CITY OF RACINE AFFIRMATIVE ACTION PLAN

City of Racine
Human Resources/ Affirmative Action Department

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City of Racine Affirmative Action Plan
City Hall

730 Washington Avenue, Room 204
(262) 636-9589
Plan for 2013

POLICY STATEMENT

It is the policy of the City of Racine not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation or national origin. This policy includes, but is not limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. Except with respect to sexual orientation, the City further agrees to take affirmative action to ensure equal employment opportunities.

All personnel who are responsible for hiring and promoting employees and for the development and implementation of programs or activities are required to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

The City of Racine shall comply with §62.27 Rac. Ord., s. 16.765, Wis. Stats., state regulations and federal laws relating to equal employment opportunities and affirmative action. The City shall continue to work cooperatively with internal government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

THE PREFACE

This plan, which is effective upon its adoption, is to be reviewed and updated yearly.

THE INTRODUCTION

The City of Racine's Departments that are evaluated by this report include:

1. Community Development
2. Finance and General Administration
3. Fire Protection
4. Health
5. Housing
6. Natural Resources/ Parks/ Recreation
7. Police Protection
8. Sanitation and Sewage
9. Streets and Highways
10. Utilities and Transportation

AFFIRMATION OF POLICY

The City of Racine is committed to equal employment opportunity to include but not limited to testing, interviews, hiring or termination decisions, reasonable accommodation, training, transfer, promotion, demotion, reclassification or reallocation. Any employee who feels they have been adversely affected based on their membership in any protected group, or if he or she feels the treatment they received was different from others they may file a complaint with the Human Resources Affirmative Action Office.

DISSEMINATION OF POLICY

This policy will be accessible to all employees, and its existence will be displayed prominently at the place of employment. All supervisors are responsible for knowing of its existence and substance, and of their responsibility for its implementation. The Human Resources Affirmative Action Officer will be available to answer all questions about the policy, or its implementation.

To communicate the policy outside the agency, the policy statement will be made available to the following:

- Labor organizations
- Employee associations

- Schools, community agencies, Jobs and Benefits offices, and similar organizations
- Job applicants
- Area minority groups and women's organizations
- Vocational rehabilitation agencies
- Employable older workers groups

In addition, an "Equal Employment Opportunity/Affirmative Action Employer" statement will be included in all job opportunity announcements and employment.

AA PLAN

OUTREACH AND RECRUITMENT

The City of Racine is committed to engaging in outreach programs in order to find qualified, female or minority persons while recruiting, interviewing, hiring, training and evaluating individuals so that each person has an equal opportunity and to give all the expectation of fairness and equality in the hiring process.

The City of Racine's plans include:

1. A minority outreach plan that places a premium on recruiting, hiring, placing, training and promoting qualified individuals while applying established non-discriminatory qualification standards and selection criteria.
    a. Assess the potential openings within the City that are created by retirements or possibly expansion or change in responsibilities that may create openings.
    b. Implement a job readiness program that includes community outreach efforts to give potential minority or female hires the opportunity to obtain necessary certifications or skills that make them competitive candidates.
2. Taking positive steps to attract hire and retain qualified individuals.
3. Basing all employment decisions (hiring, promotion, evaluations, etc.) upon each person's performance or the goals that have been set for a department.
4. Complying with all federal and state laws concerning the employment of minority and female employees and all applicable Wisconsin laws.

5. Investigating and taking appropriate action concerning complaints of discrimination made any job applicants and employees, complaints of a failure to make reasonable job accommodations, or any other complaints that, if true, violate the spirit of this policy or any relevant law.
6. Cooperating with governmental agencies investigating complaints of discrimination filed by individuals and/or work groups.
7. Removing barriers to employment, whether physical, social or arising from misconceptions, concerning persons' abilities.

IMPLEMENTATION MECHANISM

Human Resources/ Affirmative Action will:

Inform each department head or hiring manager of the existence of goals in the job category at the time that a requisition is approved for recruitment.

Make a special effort to reach recruitment sources[i] that may have access to qualified minorities and women and document our activities. Review selection data more frequently to evaluate participation rates for minorities and women; update the program annually and review our progress in meeting the placement goals that we have established.

Provide training to managers and supervisors to assure that they are aware of their responsibility to make fair decisions.

RESPONSIBILITY FOR IMPLEMENTATION

It is the responsibility of the Human Resources Affirmative Action Officer to meet with each department head and to assist in the development of individual plans for each agency. Implementation of the plan is the responsibility of each department. Each plan is to be reviewed on a yearly basis to monitor progress.

UTILIZATION ANALYSIS

The Affirmative Action Plan for the city of Racine began with an analysis of the workforce. The results of this analysis are available in Human Resources; a summary chart is below. Areas of under represented and under utilized groups have been identified and work with the City departments has begun.

Underrepresentation refers to the state of having a smaller percentage of an EEO group in an EEO job category than would reasonably be expected by their availability. The

narrative description of the utilization analysis is very important. A good narrative description clarifies the affirmative action planning process and the results of past efforts.

Underutilization is an area that is also being investigated to bring the City into compliance Underutilization indicates a situation in which members of an EEO group are underemployed, i.e., working in jobs for which they are overqualified.

When this distinction is made, Underrepresentation requires increased effort in the areas of recruitment and retention; underutilization requires career counseling and stronger internal promotion procedures. Both of these areas are goals of the Human Resources Affirmative Action Office.

	Am. Indian Male	Asian Female	Asian Male	Black Female	Black Male	White Female	White Male	Hispanic Female	Hispanic Male	Total
City Assessor	0	0	0	0	1	2	2	0	0	5
City Development	0	0	0	1	0	2	4	2	0	9
DPW/Streets and Highways	0	0	0	0	22	8	92	1	13	136
Finance	0	0	0	3	0	9	2	3	0	17
Fire	1	0	1	1	9	8	110	0	12	142
Health	0	0	0	1	0	15	8	0	0	24
Human Resources	0	0	0	1	1	3	1	0	0	6
Information Systems	0	0	0	0	1	1	5	0	0	7
Library	0	1	0	1	2	11	7	1	0	23
Mayor's/City Attorney Office	0	0	0	0	0	3	5	1	0	9
Municipal Justice	0	0	0	0	0	3	1	0	0	4
Parks	0	0	0	1	1	4	20	0	3	29
Police	2	0	1	6	15	45	153	5	11	238
Water	0	0	0	1	7	16	63	2	6	95
Total	**3**	**1**	**2**	**16**	**59**	**130**	**473**	**15**	**45**	**744**

Review our selection process to determine if we need to modify any aspects of the process that may be a deterrent to our having a work force that is fully representative of qualified minorities and women.

Snap shot of current staffing levels

07/01/14

Breakdown of City of Racine Workforce (1):

Currently (2):

White Male	63.5%
Female	21.7%
Minority African American	10.0%
Hispanic	8.0%

Hiring since January 1, 2013

B – White Male	24
C – Black Male	6
D – Hispanic Male	2
E – Asian Male	0
F – Native American	0
G – White Female	10
H – Black Female	2
I – Hispanic Female	2

26% Minority
30.4% Female

(1) Full time employees only
(2) Adds up to more than 100% because gender and minority status normally appear in 2 areas.

CITY OF RACINE ANTI-HARASSMENT POLICY

City of Racine
Human Resources/ Affirmative Action Department

THE ANTI-HARASSMENT POLICY

Harassment can have a devastating effect in the workplace. The effects of sexual and other types of harassment can range from loss of worker productivity to monetary losses to the agency, supervisor, and possibly to the person accused of the act.

Every employee has the right to a workplace free of harassment. A comprehensive harassment policy has been developed that will address and deal with sexual and other harassment.

Each individual has the right to work in a professional atmosphere which promotes equal opportunities and prohibits discriminatory practices, including sexual harassment. The city Of Racine is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes or comments based on an individual's sex, race, ethnicity, age, religion, sexual orientation or any other legally protected characteristic will not be tolerated. As an example, sexual harassment (both overt and subtle) is a form of employee misconduct that is demeaning to another person undermines the integrity of the employment relationship and is strictly prohibited. For example:

i. Verbal: sexual innuendoes, suggestive or insulting comments or sounds, jokes teasing of a sexual nature, sexual propositions or threats, continuing to express personal interest after being informed the interest is unwelcome.
ii. Visual: sexually suggestive objects, pictures, or letters; leering, whistling, or obscene gestures;
iii. Physical: unwanted physical contact, including touching, pinching, brushing the body, impeding or blocking movement, sexual intercourse or assault.

It is no defense to a claim of sexual harassment that the alleged harasser did not intend to harass.

Any employee who wants to report an incident of sexual or other unlawful harassment should promptly report the matter to his or her supervisor. If the supervisor is unavailable or the employee believes it would be inappropriate to contact that person, the employee should immediately contact the Human Resources Affirmative Action Office.

Employees can raise concerns and make reports without fear of retaliation. Retaliation is a form of harassment or employee misconduct and is considered a violation of the City of Racine Policy for Sexual and Other Unlawful Harassment and shall be handled by the same complaint procedure established for this policy.

Any supervisor, manager or director who becomes aware of possible sexual or other unlawful harassment must promptly advise the Affirmative Action Human Resources Officer or the Human Resources Director who will assist in handling the matter in a timely and confidential manner.

Anyone engaging in sexual or other unlawful harassment will be subject to disciplinary action, up to and including termination of employment.

INDIVIDUALS COVERED UNDER THE POLICY

This policy covers all individuals in the workplace. The City of Racine will not tolerate, condone or allow harassment, whether engaged in by fellow employees, supervisors, or by outside clients or other non-employees who conduct business with The City. The City of Racine encourages reporting of all incidents of Quid pro Quo or Hostile Workplace harassment, regardless of who the offender may be, or of the offender's relationship to the City.

REPORTING A COMPLAINT

While The City of Racine encourages individuals who believe they are being harassed to firmly and promptly notify the offender that his or her behavior is unwelcome, the City also recognizes that power and status disparities between an alleged harasser and a target may make such a confrontation impossible. In the event that such informal, direct communication between individuals is either ineffective or impossible, the following steps should be followed in reporting a sexual harassment complaint.

1. **Notification of Appropriate Staff** Individuals who believe they have been subjected to sexual harassment should report the incident to the Human Resources Affirmative Action Office (262) 636-9589An individual also may choose to report the complaint to his/her supervisor. If the supervisor successfully resolves the complaint in an informal manner to the complainant's satisfaction**, the supervisor must file a**

confidential report to Affirmative Action Human Resources about the complaint and resolution so that the City will be aware of any pattern of harassment by a particular individual and will also be aware of all complaints of sexual harassment on a City-wide basis. If the supervisor does not successfully resolve the complaint informally, manner, a written report must be made to the Human Resources Affirmative Action Office immediately.

2. **Description of Misconduct** An accurate record of objectionable behavior or misconduct is needed to resolve a formal complain of sexual harassment. Verbal reports of sexual harassment must be reduced to writing by either the complainant or the individual(s) designated to receive complaints, and must be signed by the complainant. Individuals, who believe that they have been or are currently being harassed, should maintain a record of objectionable conduct in order to prepare effectively and substantiate their allegations. While the City encourages individuals to keep written notes in order to accurately record offensive conduct or behavior, the employer hereby notifies all employees that, in the event that a lawsuit develops from the reported incident, the complainant's written notes might not be considered privileged or confidential information.
3. **Timeframe for Reporting Complaint** The City of Racine encourages a prompt reporting of complaints so that rapid response and appropriate action may be taken. This policy not only aids the complainant, but also helps to maintain an environment free from discrimination for all employees. Employees should also be aware of the time limits imposed by local, state and national governmental agencies for the filing of complaints of harassment or discrimination; those time limits are posted on the official notices which are prominently displayed on bulletin boards

INVESTIGATING THE COMPLAINT

1. **Confidentiality** Any allegation of sexual harassment brought to the attention Human Resources Affirmative Action Office will be promptly investigated. Confidentiality will be maintained throughout the investigatory process to the extent practical and appropriate under the circumstances.

2. **Identification of Investigators** Formal complaints will be investigated by the Affirmative Action Human Rights Commission.
3. **Investigation Process** In pursuing the investigation, the Commission will try to take the wishes of the complainant under consideration, but will thoroughly investigate the matter, keeping the complainant informed as to the status of the investigation.

RESOLVING THE COMPLAINT

In order to minimize the damage to the City, the complainant and the alleged harasser to the full extent possible, the Commission will complete the investigation of a sexual harassment complaint and will communicate its findings and intended actions per Ordinance (Code 1973, § 3.40.054; Ord. No. 8-92, pt.1, 4-2-92) If the investigation finds that harassment occurred, the harasser will be subject to appropriate disciplinary procedures, as listed below. The complainant will be informed of the disciplinary action taken. If the investigation determines that no sexual harassment has occurred, this finding will be communicated to the complainant in an appropriately sensitive manner. If the investigation cannot determine whether or not sexual harassment has occurred, this finding will be communicated to the complainant and the alleged harasser, and the matter will be recorded as unresolved. Both the complainant and the alleged harasser will be informed again of the procedures set forth in this sexual harassment policy, including the appeal process contained below.

Sanctions Individuals found to have engaged in misconduct constituting sexual harassment will be severely disciplined, up to and including discharge. Appropriate sanctions will be determined by the appropriate officials. In addressing incidents of sexual harassment, the employer's response at a minimum will include reprimanding the offender and preparing a written record. Additional action may include: referral to counseling, withholding of a promotion, reassignment, temporary suspension without pay, financial penalties or termination. This policy is designed to protect all employees from harassment in any way associated with the workplace or work environment, no matter who the harasser is. Although the employer's ability to discipline a non-employee harasser may be limited by the degree of control, if any, that the employer has over the alleged harasser, any employee or partner who has been subjected to sexual harassment should file a complaint and be assured that action will be taken. Such action may include closing business with a client, reporting a

client contact to his or her employer, reporting a public official to an appropriate agency, or any other appropriate action to protect employees.

1. **Appeal Process** If any party directly involved in a sexual harassment investigation is dissatisfied with the outcome or resolution, that individual has the right to appeal the decision. The dissatisfied party should submit his/her written comments in a timely manner to the Commission or to external counsel

MAINTAINING A WRITTEN REPORT OF THE COMPLAINT

The employer shall maintain a complete written record of each complaint and how it was investigated and resolved. Written records shall be maintained in a confidential manner in the Human Resources Affirmative Action Office. Written records will be maintained for 7 years from the date of the resolution unless new circumstances dictate that the file should be kept for a longer period of time.

PROTECTION AGAINST RETALIATION

Retaliation is a serious violation of this harassment policy and should be reported immediately. Any person found to have retaliated against another individual for reporting sexual harassment will be subject to the same disciplinary action provided for sexual harassment offenders (see "Resolving the Complaint" above).

EEO/AA OFFICER INFORMATION

The City of Racine Human Resources Affirmative Action Officer:

Timothy Thompkins

City hall

730 Washington Avenue Room 204

Racine, WI 53403

(262) 636-9589

Reports to the City Attorney/Director of Human Resources:

City Hall

730 Washington Avenue, Room 201

Racine, WI 53403

(262) 636-9474

The Affirmative Action Officer has duties that include but are not limited to:

- Developing, implementing and maintaining the Human Resources Department's EEO/AA program
- Investigating employee complains and counseling supervisors and employees to resolve complaints informally and recommending the disposition of unresolved complaints to the department head
- Keeping departments' management informed of the latest developments in Affirmative Action
- Conducting studies of the EEO/AA program to determine deficiencies and to assess progress toward goals. Monitoring selection/hiring practices to ensure compliance with EEO/AA goals.

AFFIRMATIVE ACTION HUMAN RIGHTS COMMISSION

The Commission consists of nine members and is appointed by the mayor, subject to confirmation by the common council. Two of the members are alderman and one shall be a lawyer Per Ordinance the Commission acts in the capacity of investigator in terms of discrimination complaints and as an advisory commission to the Human Resources Affirmative Action Officer, who serves as an ex officio member.

The current Commission members are:

Ron Thomas – Chair

Ald. Raymond DeHahn – Vice Chair

Ms. Olivia Alcorta

Ald. James Kaplan

Atty. Adrianne Moore

Ms. Vera Burns

DUTIES AND POWERS OF THE COMMISSION ARE DESCRIBED BY ORDINANCE.

The Commission shall have the following powers and duties:

1. To annually review, approve and recommend the affirmative action goals and timetables as proposed by the affirmative action officer
2. To advice affected and/or underrepresented groups of their rights under the affirmative action plan
3. To disseminate information and to attempt by means of discussion as well as other proper means to educate the people of the City to a greater understanding, appreciation and practice of equal rights and affirmative action to the end that the City will be a better place in which to live.
4. To adopt such rules and regulations as may be necessary to carry out the purposes and provisions of this article. Such rules and regulations shall be filed with the city clerk and a copy thereof mailed to each member of the common council.
5. To develop and review the contract compliance requirements of the City and to develop a policy with respect to vendors and contractors.
6. To make recommendations to the common council so as to bring all appropriate ordinances into conformity with the policies of this article, if necessary.
7. The commission shall be an advisory body to the mayor and the common council and may study and investigate problems relating to discrimination and denial of rights by reason of age, sex, race, disabled veteran's status, creed, color, national origin, disabilities, marital status, familial status, sexual orientation or economic status and shall make such recommendations to the mayor and common council as it deems necessary to eliminate problems of discrimination in the City. The commission shall receive and investigate complaints of and initiate its own investigations of any practice of discrimination against any person within the City because of age, sex, race, disabled veteran's status, creed, color, national origin, disabilities, marital status, sexual orientation, familial status or economic status.
8. To receive complaints alleging violation of this article arising from bona fide actions and to attempt to eliminate by means of conciliation, education or other means.

In those cases where the commission obtains compliance with this article or the commission finds that the complaint is without foundation, no public disclosure shall be made by the commission of the names of the persons named in the complaint, unless requested by the respondent.

9. To compel the attendance of witnesses and the production of all papers and records by subpoena, when necessary, for the purpose of its hearings under section 62-42. (Code 1973, § 3.40.046; Ord. No. 8-92, pt. 1, 4-20-92)

City of Racine Human Resources/ Affirmative Action Office
Racine City Hall, Room 204
730 Washington Avenue
Racine, Wisconsin 53403
(262) 636-9589, Fax (262) 636-9585

AFFIRMATIVE ACTION/HUMAN RIGHTS COMMISSION DISCRIMINATION COMPLAINT FORM

Case Number_____
Name of Complainant: _____
Address: _____

City, State, Zip Code: _____
Home, Work Telephone Numbers: _____

Name of Respondent (Person against whom the complaint is being filed): _____
Address: _____
City, State, Zip Code: _____

COMPLAINT AREA: (Please Check the appropriate box)

- ❑ Accessibility (please check and indicate if your complaint is a service or an employment problem in the "Issue" section below)
- ❑ Employment
- ❑ Eligibility
- ❑ Housing
- ❑ Services

Issue: (Check one and cite reason)

- ❑ Employment
  _____
  (Discharge, Harassment, Discipline, Accommodation, Hire, Promotion, Training, Retaliation, Other)
- ❑ Services_____
  (Accommodation, Service (treatment or refusal)

BASIS: (Cite Reason)

Age, Race, Marital Status, Religion, Sex, Sexual Orientation, Disability, Physical Accessibility, Programmatic Accessibility, Political Affiliation, Color, Creed, Ancestry/Heritage, National Origin, Veteran's Status, Arrest Record or Conviction Record)

Please describe the action you believe to be discriminatory. Be specific about dates, times, incidents and places. Include names address and phone numbers of any witnesses of any individuals involved in each of the incidents reported (additional sheet(s) may be attached.

_____
_____

_____

_____
_____
_____
_____
_____
_____
_____

Description of the relief or satisfaction you feel would resolve your complaint.

_____
_____
_____
_____
_____

STATE OF WISCONSIN)
)
COUNTY OF RACINE)

The undersigned, being first duly sworn, on oath deposes and says that he/she is the complainant in this action; that he/she has read the foregoing complaint and knows the contents thereof, and that the same is true to his/her knowledge.

_____
Complainant

_____
Date

Subscribed and sworn to before me on
This _____day of _____, 20_____.

Notary Public, Racine County, Wisconsin

My Commission expires on _____

Statistical Information
You are: ____Male _____Female Date of birth _____

- ❑ African-American
- ❑ Asian/Pacific
- ❑ Native American/Aleutian
- ❑ Hispanic/Latino
- ❑ White (Non-Hispanic)
- ❑ Multiple Race (also check boxes which apply above)
- ❑ Other (Specify)

FOR OFFICE USE ONLY

Informal Complaint Date Received_____ By_____ Title_____ Agency_____	Action_Taken_____ _____ _____ _____ _____ _____
Actions and Individuals to be investigated _____ _____ _____ _____ _____ _____ _____	Further Action Required Yes____ No_____ If yes, what action is recommended? _____ _____ _____ _____ _____
Findings_____ _____ _____ _____ _____ _____ (Must complete within 30 days)	Written Response sent to complainant on Signed _____ Print name _____

ADA COMPLAINT FORM

Date_____

Problem:

- ❑ Not selected for interview
- ❑ Not selected after interview
- ❑ Other_____

Job Title _____

Department _____

Comments _____

_____

_____

_____

Additional Information Attached: _____ Yes _____ No

Fill in if you would like a response

I would like the City to respond to my comments by:
__Telephone __Letter __ Other _____

Name: _____

Address: _____
_____
_____

Telephone: _____

Response Date: _____

End Notes and References
[i]

Recruitment sources include but are not limited to: **Abundant Life Christian Center** **3771 Lathrop Avenue** **Racine, WI 53403** **Pastors Elliot and Josette Cohen** **NAACP of Racine** **1633 Racine Street** **Racine, WI 53403** **Beverly Hicks, President** **Opportunities Industrialization Center** **1020 Washington Avenue** **Racine, WI 53403** **Claudius Adebayo, Executive Director** **Racine Vocational Ministries** **214 Seventh Street** **Racine, WI 53403** **James A. Schatzman, Executive Director** **Workforce Development Center** **1717 Taylor Avenue** **Racine WI 53403**	**Urban League of Racine and Kenosha** **718 Memorial Drive** **Racine, WI 53404** **Yolanda Adams, Executive Director** **First Choice Pre-Apprenticeship Program** **1437 Marquette Street** **Racine WI 53404** **M.A. Olatoye Baiyewu, Executive Director**

Racine	Total Employed	Hispanic or Latino - White alone Hispanic or Latino	Hispanic or Latino - All other Hispanic or Latino	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Two or more races,other	Percent White	Total Males	Total Females	Percent Females
Management, business and financial workers	10,395	415	125	9,190	380	25	150	0	104	88.4%	6,325	4,070	39.2%
Science, engineering and computer professionals	3,105	55	10	2,745	120	0	160	0	14	88.4%	2,200	905	29.1%
Healthcare practitioner professionals	3,035	15	50	2,725	160	0	60	10	0	89.8%	670	2,365	77.9%
Other professional workers	9,680	210	215	8,325	595	65	165	0	110	86.0%	3,200	6,480	66.9%
Technicians	3,050	35	105	2,695	100	50	45	0	25	88.4%	1,305	1,750	57.4%
Sales Workers	10,235	385	400	8,545	685	4	175	0	35	83.5%	4,640	5,595	54.7%
Administrative support workers	15,310	785	620	12,375	1,185	15	110	0	220	80.8%	3,705	11,605	75.8%
Construction and extractive craft workers	5,690	105	260	5,050	240	0	0	0	35	88.8%	5,530	160	2.8%
Installation, maintenance and repair craft worker	5,720	160	280	5,090	150	0	0	0	35	89.0%	5,360	360	6.3%
Production operative workers	9,775	800	790	6,805	1,100	25	170	10	80	69.6%	6,515	3,260	33.4%
Transportation and material moving operative workers	5,675	335	275	4,290	625	4	50	0	90	75.6%	4,525	1,150	20.3%
Laborers and helpers	3,765	480	380	2,485	310	0	25	0	85	66.0%	2,890	875	23.2%
Protective service workers	2,015	120	125	1,415	345	0	10	0	0	70.2%	1,470	545	27.0%
Service workers, except protective	12,430	750	615	8,555	2,085	15	100	0	310	68.8%	4,045	8,380	67.4%
No work experience in the last 5 years, or never worked before (subset of job seekers), or most recent job was in a military-specific occupation	855	15	85	505	235	0	0	0	25	59.1%	515	340	39.8%
Total Racine County	97,630	4,610	4,325	78,050	8,195	203	1,060	20	1,154	79.9%	50,695	46,935	48.1%

Note: Totals may not add due to rounding

Note: Total Employed is a subset of the resident Labor Force ages 16+ for the County

Source: US Census Bureau - American Community Survey (ACS) 2006-2010 5-Year Estimate (Table EEO-ALL03R) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors