

2009

Annual Report



On the Representation
and Salaries of Women,
Racial/Ethnic Minorities,
and People with Disabilities
within the City of Madison's
Top Management Positions

Affirmative Action Commission
Department of Civil Rights

Respectfully submitted to the Madison Common Council
In Response to Resolution # 06423

September 8, 2010

CONTENTS

EXECUTIVE SUMMARY.....	3
REPRESENTATION OF WOMEN	4
FINDINGS.....	4
CONCLUSIONS.....	6
SALARIES OF WOMEN.....	7
FINDINGS.....	7
CONCLUSIONS.....	7
REPRESENTATION OF RACIAL/ETHNIC MINORITIES	8
FINDINGS.....	8
CONCLUSIONS.....	10
SALARIES OF RACIAL/ETHNIC MINORITIES.....	10
FINDINGS.....	11
CONCLUSIONS.....	11
REPRESENTATION OF PEOPLE WITH DISABILITIES	12
FINDINGS & CONCLUSIONS.....	12



EXECUTIVE SUMMARY

The 2009 Annual report indicates that the City of Madison must strengthen its efforts to increase the representation and equitable salaries of women, racial/ethnic minorities, and people with disabilities to ensure that the city's government is reflective of the people it serves. The Common Council passed a resolution on June 19, 2007, which requests an annual report on the representation and salaries of women, racial/ethnic minorities, and people with disabilities within the City of Madison's top management positions.

As defined by the Affirmative Action Commission's subcommittee, "top management positions" are occupations found in the following compensation groups (CG):

- CG 12: Police (Assistant Chief, Lieutenants and Captains)
- CG 14: Fire (Assistant and Division Chiefs)
- CGs 18 & 24: Management & Professionals
- CG 21: Agency Heads (Managers with Employment Contracts)
- CG 23: Attorneys
- CG 44: Metro Management & Professionals

Workforce data of the regional Madison area (provided by the 2000 US Census) was divided into job classifications mandated by the federal government, which provide estimated percentages of the labor market availability for women and minorities in both official/management and professional positions. The following placement goals were created by averaging the percentages configured from the acquired data: 46.7% for women and 7.6% for racial/ethnic minorities (Table 1).

Table 1

	Women	Minorities
Officials and Managers	41.3%	6.1%
Professionals	52.1%	9.1%
Labor Market/Availability Goals	46.7%	7.6%

REPRESENTATION OF WOMEN

FINDINGS

The City of Madison payroll data indicates that in 2008 women held 35.2% of the top management positions. It also indicated that there has been an increase in the representation of women in these groups since 2004.



Full-Time Top Management Positions All Comp Groups 2004 - 2008*			
On Board		Women	
Year	Total	#	%
2004	409	138	33.7%
2005	420	145	34.5%
2006	418	142	34.0%
2007	440	155	35.2%
2008	449	158	35.2%

In 2008, women occupied 31.3% of the top management positions in Police Department. There also has been an increase in the representation of women in this compensation group since 2004.

Police (CG 12) on Board as of 12/31*			
On Board		Women	
Year	Total	#	%
2004	28	8	28.6%
2005	30	10	33.3%
2006	30	10	33.3%
2007	30	10	33.3%
2008	32	10	31.3%

*Source: City of Madison Payroll Data

Currently, there are no women representation in the Fire Department's top management positions, which include assistant and division chief. The position held by a woman was lost due to retirement.

Fire (CG 14) on Board as of 12/31*			
On Board		Women	
Year	Total	#	%
2004	9	1	11.1%
2005	9	1	11.1%
2006	9	1	11.1%
2007	9	0	0.0%
2008	9	0	0.0%

In 2008, women held 39.0% of the top management and professional positions. For the most part, this has been increasing since 2004.

Management & Professionals (CG 18) on Board as of 12/31*			
On Board		Women	
Year	Total	#	%
2004	292	108	37.0%
2005	301	112	37.2%
2006	296	109	36.8%
2007	319	124	38.9%
2008	326	127	39.0%

Women held 24.4% of the top management positions at Metro in 2008. Unlike many other compensation groups, this has been an unsteady increase in the representation of women since 2004.

Metro Management and Professionals (CG 44) on Board as of 12/31*			
On Board		Women	
Year	Total	#	%
2004	45	10	22.2%
2005	43	11	25.6%
2006	46	11	23.9%
2007	45	11	24.4%
2008	45	11	24.4%

*Source: City of Madison Payroll Data

In 2008, women held 50.0% of the attorney positions. There has been a slight decrease in the percentage of women representation since 2004.

Attorney (CG 23 & 24) on Board as of 12/31*			
On Board		Women	
Year	Total	#	%
2004	12	6	50.0%
2005	13	6	46.2%
2006	13	6	46.2%
2007	14	6	42.9%
2008	12	6	50.0%

Women held 15.4% of the agency heads positions in 2008. This group also has shown a steady decrease in the percentage of representation since 2004.

Agency Head (CG 21) on Board as of 12/31*			
On Board		Women	
Year	Total	#	%
2004	23	5	21.7%
2005	24	5	20.8%
2006	24	5	20.8%
2007	23	4	17.4%
2008	26	4	15.4%

CONCLUSIONS

The Attorneys (CG 23) have met the 46.7% labor market-determined target. However, the Police (CG 12), Fire (CG14), Management & Professionals (CGs 18 & 24), Agency Heads (CG 21), and Metro Management and Professionals (CG 44) have not met the percentage target.

The Department of Civil Rights will continue to assist agency heads in the development, implementation, and evaluation of recruitment strategies and retention for women in the top management positions.

*Source: City of Madison Payroll Data

SALARIES OF WOMEN

FINDINGS

Salaries of Women are at 93.5% compared to Men's Salaries in the top management compensation groups.

Average Salaries of Women Compared to Men for Management Positions 2004- 2008*			
Year	Men	Women	Women's Earnings % as of Men's Salaries
2004	\$ 67,022	\$ 62,315	93.0%
2005	\$ 67,806	\$ 63,821	94.1%
2006	\$ 71,282	\$ 67,104	94.1%
2007	\$ 71,368	\$ 67,476	94.5%
2008	\$ 76,167	\$ 71,237	93.5%

The comparison of women to men's salaries in the individual top management compensation groups range from 90.4% to 104.9%. It should be noted that the variations in salaries are due to seniority statuses.

Average Salaries of Women Compared to Men for Management by Comp Group 2008*			
Year	Men	Women	Women's Earnings % as of Men's Salaries
Police (CG 12)	\$ 84,145	\$ 83,350	99.1%
Fire (CG 14)	\$ 94,044		0.0%
Management (CG 18)	\$ 68,669	\$ 64,742	94.3%
Agency Heads (CG 21)	\$ 108,540	\$ 98,160	90.4%
Attorney (CG 23)	\$ 98,125	\$ 98,082	100.0%
Metro Management (CG 44)	\$ 65,066	\$ 68,232	104.9%

CONCLUSIONS

The City of Madison's civil service system incorporates equity in salaries and there does not appear to be a large salary gap between men and women in top management positions.

*Source: City of Madison Payroll Data

REPRESENTATION OF RACIAL/ETHNIC MINORITIES

FINDINGS

In 2008, the Police top management positions (which includes lieutenants, assistant chief, and captain) had 18.8% racial/ethnic representation. There has been an increase in racial/ethnic minority representation in this compensation group since 2004.

Police (CG 12) On Board as of 12/31*			
On Board		Minorities	
Year	Total	#	%
2004	28	4	14.3%
2005	30	4	13.3%
2006	30	4	13.3%
2007	30	6	20.0%
2008	32	6	18.8%

The Fire top management positions (which includes assistant and division chief) had 22.2% racial/ethnic minority representation in 2008. This compensation group also has had an increase in representation since 2004.

Fire (CG 14) On Board as of 12/31*			
On Board		Minorities	
Year	Total	#	%
2004	9	1	11.1%
2005	9	1	11.1%
2006	9	1	11.1%
2007	9	2	22.2%
2008	9	2	22.2%

*Source: City of Madison Payroll Data

The management and professional compensation group had 9.2% racial/ethnic representation in 2008. Since 2004, there has been an unsteady increase in racial/ethnic minority representation.

Management & Professionals (CG 18) On Board as of 12/31*			
On Board		Minorities	
Year	Total	#	%
2004	292	27	9.2%
2005	301	24	8.0%
2006	296	26	8.8%
2007	319	31	9.7%
2008	326	30	9.2%

In 2008, the metro management and professional compensation group had 6.7% racial/ethnic minority representation. This group has shown an unsteady increase in representation since 2004.

Metro Management and Professionals (CG 44) On Board as of 12/31*			
On Board		Minorities	
Year	Total	#	%
2004	45	3	6.7%
2005	43	3	7.0%
2006	46	4	8.7%
2007	45	4	8.9%
2008	45	3	6.7%

The attorney compensation group has 8.3% racial/ethnic minority representation in 2008. This representation is a slight increase since 2004.

Attorneys (CG 23 & 24) On Board as of 12/31*			
On Board		Minorities	
Year	Total	#	%
2004	12	0	0.0%
2005	13	0	0.0%
2006	13	0	0.0%
2007	14	1	7.1%
2008	12	1	8.3%

*Source: City of Madison Payroll Data



The agency heads compensation group has 16.0% racial/ethnic minority representation in 2008. Unlike the other compensation groups, this percentage has decreased since 2004.

Agency Heads (CG 21) On Board as of 12/31*			
On Board		Minorities	
Year	Total	#	%
2004	23	5	21.7%
2005	24	5	20.8%
2006	24	4	16.6%
2007	23	5	21.7%
2008	25	4	16.0%

CONCLUSIONS

The Police (CG 12), Fire (CG14), Management & Professionals (CGs 18 & 24), Attorneys (CG 23), and Agency Heads (CG 21), have met the 7.6% labor market-determined target. However, Metro Management and Professionals (CG 44) just missed the percentage target.

The Department of Civil Rights will continue to assist agency heads in the development, implementation, and evaluation of recruitment strategies and retention for women in the top management positions.

*Source: City of Madison Payroll Data

SALARIES OF RACIAL/ETHNIC MINORITIES

FINDINGS

The management position earnings for minorities are at 98.5% compared to non-minority earnings. There also has been a reduction in the gap between minority and non-minority management positions.

Average Salaries of Non-Minority Management Compared to Minority Management Positions 2004 – 2008*			
Year	Non-Minority	Minority	Minority Earnings as % of Non-Minority Salaries
2004	\$ 65,231	\$ 60,849	93.3%
2005	\$ 66,173	\$ 62,467	94.4%
2006	\$ 69,378	\$ 67,159	96.8%
2007	\$ 69,685	\$ 66,548	95.5%
2008	\$ 73,881	\$ 72,781	98.5%

The earnings for minority management positions by compensation groups vary from 58.4% to 106.8%. It should be noted that the variations in salaries are due to seniority statuses.

Salaries of Non-Minority Compared to Minority Management Positions by Comp Groups 2008*			
Year	Non-Minority	Minority	Minority's Earnings as % of Non-Minority Salaries
Police (CG 12)	\$ 76,345	\$ 73,090	95.7%
Fire (CG 14)	\$ 85,942	\$ 80,097	93.2%
Management (CG 18)	\$ 63,144	\$ 57,862	91.6%
Agency Heads (CG 21)	\$ 98,744	\$ 105,465	106.8%
Attorney (CG 23)	\$ 95,423	\$ 55,703	58.4%
Metro Management (CG 44)	\$ 62,486	\$ 60,244	96.4%

CONCLUSIONS

The civil service system incorporates equity in salaries and there does not appear to be a large salary gap in salaries between minority and non-minority management positions.

*Source: City of Madison Payroll Data

REPRESENTATION OF PEOPLE WITH DISABILITIES

FINDINGS & CONCLUSIONS

In 2008, representation of employees with disabilities was at 8.5% in the top management groups. According to the U.S. Census Bureau 2007 American Community Survey, the disability status for population over 16 years old is 10.8%. The City will utilize affirmative action principles to work toward increasing the number of top management positions with this under-represented group.

