.3	3.5	96.5	0.0	0.9	2.7	0.0	0.0	0.0	18.1	0.7	19.3	0.0	0.2	0.5	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>76.4</b>	<b>6.3</b>	<b>93.7</b>	<b>1.7</b>	<b>0.3</b>	<b>4.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**AAP:** Eau Claire County  
**Job Group:** 3 - TECHNICIANS

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	5 - PARAPROFESSIONA	10.00	89.8	8.2	91.8	2.0	0.0	6.1	0.0	0.0	0.0	9.0	0.8	9.2	0.2	0.0	0.6	0.0	0.0	0.0		
Eau Claire County	6 - ADMIN SUPPORT OF	30.00	90.3	3.5	96.5	0.0	0.9	2.7	0.0	0.0	0.0	27.1	1.1	28.9	0.0	0.3	0.8	0.0	0.0	0.0		
Eau Claire County	7 - SKILLED CRAFT WKR	50.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0		
Eau Claire County	8 - SERVICE MAINTENAN	10.00	19.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0		
<b>Total:</b>		<b>100.00</b>										<b>38.0</b>	<b>1.9</b>	<b>98.1</b>	<b>0.2</b>	<b>0.3</b>	<b>1.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		

**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**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	90.3	3.5	96.5	0.0	0.9	2.7	0.0	0.0	0.0	76.7	3.0	82.0	0.0	0.8	2.3	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	10.0	0.0	0.0	0.0	0.0	0.0	0.0
Eau Claire County	8 - SERVICE MAINTENAN	5.00	19.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>77.7</b>	<b>3.0</b>	<b>97.0</b>	<b>0.0</b>	<b>0.8</b>	<b>2.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>



**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**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	90.3	3.5	96.5	0.0	0.9	2.7	0.0	0.0	0.0	9.0	0.4	9.6	0.0	0.1	0.3	0.0	0.0	0.0
Eau Claire County	8 - SERVICE MAINTENAN	90.00	19.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	17.1	0.0	90.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>										<b>26.1</b>	<b>0.4</b>	<b>99.6</b>	<b>0.0</b>	<b>0.1</b>	<b>0.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Eau Claire County**  
**Eau Claire County**  
**Internal Availability**

Snapshot Date: 12/31/2015

**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	100.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total:</b>		<b>100.00</b>												<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 1 - OFFICIALS/ADMINISTRATORS

**Test:** Whole Person

**Total Employees:** 17

<b>Total</b>
--------------

	FEMALE	MINORITY
Employees (#)	5	0
Employees (%)	29.4	0.0
Availability (%) Goal	57.3	6.8
Test: Whole Person	<b>YES</b>	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	4	1

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 2A - OTHER PROFESSIONALS

**Test:** Whole Person

**Total Employees:** 62

Total		
	FEMALE	MINORITY
Employees (#)	45	2
Employees (%)	72.6	3.2
Availability (%) Goal	65.1	11.1
Test: Whole Person	NO	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	0	4

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

**Test:** Whole Person

**Total Employees:** 74

<b>Total</b>
--------------

	FEMALE	MINORITY
Employees (#)	64	2
Employees (%)	86.5	2.7
Availability (%) Goal	81.9	16.4
Test: Whole Person	NO	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	0	10

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 3 - TECHNICIANS  
**Test:** Whole Person  
**Total Employees:** 27

	Total	
	FEMALE	MINORITY
Employees (#)	6	0
Employees (%)	22.2	0.0
Availability (%) Goal	28.9	16.8
Test: Whole Person	<b>YES</b>	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	1	4

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 4 - PROTECTIVE SVC WKR

**Test:** Whole Person

**Total Employees:** 124

Total		
	FEMALE	MINORITY
Employees (#)	28	4
Employees (%)	22.6	3.2
Availability (%) Goal	22.5	7.6
Test: Whole Person	NO	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	0	5

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 5 - PARAPROFESSIONALS

**Test:** Whole Person

**Total Employees:** 49

Total		
	FEMALE	MINORITY
Employees (#)	44	4
Employees (%)	89.8	8.2
Availability (%) Goal	80.2	7.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 6 - ADMIN SUPPORT OFFC/CLER

**Test:** Whole Person

**Total Employees:** 113

Total		
	FEMALE	MINORITY
Employees (#)	102	4
Employees (%)	90.3	3.5
Availability (%) Goal	83.5	6.8
Test: Whole Person	NO	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	0	3

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 7 - SKILLED CRAFT WKR  
**Test:** Whole Person  
**Total Employees:** 28

Total		
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	13.5	5.8
Test: Whole Person	<b>YES</b>	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	3	1

**Eau Claire County**  
**Eau Claire County**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 12/31/2015

**Job Group:** 8 - SERVICE MAINTENANCE

**Test:** Whole Person

**Total Employees:** 58

Total		
	FEMALE	MINORITY
Employees (#)	11	0
Employees (%)	19.0	0.0
Availability (%) Goal	20.7	5.7
Test: Whole Person	<b>YES</b>	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	1	3

**Eau Claire County**  
**Eau Claire County**  
**Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1 - OFFICIALS/ADMINISTRATORS	17	Females	5	29.41%	57.50%	3	2	66.67%	YES
		Minority	0	0.00%	6.90%		0	0.00%	NO
2A - OTHER PROFESSIONALS	57	Females	40	70.18%	10.20%	10	5	50.00%	NO
		Minority	2	3.51%			0	0.00%	
2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS	76	Females	68	89.47%	16.40%	1	1	100.00%	NO
		Minority	2	2.63%			0	0.00%	
3 - TECHNICIANS	25	Females	5	20.00%	27.30%	3	1	33.33%	YES
		Minority	0	0.00%	17.00%		0	0.00%	NO
4 - PROTECTIVE SVC WKR	113	Females	29	25.66%	7.90%	16	4	25.00%	NO
		Minority	4	3.54%			0	0.00%	
6 - ADMIN SUPPORT OFFC/CLER	102	Females	98	96.08%	8.00%	13	10	76.92%	NO
		Minority	3	2.94%			0	0.00%	
7 - SKILLED CRAFT WKR	23	Females	0	0.00%	7.10%	7	0	0.00%	NO
		Minority	0	0.00%	4.60%		0	0.00%	NO
8 - SERVICE MAINTENANCE	43	Females	10	23.26%	4.40%	10	0	0.00%	NO
		Minority	0	0.00%			0	0.00%	

\* Placements consist of hires and promotions into the target job group from 1/1/2015 to 12/31/2015

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 1 - OFFICIALS/ADMINISTRATORS

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	47	54	0	101	1	1	2	0	0	0	3	0	3
Afr. Amer.	6	1	0	7	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)	2	1	2	5									
<b>Total</b>	<b>56</b>	<b>56</b>	<b>2</b>	<b>114</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>
<b>Total Minority</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 2A - OTHER PROFESSIONALS

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	164	351	0	515	5	4	9	0	0	0	2	4	6
Afr. Amer.	3	3	1	7	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	9	18	0	27	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	1	0	3	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	7	2	10									
<b>Total</b>	179	380	3	562	5	4	9	0	0	0	2	4	6
<b>Total Minority</b>	14	22	1	37	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	0	0	0	0	1	1	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

# Eau Claire County

## Eau Claire County

### Personnel Transactions Summary

Snapshot Date: 12/31/2015

Job Group: 2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	12	49	0	61	0	1	1	0	0	0	0	2	2
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	0	1	0	1	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)	0	0	0	0									
<b>Total</b>	13	52	0	65	0	1	1	0	0	0	0	2	2
<b>Total Minority</b>	1	3	0	4	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 3 - TECHNICIANS

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	94	49	0	143	2	1	3	0	0	0	2	0	2
Afr. Amer.	2	1	0	3	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	2	0	4	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	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	0	1	3									
<b>Total</b>	102	52	1	155	2	1	3	0	0	0	2	0	2
<b>Total Minority</b>	6	3	0	9	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0



**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 4 - PROTECTIVE SVC WKR

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	224	122	1	347	12	4	16	1	0	1	8	6	14
Afr. Amer.	11	0	0	11	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	4	3	0	7	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	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)	3	3	0	6									
<b>Total</b>	<b>243</b>	<b>128</b>	<b>1</b>	<b>372</b>	<b>12</b>	<b>4</b>	<b>16</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>14</b>
<b>Total Minority</b>	<b>16</b>	<b>3</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 5 - PARAPROFESSIONALS

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	72	421	0	493	1	8	9	1	0	1	1	13	14
Afr. Amer.	7	4	1	12	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	3	18	0	21	0	1	1	0	0	0	0	0	0
Nat. Amer.	4	4	0	8	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	4	7									
<b>Total</b>	<b>87</b>	<b>449</b>	<b>5</b>	<b>541</b>	<b>1</b>	<b>9</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>13</b>	<b>14</b>
<b>Total Minority</b>	<b>14</b>	<b>26</b>	<b>1</b>	<b>41</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	2	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 6 - ADMIN SUPPORT OFFC/CLER

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	125	1,152	2	1279	3	10	13	0	0	0	0	9	9
Afr. Amer.	6	8	0	14	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	9	22	0	31	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	8	0	11	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	10	1	11									
<b>Total</b>	143	1200	3	1346	3	10	13	0	0	0	0	9	9
<b>Total Minority</b>	18	38	0	56	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	3	0	0	0	0	4	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	0	3	3	0	0	0	0	4	4
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 7 - SKILLED CRAFT WKR

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	120	5	0	125	5	0	5	0	0	0	6	0	6
Afr. Amer.	0	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	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)	0	0	1	1									
<b>Total</b>	120	5	1	126	5	0	5	0	0	0	6	0	6
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	0	2	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	0	0	0	2	0	2	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Eau Claire County**  
**Eau Claire County**  
**Personnel Transactions Summary**

Snapshot Date: 12/31/2015

Job Group: 8 - SERVICE MAINTENANCE

Transaction Dates: 01/01/2015 To 12/31/2015

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	198	27	1	226	10	0	10	1	0	1	2	0	2
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	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)	1	0	0	1									
<b>Total</b>	201	27	1	229	10	0	10	1	0	1	2	0	2
<b>Total Minority</b>	2	0	0	2	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	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
<b>Total</b>	2	0	2	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Eau Claire County**

**Eau Claire County**

**Data Collection Analysis/Hiring Benchmark (Protected Veterans)\***

Current Snapshot Date: 12/31/2015

<b>Category</b>	<b>12/31/15</b>
Job Openings	69
Jobs Filled	69
Applicants for all jobs	3,571
Applicants who self-identified as Protected Veterans	197
Applicants Hired	69
Protected Veterans Hired	0
Hiring Benchmark**	7.0
Overall protected veterans hired (%)	0.0

\* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

\*\* Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

## Eau Claire County

### Eau Claire County

#### Data Collection Analysis/Utilization Analysis (Disability)\*

Current Snapshot Date: 12/31/2015

Category	12/31/15		
Job Openings	69		
Jobs Filled	69		
Applicants for all jobs	3,571		
Applicants who self-identified as individual(s) with Disability	154		
Applicants Hired	69		
Individual(s) with Disability Hired	0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	3.1		
Job Group	EE #	EE IWD #	EE IWD %
1 - OFFICIALS/ADMINISTRATORS	17	0	0.0
2A - OTHER PROFESSIONALS	62	0	0.0
2B - SOCIAL WORKERS & COUNSELING PROFESSIONALS	74	0	0.0
3 - TECHNICIANS	27	0	0.0
4 - PROTECTIVE SVC WKR	124	0	0.0
5 - PARAPROFESSIONALS	49	0	0.0
6 - ADMIN SUPPORT OFFC/CLER	113	0	0.0
7 - SKILLED CRAFT WKR	28	0	0.0
8 - SERVICE MAINTENANCE	58	0	0.0

\* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

\*\* Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

## REPORT TO THE COMMITTEE ON HUMAN RESOURCES

### Action Required

<b>Meeting Date:</b> October 14, 2016		Information-Discussion		
<b>Agenda Item No. 7</b>		Direction to Staff		
<b>Department:</b> Human Resources	<b>X</b>	Approval-Denial		
<b>Subject:</b> Update to the Eau Claire County Policy Manual: <ul style="list-style-type: none"> <li>• 427 – LEAVES – ORGAN DONATION</li> </ul>		Requires Recommendation to:		
		County Board		
		Other:		
		Form:		Ordinance
				Resolution
<b>Bargaining Unit Involved:</b> N/A			Report	
<b>Prepared by:</b> J. Gower		Other Action:		
<b>Reviewed by:</b> J. Mangus				

Human Resources is recommending the following revisions to the Eau Claire County Policy Manual: The Bone Marrow and Organ Donation Leave Act requires that all employers with 50 or more permanent employees must allow employees up to six (6) weeks leave in a 12-month period for the purpose of serving as a bone marrow or organ donor, if the employee provides his or her employer with written verification that the employee is to serve as a bone marrow or organ donor.

The Committee is asked to review and approve this new policy.



## **POLICY 427 LEAVE – BONE MARROW AND ORGAN DONATION**

- 1. Purpose.** Bone marrow and organ donation leave is available to employees as specified below. The intent of this Policy is to comply with the Wisconsin Bone Marrow and Organ Donor Leave law (WDLA). Should this policy conflict in any way with the applicable federal and state statutes or regulations, the statutes, or regulations will control.
- 2. Eligibility.**
  - 2.1 Employees who have been employed by the County for fifty-two (52) consecutive weeks and who have worked one thousand (1,000) hours during the preceding fifty-two (52) weeks are eligible for the leave provided under Wisconsin law. Wisconsin Bone Marrow and Organ Donation leave is separate from and does not run concurrently with Wisconsin or Federal Family and Medical Care Act leave.
- 3. Length of Leave.**
  - 3.1 The Wisconsin Bone Marrow and Organ Donation Leave Law provides six (6) weeks of unpaid leave to serve as a bone marrow or organ (e.g., kidneys, partial livers, partial lungs, partial pancreas, partial intestine) donor in a calendar year. Leave may be taken only for the period necessary for the employee to undergo the donation procedure and to recover from it. If more than six (6) weeks are necessary, refer to Eau Claire County's FMLA policy.
- 4. Employee Requirements.**
  - 4.1 An employee requesting Bone Marrow and Organ Donation (WDLA) leave must provide Eau Claire County with medical certification by the health care provider of the bone marrow/organ donee or of the employee (whichever is applicable) that a transplant or donation is to occur and the amount of time expected for recovery.
  - 4.2 Employees must make reasonable effort to schedule the procedure so that it does not unduly disrupt the employer's operations, and give advance notice in a reasonable and practicable manner
- 5. Using Paid Leave While on Unpaid WDLA Leave.**
  - 5.1 The substitution of paid time for unpaid Wisconsin Bone Marrow and Organ Donation Leave (WDLA) time does not extend the length of WDLA leave - the paid time runs concurrently with an employee's WDLA entitlement.

## **POLICY 412 LEAVE – BONE MARROW AND ORGAN DONATION**

Effective Date: July 1, 2016

*Eau Claire County*  
Employee Policy Manual

6. Insurance and Benefits.

- 6.1 Payment of Premiums. While an employee is on leave, the County will maintain group health insurance coverage under the conditions that applied before the leave began. If prior to the leave, the employee was required to participate in the premium payments, the employee is required to continue with payment of his/her share of the premiums while on leave. An employee's failure to make the required payments may result in termination of the employee's insurance coverage.
- 6.1.1 Unless the County notifies employees of other arrangements, whenever employees are receiving pay from the County during WDLA leave, the County will deduct the employee portion of the group health plan premium from the employee's paycheck in the same manner as if the employee was actively working. If leave is unpaid, employees must pay their portion of the group health premium through a method determined by the County.
- 6.2 Termination of Benefits. The County's obligation to maintain health benefits will stop if and when (1) an employee informs the County of intent not to return to work at the end of the leave period; (2) the employee fails to return to work when the leave entitlement is used up; or (3) the employee fails to make any required payments while on leave after appropriate waiting periods and time periods as specified by law. The County's obligation to maintain health care coverage ceases if an employee's premium payment is more than 30 days late. If an employee's payment is more than 15 days late, the County will send a letter notifying the employee that coverage will be dropped on a specified date unless the co-payment is received before that date.
- 6.3 Recovery of Premium Payments. If the County chooses to do so, it may pay an employee's required premium payments while the employee is on leave. If the County does so and an employee does not immediately repay the County upon the employee's return to work, the County will deduct the amount of the payments from the employee's paycheck.
- 6.3.1 The County has the right to collect from an employee the health insurance premiums the County paid during a period of unpaid leave if the employee does not return to work after the leave entitlement has been exhausted or expired. Such premium amounts may be deducted from any compensation owed to the employee upon termination of employment. An employee must return to work for at least thirty (30) calendar days in order to be considered to have "returned" to work. However, an employee's liability to repay health insurance premiums does not apply if his/her

failure to return to work is due to a serious health condition or specific circumstances beyond the control of the employee.

7. Return from Leave.

- 7.1 Prior to an employee returning to work, the Human Resources department must receive a Release to Work document from the employee's doctor.
- 7.2 An employee returning from Bone Marrow and Organ Donation Leave will return to his or her old position, if vacant, at the time the employee returns to work. If the position is no longer vacant, the employee may be offered an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.
- 7.3 The determination as to how an employee is to be restored to "an equivalent position" upon return from WDLA leave is made on the basis of established policies and practices, and provisions of the Wisconsin Donor Leave Act.

Employees should contact Human Resources at 715-839-4710 if they have any questions regarding this policy.

DRAFT