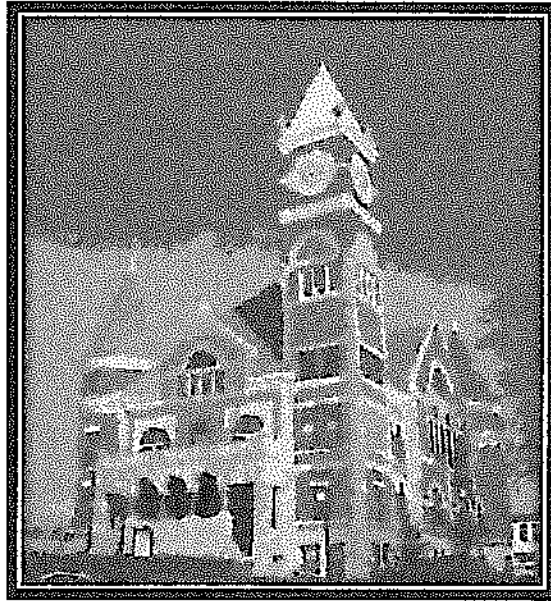


GREEN COUNTY, WI



Affirmative Action Plan

Revised: January 14, 2022

Delores K. Merrick, Green County Human Resources Director

1016 16th Avenue Monroe WI 53566

I. SCOPE OF PLAN

This is the Affirmative Action Plan for Green County, Wisconsin, which covers and is applicable to all facilities owned or operated by Green County. All Affirmative Action programs in the various locations are coordinated through an Affirmative Action Commission as designated under Green County Code 1-15-2. All correspondence regarding this plan should be directed to the Green County Affirmative Action Officer and Commission Secretary.

II. POLICY STATEMENT

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply for our job openings. We are an equal opportunity employer and all qualified applications will receive consideration for employment without regard to race, religion, pregnancy, color, national origin, ancestry, disability, military or veteran status, sexual orientation, sex, age (except where sex or age is a bona fide occupational qualification), Genetic Information and Testing, Family & Medical Leave status, arrest and conviction records, or any other characteristic protected by law. We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.

III. AFFIRMATIVE ACTION PLAN

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Presidential Executive Order #11246; Revised Order #4; OFCC Affirmative Action Guidelines; and Title XXIX, Chapter 1607 of the Code of Federal Regulations, the Age Discrimination in Employment Act, the Americans with Disabilities Act of 1990, and the Civil Rights Act of 1991, establishing in substance the elimination of discriminatory employment practices based upon race, color, national origin, religion, sex and age and conferring on the Justice Department and Equal Opportunity Commission the responsibility for elimination of discrimination on State and local levels, are adopted by reference and incorporated as though set forth in full in the Green County Personnel Policies and Procedures Manual. The County also subscribes to the non-discrimination laws and regulations passed by Federal and State Governments. Therefore, all County policies, procedures, rules and regulations of all departments, agencies, facilities, and the provisions of labor contracts are required to be in compliance with the above laws and orders. The County will take affirmative action, when necessary, to achieve handicapped accessibility, and nondiscrimination in contract compliance or employment practices, in accordance with Federal and State laws and the ordinances, resolutions and policies of the County.

IV. PROGRAM RESPONSIBILITY

The Affirmative Action Officer for Green County shall be the County Human Resources Director. The Affirmative Action Officer may review all departmental policies and procedures, rules and regulations, and shall have access to all personnel files, documents, investigative reports, and any documents or information pertinent to the maintenance of the Affirmative Action Program. The Affirmative Action Officer will have the responsibility of resolving complaints of discrimination and identifying problems and participating in problem resolution. The Officer will also serve as the liaison between Green County Affirmative Action Commission and compliance agencies and other community organizations as necessary. Such Officer may participate in any programs or policies relative to the training, promotion, transfer or discipline of any person in the employ of the County.

V. DISSEMINATION OF THE EEO/AA PROGRAM

A. Dissemination of policy within the County: The Affirmative Action Plan is posted in the Department of Human Resources and Internet under the Green County Human Resources

page: <http://www.co.green.wi.gov/> and available to the public and employees. The Affirmative Action Plan is also posted on the Employee Resources Department bulletin board. In addition, various posters, such as "Equal Opportunity is the Law" and the Wisconsin Fair Employment Act are displayed at County facility locations. The Affirmative Action Plan is reviewed periodically with department heads and managers, along with instruction on the laws and regulations regarding Equal Employment Opportunity and Affirmative Action. The Affirmative Action Plan is communicated to employees periodically by written and oral communication to all departments. New employees are informed of the plan as part of the orientation program.

B. Dissemination of plan outside Green County: All recruiting sources for County employment will be informed of the County's intent to abide by Equal Opportunity law and such recruiting sources will be expected to refer candidates for job openings without discrimination against properly qualified individuals solely because of their race, religion, pregnancy, color, national origin, ancestry, disability, military or veteran status, sexual orientation, sex, age (except where sex or age is a bona fide occupational qualification), Genetic Information and Testing, Family & Medical Leave status, arrest and conviction records, or any other characteristic protected by law. All recruitment ads will include the phrase "AA/EEO" and the job postings and the application will include the County's equal employment opportunity policy statement. Individuals requesting the Affirmative Action Plan will be directed to the County's website. If they request a paper copy, one will be provided free of charge.

C. General: The Affirmative Action Plan is written in English. In specific cases where another language is needed or for persons who are visually impaired, readers, translators, and/or interpreters are available upon request free of charge.

VI. WORKFORCE ANALYSIS

The Workforce Analysis is attached in the following Exhibits. This data shows relationships between the County's workforce and that of the relevant labor market for Green County. The data reported for Green County is taken from payroll records in conformance with the federal EEO-4 report. The Affirmative Action plan will be updated in conjunction with the federal EEO-4 reporting requirements.

VII. GOALS

A. Identification of Problem Areas: In reviewing the County's workforce statistics, there continues to be a higher percentage of women than men in Green County employment. There are some employment classes and departments, which are over represented by one gender. The number of full-time and part-time minorities employed by Green County slightly lags the Green County labor force data.

B. Goal Statement: In order to broaden the base of applicants to increase minority applications, Green County has utilized Wisconsin Job Center as a source for applications to fill vacancies. Many applicants register at Job Center, including those minorities with statistically high unemployment rates. Because this program has been responsive, Green County will continue to utilize Wisconsin Job Service for the current plan years. Green County has a website, <http://www.greencountywi.org>, which can be utilized to view all current vacancies by any person with computer access. Green County will continue to make an effort to hire males/females in non-traditional areas of employment.

Green County has an Affirmative Action Commission which exists to provide equal employment to all qualified persons and to prohibit discrimination in employment because of race, color, religion, sex, national origin and physical handicap; and in compliance with the Civil Rights Act, the Equal Opportunity Act together with Title VI of the Civil Rights Act, Green County has mandated that the County employment policies and practices be nondiscriminatory in respect to race, color, religion, sex or national origin.

C. Action Plan and Timetable: Hiring goals will be targeted but are subject to position openings, job related testing requirements, licenses, and required job related qualifications. Underrepresented segments of the Green County workforce will receive special attention with the goal of increasing employment of these groups.

D. Evaluation: The Green County Affirmative Action Plan will be reviewed annually, and County employment and new hires will be reviewed based upon EEO-4 report information from which employment data is drawn, to determine status and degree of change in the makeup of County employment. The attainment of Action Plan goals and evaluation of this Affirmative Action Plan is the responsibility of the Affirmative Action Officer, which is the Green County Human Resources Director.

Prepared By

Delores K. Merrick, Human Resources Director / Affirmative Action Commission Secretary/ Officer
Dated: January 14, 2022

Appendix A: Work Force Analysis

Green County	Number	Percent	Green County Government Work Force	Regular Full and Part Time Employees Number	Percent	Difference	Casual Employee Number	Percent	Difference	Regular & Casual Employee Number	Percent	Difference
Labor Force												
Total	20,344	100%	323	100%	0%	111	100%	0%	434	100%	0%	
Male	10,578	52%	112	35%	-17%	20	18%	-34%	132	30%	-22%	
Female	9,766	48%	211	65%	17%	91	82%	34%	302	70%	22%	
Total Minority M&F	541	2.7%	4	1.2%	-1.5%	4	3.6%	.9%	8	1.8%	-.9%	
Black or African American	91	.45%	1	.30%	-.15%	3	2.7%	2.25%	4	.92%	.47%	
Hispanic or Latino	478	2.4%	2	.61%	-1.79%	0	0%	-2.4%	2	.46%	-1.94%	
Asian	112	.56%	0	0%	-.56%	1	.9%	.34%	1	.23%	-.33%	
Native Hawaiian	0	0%	0	0%	0%	0	0%	0%	0	0%	0%	

or Other Pacific Islander																					
American Indiana or Alaskan Native	39	.19%	0	0%	-.19%	0	0%	0	0%	0	-.19%	0	0%	0	0%	0	0%	0	0%	0	-.19%
Two or More Races (non Hispanic or Latino)	110	.55%	1	.30%	-.25%	0	0%	0	0%	0	-.55%	1	.23%	0	0%	1	.23%	0	0%	1	-.32%

Note: Total Employed is the Civilian Labor Force Employed ages 16+ for the County
Source: US Census Bureau - American Community Survey (ACS) 2014-2018 5-Year Estimate (Table C24010A-G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors

Appendix A: Work Force Analysis

Green County	Number	Percent	Green County Government Work Force	Regular Full and Part Time Employees Number	Percent	Difference	Casual Employee Number	Percent	Difference	Regular & Casual Employee Number	Percent	Difference
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Asian	112	.56%	0	0%	-.56%	1	.9%	.34%	1	.23%	-.33%	
Native Hawaiian	0	0%	0	0%	0%	0	0%	0%	0	0%	0%	

or Other Pacific Islander																			
American Indian or Alaskan Native	39	.19%	0	0%	-.19%	0	0%	0	0%	-.19%	0	0%	0	0%	-.19%	0	0%	0	-.19%
Two or More Races (non Hispanic or Latino)	110	.55%	1	.30%	-.25%	0	0%	0	0%	-.55%	1	.23%	0	.23%	-.32%	0	.23%	0	-.32%

Note: Total Employed is the Civilian Labor Force Employed, ages 16+ for the County
Source: US Census Bureau - American Community Survey (ACS) 2014-2018 5-Year Estimate (Table C24010A-G, I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				OMB Control No. 3046-0008	
STATE AND LOCAL GOVERNMENT INFORMATION REPORT (EEO-4) EEOC Form 164					
Control Number: 55200230 Reporting Year: 2021					
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State <input checked="" type="checkbox"/> 2. County <input type="checkbox"/> 3. City <input type="checkbox"/> 4. Township <input type="checkbox"/> 5. Special District <input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION GREEN COUNTY					
2. MAILING ADDRESS.		CITY/TOWN	COUNTY	STATE	ZIP
1016 16TH AVE		MONROE	GREEN	WI	53566
C. FUNCTION					
<input checked="" type="checkbox"/> 1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and; <input checked="" type="checkbox"/> GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, et al.)	<input checked="" type="checkbox"/> 2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways, and bridges.	<input checked="" type="checkbox"/> 3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals should be reported under function 7.)	<input checked="" type="checkbox"/> 4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc. Including technical and clerical employees engaged in police activities.	<input checked="" type="checkbox"/> 5. FIRE PROTECTION. Duties of the uniformed fireforce and clerical employees. (Forest fire protection activities should be reported under function 6.)	<input checked="" type="checkbox"/> 6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and; PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.
<input checked="" type="checkbox"/> 8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.	<input checked="" type="checkbox"/> 9. HOUSING. Code enforcement, low-rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.	<input checked="" type="checkbox"/> 10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.	<input checked="" type="checkbox"/> 11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.	<input checked="" type="checkbox"/> 12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.	<input checked="" type="checkbox"/> 13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
<input type="checkbox"/> 7. HOSPITALS. Operation and maintenance of institutions for inpatient medical care.	<input type="checkbox"/> 14. EMPLOYMENT SECURITY. State governments only. <input type="checkbox"/> 15. OTHER (Specify.)				

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE	FEMALE				MALE	FEMALE						
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9														0	
	42. \$16.0 - 19.9														0	
	43. \$20.0 - 24.9														0	
	44. \$25.0 - 32.9									1					1	
	45. \$33.0 - 42.9									8					8	
	46. \$43.0 - 54.9									5					5	
	47. \$55.0 - 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 - 15.9														0	
	50. \$16.0 - 19.9														0	
	51. \$20.0 - 24.9														0	
	52. \$25.0 - 32.9														0	
	53. \$33.0 - 42.9														0	
	54. \$43.0 - 54.9														0	
	55. \$55.0 - 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 - 15.9														0	
	58. \$16.0 - 19.9														0	
	59. \$20.0 - 24.9														0	
	60. \$25.0 - 32.9														0	
	61. \$33.0 - 42.9			1											1	
	62. \$43.0 - 54.9														0	
	63. \$55.0 - 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		0	0	5	0	0	0	0	0	29	0	0	0	0	34	
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS -- ADMINISTRATORS																0
67. PROFESSIONALS										1						1
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT										2						2
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE				2						2						4
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	2	0	0	0	0	0	5	0	0	0	0	0	7

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

	HISPANIC OR LATINO		RACE/ETHNICITY											TOTALS	
			NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS			2												2
76. PROFESSIONALS															0
77. TECHNICIANS									2						2
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT		1							3						4
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES	0	1	2	0	0	0	0	0	5	0	0	0	0	0	8
(LINES 75 - 82)															

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Child Support, Circuit Court, County Clerk, Corporation Attorney, District Attorney, Family Court Commissioner, Finance, Human Resources, Register of Deeds, Victim/Witness Services, UW Extension, Property, Tourism, Treasurer, Veteran Services, Clerk of Court

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9														0	
	42. \$16.0 - 19.9														0	
	43. \$20.0 - 24.9														0	
	44. \$25.0 - 32.9														0	
	45. \$33.0 - 42.9								1						1	
	46. \$43.0 - 54.9								1						1	
	47. \$55.0 - 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 - 15.9														0	
	50. \$16.0 - 19.9														0	
	51. \$20.0 - 24.9														0	
	52. \$25.0 - 32.9														0	
	53. \$33.0 - 42.9			1											1	
	54. \$43.0 - 54.9			20					1						21	
	55. \$55.0 - 69.9			4											4	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 - 15.9														0	
	58. \$16.0 - 19.9														0	
	59. \$20.0 - 24.9														0	
	60. \$25.0 - 32.9														0	
	61. \$33.0 - 42.9			6											6	
	62. \$43.0 - 54.9			6											6	
	63. \$55.0 - 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		0	0	38	0	0	0	0	0	3	0	0	0	0	41	
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS															0	
67. PROFESSIONALS															0	
68. TECHNICIANS															0	
69. PROTECTIVE SERVICE															0	
70. PARAPROFESSIONALS															0	
71. ADMINISTRATIVE SUPPORT															0	
72. SKILLED CRAFT			2												2	
73. SERVICE - MAINTENANCE			4						1						5	
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	6	0	0	0	0	1	0	0	0	0	0	7	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
	MALE	FEMALE	MALE						FEMALE						
WHITE			BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT			1												1
82. SERVICE - MAINTENANCE			1												1
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Highway Department

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 3 - PUBLIC WELFARE

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE					FEMALE							
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9														0	
	42. \$16.0 - 19.9														0	
	43. \$20.0 - 24.9														0	
	44. \$25.0 - 32.9								1						1	
	45. \$33.0 - 42.9								4						4	
	46. \$43.0 - 54.9												1		1	
	47. \$55.0 - 69.9														0	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 - 15.9														0	
	50. \$16.0 - 19.9														0	
	51. \$20.0 - 24.9														0	
	52. \$25.0 - 32.9														0	
	53. \$33.0 - 42.9														0	
	54. \$43.0 - 54.9														0	
	55. \$55.0 - 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 - 15.9														0	
	58. \$16.0 - 19.9														0	
	59. \$20.0 - 24.9														0	
	60. \$25.0 - 32.9														0	
	61. \$33.0 - 42.9														0	
	62. \$43.0 - 54.9														0	
	63. \$55.0 - 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		0	0	3	0	0	0	0	0	33	0	0	0	1	0	37
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS										1						1
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS										2						2
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE				2						3						5
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	2	0	0	0	0	0	6	0	0	0	0	0	8

D. EMPLOYMENT DATA AS OF JUNE 30

Function 3 - PUBLIC WELFARE

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
	MALE	FEMALE	MALE					FEMALE							
WHITE			BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS					1				7						8
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT									3						3
91. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES	0	0	0	0	1	0	0	0	10	0	0	0	0	0	11
(LINES 75 - 82)															

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Economic Support (ES); Children, Youth and Families (CYF); Aging and Disability Resource Center (ADRC); Regional Aging and Disability Resource Center (Regional ADRC).

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

The four listed programs are a part of the Human Services Department. The Director and Administrative Support for the entire Human Services Department were placed in this category even though they also provide services for Function 8 as well.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 4 - POLICE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE				FEMALE				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	TWO OR MORE RACES	
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9														0	
	42. \$16.0 - 19.9														0	
	43. \$20.0 - 24.9														0	
	44. \$25.0 - 32.9														0	
	45. \$33.0 - 42.9								2						2	
	46. \$43.0 - 54.9			1					4						5	
	47. \$55.0 - 69.9								1						1	
	48. \$70.0 PLUS														0	
SKILLED CRAFT	49. \$0.1 - 15.9														0	
	50. \$16.0 - 19.9														0	
	51. \$20.0 - 24.9														0	
	52. \$25.0 - 32.9														0	
	53. \$33.0 - 42.9														0	
	54. \$43.0 - 54.9														0	
	55. \$55.0 - 69.9														0	
	56. \$70.0 PLUS														0	
SERVICE - MAINTENANCE	57. \$0.1 - 15.9														0	
	58. \$16.0 - 19.9														0	
	59. \$20.0 - 24.9														0	
	60. \$25.0 - 32.9														0	
	61. \$33.0 - 42.9														0	
	62. \$43.0 - 54.9			1											1	
	63. \$55.0 - 69.9														0	
	64. \$70.0 PLUS														0	
65. TOTAL FULL-TIME (LINES 1-64)		0	0	27	0	0	0	0	0	12	0	0	0	0	39	
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS															0	
67. PROFESSIONALS															0	
68. TECHNICIANS										4					4	
69. PROTECTIVE SERVICE			8												8	
70. PARAPROFESSIONALS															0	
71. ADMINISTRATIVE SUPPORT			3							2					5	
72. SKILLED CRAFT															0	
73. SERVICE - MAINTENANCE			1												1	
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	12	0	0	0	0	0	6	0	0	0	0	18	

D. EMPLOYMENT DATA AS OF JUNE 30										Function 4 - POLICE PROTECTION				
RACE/ETHNICITY														
HISPANIC OR LATINO			NOT-HISPANIC OR LATINO											TOTALS
		MALE						FEMALE						
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)														
75. OFFICIALS -- ADMINISTRATORS														0
76. PROFESSIONALS														0
77. TECHNICIANS														0
78. PROTECTIVE SERVICE			2											2
79. PARAPROFESSIONALS														0
80. ADMINISTRATIVE SUPPORT			1					2						3
81. SKILLED CRAFT														0
82. SERVICE -- MAINTENANCE														0
83. TOTAL NEW HIRES	0	0	3	0	0	0	0	2	0	0	0	0	0	5
(LINES 75 - 82)														

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Green County Sheriffs Department.

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 8 - HEALTH

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO							FEMALE					
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9									1						1
	45. \$33.0 - 42.9		1							2						3
	46. \$43.0 - 54.9									1						1
	47. \$55.0 - 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	1	4	0	0	0	0	0	26	0	0	0	0	0	31
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS				1						13						14
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	1	0	0	0	0	0	13	0	0	0	0	0	14

D. EMPLOYMENT DATA AS OF JUNE 30

Function 8 - HEALTH

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
	MALE	FEMALE	MALE						FEMALE						
WHITE			BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS								13	1						14
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT								2							2
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES	0	0	0	0	0	0	0	0	15	1	0	0	0	0	16
(LINES 75 - 82)															

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Green County Public Health; Alcohol and Other Drug Addictions (AODA); Mental Health (MH); Children's Long Term Support (CLTS); Birth to 3; Community Support Program (CSP); Comprehensive Community Services (CCS).

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

The five listed programs (other than Green County Public Health) are a part of the Human Services Department. The Director and Administrative Support for the entire Human Services Department were placed in Function 3 even though they also provide services for this function as well.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 9 - HOUSING

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (In thousands, 000)	RACE/ETHNICITY													TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO							FEMALE					
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9									5						5
	46. \$43.0 - 54.9									2						2
	47. \$55.0 - 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9									8						8
	61. \$33.0 - 42.9		1	1						6						8
	62. \$43.0 - 54.9			2												2
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	1	6	0	0	0	0	0	64	1	2	0	0	0	74

2. OTHER THAN FULL-TIME EMPLOYEES

66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS										12						12
68. TECHNICIANS										9						9
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS				2						45						47
71. ADMINISTRATIVE SUPPORT												1				1
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE				2						2		1				5
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	4	0	0	0	0	0	68	0	2	0	0	0	74

D. EMPLOYMENT DATA AS OF JUNE 30

Function 9 - HOUSING

	HISPANIC OR LATINO		RACE/ETHNICITY											TOTALS
			NOT-HISPANIC OR LATINO											
			MALE				FEMALE							
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)														
75. OFFICIALS - ADMINISTRATORS														0
76. PROFESSIONALS								4						4
77. TECHNICIANS														0
78. PROTECTIVE SERVICE														0
79. PARAPROFESSIONALS			2					11						13
80. ADMINISTRATIVE SUPPORT			1					4						5
81. SKILLED CRAFT														0
82. SERVICE - MAINTENANCE								2		1				3
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	3	0	0	0	0	0	21	0	1	0	0	25

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Pleasant View Nursing Home

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30										Function 10 - COMMUNITY DEVELOPMENT					
HISPANIC OR LATINO		RACE/ETHNICITY												TOTALS	
		NOT-HISPANIC OR LATINO													
		MALE						FEMALE							
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS														0	
76. PROFESSIONALS														0	
77. TECHNICIANS														0	
78. PROTECTIVE SERVICE														0	
79. PARAPROFESSIONALS														0	
80. ADMINISTRATIVE SUPPORT														0	
81. SKILLED CRAFT														0	
82. SERVICE - MAINTENANCE														0	
83. TOTAL NEW HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(LINES 75 - 82)															

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Land Use and Zoning, Land and Water Conservation.

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30									Function 11 - CORRECTIONS						
HISPANIC OR LATINO		RACE/ETHNICITY											TOTALS		
		MALE						FEMALE							
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS														0	
76. PROFESSIONALS														0	
77. TECHNICIANS														0	
78. PROTECTIVE SERVICE			3					1						4	
79. PARAPROFESSIONALS														0	
80. ADMINISTRATIVE SUPPORT														0	
81. SKILLED CRAFT														0	
82. SERVICE - MAINTENANCE														0	
83. TOTAL NEW HIRES	0	0	3	0	0	0	0	1	0	0	0	0	0	4	
(LINES 75 - 82)															

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Green County Jail

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

The jail is housed in the same building as the Green County Sheriff's Department. As such, administrative support is a shared function. These positions were assigned to Function 4.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

	HISPANIC OR LATINO		RACE/ETHNICITY											TOTALS
			NOT-HISPANIC OR LATINO							FEMALE				
	MALE	FEMALE	MALE							FEMALE				
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)														
75. OFFICIALS - ADMINISTRATORS														0
76. PROFESSIONALS														0
77. TECHNICIANS														0
78. PROTECTIVE SERVICE														0
79. PARAPROFESSIONALS														0
80. ADMINISTRATIVE SUPPORT														0
81. SKILLED CRAFT														0
82. SERVICE - MAINTENANCE														0
83. TOTAL NEW HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(LINES 75 - 82)														

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Landfill

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Control Number: 55200230

Reporting Year: 2021

Jurisdiction: GREEN COUNTY

SUMMARY OF FUNCTIONS			
✓	1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL	✓	9 - HOUSING
✓	2 - STREETS AND HIGHWAYS	✓	10 - COMMUNITY DEVELOPMENT
✓	3 - PUBLIC WELFARE	✓	11 - CORRECTIONS
✓	4 - POLICE PROTECTION		12 - UTILITIES AND TRANSPORTATION
	5 - FIRE PROTECTION	✓	13 - SANITATION AND SEWAGE
	6 - NATURAL RESOURCES/PARKS AND RECREATION		14 - EMPLOYMENT SECURITY
	7 - HOSPITALS		15 - OTHER
✓	8 - HEALTH		
COMMENTS			
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)			
NAME OF CERTIFYING OFFICIAL Delores Merrick		TITLE HR Director	
MAILING ADDRESS 1016 16TH AVE MONROE WI, 53566		TELEPHONE NUMBER 608-328-9655	
DATE 11/29/2021	EMAIL ADDRESS dmerrick@greencountywi.org		TYPED NAME Delores Merrick