

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**ST. CROIX COUNTY
1101 Carmichael Road
Hudson, WI 54016
(715) 386-4600**

January 1, 2023 - December 31, 2023

PART I: AAP FOR MINORITIES AND WOMEN

**PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES**

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ST. CROIX COUNTY AAP

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ST. CROIX COUNTY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

January 1, 2023 - December 31, 2023

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, St. Croix County has designated the following personnel for designing and ensuring the effective implementation of the company's Affirmative Action Programs.

Human Resources Director

The Human Resources Director is responsible for overall supervision of the AAP. The Human Resources Director ensures, through the department managers and supervisors, that all relevant policies and procedures are adhered to. The Human Resources Director's responsibilities include, but are not limited to, the following:

1. Ensure that ST. CROIX COUNTY adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with ST. CROIX COUNTY's stated policy.
3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.
4. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
5. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
6. Ensure that all new employees receive a special orientation to ST. CROIX COUNTY's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
7. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
8. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
9. 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.

10. Review, report on, and update ST. CROIX COUNTY's AAP at least on an annual basis in accordance with stated policy.
11. 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.
12. Conduct periodic audits to ensure all required posters and those advertising ST. CROIX COUNTY's equal employment opportunity policies and AAP are displayed and that ST. CROIX COUNTY's equal employment opportunity and AAP policies are being thoroughly communicated.

Managers and Supervisors

In their direct day-to-day contact with ST. CROIX 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 AAP. These include, but are not limited to, the following:

1. Aggressively adhere to ST. CROIX COUNTY's equal employment opportunity and affirmative action policy.
 - a. Support and assist the Human Resources Director in developing, maintaining, and successfully implementing the AAP.
 - 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 ST. CROIX COUNTY's policy.
4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

CHAPTER 2: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(b)

St. Croix County performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity might exist. At a minimum, St. Croix County evaluates:

1. The workforce by organizational unit and AAP job group to determine whether there are problems of minority or female utilization (*i.e.*, employment in the unit or AAP group), or of minority or female distribution (*i.e.*, placement in the different jobs within the unit or AAP job group);
2. Personnel activity (applicant flow, hires, terminations, promotions, and other personnel actions) to determine whether there are selection disparities;
3. Compensation systems to determine whether there is gender-, race-, or ethnicity-based disparities;
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of minorities or women; and
5. Any other areas that might impact the success of the affirmative action program.

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 3 of this AAP.

CHAPTER 3: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(c)

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

Action-Oriented Program (AOPs):

The action-oriented programs designed to address the underutilization of women and minorities, the utilization goal set for individuals with disabilities, and the hiring benchmark for the protected veterans are listed below. These action-oriented programs will be carried-out throughout the AAP year. Evaluation of these AOPS will be conducted at least annually. The Human Resources Director, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. St. Croix County will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of any job announcements through other media (e.g., newspapers, using other on-line job posting services such as Indeed.com, Monster.com, LinkedIn, etc.)
2. Due to the extensive technical education and experience required for some positions, St. Croix County will also continue to place job opportunity announcements in the company website, and in national newspaper when appropriate.
3. Job advertisements will always carry an appropriate EEO tagline.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. St. Croix County will participate in job fairs if there are enough opening to warrant participation.
6. St. Croix County will consider targeting universities based in part on the high-level of diversity of its student body.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions and are consistent for the same position from one location to another.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, gender, religion, national origin, sexual orientation, gender identity, disability, or veteran status.

3. Make available approved position specifications and worker specifications to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. St. Croix County will continue to use only worker specifications that include job-related criteria.
5. St. Croix 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. Minority and female employees can be made available for participation in Career Days and related activities in the community, as desired.
2. St. Croix County will continue to post or announce job opportunities.
3. St. Croix County will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
4. Establish, whenever feasible, formal career counseling programs to include attitude development, education, aid, job rotation, buddy system, and similar program.
5. Require supervisory personnel to submit justification when qualified minority or female employees are passed over for upgrading.
6. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
7. Encourage all employees to participate in facilities and company-sponsored social and recreational activities.
8. St. Croix County will continue to use our formal employee evaluation program. The performance Appraisal is used for annual reviews for all employees.

CHAPTER 4: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(d)

The St. Croix 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 appropriate levels of management; and
4. Advises top management of program effectiveness and submit recommendations for improvement.

ST. CROIX COUNTY

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

FOR

January 1, 2023 - December 31, 2023

PART II

AAP 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 St. Croix 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. St. Croix 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, St. Croix County is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and qualified employees with disabilities at all levels, including the executive level. 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 based on an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. St. Croix County will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

1. 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:
2. Filing a complaint;
3. 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;
4. 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
5. 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. St. Croix County's EEO policy and affirmative action obligations include the full support from County Administrator, Ken Witt.

Human Resources Director has been delegated as the person in charge of overseeing the annual preparation and implementation of the Affirmative Action Program. St. Croix County will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

The St. Croix County is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. The St. Croix County 's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the St. Croix County 's legal duty to furnish the information.

It is also St. Croix County's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, St. Croix County will safeguard the fair and equitable treatment of protected veteran spouses and family members regarding all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local Human Resources representative. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a local Human Resources representative.

(Signature)

Ken Witt
County Administrator

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. St. Croix County periodically conduct 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. 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.
3. The company ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
4. The company provides reasonable accommodations, unless such accommodations will cause undue hardship to the company, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
5. The company ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

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 they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: 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.)

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS

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

St. Croix 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. Such reasonable accommodations are implemented in the company's electronic and/or online application systems. The company ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. St. Croix County will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: (a) the employee is having significant difficulty with job performance, and (b) it is reasonable to conclude that the problem is related to the known disability.

Employees may notify their direct supervisor or contact the HR department at any time to formally request an accommodation.

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

St. Croix County has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to protected characteristics. A copy of the sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities and/or protected veterans are available for distribution to new as well as to existing employees.

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

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

Based upon St. Croix 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 Human Resources Director.

1. Undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit protected veterans and individuals with disabilities.
2. List with the State Employment Development Department all suitable job openings.

The exemptions for posting jobs are when positions are,

- a. executive and top management positions,
 - b. positions that will be filled from within the contractor's organization,
 - c. and positions lasting three days or less.
3. Send written notification of the Company's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part.
 4. Annually review the outreach and recruitment efforts taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans and individuals with disabilities. Identify and implement alternative efforts, if previous efforts are not effective.
 5. Ensure that activities undertaken to comply with the obligations of this section are documented and such documents are retained for a period of three (3) years.

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

To gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities St. Croix County will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Human Resources Director. The following policies and procedures are designed to foster support and understanding from St. Croix County 's executive staff, management, supervisors, and other employees to encourage all employees to take the necessary actions to aid St. Croix County in meeting its obligations.

1. Include the policy in the St. Croix County 's policy manual and other in-house publications.
2. Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
3. Discuss the policy thoroughly in both employee orientation and management training programs.
4. If applicable, inform union officials of the contractor's policy, and request their cooperation.
5. Post the policy on Company bulletin boards, along with the Company's harassment policy which includes protection from harassment on the basis of disability.

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

St. Croix County has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of St. Croix County 's overall affirmative action program and whether the company is in compliance with specific obligations.
2. Indicates the need for remedial action. Any corrective actions will be the responsibility of the Human Resources Director.
3. Measures the degree to which St. Croix 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. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.
5. Ensures that outreach activities are documented and that such documents are kept for at least a period of three (3) years.

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, St. Croix County has designated Human Resources Director with overall responsibility of preparing and implementing the organization's annual affirmative action programs in accordance with the OFCCP's regulations.

Human Resources Director

The Human Resources Director is responsible for overall supervision of the AAP. 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 AAP.
3. Collaborating with Senior Management on EEO and AAP 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 Company's AA programs and to direct corrective actions where necessary.
6. Ensuring that the AAP is updated annually for all establishments.
7. Providing guidance to the 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. Ensuring that relevant staff, (i.e., 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.
9. Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
10. Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the Company'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 Company-sponsored educational,

training, recreation and social activities.

11. 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.
12. Ensuring the Company's VETS 4212 form is filed annually with the Veterans' Employment and Training Service (VETS).
13. 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.
14. ST. CROIX COUNTY conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. ST. CROIX 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 AAP policies are being utilized appropriately and thoroughly communicated.
15. Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.

Managers and Supervisors

In their direct day-to-day contact with the Company's employees, managers and supervisors have assumed certain responsibilities to help ST. CROIX COUNTY ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

1. Aggressively adhering to the Company's equal employment opportunity policy.
2. Supporting and assisting the Human Resources Director and Human Resources Director in developing, maintaining, and successfully implementing the AAP.
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 AAP 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)

St. Croix County trains all employees involved 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)

ST. CROIX COUNTY has adopted the current national percentage of veterans in the civilian labor force of 5.5% as its hiring benchmark for protected veterans. ST. CROIX COUNTY will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.5% hiring benchmark is applied to each job group within ST. CROIX COUNTY.

ST. CROIX COUNTY also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. ST. CROIX COUNTY will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied *to each job group* within ST. CROIX COUNTY.

ST. CROIX COUNTY has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. ST. CROIX COUNTY will continue to monitor and update these studies periodically during each AAP 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 AAP.

**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9091	Administrative Assistant to the County Administrator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
8082	Public Information Officer - Communications Specialist	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
1007	County Administrator	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		3	0	Male #	2	2	0	0	0	0	0	
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0		
				Female%	33.3	33.3	0.0	0.0	0.0	0.0		

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(-) 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.

**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Child Support

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8032	Customer Services Representative	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6022	Child Support Specialist I	5	2	Male	0	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0	0
6034	Child Support Specialist II	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6078	Child Support Administrator	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		9	2	Male #	1	1	0	0	0	0	0	0	0
Grand Total %			22.2	Male %	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	6	0	2	0	0	0	0	0
				Female%	88.9	66.7	0.0	22.2	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Circuit Court

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1058	Legal Assistant	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6162	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
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Clerk of Court

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6126	Civilian Bailiff	4	0	Male	3	3	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
5009	Court Clerk I	6	1	Male	1	1	0	0	0	0	0		
				Female	5	4	0	1	0	0	0		
1129	Financial Associate I	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
1153	Court Clerk II	3	0	Male	0	0	0	0	0	0	0		
				Female	3	3	0	0	0	0	0		
1060	Financial Associate II	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
5054	Court Clerk Lead Worker	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
1029	Administrative Services Supervisor	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
1004	Clerk of Court	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
Grand Total #		18	2	Male #	4	4	0	0	0	0	0		
Grand Total %			11.1	Male %	22.2	22.2	0.0	0.0	0.0	0.0	0.0		
				Female #	14	12	0	2	0	0	0		
				Female%	77.8	66.7	0.0	11.1	0.0	0.0	0.0		

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Community Development

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6003	Office Associate	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8099	Planning/GIS Intern	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1062	Administrative Associate II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8020	Planning/GIS Technician LTE	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1060	Financial Associate II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1089	Real Property Analyst	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1086	Land Use Technician II	3	0	Male	3	3	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8101	Marketing Coordinator	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8055	Water Resources and Outreach Specialist	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1127	Property Manager	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6137	Recycling Specialist	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8092	Conservation Planner	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1029	Administrative Services Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8093	Land Use Planner	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Community Development

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8056	Parks Administrator	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1088	Planner	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1057	GIS Anlyst II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6139	Senior Planner	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1084	Land Use Administrator	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1092	Resource Management Administrator	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1087	Planning & Land Information Admin	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1038	Community Development Director	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		31	0	Male #	19	19	0	0	0	0	0	0	
Grand Total %			0.0	Male %	61.3	61.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	12	12	0	0	0	0	0	0	
				Female%	38.7	38.7	0.0	0.0	0.0	0.0	0.0	0.0	

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Corporation Counsel

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1058	Legal Assistant	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1043	Paralegal	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6108	Assistant Corporation Counsel	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
6111	Corporation Counsel	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		5	0	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: County Board of Supervisors

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1006	County Board Supervisor	45	1	Male	26	25	0	0	1	0	0	0
				Female	19	19	0	0	0	0	0	0
		Grand Total #	45	1	Male #	26	25	0	0	1	0	0
		Grand Total %		2.2	Male %	57.8	55.6	0.0	0.0	2.2	0.0	0.0
					Female #	19	19	0	0	0	0	0
					Female%	42.2	42.2	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: County Clerk

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8048	Videographer	4	1	Male	3	3	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
5004	Second Deputy	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
5027	First Deputy	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1001	County Clerk	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		9	1	Male #	3	3	0	0	0	0	0	0	0
Grand Total %			11.1	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	1	0	0	0	0	0
				Female%	66.7	55.6	0.0	11.1	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: District Attorney

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1096	Diversion Program Case Worker	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1058	Legal Assistant	6	0	Male	0	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
1113	Diversion Program Case Mgmt Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1075	Lead Legal Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6027	Victim Witness Program Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1115	Diversion Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6176	Victim Witness Legal Advocate	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6038	Victim Witness Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1029	Administrative Services Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		15	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	6.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	14	14	0	0	0	0	0	0
				Female%	93.3	93.3	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Emergency Support Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1118	Emergency Support Services Program Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4012	Emergency Management Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: ESS - Emergency Communications

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5037	Emergency Telecommunicator	11	1	Male	4	4	0	0	0	0	0	0
				Female	7	6	0	0	0	0	0	1
8021	Reserve Telecommunicator	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1112	Emergency Telecommunications Supervisor	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5043	Emergency Communications Systems Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6175	Emergency Communications Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		19	2	Male #	9	8	0	1	0	0	0	0
Grand Total %			10.5	Male %	47.4	42.1	0.0	5.3	0.0	0.0	0.0	0.0
				Female #	10	9	0	0	0	0	0	1
				Female%	52.6	47.4	0.0	0.0	0.0	0.0	0.0	5.3

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Facilities

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2047	Housekeeper	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
8027	Lead Housekeeper	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8047	Facilities Lead Custodian	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5031	Facilities Custodian	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8028	Facilities Technician I	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5032	Facilities Technician II	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8022	Facilities Operation Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8091	Facilities Project Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1070	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	0	Male #	9	9	0	0	0	0	0	0
Grand Total %			0.0	Male %	56.3	56.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	7	0	0	0	0	0	0
				Female%	43.8	43.8	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Finance

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1060	Financial Associate II	11	1	Male	2	1	1	0	0	0	0	0	0
				Female	9	9	0	0	0	0	0	0	
1129	Financial Associate I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8018	Lead Finance Specialist	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
6133	Accounts Receivable Supervisor	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1072	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8058	Assistant Finance Director	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		17	1	Male #	3	2	1	0	0	0	0	0	
Grand Total %			5.9	Male %	17.6	11.8	5.9	0.0	0.0	0.0	0.0	0.0	
				Female #	14	14	0	0	0	0	0	0	
				Female%	82.4	82.4	0.0	0.0	0.0	0.0	0.0	0.0	

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Health Care Campus

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2040	Certified Nursing Assistant	40	4	Male	7	6	1	0	0	0	0	0	
				Female	33	30	1	0	1	0	0	1	
8039	Personal Care Assistant	15	1	Male	2	2	0	0	0	0	0	0	
				Female	13	12	1	0	0	0	0	0	
2048	Activity Aide	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
1203	Ward Clerk	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
8040	Staffing Administrative Assistant	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8038	Dementia Certified Nursing Assistant	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
2039	Licensed Practical Nurse	5	0	Male	2	2	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
6053	Registered Nurse	11	0	Male	1	1	0	0	0	0	0	0	
				Female	10	10	0	0	0	0	0	0	
1020	Activity Manager	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1009	Nurse Supervisor	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
1027	Director of Social Services	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8063	Nurse Educator	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8066	Campus Director of Nursing	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
8067	Health Care Campus Administrator	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Health Care Campus

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	87	5	Male #	12	11	1	0	0	0	0	0
	Grand Total %		5.7	Male %	13.8	12.6	1.1	0.0	0.0	0.0	0.0	0.0
				Female #	75	71	2	0	1	0	0	1
				Female%	86.2	81.6	2.3	0.0	1.1	0.0	0.0	1.1

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Administration

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1062	Administrative Associate II	3	0	Male	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
7043	Records Technician	6	0	Male	0	0	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0	0
5060	Executive Administrative Assistant	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6146	Records Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8107	HHS Deputy Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6117	HHS Director	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		13	0	Male #	1	1	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	7.7	7.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	12	12	0	0	0	0	0	0	0
				Female%	92.3	92.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - ADRC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6119	Nutrition Program Manager	15	0	Male	0	0	0	0	0	0	0	0
				Female	15	15	0	0	0	0	0	0
7026	Transportation Driver	20	0	Male	16	16	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
6202	Nutrition Program Aide	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6120	Nutrition Program Cook	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6200	Outreach Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6201	Day-Away Program Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1059	Program Support Associate I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1018	Nutrition Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8098	Elder Benefit Specialist	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8100	Disability Benefit Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8071	Health and Human Services Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8109	Caregiver Support Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1076	Social Worker II	6	0	Male	0	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
1010	ADRC Administrator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - ADRC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	55	0	Male #	16	16	0	0	0	0	0	0
	Grand Total %		0.0	Male %	29.1	29.1	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	39	39	0	0	0	0	0	0
				Female%	70.9	70.9	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Behavioral Health

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1164	Behavioral Health Technician	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
1059	Program Support Associate I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8061	Case Manager	6	0	Male	2	2	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
1063	Substance Abuse Counselor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8075	Clinical Substance Abuse Counselor	4	1	Male	2	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1076	Social Worker II	4	0	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
8104	Clinical Substance Abuse Counselor - Clinical Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8060	CSP - Clinical Coordinator	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1017	Behavioral Health Nurse	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6089	Mental Health Therapist	4	0	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
1140	AODA Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1103	Behavioral Health Supervisor	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Behavioral Health

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	30	1	Male #	7	6	1	0	0	0	0	0
	Grand Total %		3.3	Male %	23.3	20.0	3.3	0.0	0.0	0.0	0.0	0.0
				Female #	23	23	0	0	0	0	0	0
				Female%	76.7	76.7	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - CCS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8061	Case Manager	7	0	Male	1	1	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0	0
8035	Regional Project Manager	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1076	Social Worker II	9	0	Male	1	1	0	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	0	0
8062	Mental Health Professional	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
8105	Lead Social Worker	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8071	Health and Human Services Supervisor	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
1103	Behavioral Health Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8026	CCS Service Director	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8073	CCS Administrator	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		25	0	Male #	5	5	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	20	20	0	0	0	0	0	0	0
				Female%	80.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Children Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8025	Community Tracker	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1062	Administrative Associate II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7039	Program Support Associate II	7	0	Male	0	0	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
8061	Case Manager	10	1	Male	0	0	0	0	0	0	0	0
				Female	10	9	0	1	0	0	0	0
1076	Social Worker II	15	2	Male	2	2	0	0	0	0	0	0
				Female	13	11	0	0	1	0	0	1
1073	In-Home Therapist	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
6217	Speech Therapist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1114	Early Intervention Teacher	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8071	Health and Human Services Supervisor	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1120	Children Services Administrator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		47	4	Male #	5	5	0	0	0	0	0	0
Grand Total %			8.5	Male %	10.6	10.6	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	42	38	0	2	1	0	0	1
				Female%	89.4	80.9	0.0	4.3	2.1	0.0	0.0	2.1

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Economic Support

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
7005	Economic Support Specialist	11	1	Male	1	1	0	0	0	0	0	0	0
				Female	10	9	0	0	0	0	1	0	
7004	Economic Support Lead Worker	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
6074	Economic Support Administrator	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		14	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			7.1	Male %	7.1	7.1	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	13	12	0	0	0	0	1	0	
				Female%	92.9	85.7	0.0	0.0	0.0	0.0	7.1	0.0	

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Public Health

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6054	Public Health Nutritionist	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1059	Program Support Associate I	7	1	Male	0	0	0	0	0	0	0	0	0
				Female	7	6	0	1	0	0	0	0	0
1080	Public Health Nurse	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
6053	Registered Nurse	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
2060	Emergency Preparedness Program Specialist	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8097	Public Health Educator	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6160	Environmental Health Specialist	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6186	Public Health Sanitarian	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8085	Epidemiologist	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8080	Public Health Nutrition Manager	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6082	Public Health Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
6099	Public Health Administrator/Health Officer	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: HHS - Public Health

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	22	1	Male #	1	1	0	0	0	0	0	0
	Grand Total %		4.5	Male %	4.5	4.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	21	20	0	1	0	0	0	0
				Female%	95.5	90.9	0.0	4.5	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Highway Department

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1151	Highway Operator II	53	0	Male	53	53	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
1060	Financial Associate II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
1095	Administrative Assistant	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
3004	Mechanic	6	0	Male	6	6	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3009	Welder	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
8023	Engineering Technician I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
3002	Highway Operator Foreman	8	0	Male	8	8	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
6131	Engineering Technician II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
5034	Operations Specialist	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
1071	Assistant Highway Superintendent	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
8094	Shop Superintendent	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
6035	Surveyor II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
1024	County Surveyor	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
1072	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Highway Department

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1105	Assistant Highway Commissioner	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6079	Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6103	Highway Patrol Superintendent	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6116	Highway Commissioner	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		84	0	Male #	80	80	0	0	0	0	0	0
Grand Total %			0.0	Male %	95.2	95.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	4.8	4.8	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Human Resources

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9000	LTE Position	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6222	Human Resources Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8081	Human Resources Benefits and HRIS Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6220	Human Resources Advisor	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
6115	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		6	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	5	0	0	0	0	0	0
				Female%	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Information Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1131	Information Technology Support-Operation	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1107	Information Technology Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8102	Information Technology Specialist II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1064	Information Technology Analyst	4	1	Male	4	3	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8057	Human Resources and Finance System Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8076	Information Technology Database Administrator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1065	IT Network Engineer - Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8077	Information Technology Operations Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6109	Information Technology Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	1	Male #	10	9	0	0	1	0	0	0
Grand Total %			8.3	Male %	83.3	75.0	0.0	0.0	8.3	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Judicial

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5026	Judicial Assistant	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
		Grand Total #	4	0	Male #	1	1	0	0	0	0	0
		Grand Total %		0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0
					Female #	3	3	0	0	0	0	0
					Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Justice Support Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8072	COMPAS Assessor/Treatment Court Case Worker	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8095	Pretrial Case Manager	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8088	Lead COMPAS Assessor/Pretrial Case Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8103	Medication-Assisted Treatment (MAT) Grant Educator/Tracker	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6143	Treatment Court Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8087	Pretrial Services Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9092	Justice Services Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		8	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	7	0	0	0	0	0	0
				Female%	87.5	87.5	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Medical Examiner

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2002	Contracted Deputy Medical Examiner	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6214	Chief Medical Examiner	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8079	Program Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		5	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	60.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Register in Probate

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8053	Second Deputy-Probate	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
5027	First Deputy	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
5033	Register in Probate	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	3	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Register of Deeds

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
5004	Second Deputy	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	
5027	First Deputy	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
1003	Register of Deeds	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: SO - Corrections

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6125	Sheriff Reserve/Auxiliary Deputy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5003	Law Enforcement Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4003	Corrections Officer II/Jailer	22	1	Male	16	15	1	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
6204	Jail Sergeant/Shift Supervisor	5	0	Male	2	2	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8084	Inmate Education and Program Coordinator	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
1016	Jail Lieutenant	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6203	Jail Captain	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		33	2	Male #	21	19	1	0	0	1	0	0
Grand Total %			6.1	Male %	63.6	57.6	3.0	0.0	0.0	3.0	0.0	0.0
				Female #	12	12	0	0	0	0	0	0
				Female%	36.4	36.4	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: SO - Sheriff's Office

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
6125	Sheriff Reserve/Auxiliary Deputy	8	0	Male	8	8	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8074	Evidence and Records Custodian	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
5003	Law Enforcement Assistant	6	1	Male	0	0	0	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0	0
1060	Financial Associate II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
4006	Primary Services Deputy	26	1	Male	23	22	0	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
6123	Patrol Sergeant/Shift Supervisor	5	0	Male	5	5	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4008	Investigator	7	1	Male	6	5	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0	0
1037	Court Services Deputy	6	0	Male	4	4	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
1036	Court Services Sergeant	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
1110	Investigative Sergeant	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4011	Lieutenant	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8070	Support Services Captain	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6086	Field Services Captain	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6107	Chief Deputy	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: SO - Sheriff's Office

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1005	Sheriff	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
		Grand Total #	69	3	Male #	54	52	0	1	0	0	0	1
		Grand Total %		4.3	Male %	78.3	75.4	0.0	1.4	0.0	0.0	0.0	1.4
					Female #	15	14	0	0	1	0	0	0
					Female%	21.7	20.3	0.0	0.0	1.4	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Treasurer

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6003	Office Associate	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
5004	Second Deputy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5027	First Deputy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1002	County Treasurer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		9	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	8	0	0	0	0	0	0
				Female%	88.9	88.9	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis**

Snapshot Date: 12/31/2022

Organizational Unit: Veterans Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5029	Assistant County Veteran Service Officer	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6070	Veterans Service Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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**St. Croix County
Workforce Analysis Summary**

Snapshot Date: 12/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Administration	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Child Support	9	1	8	2	1	0	0	0	0	0	0	6	0	2	0	0	0	0
Circuit Court	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Clerk of Court	18	4	14	2	4	0	0	0	0	0	0	12	0	2	0	0	0	0
Community Development	31	19	12	0	19	0	0	0	0	0	0	12	0	0	0	0	0	0
Corporation Counsel	5	0	5	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0
County Board of Supervisors	45	26	19	1	25	0	0	1	0	0	0	19	0	0	0	0	0	0
County Clerk	9	3	6	1	3	0	0	0	0	0	0	5	0	1	0	0	0	0
District Attorney	15	1	14	0	1	0	0	0	0	0	0	14	0	0	0	0	0	0
Emergency Support Services	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
ESS - Emergency Communications	19	9	10	2	8	0	1	0	0	0	0	9	0	0	0	0	0	1
Facilities	16	9	7	0	9	0	0	0	0	0	0	7	0	0	0	0	0	0
Finance	17	3	14	1	2	1	0	0	0	0	0	14	0	0	0	0	0	0
Health Care Campus	87	12	75	5	11	1	0	0	0	0	0	71	2	0	1	0	0	1
HHS - Administration	13	1	12	0	1	0	0	0	0	0	0	12	0	0	0	0	0	0
HHS - ADRC	55	16	39	0	16	0	0	0	0	0	0	39	0	0	0	0	0	0
HHS - Behavioral Health	30	7	23	1	6	1	0	0	0	0	0	23	0	0	0	0	0	0
HHS - CCS	25	5	20	0	5	0	0	0	0	0	0	20	0	0	0	0	0	0
HHS - Children Services	47	5	42	4	5	0	0	0	0	0	0	38	0	2	1	0	0	1
HHS - Economic Support	14	1	13	1	1	0	0	0	0	0	0	12	0	0	0	0	1	0
HHS - Public Health	22	1	21	1	1	0	0	0	0	0	0	20	0	1	0	0	0	0
Highway Department	84	80	4	0	80	0	0	0	0	0	0	4	0	0	0	0	0	0
Human Resources	6	1	5	0	1	0	0	0	0	0	0	5	0	0	0	0	0	0

**St. Croix County
Workforce Analysis Summary**

Snapshot Date: 12/31/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Information Technology	12	10	2	1	9	0	0	1	0	0	0	2	0	0	0	0	0	0
Judicial	4	1	3	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
Justice Support Services	8	1	7	0	1	0	0	0	0	0	0	7	0	0	0	0	0	0
Medical Examiner	5	2	3	0	2	0	0	0	0	0	0	3	0	0	0	0	0	0
Register in Probate	3	0	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Register of Deeds	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
SO - Corrections	33	21	12	2	19	1	0	0	1	0	0	12	0	0	0	0	0	0
SO - Sheriff's Office	69	54	15	3	52	0	1	0	0	0	1	14	0	0	1	0	0	0
Treasurer	9	1	8	0	1	0	0	0	0	0	0	8	0	0	0	0	0	0
Veterans Services	3	2	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Total (#)	724	299	425	27	289	4	2	2	1	0	1	408	2	8	3	0	1	3
Total (%)		41.3	58.7	3.7	39.9	0.6	0.3	0.3	0.1	0.0	0.1	56.4	0.3	1.1	0.4	0.0	0.1	0.4

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 1 - Officials and Administrators

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1A	1010	ADRC Administrator	1	0	1	1	0
1A	1105	Assistant Highway Commissioner	1	1	0	1	0
1A	8066	Campus Director of Nursing	1	0	1	1	0
1A	8073	CCS Administrator	1	0	1	1	0
1A	6107	Chief Deputy	1	1	0	1	0
1A	6214	Chief Medical Examiner	1	0	1	1	0
1A	1120	Children Services Administrator	1	0	1	1	0
1A	6162	Circuit Court Commissioner	1	1	0	1	0
1A	1004	Clerk of Court	1	0	1	1	0
1A	1038	Community Development Director	1	0	1	1	0
1A	1007	County Administrator	1	1	0	1	0
1A	1006	County Board Supervisor	45	26	19	44	1
1A	1001	County Clerk	1	0	1	1	0
1A	1002	County Treasurer	1	0	1	1	0
1A	1027	Director of Social Services	1	0	1	1	0
1A	6074	Economic Support Administrator	1	0	1	1	0
1A	1070	Facilities Director	1	1	0	1	0
1A	8067	Health Care Campus Administrator	1	0	1	1	0
1A	8107	HHS Deputy Director	1	0	1	1	0
1A	6117	HHS Director	1	1	0	1	0
1A	6116	Highway Commissioner	1	1	0	1	0
1A	6115	Human Resources Director	1	0	1	1	0
1A	6109	Information Technology Director	1	1	0	1	0
1A	9092	Justice Services Director	1	1	0	1	0
1A	8056	Parks Administrator	2	2	0	2	0
1A	6099	Public Health Administrator/Health Officer	1	0	1	1	0

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 1 - Officials and Administrators

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1A	5033	Register in Probate	1	0	1	1	0
1A	1003	Register of Deeds	1	0	1	1	0
1A	1092	Resource Management Administrator	1	1	0	1	0
1A	1005	Sheriff	1	1	0	1	0
1A	6070	Veterans Service Director	1	1	0	1	0
Total (#)			76	40	36	75	1
Total (%)				52.6	47.4	98.7	1.3

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	6133	Accounts Receivable Supervisor	1	0	1	1	0
2	1140	AODA Supervisor	1	0	1	1	0
2	6108	Assistant Corporation Counsel	2	0	2	2	0
2	5029	Assistant County Veteran Service Officer	2	1	1	2	0
2	8058	Assistant Finance Director	1	1	0	1	0
2	1071	Assistant Highway Superintendent	1	1	0	1	0
2	1017	Behavioral Health Nurse	1	1	0	1	0
2	1103	Behavioral Health Supervisor	3	0	3	3	0
2	1164	Behavioral Health Technician	4	0	4	4	0
2	8109	Caregiver Support Coordinator	1	0	1	1	0
2	8061	Case Manager	23	3	20	22	1
2	8026	CCS Service Director	1	1	0	1	0
2	8075	Clinical Substance Abuse Counselor	4	2	2	3	1
2	8104	Clinical Substance Abuse Counselor - Clinical Supervisor	1	0	1	1	0
2	8072	COMPAS Assessor/Treatment Court Case Worker	1	0	1	1	0
2	8092	Conservation Planner	3	2	1	3	0
2	2002	Contracted Deputy Medical Examiner	3	2	1	3	0
2	6111	Corporation Counsel	1	0	1	1	0
2	8060	CSP - Clinical Coordinator	1	0	1	1	0
2	6201	Day-Away Program Coordinator	1	0	1	1	0
2	8100	Disability Benefit Specialist	2	0	2	2	0
2	1113	Diversion Program Case Mgmt Specialist	1	0	1	1	0
2	1096	Diversion Program Case Worker	1	1	0	1	0
2	1115	Diversion Program Supervisor	1	0	1	1	0
2	1114	Early Intervention Teacher	2	0	2	2	0
2	7004	Economic Support Lead Worker	2	0	2	2	0

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	7005	Economic Support Specialist	11	1	10	10	1
2	8098	Elder Benefit Specialist	3	0	3	3	0
2	2060	Emergency Preparedness Program Specialist	1	0	1	1	0
2	8085	Epidemiologist	1	0	1	1	0
2	8022	Facilities Operation Coordinator	1	0	1	1	0
2	8091	Facilities Project Manager	1	1	0	1	0
2	6086	Field Services Captain	1	1	0	1	0
2	1072	Fiscal Manager	2	0	2	2	0
2	1057	GIS Analyst II	1	1	0	1	0
2	8071	Health and Human Services Supervisor	7	3	4	7	0
2	6103	Highway Patrol Superintendent	1	1	0	1	0
2	6220	Human Resources Advisor	2	0	2	2	0
2	8057	Human Resources and Finance System Analyst	1	1	0	1	0
2	8081	Human Resources Benefits and HRIS Analyst	1	1	0	1	0
2	6222	Human Resources Specialist	1	0	1	1	0
2	8077	Information Technology Operations Manager	1	1	0	1	0
2	1073	In-Home Therapist	4	0	4	4	0
2	6203	Jail Captain	1	0	1	1	0
2	1016	Jail Lieutenant	2	2	0	2	0
2	1084	Land Use Administrator	1	1	0	1	0
2	8093	Land Use Planner	3	2	1	3	0
2	1086	Land Use Technician II	3	3	0	3	0
2	8088	Lead COMPAS Assessor/Pretrial Case Manager	1	0	1	1	0
2	8018	Lead Finance Specialist	2	0	2	2	0
2	8105	Lead Social Worker	1	0	1	1	0
2	4011	Lieutenant	3	2	1	3	0
2	8062	Mental Health Professional	2	0	2	2	0

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	6089	Mental Health Therapist	4	1	3	4	0
2	8063	Nurse Educator	1	0	1	1	0
2	1009	Nurse Supervisor	3	0	3	3	0
2	5034	Operations Specialist	2	2	0	2	0
2	6200	Outreach Coordinator	1	0	1	1	0
2	1043	Paralegal	1	0	1	1	0
2	1088	Planner	1	0	1	1	0
2	1087	Planning & Land Information Admin	1	1	0	1	0
2	8095	Pretrial Case Manager	2	0	2	2	0
2	8087	Pretrial Services Program Supervisor	1	0	1	1	0
2	8097	Public Health Educator	1	0	1	1	0
2	1080	Public Health Nurse	4	0	4	4	0
2	8080	Public Health Nutrition Manager	1	0	1	1	0
2	6054	Public Health Nutritionist	2	0	2	2	0
2	6186	Public Health Sanitarian	1	0	1	1	0
2	6082	Public Health Supervisor	1	0	1	1	0
2	8082	Public Information Officer - Communications Specialist	1	1	0	1	0
2	1089	Real Property Analyst	2	0	2	2	0
2	6146	Records Supervisor	1	0	1	1	0
2	7043	Records Technician	6	0	6	6	0
2	6137	Recycling Specialist	1	0	1	1	0
2	8035	Regional Project Manager	1	1	0	1	0
2	6053	Registered Nurse	12	1	11	12	0
2	6139	Senior Planner	1	1	0	1	0
2	1076	Social Worker II	34	4	30	32	2
2	6217	Speech Therapist	2	0	2	2	0

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1063	Substance Abuse Counselor	1	0	1	1	0
2	8070	Support Services Captain	1	1	0	1	0
2	6143	Treatment Court Coordinator	1	0	1	1	0
2	6176	Victim Witness Legal Advocate	1	0	1	1	0
2	6027	Victim Witness Program Specialist	2	0	2	2	0
2	6038	Victim Witness Program Supervisor	1	0	1	1	0
2	8055	Water Resources and Outreach Specialist	1	1	0	1	0
Total (#)			220	50	170	215	5
Total (%)				22.7	77.3	97.7	2.3

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 3 - Technicians

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	1024	County Surveyor	1	1	0	1	0
3	1036	Court Services Sergeant	1	1	0	1	0
3	5043	Emergency Communications Systems Tech	1	1	0	1	0
3	6079	Engineer	1	1	0	1	0
3	8023	Engineering Technician I	1	1	0	1	0
3	6131	Engineering Technician II	1	1	0	1	0
3	6160	Environmental Health Specialist	1	1	0	1	0
3	8074	Evidence and Records Custodian	1	0	1	1	0
3	1064	Information Technology Analyst	4	4	0	3	1
3	8076	Information Technology Database Administrator	1	0	1	1	0
3	1107	Information Technology Specialist	1	1	0	1	0
3	8102	Information Technology Specialist II	1	1	0	1	0
3	1131	Information Technology Support-Operation	1	0	1	1	0
3	1110	Investigative Sergeant	1	1	0	1	0
3	1065	IT Network Engineer - Senior	1	1	0	1	0
3	6204	Jail Sergeant/Shift Supervisor	5	2	3	5	0
3	2039	Licensed Practical Nurse	5	2	3	5	0
3	3004	Mechanic	6	6	0	6	0
3	6123	Patrol Sergeant/Shift Supervisor	5	5	0	5	0
3	8020	Planning/GIS Technician LTE	1	1	0	1	0
3	6035	Surveyor II	1	1	0	1	0
3	8048	Videographer	4	3	1	3	1
Total (#)			45	35	10	43	2
Total (%)				77.8	22.2	95.6	4.4

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 4 - Protective service workers

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	6126	Civilian Bailiff	4	3	1	4	0
4	4003	Corrections Officer II/Jailer	22	16	6	21	1
4	1037	Court Services Deputy	6	4	2	6	0
4	6175	Emergency Communications Manager	1	1	0	1	0
4	4012	Emergency Management Manager	1	0	1	1	0
4	1118	Emergency Support Services Program Coordinator	1	0	1	1	0
4	1112	Emergency Telecommunications Supervisor	3	2	1	2	1
4	8084	Inmate Education and Program Coordinator	1	1	0	0	1
4	4008	Investigator	7	6	1	6	1
4	4006	Primary Services Deputy	26	23	3	25	1
Total (#)			72	56	16	67	5
Total (%)				77.8	22.2	93.1	6.9

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 5 - Paraprofessionals

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2048	Activity Aide	3	0	3	3	0
5	1020	Activity Manager	1	0	1	1	0
5	2040	Certified Nursing Assistant	40	7	33	36	4
5	6078	Child Support Administrator	1	0	1	1	0
5	6022	Child Support Specialist I	5	0	5	3	2
5	6034	Child Support Specialist II	2	1	1	2	0
5	8025	Community Tracker	1	1	0	1	0
5	8038	Dementia Certified Nursing Assistant	2	0	2	2	0
5	1129	Financial Associate I	2	0	2	1	1
5	1060	Financial Associate II	16	2	14	15	1
5	6202	Nutrition Program Aide	1	0	1	1	0
5	6120	Nutrition Program Cook	1	0	1	1	0
5	6119	Nutrition Program Manager	15	0	15	15	0
5	1018	Nutrition Program Supervisor	1	0	1	1	0
5	8039	Personal Care Assistant	15	2	13	14	1
5	8053	Second Deputy-Probate	1	0	1	1	0
5	6125	Sheriff Reserve/Auxiliary Deputy	9	8	1	9	0
5	1203	Ward Clerk	2	0	2	2	0
Total (#)			118	21	97	109	9
Total (%)				17.8	82.2	92.4	7.6

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 6 - Administrative Support

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	1095	Administrative Assistant	1	0	1	1	0
6	9091	Administrative Assistant to the County Administrator	1	0	1	1	0
6	1062	Administrative Associate II	5	0	5	4	1
6	1029	Administrative Services Supervisor	3	0	3	3	0
6	5009	Court Clerk I	6	1	5	5	1
6	1153	Court Clerk II	3	0	3	3	0
6	5054	Court Clerk Lead Worker	1	0	1	1	0
6	8032	Customer Services Representative	1	0	1	1	0
6	5037	Emergency Telecommunicator	11	4	7	10	1
6	5060	Executive Administrative Assistant	1	0	1	1	0
6	5027	First Deputy	5	0	5	5	0
6	5026	Judicial Assistant	4	1	3	4	0
6	5003	Law Enforcement Assistant	7	0	7	6	1
6	1075	Lead Legal Assistant	1	0	1	1	0
6	1058	Legal Assistant	8	0	8	8	0
6	9000	LTE Position	1	0	1	1	0
6	8101	Marketing Coordinator	1	1	0	1	0
6	8103	Medication-Assisted Treatment (MAT) Grant Educator/Tracker	1	0	1	1	0
6	6003	Office Associate	7	1	6	7	0
6	8099	Planning/GIS Intern	1	0	1	1	0
6	8079	Program Coordinator	1	0	1	1	0
6	1059	Program Support Associate I	9	0	9	8	1
6	7039	Program Support Associate II	7	0	7	7	0
6	8021	Reserve Telecommunicator	3	1	2	3	0
6	5004	Second Deputy	5	0	5	5	0
6	8040	Staffing Administrative Assistant	1	0	1	1	0

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 6 - Administrative Support

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
		Total (#)	95	9	86	90	5
		Total (%)		9.5	90.5	94.7	5.3

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 7 - Skilled craft workers

EEO

Total				
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EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	3002	Highway Operator Foreman	8	8	0	8	0
7	1151	Highway Operator II	53	53	0	53	0
7	8094	Shop Superintendent	1	1	0	1	0
7	3009	Welder	1	1	0	1	0
Total (#)			63	63	0	63	0
Total (%)				100.0	0.0	100.0	0.0

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

**St. Croix County
Job Group Analysis**

Snapshot Date: 12/31/2022

Job Group: 8 - Service - Maintenance

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	5031	Facilities Custodian	1	1	0	1	0
8	8047	Facilities Lead Custodian	1	0	1	1	0
8	8028	Facilities Technician I	3	3	0	3	0
8	5032	Facilities Technician II	3	3	0	3	0
8	2047	Housekeeper	4	0	4	4	0
8	8027	Lead Housekeeper	1	0	1	1	0
8	1127	Property Manager	2	2	0	2	0
8	7026	Transportation Driver	20	16	4	20	0
Total (#)			35	25	10	35	0
Total (%)				71.4	28.6	100.0	0.0

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

**St. Croix County
Job Group Analysis Summary**

Snapshot Date: 12/31/2022

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1 - Officials and Administrators	76	40	36	1	75	0	0	1	0	0	0
2 - Professionals	220	50	170	5	215	1	1	1	0	1	1
3 - Technicians	45	35	10	2	43	0	1	1	0	0	0
4 - Protective service workers	72	56	16	5	67	1	2	0	1	0	1
5 - Paraprofessionals	118	21	97	9	109	4	3	1	0	0	1
6 - Administrative Support	95	9	86	5	90	0	3	1	0	0	1
7 - Skilled craft workers	63	63	0	0	63	0	0	0	0	0	0
8 - Service - Maintenance	35	25	10	0	35	0	0	0	0	0	0
Total (#)	724	299	425	27	697	6	10	5	1	1	4
Total (%)		41.3	58.7	3.7	96.3	0.8	1.4	0.7	0.1	0.1	0.6

**St. Croix County
ZIP Code Analysis**

Snapshot Date: 12/31/2022

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Pierce+St. Croix, Wisconsin	555	76.66	90.24
Burnett+Polk, Wisconsin	60	8.29	9.76
Total:	615	84.94	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Washington, Minnesota	36	4.97	0.00
Dunn+Pepin, Wisconsin	32	4.42	0.00
Barron+Rusk+Sawyer+Washburn, Wisconsin	8	1.10	0.00
Ramsey, Minnesota	8	1.10	0.00
Chippewa, Wisconsin	4	0.55	0.00
Eau Claire, Wisconsin	3	0.41	0.00
Dakota, Minnesota	3	0.41	0.00
Hennepin, Minnesota	3	0.41	0.00
Seminole, Florida	1	0.14	0.00
Green+Iowa, Wisconsin	1	0.14	0.00
Lincoln+Marathon, Wisconsin	1	0.14	0.00
Portage, Wisconsin	1	0.14	0.00
Adams+Juneau+Monroe+Vernon, Wisconsin	1	0.14	0.00
Winnebago, Wisconsin	1	0.14	0.00
Fond du Lac, Wisconsin	1	0.14	0.00
Chisago, Minnesota	1	0.14	0.00
Goodhue+Rice, Minnesota	1	0.14	0.00
Anoka, Minnesota	1	0.14	0.00
Dodge+Fillmore+Olmsted+Wabasha, Minnesota	1	0.14	0.00
Madison, Illinois	1	0.14	0.00

**St. Croix County
ZIP Code Analysis**

Snapshot Date: 12/31/2022

Data Used: Employee

	Total:	109	15.06	0.00
	Included and Excluded Total:	724	100.00	100.00

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 1 - Officials and Administrators

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	45.3	2.2	80.00	36.3	1.8	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
Reasonable	40.3	9.3	10.00	4.0	0.9	Wisconsin - 100 %
<u>Internal Factors</u>						
Feeders	77.3	2.3	10.00	7.7	0.2	Feeders
Final Availability (%)			100.00	48.0	2.9	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	69.8	4.1	70.00	48.9	2.9	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
Reasonable	67.1	17.6	10.00	6.7	1.8	Washington, Minnesota - 75 %, Ramsey, Minnesota - 25 %
Reasonable	71.9	14.7	10.00	7.2	1.5	Wisconsin - 100 %
<u>Internal Factors</u>						
Feeders	60.9	6.4	10.00	6.1	0.6	Feeders
Final Availability (%)			100.00	68.9	6.7	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 3 - Technicians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.6	3.4	80.00	34.1	2.7	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
Reasonable	28.5	16.6	10.00	2.8	1.7	Washington, Minnesota - 75 %, Ramsey, Minnesota - 25 %
<u>Internal Factors</u>						
Feeders	85.9	6.6	10.00	8.6	0.7	Feeders
Final Availability (%)			100.00	45.5	5.0	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 4 - Protective service workers

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	26.6	6.1	90.00	23.9	5.5	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
<u>Internal Factors</u>						
Feeders	22.2	4.4	10.00	2.2	0.4	Feeders
Final Availability (%)			100.00	26.1	5.9	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 5 - Paraprofessionals

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	81.8	5.1	90.00	73.6	4.6	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
<u>Internal Factors</u>						
Feeders	90.5	5.3	10.00	9.1	0.5	Feeders
Final Availability (%)			100.00	82.7	5.1	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 6 - Administrative Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	78.1	3.9	90.00	70.3	3.5	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
Reasonable	69.5	17.5	10.00	7.0	1.7	Washington, Minnesota - 75 %, Ramsey, Minnesota - 25 %
Final Availability (%)			100.00	77.3	5.3	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 7 - Skilled craft workers

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	1.8	0.2	90.00	1.6	0.2	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
<u>Internal Factors</u>						
Feeders	28.6	0.0	10.00	2.9	0.0	Feeders
Final Availability (%)			100.00	4.5	0.2	

**St. Croix County
Availability Analysis**

Snapshot Date: 12/31/2022

Job Group: 8 - Service - Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	33.7	10.5	100.00	33.7	10.5	Pierce+St. Croix, Wisconsin - 82.03 %, Burnett+Polk, Wisconsin - 12.25 %, Dunn+Pepin, Wisconsin - 5.72 %
	Final Availability (%)		100.00	33.7	10.5	

**St. Croix County
Internal Availability**

Snapshot Date: 12/31/2022

AAP: St. Croix County
Job Group: 1 - Officials and Administrators

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
St. Croix County	2 - Professionals	100.00	77.3	2.3	97.7	0.5	0.5	0.5	0.0	0.5	0.5	77.3	2.3	97.7	0.5	0.5	0.5	0.0	0.5	0.5
Total:		100.00										77.3	2.3	97.7	0.5	0.5	0.5	0.0	0.5	0.5

**St. Croix County
Internal Availability**

Snapshot Date: 12/31/2022

AAP: St. Croix County
Job Group: 2 - Professionals

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
St. Croix County	3 - Technicians	14.65	22.2	4.4	95.6	0.0	2.2	2.2	0.0	0.0	0.0	3.3	0.7	14.0	0.0	0.3	0.3	0.0	0.0	0.0
St. Croix County	4 - Protective service wor	24.51	22.2	6.9	93.1	1.4	2.8	0.0	1.4	0.0	1.4	5.4	1.7	22.8	0.3	0.7	0.0	0.3	0.0	0.3
St. Croix County	5 - Paraprofessionals	34.08	82.2	7.6	92.4	3.4	2.5	0.8	0.0	0.0	0.8	28.0	2.6	31.5	1.2	0.9	0.3	0.0	0.0	0.3
St. Croix County	6 - Administrative Suppo	26.76	90.5	5.3	94.7	0.0	3.2	1.1	0.0	0.0	1.1	24.2	1.4	25.4	0.0	0.8	0.3	0.0	0.0	0.3
Total:		100.00										60.9	6.4	93.6	1.5	2.7	0.9	0.3	0.0	0.9

**St. Croix County
Internal Availability**

Snapshot Date: 12/31/2022

AAP: St. Croix 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+
St. Croix County	5 - Paraprofessionals	56.02	82.2	7.6	92.4	3.4	2.5	0.8	0.0	0.0	0.8	46.1	4.3	51.7	1.9	1.4	0.5	0.0	0.0	0.5
St. Croix County	6 - Administrative Suppo	43.98	90.5	5.3	94.7	0.0	3.2	1.1	0.0	0.0	1.1	39.8	2.3	41.7	0.0	1.4	0.5	0.0	0.0	0.5
Total:		100.00										85.9	6.6	93.4	1.9	2.8	0.9	0.0	0.0	0.9

**St. Croix County
Internal Availability**

Snapshot Date: 12/31/2022

AAP: St. Croix County
Job Group: 4 - Protective service workers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
St. Croix County	3 - Technicians	100.00	22.2	4.4	95.6	0.0	2.2	2.2	0.0	0.0	0.0	22.2	4.4	95.6	0.0	2.2	2.2	0.0	0.0	0.0
Total:		100.00										22.2	4.4	95.6	0.0	2.2	2.2	0.0	0.0	0.0

**St. Croix County
Internal Availability**

Snapshot Date: 12/31/2022

AAP: St. Croix 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+
St. Croix County	6 - Administrative Suppo	100.00	90.5	5.3	94.7	0.0	3.2	1.1	0.0	0.0	1.1	90.5	5.3	94.7	0.0	3.2	1.1	0.0	0.0	1.1
Total:		100.00										90.5	5.3	94.7	0.0	3.2	1.1	0.0	0.0	1.1

**St. Croix County
Internal Availability**

Snapshot Date: 12/31/2022

AAP: St. Croix County
Job Group: 7 - Skilled craft workers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
St. Croix County	8 - Service - Maintenance	100.00	28.6	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	28.6	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Total:		100.00										28.6	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 1 - Officials and Administrators
Test: Whole Person
Total Employees: 76

	Total	
	FEMALE	MINORITY
Employees (#)	36	1
Employees (%)	47.4	1.3
Availability (%) Goal	48.0	2.9
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals
Test: Whole Person
Total Employees: 220

Total

	FEMALE	MINORITY
Employees (#)	170	5
Employees (%)	77.3	2.3
Availability (%) Goal	68.9	6.7
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	9

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 3 - Technicians
Test: Whole Person
Total Employees: 45

Total		
	FEMALE	MINORITY
Employees (#)	10	2
Employees (%)	22.2	4.4
Availability (%) Goal	45.5	5.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	10	0

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 4 - Protective service workers
Test: Whole Person
Total Employees: 72

	Total	
	FEMALE	MINORITY
Employees (#)	16	5
Employees (%)	22.2	6.9
Availability (%) Goal	26.1	5.9
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 5 - Paraprofessionals
Test: Whole Person
Total Employees: 118

Total

	FEMALE	MINORITY
Employees (#)	97	9
Employees (%)	82.2	7.6
Availability (%) Goal	82.7	5.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 6 - Administrative Support
Test: Whole Person
Total Employees: 95

Total

	FEMALE	MINORITY
Employees (#)	86	5
Employees (%)	90.5	5.3
Availability (%) Goal	77.3	5.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 7 - Skilled craft workers
Test: Whole Person
Total Employees: 63

	Total	
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	4.5	0.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

St. Croix County
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2022

Job Group: 8 - Service - Maintenance
Test: Whole Person
Total Employees: 35

Total

	FEMALE	MINORITY
Employees (#)	10	0
Employees (%)	28.6	0.0
Availability (%) Goal	33.7	10.5
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	1	3

**St. Croix 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 and Administrators	30	Females Minority	19 0	63.3% 0.0%	4.5%	16	6 1	37.5% 6.3%	YES
2 - Professionals	142	Females Minority	109 6	76.8% 4.2%	5.8%	50	36 2	72.0% 4.0%	NO
3 - Technicians	49	Females Minority	21 0	42.9% 0.0%	49.1% 4.2%	15	5 0	33.3% 0.0%	NO NO
4 - Protective Service Workers	71	Females Minority	11 2	15.5% 2.8%	25.2% 5.3%	14	7 1	50.0% 7.1%	YES YES
7 - Skilled Craft Workers	65	Females Minority	1 0	1.5% 0.0%	5.6%	14	0 0	0.0% 0.0%	NO
8 - Service-Maintenance	42	Females Minority	18 2	42.9% 4.8%	9.4%	30	14 0	46.7% 0.0%	NO
9 - Service Workers	30	Females Minority	19 1	63.3% 3.3%	80.8%				

* Placements consist of hires and promotions into the target job group from 01/01/2022 to 12/31/2022

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 1 - Officials and Administrators

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	1	1	0	2	8	4	12	0	0	0	5	10	15
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	1	0	1	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	33	33									
Total	1	1	33	35	9	4	13	0	0	0	5	10	15
Total Minority	0	0	0	0	1	0	1	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	1	2	3	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
Total	0	0	0	1	2	3	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 2 - Professionals

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	10	53	0	63	10	31	41	0	5	5	5	22	27
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	0	2	0	2	0	1	1	0	0	0	0	1	1
Asian	0	0	0	0	1	0	1	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	1	1
Unknown (Race)	0	1	315	316									
Total	10	57	315	382	11	32	43	0	5	5	5	24	29
Total Minority	0	3	0	3	1	1	2	0	0	0	0	2	2

	<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	1	2	3	3	4	7	2	11	13
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
Total	1	2	3	3	4	7	2	11	13
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 3 - Technicians

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	7	4	0	11	9	2	11	1	0	1	4	4	8
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	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	112	112									
Total	8	4	112	124	9	2	11	1	0	1	4	4	8
Total Minority	1	0	0	1	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	1	3	4	1	0	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
Total	2	0	2	1	3	4	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 4 - Protective service workers

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	6	10	0	16	6	6	12	1	1	2	3	2	5
Afr. Amer.	1	0	0	1	1	0	1	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	1	82	83									
Total	7	11	82	100	7	6	13	1	1	2	3	2	5
Total Minority	1	0	0	1	1	0	1	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	1	3	0	1	1	2	0	2
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
Total	2	1	3	0	1	1	2	0	2
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 5 - Paraprofessionals

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	6	38	1	45	6	25	31	0	1	1	1	14	15
Afr. Amer.	0	4	0	4	0	2	2	0	0	0	0	2	2
Hispanic	1	2	0	3	1	1	2	0	0	0	1	0	1
Asian	0	1	0	1	0	1	1	0	0	0	1	0	1
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	1	1	0	1	1
Unknown (Race)	0	4	124	128									
Total	7	49	125	181	7	29	36	0	2	2	3	17	20
Total Minority	1	7	0	8	1	4	5	0	1	1	2	3	5

	<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	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
Total	0	3	3	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 6 - Administrative Support

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	5	21	0	26	1	20	21	0	2	2	0	24	24
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	6	0	6	0	1	1	0	0	0	0	1	1
Asian	0	0	0	0	0	1	1	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	1	1
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	1	253	254									
Total	5	28	253	286	1	22	23	0	2	2	0	27	27
Total Minority	0	6	0	6	0	2	2	0	0	0	0	3	3

	<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	4	4	0	0	0	0	2	2
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
Total	0	4	4	0	0	0	0	2	2
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 7 - Skilled craft workers

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	17	0	0	17	13	0	13	1	0	1	12	2	14
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)	1	0	59	60									
Total	18	0	59	77	13	0	13	1	0	1	12	2	14
Total Minority	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	1	0	1	1	0	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
Total	1	0	1	1	0	1	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County
Personnel Transactions Summary

Snapshot Date: 12/31/2022

Job Group: 8 - Service - Maintenance

Transaction Dates: 01/01/2022 To 12/31/2022

	<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	20	11	0	31	16	14	30	0	0	0	16	12	28
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	1	0	0	1	0	0	0	0	0	0	1	0	1
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	29	29									
Total	21	11	29	61	16	14	30	0	0	0	17	12	29
Total Minority	1	0	0	1	0	0	0	0	0	0	1	0	1

	<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
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

St. Croix County

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 12/31/2022

Category	12/31/20	12/31/21	12/31/22
Job Openings	132	150	223
Jobs Filled	132	119	217
Applicants for all jobs	1,299	838	1,351
Applicants who self-identified as Protected Veterans	0	38	54
Applicants Hired	99	119	208
Protected Veterans Hired	0	7	8
Hiring Benchmark**	5.7	5.6	5.5
Overall protected veterans hired (%)	0.0	5.9	3.8

* 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).

St. Croix County
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 12/31/2022

Category	12/31/20			12/31/21			12/31/22		
Job Openings	132			150			223		
Jobs Filled	132			119			217		
Applicants for all jobs	1,299			838			1,351		
Applicants who self-identified as individual(s) with Disability	0			65			118		
Applicants Hired	99			119			208		
Individual(s) with Disability Hired	0			0			1		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	3.1			0.0			1.0		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
1 - Officials and Administrators	20	0	0.0	30	0	0.0	76	0	0.0
2 - Professionals	185	7	3.8	142	0	0.0	220	3	1.4
3 - Technicians	52	1	1.9	49	0	0.0	45	0	0.0
4 - Protective service workers	87	2	2.3	71	0	0.0	72	2	2.8
5 - Paraprofessionals	121	6	5.0	74	0	0.0	118	1	0.8
6 - Administrative Support	95	3	3.2	120	0	0.0	95	0	0.0
7 - Skilled craft workers	78	2	2.6	65	0	0.0	63	0	0.0
8 - Service - Maintenance	35	0	0.0	42	0	0.0	35	1	2.9

* 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.