

2010

Annual Report



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

March 2011

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EXECUTIVE SUMMARY

The 2010 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 as requested from the Common Council.

As defined by the Affirmative Action Commission's subcommittee, "Top Management" positions are full-time classifications found in the following compensation groups (CG):

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

In 2010, women held 34.3% of the top management positions in compensation groups 12, 14, 18, 21, 23, & 44. In 2010, racial/ethnic group members held 10.0% of the top management positions in compensation groups 12, 14, 18, 21, 23, & 44.

In the report, the 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

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

REPRESENTATION OF WOMEN & RACIAL/ETHNIC MINORITIES

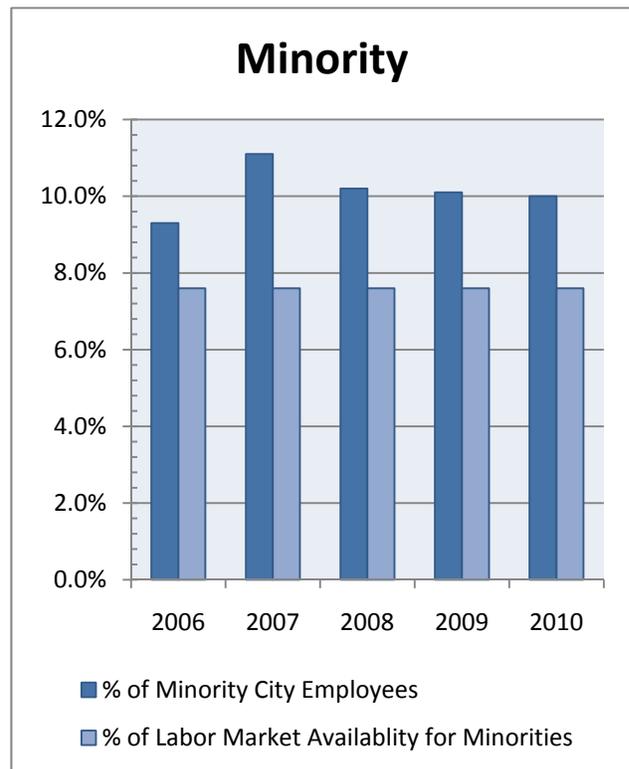
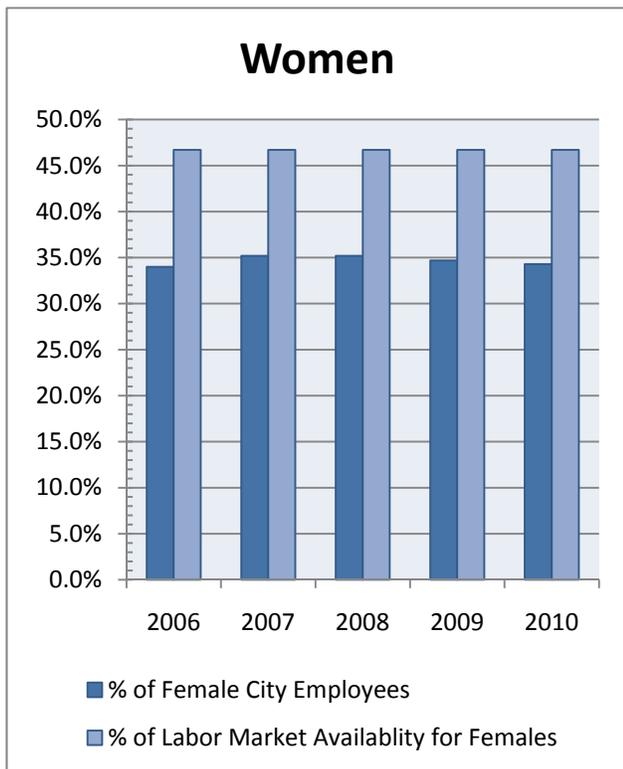
COMPARISON OF LAST FIVE YEARS

The following information compares the top management positions in Compensation Groups 12, 14, 18, 21, 23, & 44 from 2006 – 2010.

Top Management Positions (CG 12, 14, 18, 21, 23, & 44) Source: City of Madison Payroll Data from 2006 - 2010									
Year	# of Total Employees	# of Men Employees	# of Women Employees	% of Women Employees	Labor Market Availability	# of Non-Minority Employees	# of Minority Employees	% of Minority Employees	Labor Market Availability
2006	418	276	142	34.0%	46.7%	379	39	9.3%	7.6%
2007	440	285	155	35.2%	46.7%	391	49	11.1%	7.6%
2008	449	291	158	35.2%	46.7%	403	46	10.2%	7.6%
2009	447	292	155	34.7%	46.7%	402	45	10.1%	7.6%
2010	460	302	158	34.3%	46.7%	414	46	10.0%	7.6%

In 2010, women held 34.3% of the top management positions in compensation groups 12, 14, 18, 21, 23, & 44.

In 2010, racial/ethnic group members held 10.0% of the top management positions in compensation groups 12, 14, 18, 21, 23, & 44.

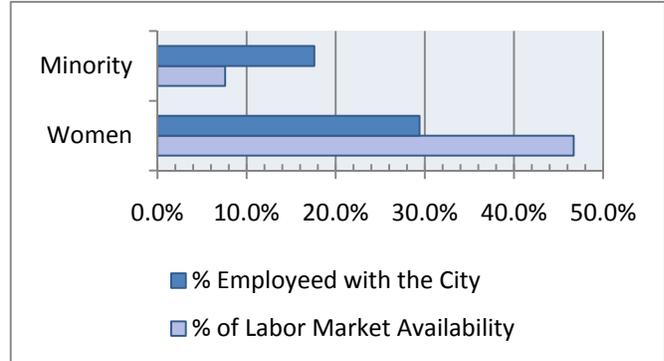


Police (Assistant Chief, Lieutenants, and Captains) :CG 12
 Source: City of Madison Payroll Data as of 12/31/10

	# of Total Employees	# of Women Employees	% of Women compared to Total Employees	Labor Market Availability	# of Minorities Employees	% of Minorities compared to Total Employees	Labor Market Availability
Onboard	34	10	29.4%	46.7%	6	17.6%	7.6%
New Hires	0	0	0.0%	46.7%	0	0.0%	7.6%
Promotions	2	1	50.0%	46.7%	1	50.0%	7.6%
Terminations	1	0	0.0%	46.7%	1	100.0%	7.6%

In 2010, women held 29.4% of the Assistant Chief, Lieutenants, and Captains positions in the Police department.

In 2010, racial/ethnic group members held 17.6% of the Assistant Chief, Lieutenants, and Captains. positions in the Police department.

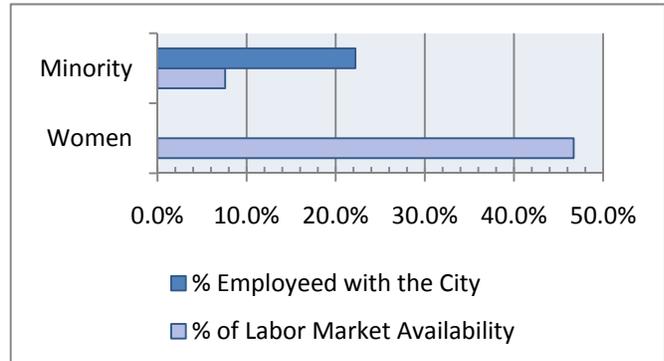


Fire (Assistant and Division Chiefs) :CG 14
 Source: City of Madison Payroll Data as of 12/31/10

	# of Total Employees	# of Women Employees	% of Women compared to Total Employees	Labor Market Availability	# of Minorities Employees	% of Minorities compared to Total Employees	Labor Market Availability
Onboard	9	0	0.0%	46.7%	2	22.2%	7.6%
New Hires	0	0	0.0%	46.7%	0	0.0%	7.6%
Promotions	2	0	0.0%	46.7%	0	0.0%	7.6%
Terminations	1	0	0.0%	46.7%	0	0.0%	7.6%

In 2010, there were no women representation in the assistants and division chief's positions in the Fire department. .

In 2010, racial/ethnic group members held 22.2% in the assistants and division chief's positions in the Fire department.

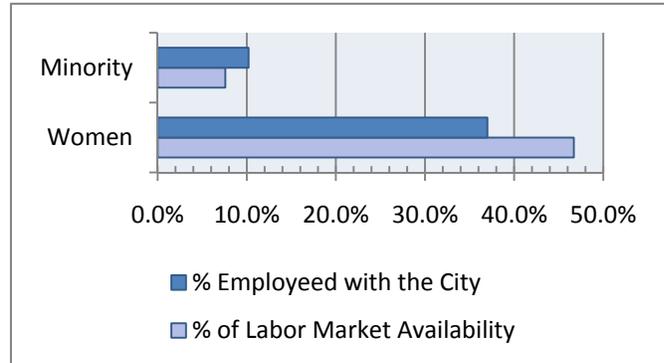


Management & Professionals: (CG 18)
Source: City of Madison Payroll Data as of 12/31/10

	# of Total Employees	# of Women Employees	% of Women compared to Total Employees	Labor Market Availability	# of Minorities Employees	% of Minorities compared to Total Employees	Labor Market Availability
Onboard	332	123	37.0%	46.7%	34	10.2%	7.6%
New Hires	27	9	33.3%	46.7%	3	11.1%	7.6%
Promotions	15	5	33.3%	46.7%	2	13.3%	7.6%
Terminations	22	11	50.0%	46.7%	1	4.5%	7.6%

In 2010, women held 37.0% of the management and professional positions.

In 2010, racial/ethnic group members held 10.2% of the management and professional positions.

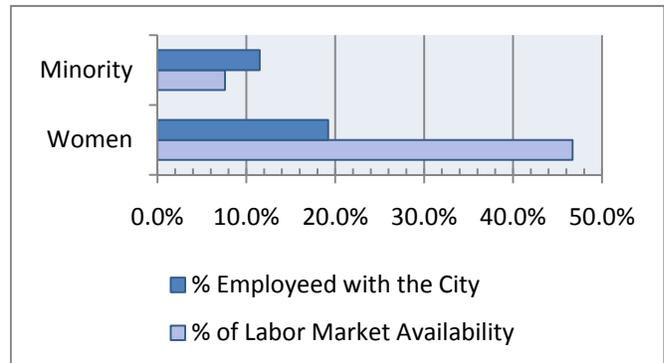


Agency Heads: (CG 21)
Source: City of Madison Payroll Data as of as of 12/31/10

	# of Total Employees	# of Women Employees	% of Women compared to Total Employees	Labor Market Availability	# of Minorities Employees	% of Minorities compared to Total Employees	Labor Market Availability
Onboard	26	5	19.2%	46.7%	3	11.5%	7.6%
New Hires	2	1	50.0%	46.7%	0	0.0%	7.6%
Promotions	3	0	0.0%	46.7%	0	0.0%	7.6%
Terminations	1	0	0.0%	46.7%	0	0.0%	7.6%

In 2010 women held 19.2% of the agency heads positions.

In 2010, racial/ethnic group members held 11.5% of the agency head positions.

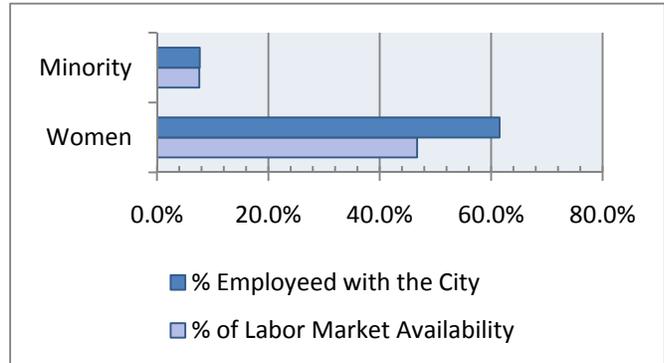


Attorneys: (CG 23)
Source: City of Madison Payroll Data as of 12/31/10

	# of Total Employees	# of Women Employees	% of Women compared to Total Employees	Labor Market Availability	# of Minorities Employees	% of Minorities compared to Total Employees	Labor Market Availability
Onboard	13	8	61.5%	46.7%	1	7.7%	7.6%
New Hires	1	1	100.0%	46.7%	0	0.0%	7.6%
Promotions	0	0	0.0%	46.7%	0	0.0%	7.6%
Terminations	0	0	0.0%	46.7%	0	0.0%	7.6%

In 2010, women held 61.5% of the attorney positions.

In 2010, racial/ethnic group members held 7.7% of the attorney positions

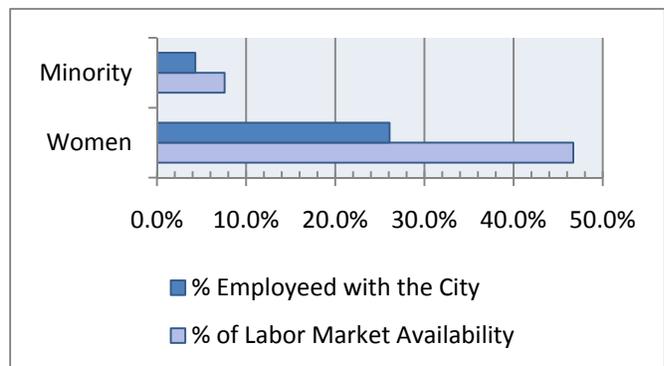


Metro Management & Professionals: (CG 44)
Source: City of Madison Payroll Data as of 12/31/10

	# of Total Employees	# of Women Employees	% of Women compared to Total Employees	Labor Market Availability	# of Minorities Employees	% of Minorities compared to Total Employees	Labor Market Availability
Onboard	46	12	26.1%	46.7%	2	4.3%	7.6%
New Hires	0	0	0.0%	46.7%	0	0.0%	7.6%
Promotions	2	1	50.0%	46.7%	0	0.0%	7.6%
Terminations	0	0	0.0%	46.7%	0	0.0%	7.6%

In 2010, women held 26.1% in the management and professional positions at Metro.

In 2010, racial/ethnic group members held 4.3% in the management and professional positions at Metro.



CONCLUSIONS

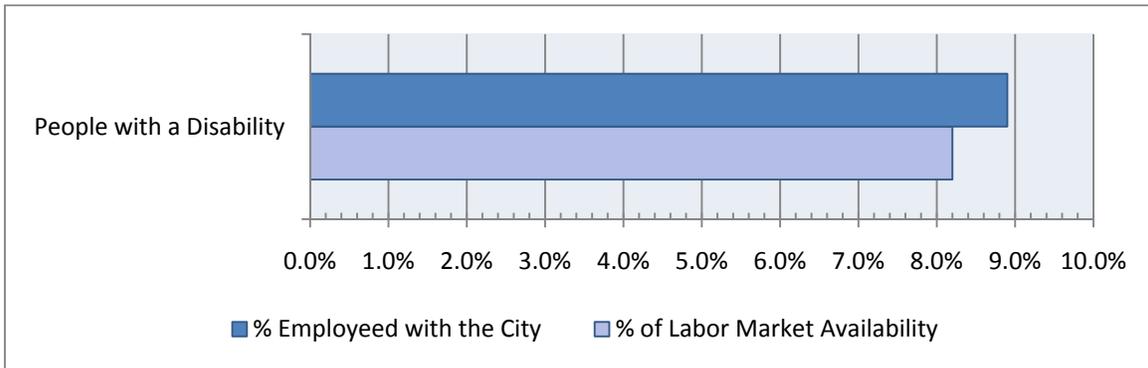
The City will continue to utilize affirmative action principles to work towards increasing the number of top management positions with these racial/ethnic group members.

REPRESENTATION OF PEOPLE WITH DISABILITIES

FINDINGS

In 2010, representation of employees with disabilities was at 8.9% in the top management groups. According to the U.S. Census Bureau 2009 American Community Survey, the disability status for population is 8.2%.

Top Management Positions: (CG 12,14,18,21,23, & 44) Source: City of Madison Payroll Data as of 12/31/10			
# of Total Employees	# of Employees with a Disability	% of Employees with a Disability	Labor Market Availability
460	41	8.9%	8.2%



CONCLUSIONS

The City will continue to utilize affirmative action principles to work towards increasing the number of top management positions with this group.

SALARIES OF WOMEN & RACIAL/ETHNIC MINORITIES

FINDINGS

Salaries of women are at 94.8% compared to men's salaries in the top management compensation groups.

Salaries of minority are at 96.3% compared to non-minority salaries in the top management compensation groups.

It should be noted that the variations in salaries may be due to seniority statuses.

2010 Top Management Salaries: (CG 12,14,18,21,23, & 44) Source: City of Madison Payroll Data						
Total Positions of Top Management	Salaries of Men in Top Management	Salaries of Women In Management Salaries	% of Salaries of Women compared to Men in Top Management	Salaries of Non-Minorities Top Management	Salaries of Minorities Top Management	% of Salaries of Minorities compared to Non-Minorities in Top Management
460	\$ 75,480	\$ 71,530	94.8%	\$ 75,140	\$ 72,374	96.3%



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, nor minorities and non-minorities, in top management positions.