



State of Wisconsin Classified Workforce & Affirmative Action Report

Fiscal Year 2023 and 2024

The State of Wisconsin Classified Workforce & Affirmative Action report documents demographic statistics of the permanent classified workforce, personnel transactions including new hires, retirements and other separations from state service, and the demographics and workforce planning outlook on an agency-by-agency basis from July 1, 2022, through June 30, 2024.

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State of Wisconsin

Classified Workforce & Affirmative Action Report Fiscal Years 2023 and 2024

**Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2024 (June 2024),
and including Affirmative Action statistics for Fiscal Years 2023 and 2024**

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Classified Workforce & Affirmative Action Report – Fiscal Years 2023 and 2024

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Dear Reader:

It is my pleasure to present the Classified Workforce and Affirmative Action Report for Fiscal Year 2024. This report focuses on the roughly 29,416 permanent classified employees in the executive branch of state government, which is the core workforce segment responsible for agency programs and operations and the backbone of state government in Wisconsin.

This report:

- Continues a series of biennial reports produced by the Division of Personnel Management (DPM) that provide workforce statistics both agency-by-agency and enterprise-wide (across all executive branch state agencies, boards, commissions, and other entities), allowing for analysis of workforce characteristics and trends.
- Provides statutorily mandated affirmative action reporting for Fiscal Year (FY) 2023 and 2024.
- Illuminates the demographic characteristics of the permanent classified workforce as of June 2024 and shows comparisons with the workforce in June 2014, 10 years earlier.
- Quantifies key personnel transactions that occurred during FY 2023 and 2024.
- Exhibits the potential for employee retirements now and in the near future.
- Satisfies the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature regarding equity and inclusion/affirmative action goals, recommended actions for the future, employee diversity statistics, and diversity, equity and inclusion accomplishments.
- Provides a historical reference almanac on classified state employee demographics as of June 2024, and comparison of these demographics with June 2014.
- Serves as a strategic planning tool for workforce planning, through reporting on hiring, turnover, retirement eligibility, and workforce trends at the agency and enterprise levels.

I hope you will find this report a useful resource as we work together to ensure state government provides excellent, efficient, and accountable service to the citizens of Wisconsin.

Sincerely,

DocuSigned by:

A handwritten signature in black ink that reads "Jennifer Fogel". The signature is written in a cursive style.

F1861263FCA1462...

Administrator

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2024 CLASSIFIED WORKFORCE AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

**Profile of the Permanent Classified Workforce - June 2024 compared with June 2014
Excluding University of Wisconsin Classified Employees¹**

	2024	2014 ¹
Count of job classifications for the classified service ²	1,485	1,699
Number of budgeted permanent classified positions	33,708.8	32,250.8
Number of full-time-equivalent permanent classified employees	28,911.5	29,314.3
Headcount of permanent classified employees	29,416	30,030
Percentage of vacant budgeted positions	14.2%	9.1%
Percentage represented by a labor union	1.7%	2.5%
Percentage with protective occupation status	28.1%	25.6%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	48.6%	43.4%
Average age	44.4	45.5
Average years of state service	10.5	12.6
Percentage with single state health insurance coverage	29.6%	27.4%
Percentage with family state health insurance coverage	55.3%	60.6%
Average annualized full-time salary based on hourly rate	\$75,858	\$51,124
Median annualized full-time salary based on hourly rate	\$72,800	\$47,840
Percent racial and ethnic minorities ³	17.1%	12.0%
Percent women	52.4%	50.6%
Percent persons with disabilities ⁴	11.8%	4.7%
Original new hires into permanent classified positions	5,177	3,635
Annual Turnover Rate		
Rate of retirements from state service (includes retirement due to disability)	2.9%	3.1%
Rate of layoffs	0.0%	0.1%
Rate of involuntary separations (i.e., discharge-probation, job abandonment, misconduct, unable to perform job duties, unsatisfactory performance)	1.7%	1.8%
Rate of voluntary separations (end job, other work private, resignation, transfer to affiliate) ⁵	6.6%	N/A
Rate of all other separations (i.e., death)	0.1%	5.1%
Total rate of all separations from state service	11.3%	10.1%
Percent eligible for normal retirement ⁶ immediately	6.8%	8.2%
Percent eligible for normal retirement ⁶ within 5 years	20.0%	22.4%
Percent eligible for normal retirement ⁶ within 10 years	34.4%	39.7%

¹ 2014 data excludes UW System classified employees from that time, for better comparison with the FY 2024 executive branch. The UW System hasn't had classified employees since July 2015.

² Includes UW System job classifications.

³ The Two or More Races group was created in 2019 and is not included in the 2014 data.

⁴ Disabilities are voluntarily self-reported.

⁵ The rate of voluntary separations was not reported in 2014; voluntary separations were included with rate of all other separations.

⁶ Retirement with no actuarial age reduction factor. See definition of "normal retirement" in the glossary.

Section 1

WORKFORCE COMPOSITION

This section provides general descriptive statistics of the state-employed permanent classified workforce. This section first considers the total number of authorized positions and the number of these positions that are vacant, but the remainder of the report focuses on the demographics of persons working for the state in classified positions.

The method of counting employees varies depending on the purpose. Where the purpose is to look at the size of the workforce, this report counts employees in terms of “full-time-equivalent,” meaning that a full-time employee counts as one, and two half-time employees together count as one. Alternatively, “headcount” is used for statistics where it is more appropriate to count each person as an individual, regardless of full-time or part-time status. The “headcount” is used for affirmative action and equal opportunity reporting, for identifying retirement eligibility, and for counting personnel transactions such as new hires, retirements, and resignations.

This section concludes with a single table that provides a comprehensive count of persons considered to be state employees, including those not part of the permanent classified workforce, and also those persons who work for state authorities but are not considered state employees except for participation in state health insurance and the WI Retirement System.

DID YOU KNOW . . . ?

- The enterprise vacancy rate decreased by approximately 20% since FY22, although it is still more than 50% higher than it was 10 years ago.
- The Department of Corrections is the largest state agency in terms of permanent classified employee volume and makes up about 30% of the permanent classified state workforce. The Department of Corrections and the Department of Health Services together account for more than 51% of the permanent classified state workforce.
- Approximately 1.7% of permanent classified employees were represented by bargaining units in 2024 (see Table 5), which was about 0.8% less than 10 years ago (2.5% represented in 2014).
- Permanent classified state employees live and work in each of Wisconsin’s 72 counties (see Table 7).

**Table 1
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT**

Executive Branch

Employees¹ (actual headcount)

- 29,416 Permanent Classified Employees (*the focus of this Report*)
- 1,425 Unclassified Employees (executives, investment board, and unclassified attorneys)
- 76 Elected Officials (District Attorneys and Constitutional Officers)
- 4,895 Limited Term Employees (includes unclassified LTEs)
- 280 Classified Project Employees
- 43,241 UW System employees, including graduate assistants (as of Fall 2023)
- 7,432 UW System graduate assistants (as of Fall 2023)

Judicial Branch

Includes only those entities with authorized state-funded positions

Employees² (budgeted state-funded positions)

- 38.5 Supreme Court
- 75.5 Court of Appeals
- 543.0 Circuit Courts (state-funded positions, only)
- 160.85 Office of the Director of State Courts
- 27.5 Office of Lawyer Regulation
- 6.0 Board of Bar Examiners
- 2.0 Judicial Commission

Legislative Branch

Employees² (budgeted positions for unelected staff)

- 132.0 Elected Senators (33) and Representatives (99)
- 383.0 Senate (167) and Assembly (216) positions (excludes elected Senators and Representatives)
- 34.2 Joint Legislative Council
- 86.8 Legislative Audit Bureau
- 35.0 Legislative Fiscal Bureau
- 60.0 Legislative Reference Bureau
- 43.0 Legislative Technology Services Bureau

Authorities (public, corporate bodies created for specific purposes)

Note: Authority employees are not considered state employees except for participation in health insurance and the WI Retirement System.

Employees

- 124 Wisconsin Economic Development Corporation (WEDC)³
(111 permanent and 13 temporary/project employees)
- 4 Wisconsin Health and Educational Facilities Authority (based on 2023 Annual Report)⁴
- 205 Wisconsin Housing and Economic Development Authority (based on WHEDA At A Glance)⁵
The Fox River Navigational System authority does not employ permanent staff and the Aerospace Authority is now inactive (per the Wisconsin Blue Book, 2019-2020)

Note: The University of Wisconsin Hospital & Clinics Authority also has employees who participate in health insurance and the WI Retirement System, but the count of employees participating is unavailable.

¹ Sources: PeopleSoft, June 2024; UW System Accountability Dashboard (see <https://www.wisconsin.edu/accountability/faculty-and-staff/>) accessed on 11/13/24.

² Source: 2023-2024 Blue Book, compiled by the Legislative Reference Bureau (see <https://legis.wisconsin.gov/LRB/blue-book/>) accessed on 11/13/24.

³ Source: WEDC Annual Comprehensive Financial Report for FY 2023 (see <https://wedc.org/transparency/wedc-reports/>) accessed on 11/13/24.

⁴ Source: WHEFA 2023 Annual Report (see <https://whefa.com/resources/#annualreports>) accessed on 11/13/24.

⁵ Source: WHEDA General Counsel correspondence on 11/13/24.

Table 2
BUDGETED CLASSIFIED POSITIONS BY AGENCY: 2024 and 2014
Budgeted Full-Time-Equivalent Permanent Positions - Filled and Vacant

Agency	2024 ¹			2014			10-Year Change		
	Total	Filled	Vacant	Total	Filled	Vacant	Total FTE Positions	Vacancy Rate	Vacancy Rate
Corrections	10,161.8	8,612.7	1,549.0	10,190.0	9,380.5	809.5	-28.3	7.9%	+7.3%
Health Services	6,777.3	5,872.8	904.5	6,180.6	5,588.1	592.5	+596.8	9.6%	+3.8%
Transportation	3,290.9	2,966.2	324.8	3,493.1	3,238.9	254.2	-202.1	7.3%	+2.6%
Natural Resources	2,574.2	2,256.1	318.1	2,652.1	2,342.6	309.6	-77.9	11.7%	+0.7%
Workforce Development	1,730.8	1,463.4	267.4	1,690.9	1,567.9	123.0	+39.9	7.3%	+8.2%
Administration	1,456.8	1,311.8	145.0	976.0	809.5	166.5	+480.8	17.1%	-7.1%
Veterans Affairs	1,245.3	597.8	647.6	1,285.1	1,161.0	124.1	-39.8	9.7%	+42.3%
Revenue	1,180.2	1,077.7	102.5	1,084.3	980.4	103.9	+95.9	9.6%	-0.9%
Children & Families	838.7	759.5	79.2	786.1	684.1	102.0	+52.6	13.0%	-3.5%
Justice	794.4	695.2	99.2	665.8	603.5	62.3	+128.6	9.4%	+3.1%
Public Instruction	653.3	595.9	57.4	630.3	575.6	54.6	+23.0	8.7%	+0.1%
Ag. Trade & Consumer Prot	636.3	580.4	55.9	613.9	544.0	69.9	+22.4	11.4%	-2.6%
Military Affairs	612.5	535.0	77.5	450.1	416.6	33.5	+162.4	7.4%	+5.2%
State Public Defender Office	304.3	278.9	25.4	228.7	221.9	6.8	+75.6	3.0%	+5.4%
Employee Trust Funds	284.2	260.5	23.8	260.2	242.1	18.1	+24.0	7.0%	+1.4%
Safety & Professional Services	264.7	237.5	27.3	249.3	207.3	42.0	+15.4	16.8%	-6.6%
Historical Society	181.3	158.1	23.2	122.0	113.8	8.3	+59.2	6.8%	+6.0%
Public Service Commission	179.0	154.0	25.0	131.0	116.3	14.8	+48.0	11.3%	+2.7%
Commissioner of Insurance	138.8	126.8	12.0	149.3	143.8	5.5	-10.5	3.7%	+5.0%
Financial Institutions	132.5	126.5	6.0	132.5	123.0	9.5	0.0	4.5%	-2.7%
Technical College System Bd	51.0	47.0	4.0	59.5	51.5	8.0	-8.5	7.8%	-5.6%
Bd on Aging & Long Term Care	46.5	43.5	3.0	37.0	35.5	1.5	+9.5	6.5%	+2.4%
Educational Comm Board	41.7	40.0	1.7	42.2	39.7	2.5	-0.5	4.0%	-1.9%
Tourism	35.0	26.0	9.0	27.0	25.0	2.0	+8.0	25.7%	+18.3%
Elections Commission	34.0	32.0	2.0	-	-	-	-	5.9%	-
Labor & Industry Rev Comm	14.7	12.7	2.0	-	-	-	-	13.6%	-
People with Dev Disabilities Bd	10.2	8.6	1.6	6.8	6.8	0.0	+3.5	15.7%	+15.7%
Higher Education Aids Bd	10.0	8.5	1.5	9.0	8.0	1.0	+1.0	15.0%	+3.9%
Public Lands Board	9.5	7.7	1.8	8.5	8.5	0.0	+1.0	18.9%	+18.9%
Child Abuse & Neglect Prev Bd	7.0	7.0	0.0	-	-	-	-	0.0%	-
Ethics Commission	6.0	6.0	0.0	-	-	-	-	0.0%	-
Employment Relations Comm	5.0	5.0	0.0	6.0	6.0	0.0	-1.0	0.0%	0.0%
Secretary of State	1.0	1.0	0.0	2.0	2.0	0.0	-1.0	0.0%	0.0%
Grand Total	33,708.8	28,911.5	4,797.2	32,250.8	29,314.3	2,936.5	+1,457.9	14.2%	+5.1%

Note: This table only includes budgeted positions; surplus positions are excluded.

Note: The total classified positions for 2014 excludes the UW System, for better comparison with 2024 non-UW agencies. The UW System hasn't had classified employees since July 2015.

Note: This table includes only agencies with classified positions in 2024. However, the Grand Total for 2014 includes 81.7 permanent classified positions from the following agencies that no longer exist, that have been subsumed into another agency, or no longer have classified employees: Government Accountability Board, Lower WI State Riverway Bd, State Employment Relations, and State Treasurer.

¹ Includes permanent, project, and seasonal positions. Project positions may be filled by non-permanent classified employees.

Sources: Peoplesoft, June 2024; PMIS, June 2014; excludes surplus positions.

Chart 3
AGE DISTRIBUTION OF PERMANENT CLASSIFIED EMPLOYEES: 2024 and 2014
Excludes UW System

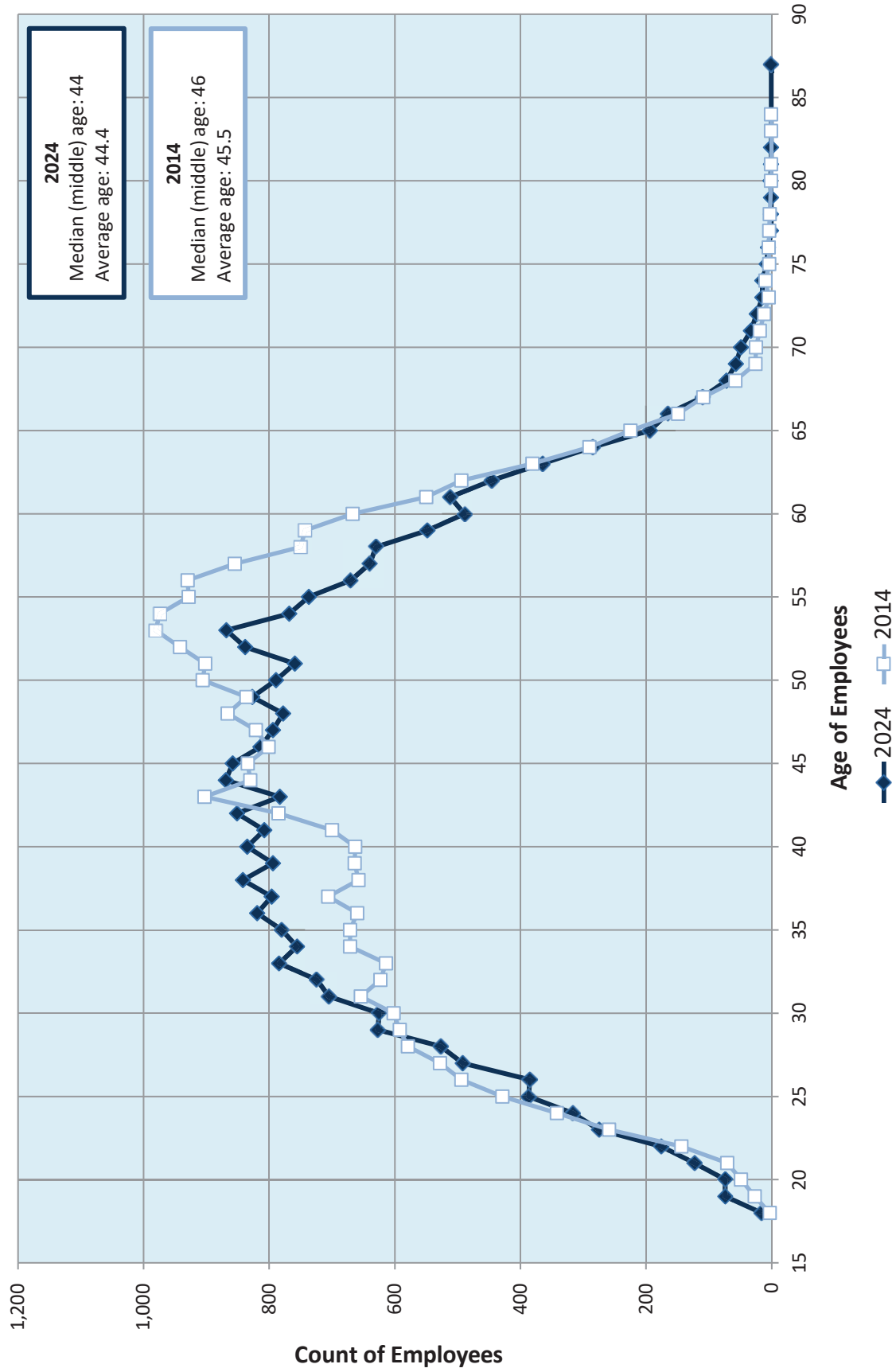


Chart 4
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2024 and 2014
Excludes UW System

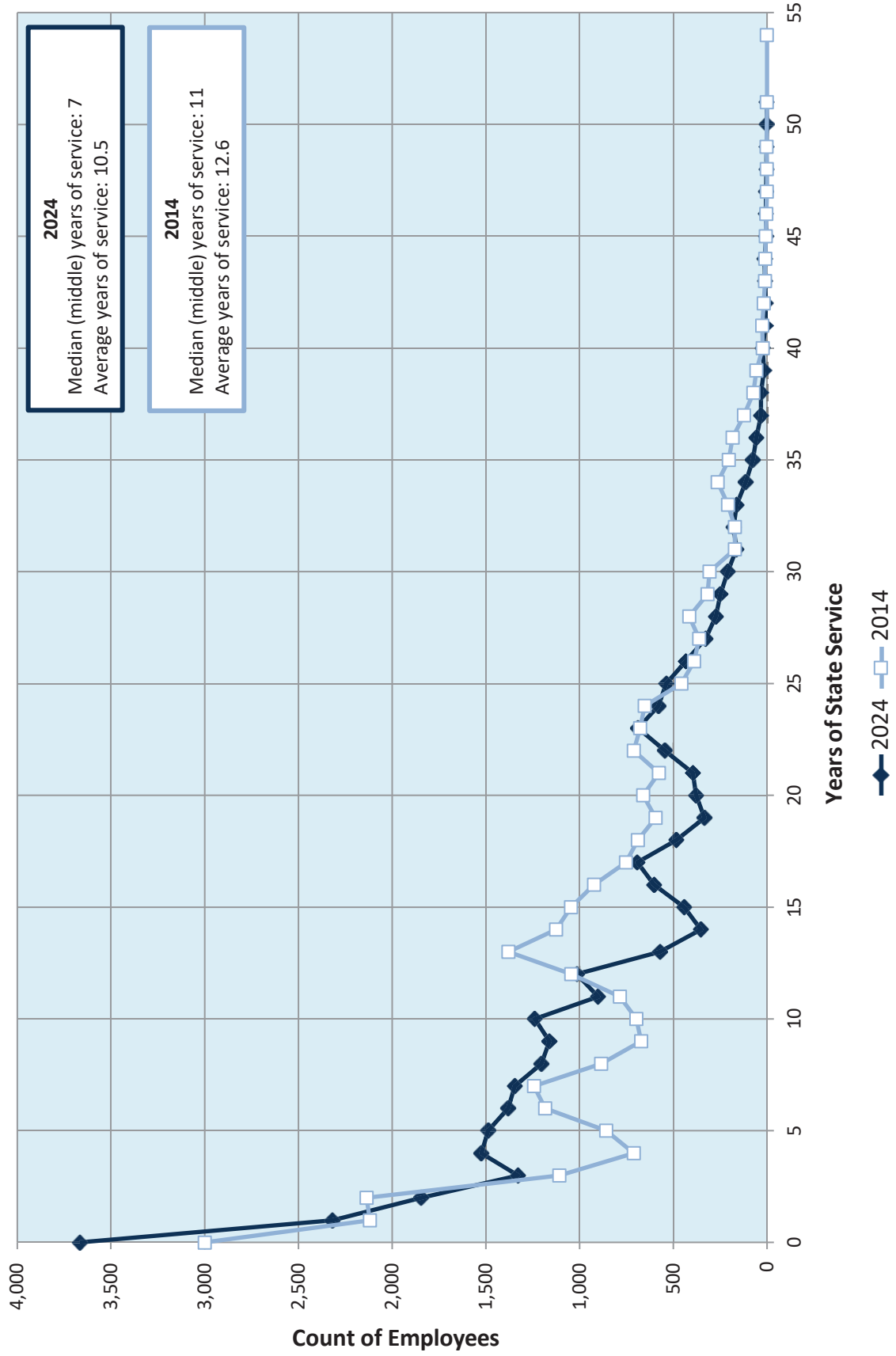


Table 5
STATE OF WISCONSIN EMPLOYEES BY STATUTORY BARGAINING UNIT: 2024 and 2014
For Bargaining Units Represented as of June 2024 Excludes UW System

Bargaining Unit	2024 Count	% of Classified Workforce	2014 Count	% of Classified Workforce	Representation Status as of June 2024
Assistant District Attorneys ¹	N/A	N/A	357	N/A	No longer represented
Building Trades Crafts	134	0.5%	113	0.4%	Represented for base wage negotiations only
Legal	N/A	N/A	277	0.9%	No longer represented
Public Safety Employees	362	1.2%	350	1.2%	Represented for wages, benefits, & working conditions
Total Represented Permanent Classified Employees	496	1.7%	740	2.5%	
Total Permanent Classified Employees	29,416		30,030		

¹Employees in the Assistant District Attorneys bargaining unit were not within the classified civil service covered in this report, but the state collectively bargained base wages with the authorized representatives of the Assistant District Attorneys bargaining unit.

Note: There exist 39 statutorily-designated employee bargaining units in the University of Wisconsin-Madison or in the remainder of the UW System. Only two of these units, both representing building trades crafts employees, were represented as of June 2024.

Collective bargaining units are established under s. 111.825, Wis. Stats.

Source: Peoplesoft, June 2024; PMIS, June 2014.

Table 6
SINGLE AND FAMILY HEALTH INSURANCE PLANS BY AGENCY: 2024
Permanent classified employees

Agency	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
Administration	386	29%	739	56%	192	15%
Ag, Trade & Consumer Protctn	181	31%	315	55%	79	14%
Bd for People with Dev Disab	2	29%	4	57%	1	14%
Bd of Commiss of Public Lands	5	63%	2	25%	1	13%
Bd on Aging & Long Term Care	13	30%	21	49%	9	21%
Child Abuse & Neglect Prev Bd	2	29%	5	71%	0	0%
Children & Families	232	30%	438	57%	92	12%
Commissioner of Insurance	44	34%	61	48%	23	18%
Corrections	2,475	28%	5,110	58%	1,298	15%
Educational Communications Bd	17	43%	22	55%	1	3%
Elections Commission	14	45%	10	32%	7	23%
Employee Trust Funds	72	27%	153	58%	40	15%
Employment Relations Comm	1	20%	4	80%	0	0%
Ethics Commission	1	17%	2	33%	3	50%
Financial Institutions	36	28%	65	51%	26	20%
Health Services	1,999	32%	3,178	52%	985	16%
Higher Educational Aids Board	5	56%	3	33%	1	11%
Historical Society	68	44%	63	40%	25	16%
Justice	203	29%	365	53%	121	18%
Labor & Industry Review Comm	3	23%	7	54%	3	23%
Military Affairs	129	24%	240	45%	159	30%
Natural Resources	604	27%	1,344	60%	282	13%
Public Instruction	182	30%	330	54%	95	16%
Public Service Commission	63	47%	50	37%	21	16%
Revenue	365	34%	549	51%	172	16%
Safety & Professional Services	61	29%	124	58%	28	13%
State Public Defender	75	31%	122	51%	44	18%
Technical College System Bd	10	21%	31	66%	6	13%
Tourism	5	22%	14	61%	4	17%
Transportation	820	27%	1,772	59%	410	14%
Veterans Affairs	177	28%	352	56%	100	16%
Workforce Development	442	31%	768	54%	214	15%
Grand Total	8,692	29.6%	16,263	55.3%	4,442	15.1%

Note: The data for this table includes permanent classified employees only, and therefore does not represent all health insurance contracts carried by agency employees.
 The Secretary of State data has been suppressed to protect the privacy of their permanent employee.

Source: PeopleSoft, June 2024.

SINGLE AND FAMILY HEALTH INSURANCE PLANS: 2014
For Historical Comparison

June 2014	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
All Non-UW Agencies	8,292	27.4%	18,315	60.6%	3,636	12.0%

Source: Payroll extract June 2014.

Table 7
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2024

County	Employees Working in County		Employees Residing in County		County	Employees Working in County		Employees Residing in County	
		% of Total		% of Total			% of Total		% of Total
Adams	18	0.1%	109	0.4%	Marinette	52	0.2%	61	0.2%
Ashland	48	0.2%	30	0.1%	Marquette	7	0.0%	119	0.4%
Barron	48	0.2%	79	0.3%	Menominee	2	0.0%	3	0.0%
Bayfield	23	0.1%	66	0.2%	Milwaukee	2,371	8.1%	2,544	8.6%
Brown	958	3.3%	743	2.5%	Monroe	185	0.6%	329	1.1%
Buffalo	12	0.0%	15	0.1%	Oconto	32	0.1%	113	0.4%
Burnett	33	0.1%	38	0.1%	Oneida	267	0.9%	238	0.8%
Calumet	16	0.1%	150	0.5%	Outagamie	291	1.0%	663	2.3%
Chippewa	707	2.4%	531	1.8%	Ozaukee	25	0.1%	152	0.5%
Clark	19	0.1%	129	0.4%	Pepin	4	0.0%	12	0.0%
Columbia	371	1.3%	717	2.4%	Pierce	13	0.0%	24	0.1%
Crawford	203	0.7%	174	0.6%	Polk	30	0.1%	53	0.2%
Dane	11,501	39.1%	8,051	27.4%	Portage	46	0.2%	208	0.7%
Dodge	1,238	4.2%	781	2.7%	Price	36	0.1%	57	0.2%
Door	43	0.1%	49	0.2%	Racine	1,437	4.9%	1,104	3.8%
Douglas	152	0.5%	108	0.4%	Richland	18	0.1%	66	0.2%
Dunn	37	0.1%	108	0.4%	Rock	201	0.7%	747	2.5%
Eau Claire	625	2.1%	554	1.9%	Rusk	22	0.1%	44	0.1%
Florence	8	0.0%	8	0.0%	St. Croix	99	0.3%	90	0.3%
Fond du Lac	496	1.7%	1,092	3.7%	Sauk	74	0.3%	511	1.7%
Forest	11	0.0%	13	0.0%	Sawyer	75	0.3%	48	0.2%
Grant	284	1.0%	295	1.0%	Shawano	40	0.1%	75	0.3%
Green	21	0.1%	221	0.8%	Sheboygan	372	1.3%	258	0.9%
Green Lake	15	0.1%	225	0.8%	Taylor	18	0.1%	49	0.2%
Iowa	54	0.2%	160	0.5%	Trempealeau	15	0.1%	94	0.3%
Iron	7	0.0%	17	0.1%	Vernon	25	0.1%	99	0.3%
Jackson	361	1.2%	244	0.8%	Vilas	41	0.1%	57	0.2%
Jefferson	47	0.2%	524	1.8%	Walworth	175	0.6%	204	0.7%
Juneau	889	3.0%	538	1.8%	Washburn	124	0.4%	85	0.3%
Kenosha	153	0.5%	387	1.3%	Washington	89	0.3%	267	0.9%
Kewaunee	10	0.0%	33	0.1%	Waukesha	881	3.0%	943	3.2%
La Crosse	240	0.8%	285	1.0%	Waupaca	448	1.5%	444	1.5%
Lafayette	13	0.0%	27	0.1%	Waushara	296	1.0%	267	0.9%
Langlade	35	0.1%	36	0.1%	Winnebago	2,115	7.2%	1,662	5.6%
Lincoln	300	1.0%	253	0.9%	Wood	172	0.6%	162	0.6%
Manitowoc	46	0.2%	115	0.4%					
Marathon	258	0.9%	323	1.1%	<i>Out of State</i>	49	0.2%	336	1.1%
					Totals	29,447*	29,416		

Note: Counts do not include unclassified employees such as unclassified appointees, UW System, elected officials, temporary employees, nor employees of state authorities such as the UW Hospital & Clinics.

*The total of employees working across counties is more than the total employee count because 31 employees have two positions located in two distinct counties.

Source: PeopleSoft, June 2024.

Table 8
MOST POPULOUS JOB CLASSIFICATIONS - TOP 40
June 2024

Rank	Classification Title	FTE	% of Classified Workforce
1.	Correctional Officer	2811.5	9.7%
2.	Correctional Sergeant	1435.0	4.9%
3.	Psychiatric Care Technician - Advanced	930.8	3.2%
4.	Probation and Parole Agent - Senior	676.0	2.3%
5.	Program and Policy Analyst - Advanced	517.5	1.8%
6.	Office Operations Associate	444.9	1.5%
7.	Nurse Clinician 2	430.9	1.5%
8.	Probation and Parole Agent	368.7	1.3%
9.	Civil Engineer - Transportation - Advanced	268.8	0.9%
10.	State Patrol Trooper	268.0	0.9%
11.	Income Maintenance Specialist	267.0	0.9%
12.	Teacher	250.2	0.9%
13.	Resident Care Technician - Objective	230.0	0.8%
14.	IS Business Automation Specialist	228.5	0.8%
15.	Financial Specialist - Senior	212.3	0.7%
16.	Operations Program Associate	205.5	0.7%
17.	Attorney	191.5	0.7%
18.	Resident Care Technician - Advanced	190.8	0.7%
19.	DMV Customer Service Representative - Advanced	187.4	0.6%
20.	Supervising Officer 2	176.0	0.6%
21.	Social Worker - Senior	175.7	0.6%
22.	Civil Engineer - Transportation - Senior	171.6	0.6%
23.	Corrections Field Supervisor	165.0	0.6%
24.	Psychiatric Care Technician	162.9	0.6%
25.	Human Services Program Coordinator - Senior	157.8	0.5%
26.	IS Technical Services Specialist	150.0	0.5%
27.	Transportation Specialist - Advanced	149.0	0.5%
28.	Education Consultant	144.0	0.5%
29.	Conservation Warden	143.0	0.5%
30.	Forester - Senior	143.0	0.5%
31.	IS Systems Development Services Specialist	140.5	0.5%
32.	Supervising Officer 1	135.0	0.5%
33.	Corrections Food Service Leader 2	132.8	0.5%
34.	Facilities Maintenance Specialist - Advanced	123.8	0.4%
35.	Nursing Supervisor	122.7	0.4%
36.	Employment & Training Specialist	122.5	0.4%
37.	Treatment Specialist 1	117.6	0.4%
38.	Custodian	116.6	0.4%
39.	Vocational Rehabilitation Counselor	116.0	0.4%
40.	IS Supervisor 2	114.0	0.4%

Note: The permanent classified workforce was composed of employees across 1,165 different job classifications at the end of FY24. More than 35% of all permanent classified FTE serve in the 20 most populous job classifications and more than 45% serve in the 40 most populous job classifications.

Source: PeopleSoft, June 2024.

Table 9a
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY - LARGE AGENCIES (100+ EMPLOYEES)
Full-Time-Equivalent Permanent Classified Employees

Administration			Employee Trust Funds		
	FTE	% of Agency		FTE	% of Agency
IS Enterprise Technical Services Specialist	57.0	4.3%	Trust Funds Specialist - Objective	60.6	23.0%
Human Resources Specialist - Senior	53.6	4.1%	Trust Funds Specialist - Advanced	30.0	11.4%
Payroll & Benefits Specialist - Advanced	53.2	4.1%	Trust Funds Specialist	16.0	6.1%
Attorney	45.2	3.4%	Employee Benefit Plan Program Specialist - Senior	12.6	4.8%
Human Resources Assistant - Advanced	38.0	2.9%	IS Business Automation Consultant/Administrator	12.0	4.6%
IS Enterprise Technical Services Consultant/Administrator	33.0	2.5%	IS Business Automation Specialist	12.0	4.6%
Program and Policy Analyst - Advanced	32.0	2.4%	Trust Funds Supervisor	11.0	4.2%
Capital Projects Principal - Management	25.0	1.9%	Accountant - Advanced	9.0	3.4%
IS Business Automation Specialist	24.0	1.8%	Administrative Manager	8.0	3.0%
Human Resources Assistant	21.1	1.6%	Trust Funds Director	7.0	2.7%
Ag, Trade & Consumer Protection			Financial Institutions		
	FTE	% of Agency		FTE	% of Agency
Food Scientist - Advanced	38.0	6.7%	Financial Examiner	18.0	14.2%
Meat Safety Inspector - Objective	32.0	5.6%	Financial Examiner - Senior	14.0	11.1%
Weights & Measures Petroleum System Specialist - Senior	25.0	4.4%	Records Program Associate	9.0	7.1%
Environmental Health Sanitarian - Entry	20.0	3.5%	Administrative Manager	7.0	5.5%
Meat Safety Inspector - Entry	20.0	3.5%	Financial Examiner Supervisor	7.0	5.5%
Environmental Health Sanitarian - Senior	18.0	3.2%	Financial Examiner - Journey	6.0	4.7%
Environmental Enforcement Specialist - Senior	13.0	2.3%	Consumer Credit Examiner - Journey	5.0	4.0%
Environmental Health Sanitarian - Advanced	13.0	2.3%	Financial Examiner - Advanced	5.0	4.0%
Regulatory Specialist - Senior	13.0	2.3%	Attorney	4.0	3.2%
Environmental Health Services Supervisor	11.0	1.9%	Consumer Credit Examiner - Senior	4.0	3.2%
Children & Families			Health Services		
	FTE	% of Agency		FTE	% of Agency
Program and Policy Analyst - Advanced	67.5	8.9%	Psychiatric Care Technician - Advanced	930.8	15.5%
Initial Assessment Specialist - Senior	66.5	8.8%	Income Maintenance Specialist	267.0	4.4%
Licensing/Certification Specialist	64.3	8.5%	Nurse Clinician 2	262.2	4.4%
Initial Assessment Specialist	39.0	5.2%	Resident Care Technician - Objective	230.0	3.8%
Human Services Area Coordinator	32.0	4.2%	Resident Care Technician - Advanced	190.8	3.2%
Human Services Supervisor	31.0	4.1%	Correctional Officer	176.0	2.9%
DCF Manager	23.0	3.0%	Psychiatric Care Technician	162.9	2.7%
Initial Assessment Supervisor	22.0	2.9%	Human Services Program Coordinator - Senior	142.8	2.4%
Child Care Subsidy Specialist - Objective	21.0	2.8%	Program and Policy Analyst - Advanced	128.1	2.1%
IS Business Automation Specialist	19.0	2.5%	Nursing Consultant 1	74.0	1.2%
Commissioner of Insurance			Historical Society		
	FTE	% of Agency		FTE	% of Agency
Insurance Financial Examiner	15.0	11.8%	Historical Society Manager	15.0	9.7%
Insurance Financial Examiner - Principal	15.0	11.8%	Archivist	14.0	9.0%
Insurance Examiner - Advanced	12.0	9.5%	Curator	11.0	7.1%
Insurance Financial Examiner - Senior	7.0	5.5%	Historic Preservation Specialist	9.0	5.8%
Insurance Financial Examiner Chief	6.0	4.7%	Program and Policy Analyst	7.0	4.5%
Insurance Program Manager	6.0	4.7%	Publications Editor 4	6.9	4.4%
Attorney	5.5	4.3%	Librarian	6.6	4.2%
Operations Program Associate	5.5	4.3%	Archeologist	6.0	3.9%
Insurance Examiner	4.0	3.2%	Facilities Management Specialist 1	5.0	3.2%
Insurance Examiner - Senior	4.0	3.2%	IS Business Automation Specialist	5.0	3.2%
Insurance Financial Examiner - Advanced	4.0	3.2%	Marketing Specialist	5.0	3.2%
Insurance Financial Examiner - Journey	4.0	3.2%	Justice		
Corrections				FTE	% of Agency
	FTE	% of Agency			
Correctional Officer	2635.5	29.9%	Assistant Attorney General	77.6	11.4%
Correctional Sergeant	1378.0	15.6%	Special Agent - Senior	55.0	8.1%
Probation and Parole Agent - Senior	676.0	7.7%	DNA Analyst - Senior	35.5	5.2%
Probation and Parole Agent	368.7	4.2%	Program and Policy Analyst - Advanced	29.5	4.3%
Office Operations Associate	314.0	3.6%	Special Agent	26.0	3.8%
Teacher	180.0	2.0%	Paralegal	20.2	3.0%
Supervising Officer 2	168.0	1.9%	Criminal Analyst - Senior	19.0	2.8%
Corrections Field Supervisor	165.0	1.9%	Paralegal - Advanced	16.6	2.4%
Supervising Officer 1	135.0	1.5%	Assistant Attorney General - Supervisor	15.0	2.2%
Social Worker - Senior	133.9	1.5%	Program and Policy Analyst	14.0	2.1%

Source: PeopleSoft, June 2024.

Table 9a - Continued
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY - LARGE AGENCIES (100+ EMPLOYEES)
Full-Time-Equivalent Permanent Classified Employees

Military Affairs	FTE % of Agency		Safety & Professional Services	FTE % of Agency	
Fire/Crash Rescue Specialist	51.0	9.6%	Operations Program Associate	16.9	7.9%
Military Affairs Security Officer	44.0	8.3%	Attorney	16.0	7.5%
Custodian	20.0	3.8%	Consultant - Building Systems - Senior	12.0	5.6%
Facilities Maintenance Specialist - Advanced	20.0	3.8%	License/Permit Program Associate - Senior	12.0	5.6%
HVAC/Refrigeration Specialist - Advanced	18.0	3.4%	Universal Building Inspector	10.0	4.7%
Emergency Government Specialist - Senior	16.0	3.0%	License/Permit Program Associate - Lead	9.0	4.2%
Cadet Specialist Objective	15.0	2.8%	Plumbing Plan Reviewer	9.0	4.2%
Emergency Government Specialist	13.0	2.5%	License/Permit Program Associate	8.0	3.8%
Facilities Repair Worker - Advanced	13.0	2.5%	Private Sewage Plan Reviewer	8.0	3.8%
Military Affairs Security Officer - Senior	13.0	2.5%	Consultant - Building Systems - Advanced	7.0	3.3%
Natural Resources			State Public Defender Office		
Conservation Warden	143.0	6.4%	Legal Secretary	83.3	35.3%
Forester - Senior	142.0	6.4%	Public Defender Investigator - Senior	29.0	12.3%
Fisheries Technician - Advanced	76.3	3.4%	Public Defender Investigator	19.0	8.0%
Forestry Specialist	68.0	3.1%	Client Services Specialist - Senior	18.0	7.6%
Natural Resources Program Manager	57.0	2.6%	Paralegal	14.0	5.9%
Forestry Technician - Advanced	55.0	2.5%	Regional Office Administrator	14.0	5.9%
Wildlife Biologist - Senior	52.0	2.3%	Legal Associate	11.8	5.0%
Park Ranger	49.0	2.2%	Program Assistant Supervisor - Advanced	8.0	3.4%
Fisheries Biologist - Senior	47.0	2.1%	Financial Specialist - Senior	5.3	2.2%
Natural Resources Manager	44.0	2.0%	Client Services Specialist - Objective	3.0	1.3%
Public Instruction			Transportation		
Education Consultant	115.0	19.7%	Civil Engineer - Transportation - Advanced	268.8	9.0%
School Administration Consultant	39.0	6.7%	State Patrol Trooper	268.0	9.0%
Teacher	35.1	6.0%	DMV Customer Service Representative - Advanced	187.4	6.3%
Education Administrative Director	34.0	5.8%	Civil Engineer - Transportation - Senior	171.6	5.8%
Education Specialist	28.5	4.9%	Transportation Specialist - Advanced	149.0	5.0%
Nutrition Program Consultant	24.0	4.1%	DMV Customer Service Representative	111.5	3.7%
Office Operations Associate	14.0	2.4%	DMV Customer Service Representative - Specialist	95.2	3.2%
IS Systems Development Services Specialist	13.5	2.3%	State Patrol Inspector	94.0	3.2%
Operations Program Associate	13.0	2.2%	Civil Engineer - Transportation Supervisor	86.0	2.9%
IS Business Automation Specialist	12.5	2.1%	Program and Policy Analyst - Advanced	78.0	2.6%
Public Service Commission			Veterans Affairs		
Program and Policy Analyst - Advanced	13.0	9.7%	Nursing Assistant 2	105.4	17.6%
Public Service Engineer - Advanced	11.0	8.2%	Nurse Clinician 2	39.2	6.6%
Administrative Manager	9.0	6.7%	Custodian	29.0	4.9%
Attorney	8.0	6.0%	Food Service Assistant 2	24.2	4.0%
Public Utility Auditor - Advanced	8.0	6.0%	Licensed Practical Nurse	24.0	4.0%
Executive Staff Assistant	7.0	5.2%	Nursing Assistant 3	21.4	3.6%
Program and Policy Chief	5.0	3.7%	Therapy Assistant - Objective	16.5	2.8%
Program and Policy Supervisor	5.0	3.7%	Operations Program Associate	15.4	2.6%
Public Service Engineer - Senior	5.0	3.7%	Nursing Supervisor	14.0	2.3%
Public Utility Auditor - Senior	4.0	3.0%	Nurse Clinician 3	11.4	1.9%
Public Utility Rate Analyst - Senior	4.0	3.0%	Workforce Development		
Revenue			FTE % of Agency		
Revenue Agent	108.0	10.0%	Employment & Training Specialist	122.5	8.6%
Revenue Auditor 2	78.8	7.3%	Vocational Rehabilitation Counselor	116.0	8.2%
Revenue Agent 2	78.5	7.3%	Unemployment Benefit Specialist	85.0	6.0%
Revenue Auditor 3	70.0	6.5%	Employment Security Assistant 3	74.6	5.2%
Revenue Agent 3	67.0	6.2%	Program and Policy Analyst - Advanced	58.0	4.1%
Revenue Auditor 1	60.8	5.6%	Vocational Rehabilitation Specialist	54.0	3.8%
Revenue Auditor 5	50.5	4.7%	Unemployment Compensation Associate 1	41.0	2.9%
Revenue Agent 4	46.0	4.3%	Financial Specialist - Senior	40.0	2.8%
Revenue Auditor 4	31.9	3.0%	Workforce Development Program Manager	37.0	2.6%
Revenue Administrative Manager	29.0	2.7%	Attorney	36.6	2.6%

Source: PeopleSoft, June 2024.

Table 9b
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY - SMALL AGENCIES (<100 EMPLOYEES)
Full-Time-Equivalent Permanent Classified Employees

Board for People with Dev Disab			Employment Relations Comm		
	FTE	% of Agency		FTE	% of Agency
Program and Policy Analyst	3.0	42.9%	Attorney Confidential	3.0	60.0%
Communications Specialist	1.0	14.3%	Legal Support Staff - Confidential	1.0	20.0%
Director, Board for People With Developmental Disabilities	1.0	14.3%	Office Management Specialist	1.0	20.0%
Office Management Specialist	1.0	14.3%			
Program and Policy Analyst - Advanced	1.0	14.3%	Ethics Commission		
				FTE	% of Agency
			Ethics Specialist - Entry	3.0	50.0%
			Attorney	1.0	16.7%
			Ethics Specialist - Senior	1.0	16.7%
			Office Management Specialist	1.0	16.7%
			Higher Education Aids Board		
				FTE	% of Agency
			Grants Specialist	4.0	47.1%
			Administrative Policy Advisor	1.0	11.8%
			Executive Staff Secretary	1.0	11.8%
			IS Operations Support Technician - Senior	1.0	11.8%
			IS Systems Development Services Senior	1.0	11.8%
			Labor and Industry Review Comm		
				FTE	% of Agency
			Attorney	9.7	76.4%
			Legal Associate	1.0	7.9%
			Legal Secretary	1.0	7.9%
			Office Management Supervisor	1.0	7.9%
			Secretary of State		
				FTE	% of Agency
			Records/Forms Management Specialist - Advanced	1.0	100.0%
			Technical College System Board		
				FTE	% of Agency
			Education Consultant	21.0	44.7%
			Education Specialist	4.0	8.5%
			Technical College System Administrator	4.0	8.5%
			Tourism		
				FTE	% of Agency
			Program and Policy Chief	4.0	17.4%
			Economic Development Consultant	3.0	13.0%
			Marketing Specialist - Senior	3.0	13.0%

Board of Commiss of Public Lands		
	FTE	% of Agency
BCPL Chief Investment Officer	1.0	13.0%
Budget & Capital Officer	1.0	13.0%
Forester - Advanced	1.0	13.0%
Forester - Senior	1.0	13.0%
IS Comprehensive Consultant/Administrator	1.0	13.0%
Office Management Specialist	1.0	13.0%
Trust Lands Forestry Supervisor	1.0	13.0%

Board on Aging & Long Term Care		
	FTE	% of Agency
Ombudsman Services Specialist - Objective	17.0	40.0%
Medigap Insurance Specialist	5.0	11.8%
Ombudsman Services Specialist - Advanced	5.0	11.8%
Volunteer Coordinator	5.0	11.8%

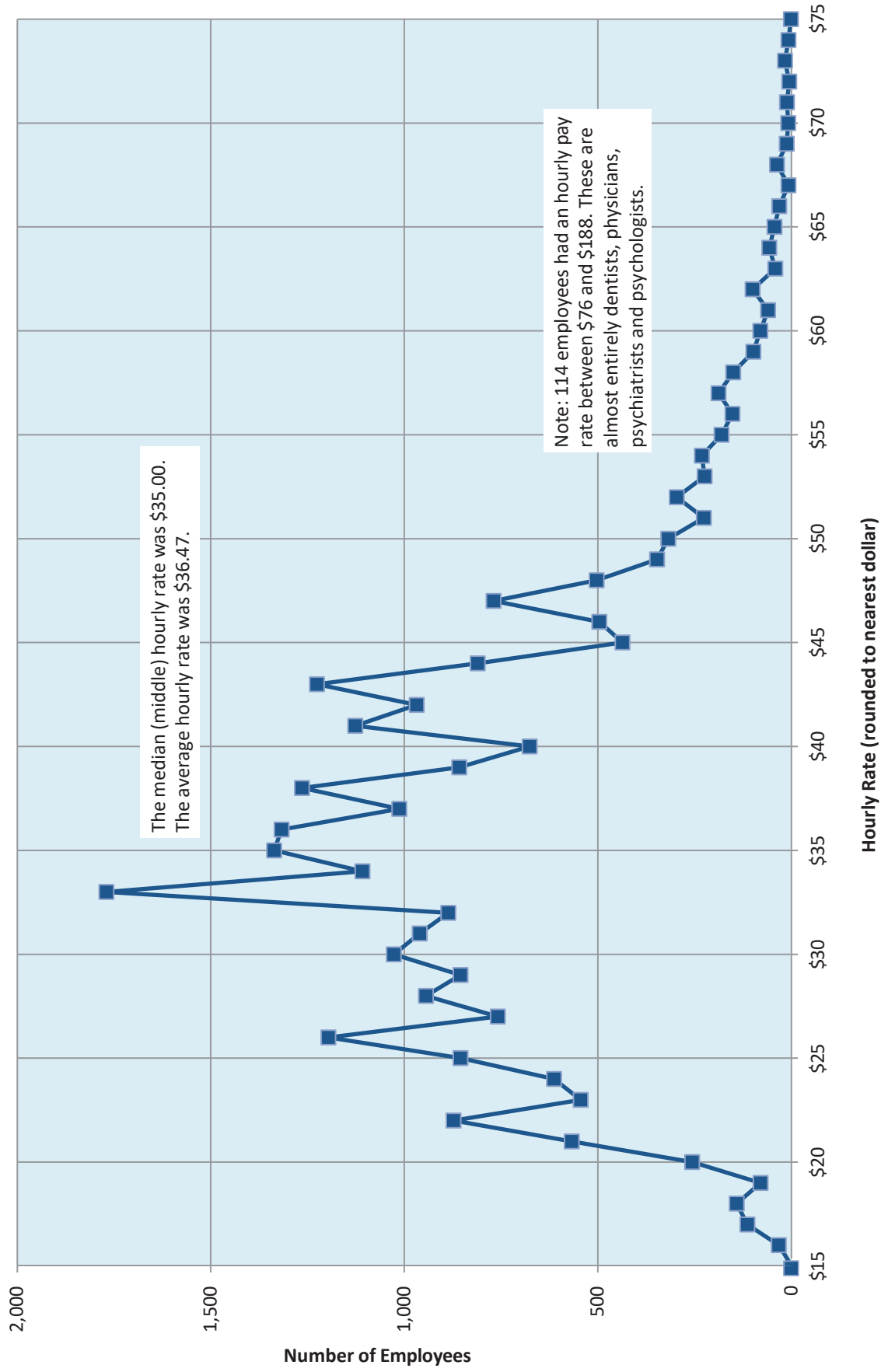
Child Abuse & Neglect Prev Bd		
	FTE	% of Agency
Human Services Program Coordinator - Senior	3.0	42.9%
Administrative Policy Advisor	1.0	14.3%
Communications Specialist - Advanced	1.0	14.3%
Executive Director, Child Abuse & Neglect Prevention Board	1.0	14.3%
Executive Staff Assistant	1.0	14.3%

Educational Comm Board		
	FTE	% of Agency
Media Telecommunication Technician - Senior	11.0	27.5%
Electronics Technician Media - Senior	6.0	15.0%
Media Supervisor - Advanced	5.0	12.5%

Elections Commission		
	FTE	% of Agency
Elections Specialist - Entry	7.0	22.6%
Elections Specialist - Senior	5.0	16.1%
Attorney	2.0	6.5%
IS Business Automation Senior	2.0	6.5%
IS Resources Support Technician - Intermediate	2.0	6.5%

Source: PeopleSoft, June 2024.

Chart 10
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2024



Source: PeopleSoft, June 2024.

Section 2

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

This section provides statistics for the state permanent classified workforce by the affirmative action target group categories (women, racial and ethnic minorities, and persons with disabilities), affirmative action job groups, and federal equal employment opportunity (EEO) job categories. In July 2014, new affirmative action job groups were introduced to replace the previous groupings.

The *Persons of Two or More Races* race category was added to more accurately reflect the demographics of the state's workforce. The PeopleSoft system allows employees to select more than one race and ethnic category while still identifying a primary race. Previous versions of this report only reported the individual's primary race. In this report, all persons selecting more than one race category are included in the *Two or More Races* category. All persons who choose at least one race and the ethnicity *Hispanic or Latino* will be included in the *Hispanic or Latino* ethnic category and not included in *Two or More Races* or any other race category.

In previous versions of this report, *Asian* and *Native Hawaiian or Other Pacific Islander* were combined to show historical trends consistent with prior years. In this report, *Asian* and *Native Hawaiian or Other Pacific Islander* are reported separately, consistent with EEO categories, and the way data is collected from employees.

DID YOU KNOW . . . ?

- Women account for more than 52% of the classified workforce, which was significantly higher than the estimated percentage in the labor force (see Tables 11 and 14 and Chart 15). Women also had pay gaps in all of the EEO job groups except Skilled Crafts (102.2%), even when controlling for seniority (see Table 29).
- The proportion of racial and ethnic minorities employed by state agencies has increased every year from 2012 (12.0%) through 2024 (17.1%), but lags behind the Wisconsin labor force (see Tables 12 and 14 and Chart 13).
- The number and proportion of employees with disabilities increased substantially from 2023 (2,961 employees, 10.7%) to 2024 (3,470 employees, 11.8%), which significantly exceeded the labor force estimate (see Tables 11 and 14 and Chart 17).

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND AFFIRMATIVE ACTION (AA) PROGRAMS, REPORTS, AND ACTIVITIES

Affirmative Action Programs are recruitment and hiring efforts that assist agencies in mirroring the overall labor pool of qualified candidates from which it draws applicants. Affirmative Action efforts target eligible members of the labor pool who have historically been discriminated against because of race, ethnicity, gender, veteran, or disability status. Diversity in the workforce improves innovation and productivity and increases the overall quality of work performed. A representative workforce in state government reflects the people it serves. The State of Wisconsin government utilizes the following programs, reports, and activities to strengthen recruitment efforts:

EEO Program Certification - Agencies must meet all the eligibility criteria to attain program certification. These criteria include the appointment of an Equity and Inclusion (EI) Officer; recruitment and selection process compliance; creation of an Equity and Inclusion Advisory Committee; adherence to policies and requirements on an interview panel, harassment, reasonable accommodations, internal discrimination, and harassment complaint procedures; respectful workplace procedures; personal demographic information survey; and the posting of the EEO policy statements and EI strategic plans.

EEO Training - EEO training courses are offered by the BEI and the Bureau of Training and Development (BTD).

Equity and Inclusion Planning - Agencies with 30 or more permanent classified employees are required to prepare Equity and Inclusion Strategic Plans. The plans are intended to ensure equal employment opportunities and eliminate the present effects of past discrimination against racial and ethnic minorities, women, veterans, and persons with disabilities in each agency.

Expanded Certification Program - Expanded certification is used to address the issues of workforce underutilization. It provides increased opportunity for racial and ethnic minorities, women, veterans, and persons with disabilities when underutilized in the state workforce. The expanded certification program allows the Division of Personnel Management (DPM), Bureau of Merit Recruitment and Selection (BMRS) to include names of qualified women or racial and ethnic minorities, veterans, spouses of certain veterans, and persons with a disability on certified applicant lists.

New Supervisory Training - Provided jointly by the five bureaus in the Division of Personnel Management (BCC, BEI, BWR, BMRS, and BTD)¹, the supervisory training program is basic management and personnel administration training designed for new supervisors to meet the statutory training requirement. The EEO and AA training portion highlights the EEO and AA roles and responsibilities of supervisors. In addition, the training covers basic EEO and AA concepts that are instrumental for supervisors, such as EEO and AA laws, EEO and AA policies and procedures, unbiased and fair interview concepts, and information concerning harassment and accommodations. This program is provided to state agencies, except for some agencies that conduct their own new supervisor training.

¹ Bureau of Classification & Compensation (BCC), Bureau of Equity and Inclusion (BEI), Bureau of Workforce Relations and Policy Administration (BWR), Bureau of Merit Recruitment & Selection (BMRS), and Bureau of Training & Development (BTD)

Non-competitive Appointments for Certain Disabled Veterans - Qualified veterans with a 30% or greater service-connected disability are eligible for non-competitive appointment to permanent positions in classified civil service under s. 230.275, Wis. Stats.

Recruitment Outreach - DPM/BEI partners with universities, colleges, community groups, candidates, and staff to find exceptional talent for Wisconsin State Government. This partnership helps women, racial and ethnic minorities, veterans, and persons with disabilities become aware of civil service jobs available across Wisconsin.

State Council on Affirmative Action - The State Council on Affirmative Action (SCAA), which includes individuals appointed by the Governor and legislative leaders, advises the DPM Administrator on state affirmative action efforts. The Council is statutorily charged with evaluating the progress of affirmative action programs throughout the civil service system, seeking compliance with state and federal regulations, and recommending improvements in state affirmative action efforts as an employer. Council membership is representative of the state population. The Council holds an annual Diversity Awards program to recognize the best affirmative action practices among state agencies and University of Wisconsin campuses. BEI provides support to the Council.

State of Wisconsin Student Diversity Internship Program (SWSDIP) - SWSDIP places qualified students in intern positions within state agencies. The Bureau of Equity and Inclusion (BEI), with assistance from the BMRS, works with state agencies to promote equal employment opportunities by providing them with an applicant pool of racial and ethnic minorities, women, veterans, and students with disabilities. The program provides students with practical, on-the-job experience, training, and exposure to employment with the State of Wisconsin. The program staff conducts targeted recruitment, coordinates the referral process, provides technical assistance, and sponsors the SWSDIP Orientation Seminar and other networking events for student interns.

Underutilization Analysis - BEI releases an underutilization report on a triannual basis. Underutilization is determined by comparing the percentage of racial minorities, ethnic minorities, and women employed in each job group with racial minorities, ethnic minorities, and women in the relevant labor pool. If the percentage of racial minorities, ethnic minorities, or women employees are substantially lower than the corresponding percentage in the pertinent labor pool (less than 80%), the job group is considered underutilized for racial and ethnic minorities and women. A finding of underutilization for a specific job group initiates the expanded certification process to move more underutilized applicants from the applicant register to the applicant certification list.

Veteran Employment Plan of Action - Agencies are required to create and implement a plan to employ veterans, and veterans with service-connected disabilities, at a ratio equal to or greater than the state civilian labor force, as determined by the Wisconsin Council on Veterans Employment.

Wisconsin Works (W-2) Program - Agencies with more than 100 approved permanent full-time equivalent positions must prepare and implement an annual plan of action to employ persons who receive aid or benefits from the state at the time of certification.

OVERVIEW OF EQUITY AND INCLUSION REPORTS

BEI leads the development of the equity and inclusion reports with assistance from other bureaus. Reporting is done on an annual, biannual, and triannual cycle, depending upon the report. All recent equity and inclusion reports are publicly available on the [DPM Equity and Inclusion Reports webpage](#).

Classified Workforce & Affirmative Action Report - This biennial report documents demographic statistics of the permanent classified workforce, personnel transactions including hires, retirements, and other separations from state service, and the demographics and workforce planning outlook on an agency-by-agency basis.

EEO-4 Report - This federally required biennial report contains race and ethnicity, gender data, occupational data, annual salary, new hires data, and data on employees who work less than full-time and is submitted to the federal Equal Employment Opportunity Commission (EEOC).

State Council on Affirmative Action Report - This annual report summarizes the Council's activities and accomplishments, including the Council's observations and recommendations to improve the effectiveness and advancement of affirmative action, equal opportunity, and diversity in state government. In addition, the report highlights the Annual Diversity Awards, which recognize state agencies, universities, and technical colleges with outstanding initiatives and best practices in affirmative action and diversity.

State of Wisconsin Student Diversity Internship Program (SWSDIP) Report - This annual report summarizes applicant and hire data for the State of Wisconsin Student Diversity Internship Program (SWSDIP). To participate in SWSDIP, applicants must be legally authorized to work in the United States, at least 18 years of age at the time the program begins, currently enrolled in, recently graduated from, or planning to attend a 2-year, 4-year, or graduate school, and living in Wisconsin during the internship program period.

Veterans Employment Report - This annual report summarizes the progress made to provide employment opportunities for veterans and includes statistics on the percentage of new hires and the number of incumbent employees who are veterans for all state agencies.

Wisconsin Works (W-2) Report - This annual report summarizes the W-2 hiring data by state agency and classification title. The data in this report is extracted from the state employment application system, Wisc.Jobs, and matched with data provided by the Department of Children and Families.

Written Hiring Reasons Report - This annual report summarizes each agency's appointing authority's reasons for selecting persons, the hiring of whom did not meet any affirmative action objectives, appointed into new hire, promotional, and project appointments. The report also summarizes the bases for the hiring decisions and includes the number of total hires who were veterans, persons with disabilities, racial and ethnic minorities, and women in the classified and project appointments.

Table 11
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2022, June 2023, and June 2024

Agency	Year	Count of Employees	Women	Total Racial & Ethnic		Amer Indian/ Alaskan Nat		Asian		Black/ African American		Hispanic/ Latino		Nat Hawaiian/ Pac Islander		Two or More Races		Not Specified		Persons with Disabilities ¹		Persons with Severe Disabilities		
				#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Administration	2024	1,317	710	53.9%	168	12.8%	5	0.4%	56	4.3%	45	3.4%	43	3.3%	0	0.0%	19	1.4%	30	2.3%	224	17.0%	15	1.1%
	2023	1,322	708	53.6%	164	12.4%	5	0.4%	59	4.5%	40	3.0%	41	3.1%	0	0.0%	19	1.4%	32	2.4%	213	16.1%	14	1.1%
	2022	1,271	662	52.1%	159	12.5%	8	0.6%	57	4.5%	46	3.6%	33	2.6%	0	0.0%	15	1.2%	30	2.4%	166	13.1%	13	1.0%
	2024	576	283	49.1%	42	7.3%	1	0.2%	12	2.1%	10	1.7%	12	2.1%	0	0.0%	7	1.2%	11	1.9%	89	15.5%	4	0.7%
Ag, Trade & Consumer Protctn	2023	574	281	49.0%	35	6.1%	1	0.2%	10	1.7%	10	1.7%	9	1.6%	0	0.0%	5	0.9%	12	2.1%	83	14.5%	5	0.9%
	2022	564	278	49.3%	31	5.5%	2	0.4%	8	1.4%	9	1.6%	7	1.2%	0	0.0%	5	0.9%	11	2.0%	43	7.6%	6	1.1%
	2024	43	41	95.3%	6	14.0%	1	2.3%	1	2.3%	1	2.3%	2	4.7%	0	0.0%	1	2.3%	1	2.3%	6	14.0%	1	2.3%
	2023	45	43	95.6%	5	11.1%	1	2.2%	1	2.2%	1	2.2%	1	2.2%	0	0.0%	1	2.2%	1	2.2%	7	15.6%	0	0.0%
Children and Families	2022	43	42	97.7%	6	14.0%	1	2.3%	1	2.3%	2	4.7%	1	2.3%	0	0.0%	1	2.3%	1	2.3%	3	7.0%	0	0.0%
	2024	762	611	80.2%	238	31.2%	2	0.3%	39	5.1%	130	17.1%	47	6.2%	1	0.1%	19	2.5%	15	2.0%	124	16.3%	10	1.3%
	2023	732	589	80.5%	207	28.3%	1	0.1%	34	4.6%	114	15.6%	41	5.6%	1	0.1%	16	2.2%	10	1.4%	106	14.5%	10	1.4%
	2022	726	587	80.9%	212	29.2%	1	0.1%	34	4.7%	118	16.3%	40	5.5%	1	0.1%	18	2.5%	9	1.2%	66	9.1%	7	1.0%
Commissioner of Insurance	2024	128	65	50.8%	25	19.5%	2	1.6%	8	6.3%	6	4.7%	7	5.5%	0	0.0%	2	1.6%	4	3.1%	17	13.3%	1	0.8%
	2023	125	65	52.0%	23	18.4%	2	1.6%	7	5.6%	5	4.0%	7	5.6%	1	0.8%	1	0.8%	3	2.4%	15	12.0%	0	0.0%
	2022	120	61	50.8%	24	20.0%	1	0.8%	10	8.3%	5	4.2%	6	5.0%	1	0.8%	1	0.8%	1	0.8%	8	6.7%	1	0.8%
	2024	8,891	4,102	46.1%	1,461	16.4%	31	0.3%	106	1.2%	748	8.4%	424	4.8%	7	0.1%	145	1.6%	164	1.8%	886	10.0%	45	0.5%
Corrections	2023	7,926	3,703	46.7%	1,137	14.3%	27	0.3%	85	1.1%	591	7.5%	335	4.2%	7	0.1%	92	1.2%	153	1.9%	650	8.2%	44	0.6%
	2022	7,990	3,660	45.8%	1,084	13.6%	29	0.4%	83	1.0%	574	7.2%	310	3.9%	7	0.1%	81	1.0%	141	1.8%	426	5.3%	42	0.5%
	2024	40	8	20.0%	3	7.5%	1	2.5%	0	0.0%	1	2.5%	0	0.0%	0	0.0%	1	2.5%	1	2.5%	6	15.0%	2	5.0%
	2023	40	8	20.0%	3	7.5%	1	2.5%	0	0.0%	1	2.5%	0	0.0%	0	0.0%	1	2.5%	1	2.5%	7	17.5%	2	5.0%
Educational Communications Bd	2022	36	8	22.2%	3	8.3%	1	2.8%	0	0.0%	1	2.8%	0	0.0%	0	0.0%	1	2.8%	1	2.8%	5	13.9%	2	5.6%
	2024	31	16	51.6%	6	19.4%	1	3.2%	1	3.2%	0	0.0%	3	9.7%	0	0.0%	1	3.2%	1	3.2%	7	22.6%	0	0.0%
	2023	28	14	50.0%	3	10.7%	1	3.6%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	1	3.6%	1	3.6%	8	28.6%	0	0.0%
	2022	28	12	42.9%	2	7.1%	1	3.6%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	0	0.0%	0	0.0%	2	7.1%	0	0.0%
Employee Trust Funds	2024	265	177	66.8%	32	12.1%	0	0.0%	8	3.0%	9	3.4%	12	4.5%	0	0.0%	3	1.1%	4	1.5%	35	13.2%	6	2.3%
	2023	258	169	65.5%	28	10.9%	0	0.0%	6	2.3%	7	2.7%	12	4.7%	0	0.0%	3	1.2%	3	1.2%	31	12.0%	4	1.6%
	2022	259	161	62.2%	26	10.0%	0	0.0%	6	2.3%	5	1.9%	12	4.6%	0	0.0%	3	1.2%	1	0.4%	23	8.9%	5	1.9%
	2024	40	8	20.0%	3	7.5%	1	2.5%	0	0.0%	1	2.5%	0	0.0%	0	0.0%	1	2.5%	1	2.5%	6	15.0%	2	5.0%

¹Persons with Disabilities includes both persons with severe and non-severe disabilities.

Table is continued on next page.

Table 11 - Continued
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2022, June 2023, and June 2024

Agency	Year	Count of Employees	Women		Total Racial & Ethnic Minorities				Amer Indian/Alaskan Nat				Asian				Black/ African American				Racial and Ethnic Minorities Hispanic/ Latino				Nat Hawaiian/ Pac Islander ¹				Two or More Races				Not Specified				Persons with Disabilities ²		Persons with Severe Disabilities	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Financial Institutions	2024	127	74	58.3%	16	12.6%	2	1.6%	2	1.6%	4	3.2%	2	1.6%	3	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.4%	6	4.7%	21	16.5%	0	0.0%	0	0.0%						
	2023	122	71	58.2%	19	15.6%	2	1.6%	5	4.1%	3	2.5%	7	5.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.6%	5	4.1%	19	15.6%	0	0.0%	0	0.0%						
	2022	124	68	54.8%	19	15.3%	2	1.6%	5	4.0%	4	3.2%	6	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.6%	5	4.0%	16	12.9%	1	0.8%	1	0.8%						
Health Services	2024	6,167	3,941	63.9%	1,593	25.8%	41	0.7%	280	4.5%	900	14.6%	254	4.1%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	115	1.9%	105	1.7%	610	9.9%	34	0.6%	34	0.6%						
	2023	5,660	3,646	64.4%	1,399	24.7%	35	0.6%	264	4.7%	793	14.0%	221	3.9%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	84	1.5%	106	1.9%	474	8.4%	33	0.6%	33	0.6%						
	2022	5,554	3,585	64.5%	1,306	23.5%	31	0.6%	258	4.6%	739	13.3%	202	3.6%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	74	1.3%	95	1.7%	242	4.4%	30	0.5%	30	0.5%						
Historical Society	2024	156	90	57.7%	10	6.4%	3	1.9%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.3%	1	0.6%	13	8.3%	0	0.0%	0	0.0%						
	2023	146	78	53.4%	7	4.8%	2	1.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.4%	2	1.4%	12	8.2%	0	0.0%	0	0.0%						
	2022	136	71	51.8%	8	5.8%	3	2.2%	0	0.0%	1	0.7%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%	2	1.5%	3	2.2%	0	0.0%	0	0.0%						
Justice	2024	689	404	58.6%	92	13.4%	2	0.3%	26	3.8%	18	2.6%	36	5.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	1.5%	13	1.9%	83	12.0%	3	0.4%	3	0.4%						
	2023	679	392	57.7%	79	11.6%	2	0.3%	22	3.2%	20	2.9%	28	4.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.0%	15	2.2%	78	11.5%	3	0.4%	3	0.4%						
	2022	650	377	58.0%	74	11.4%	2	0.3%	19	2.9%	19	2.9%	28	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	0.9%	17	2.6%	34	5.2%	2	0.3%	2	0.3%						
Labor & Industry Review Comm	2024	13	9	69.2%	2	15.4%	0	0.0%	1	7.7%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	0	0.0%				
	2023	13	9	69.2%	2	15.4%	0	0.0%	1	7.7%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	15.4%	0	0.0%	0	0.0%				
	2022	13	10	76.9%	3	23.1%	0	0.0%	1	7.7%	1	7.7%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%				
Military Affairs	2024	531	161	30.3%	47	8.9%	1	0.2%	11	2.1%	14	2.6%	17	3.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.6%	22	4.1%	89	16.8%	4	0.8%	4	0.8%						
	2023	514	152	29.6%	45	8.8%	1	0.2%	10	1.9%	13	2.5%	17	3.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.6%	22	4.3%	80	15.6%	3	0.6%	3	0.6%						
	2022	492	142	28.9%	42	8.5%	1	0.2%	9	1.8%	11	2.2%	16	3.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.8%	19	3.9%	59	12.0%	4	0.8%	4	0.8%						
Natural Resources	2024	2,231	806	36.1%	116	5.2%	9	0.4%	28	1.3%	21	0.9%	40	1.8%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	0.7%	71	3.2%	164	7.4%	19	0.9%	19	0.9%						
	2023	2,210	793	35.9%	110	5.0%	9	0.4%	28	1.3%	18	0.8%	39	1.8%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	0.6%	76	3.4%	147	6.7%	21	1.0%	21	1.0%						
	2022	2,202	783	35.6%	107	4.9%	9	0.4%	28	1.3%	16	0.7%	42	1.9%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	0.5%	74	3.4%	86	3.9%	21	1.0%	21	1.0%						
Public Instruction	2024	607	422	69.5%	80	13.2%	4	0.7%	22	3.6%	22	3.6%	22	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	1.6%	11	1.8%	114	18.8%	14	2.3%	14	2.3%						
	2023	580	400	69.0%	70	12.1%	4	0.7%	17	2.9%	22	3.8%	18	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	1.6%	13	2.2%	106	18.3%	11	1.9%	11	1.9%						
	2022	553	378	68.4%	63	11.4%	4	0.7%	15	2.7%	20	3.6%	17	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.3%	7	1.3%	102	18.4%	10	1.8%	10	1.8%						
Public Service Commission	2024	134	63	47.0%	22	16.4%	1	0.7%	11	8.2%	2	1.5%	7	5.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	6	4.5%	27	20.1%	2	1.5%	2	1.5%						
	2023	132	58	43.9%	20	15.2%	1	0.8%	10	7.6%	3	2.3%	6	4.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	4.5%	21	15.9%	2	1.5%	2	1.5%						
	2022	124	54	43.5%	22	17.7%	1	0.8%	9	7.3%	3	2.4%	7	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.6%	4	3.2%	22	17.7%	3	2.4%	3	2.4%						

¹Persons with Disabilities includes both persons with severe and non-severe disabilities.

Table is continued on next page.

Table 11 - Continued
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2022, June 2023, and June 2024

Agency	Year	Count of Employees	Women	Total Racial & Ethnic Minorities		Racial and Ethnic Minorities										Persons with Disabilities ¹		Persons with Severe Disabilities						
				#	%	Amer Indian/ Alaskan Nat	Asian	Black/ African American	Hispanic/ Latino	Nat Hawaiian/ Pac Islander	Two or More Races	Not Specified	#	%	#	%								
Revenue	2024	1,086	553	50.9%	214	19.7%	5	0.5%	71	6.5%	70	6.4%	54	5.0%	1	0.1%	13	1.2%	19	1.7%	126	11.6%	10	0.9%
	2023	1,030	530	51.5%	190	18.4%	8	0.8%	57	5.5%	63	6.1%	49	4.8%	1	0.1%	12	1.2%	22	2.1%	106	10.3%	8	0.8%
	2022	1,054	544	51.6%	194	18.4%	8	0.8%	62	5.9%	69	6.5%	46	4.4%	1	0.1%	8	0.8%	23	2.2%	104	9.9%	9	0.9%
	2024	213	102	47.9%	22	10.3%	1	0.5%	5	2.3%	3	1.4%	9	4.2%	0	0.0%	4	1.9%	5	2.3%	34	16.0%	3	1.4%
Safety & Professional Services	2023	211	105	49.8%	20	9.5%	1	0.5%	2	0.9%	6	2.8%	8	3.8%	0	0.0%	3	1.4%	4	1.9%	37	17.5%	6	2.8%
	2022	202	98	48.5%	19	9.4%	1	0.5%	2	1.0%	5	2.5%	9	4.5%	0	0.0%	2	1.0%	2	1.0%	30	14.9%	5	2.5%
	2024	241	181	75.1%	45	18.7%	1	0.4%	6	2.5%	15	6.2%	21	8.7%	0	0.0%	2	0.8%	2	0.8%	21	8.7%	3	1.2%
	2023	240	180	75.0%	47	19.6%	1	0.4%	6	2.5%	14	5.8%	24	10.0%	0	0.0%	2	0.8%	3	1.3%	21	8.8%	3	1.3%
Technical College System Bd	2022	234	179	76.5%	45	19.2%	1	0.4%	4	1.7%	16	6.8%	22	9.4%	0	0.0%	2	0.9%	2	0.9%	17	7.3%	2	0.9%
	2024	47	31	66.0%	7	14.9%	0	0.0%	3	6.4%	2	4.3%	2	4.3%	0	0.0%	0	0.0%	0	0.0%	3	6.4%	1	2.1%
	2023	47	32	68.1%	7	14.9%	0	0.0%	3	6.4%	2	4.3%	2	4.3%	0	0.0%	0	0.0%	0	0.0%	1	2.1%	0	0.0%
	2022	43	31	72.1%	6	14.0%	0	0.0%	3	7.0%	1	2.3%	2	4.7%	0	0.0%	0	0.0%	0	0.0%	2	4.7%	0	0.0%
Tourism	2024	23	18	78.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	13.0%	1	4.3%
	2023	23	18	78.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	13.0%	1	4.3%
	2022	25	17	68.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	8.0%	1	4.0%
	2024	3,002	1,133	37.7%	427	14.2%	15	0.5%	117	3.9%	106	3.5%	141	4.7%	0	0.0%	48	1.6%	78	2.6%	358	11.9%	30	1.0%
Transportation	2023	2,933	1,070	36.5%	408	13.9%	17	0.6%	105	3.6%	102	3.5%	141	4.8%	0	0.0%	43	1.5%	71	2.4%	338	11.5%	26	0.9%
	2022	2,904	1,075	37.0%	390	13.4%	13	0.4%	97	3.3%	111	3.8%	136	4.7%	0	0.0%	33	1.1%	73	2.5%	267	9.2%	24	0.8%
	2024	629	451	71.7%	74	11.8%	2	0.3%	22	3.5%	25	4.0%	17	2.7%	1	0.2%	7	1.1%	9	1.4%	103	16.4%	7	1.1%
	2023	649	476	73.3%	84	12.9%	2	0.3%	23	3.5%	35	5.4%	20	3.1%	2	0.3%	2	0.3%	7	1.1%	91	14.0%	6	0.9%
Workforce Development	2022	709	529	74.6%	91	12.8%	4	0.6%	25	3.5%	39	5.5%	21	3.0%	0	0.0%	2	0.3%	7	1.0%	63	8.9%	5	0.7%
	2024	1,424	939	65.9%	275	19.3%	10	0.7%	58	4.1%	100	7.0%	81	5.7%	1	0.1%	25	1.8%	21	1.5%	302	21.2%	39	2.7%
	2023	1,363	883	64.8%	254	18.6%	12	0.9%	55	4.0%	98	7.2%	68	5.0%	1	0.1%	20	1.5%	20	1.5%	302	22.2%	40	2.9%
	2022	1,370	904	66.0%	264	19.3%	11	0.8%	61	4.5%	102	7.4%	67	4.9%	2	0.1%	21	1.5%	33	2.4%	256	18.7%	45	3.3%
Entities with small employee counts (combined)*	2024	43	28	65.1%	6	14.0%	0	0.0%	3	7.0%	0	0.0%	1	2.3%	0	0.0%	2	4.7%	1	2.3%	4	9.3%	1	2.3%
	2023	41	26	63.4%	6	14.6%	0	0.0%	3	7.3%	0	0.0%	1	2.4%	0	0.0%	2	4.9%	2	4.9%	3	7.3%	1	2.4%
	2022	41	26	63.4%	4	9.8%	0	0.0%	3	7.3%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	2	4.9%	4	9.8%	2	4.9%
	2024	29,416	15,419	52.4%	5,029	17.1%	141	0.5%	902	3.1%	2,251	7.7%	1,259	4.3%	18	0.1%	458	1.6%	601	2.0%	3,470	11.8%	255	0.9%
Grand Total	27,643	14,499	52.5%	4,372	15.8%	136	0.5%	813	2.9%	1,962	7.1%	1,099	4.0%	19	0.1%	343	1.2%	590	2.1%	2,961	10.7%	243	0.9%	
Grand Total	27,467	14,342	52.2%	4,204	15.3%	135	0.5%	800	2.9%	1,917	7.0%	1,085	3.8%	16	0.1%	301	1.1%	560	2.0%	2,051	7.5%	240	0.9%	

¹Persons with Disabilities includes both persons with severe and non-severe disabilities.

* Entities with small employee counts (10 or fewer employees) in 2022, 2023, and 2024 include: Board for People with Developmental Disabilities, Board of Commissioner of Public Lands, Child Abuse & Neglect Prevention Board, Employment Relations Commission, Ethics Commission, Higher Educational Aids Board, and Secretary of State.

Note: Race/ethnicity and disability status are voluntarily self-reported by employees and can be updated at any time.

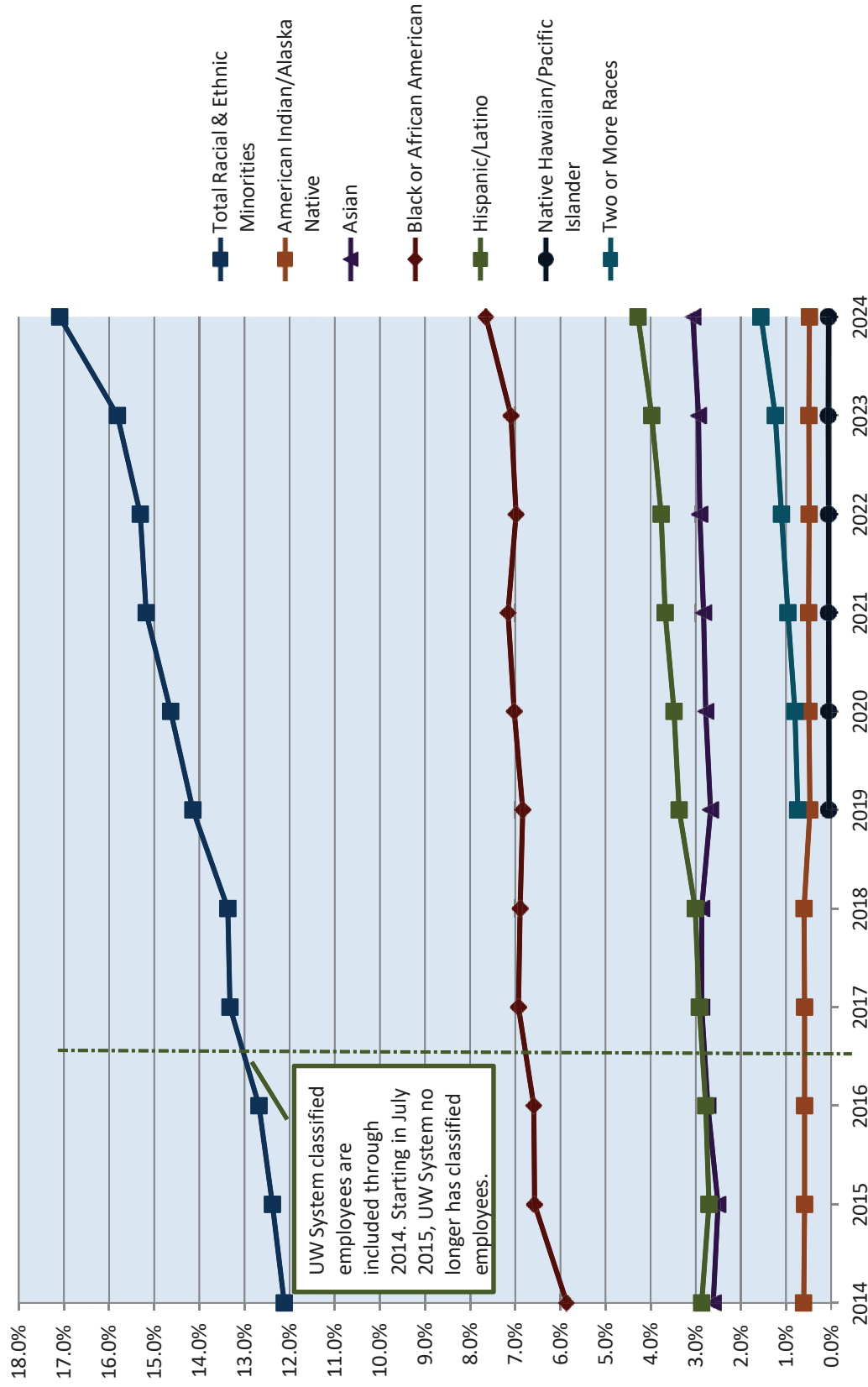
Source: PeopleSoft June 2022, June 2023, June 2024.

Table 12
RACIAL AND ETHNIC MINORITY EMPLOYEES BY REGION COMPARED WITH WISCONSIN LABOR FORCE

Region	All Employees	Total Racial & Ethnic Minorities		Total Racial Minorities*		Amer Indian/ Alaska Native		Asian		Black or African American		Hispanic/Latino		Native Hawaiian/ Pacific Islander		Two or More Races	
		Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
See map in Appendix E																	
Central																	
Count of Employees	6,520	578	288	290	4.4%	399	6.1%	200	3.1%	199	3.1%	38	0.6%	19	0.3%	139	2.1%
% of Employees	22.2%	8.9%	4.4%	4.4%		6.1%	3.1%	3.1%	0.9%	60	0.9%	179	2.7%	73	1.1%	124	1.9%
Est. % in Labor Force		n/a				10.0%**		2.9%		1.1%		4.7%		1.1%		3.5%	
Eastern																	
Count of Employees	5,131	2,066	1,439	627	12.2%	1,568	30.6%	1,147	22.4%	421	8.2%	26	0.5%	18	0.4%	130	2.5%
% of Employees	17.5%	40.3%	28.0%	12.2%		30.6%	24.4%**	22.4%	10.0%	51	1.0%	498	9.7%	328	6.4%	253	5.0%
Est. % in Labor Force		n/a				24.4%**		3.5%		11.1%		10.9%		11.1%		11.1%	
Northern																	
Count of Employees	1,236	65	27	38	3.1%	45	3.6%	23	1.9%	22	1.8%	15	1.2%	12	1.0%	10	0.8%
% of Employees	4.2%	5.3%	2.2%	3.1%		3.6%	8.1%**	1.9%	0.6%	7	0.6%	3	0.2%	3	0.2%	7	0.6%
Est. % in Labor Force		n/a				8.1%**		0.6%		0.4%		1.9%		0.4%		0.6%	
Southern																	
Count of Employees	13,522	2,123	1,139	984	7.3%	1,616	12.0%	864	6.4%	752	5.6%	50	0.4%	27	0.2%	568	4.2%
% of Employees	46.1%	15.7%	8.4%	7.3%		12.0%	13.2%**	6.4%	1.8%	238	1.8%	507	3.7%	394	2.9%	791	5.8%
Est. % in Labor Force		n/a				13.2%**		3.4%		3.0%		6.0%		3.0%		3.0%	
Western																	
Count of Employees	2,951	181	84	97	3.3%	126	4.3%	60	2.0%	66	2.2%	12	0.4%	7	0.2%	45	1.5%
% of Employees	10.1%	6.1%	2.8%	3.3%		4.3%	6.6%**	2.0%	0.8%	24	0.8%	55	1.9%	18	0.6%	28	0.9%
Est. % in Labor Force		n/a				6.6%**		1.8%		0.8%		2.4%		0.8%		1.8%	
All Regions																	
Count of Employees ¹	29,360	5,013	2,977	2,036	6.9%	3,754	12.8%	2,294	7.8%	1,460	5.0%	141	0.5%	83	0.3%	892	3.0%
% of Employees	100.0%	17.1%	10.1%	6.9%		12.8%	15.0%**	7.8%	5.0%	5.0%	5.0%	0.5%	0.3%	0.3%	0.3%	2.9%	2.9%
Est. % in Labor Force		n/a				15.0%**		2.9%		4.8%		6.6%		4.8%		4.8%	

¹49 employees were working out of state and 7 employees worked in two distinct regions. The total distinct count of permanent classified employees working in-state was 29,360.
 *Excludes employees who identify as Hispanic/Latino. The US Census Bureau distinguishes ethnicity (Hispanic/Latino) from race for reporting whereas the State of Wisconsin does not. Therefore, comparisons of total racial & ethnic minorities are not available.
 Comparisons for total racial minorities and the individual racial/ethnic groups (including Hispanic/Latino) are available as more valid comparisons.
 **The totals for racial minorities estimated in the labor force includes a racial minority group called "Some other race alone" which is used by the US Census Bureau but not by the State of Wisconsin.
 Note: 601 employees did not specify their race or ethnicity. Those employees are not considered minorities for this table or report.
 Note: Gender break-outs for WI labor force minority groups are no longer available in the estimates published by the Department of Workforce Development. Gender subtotals for state employees are retained here for analysis purposes.
 Sources: PeopleSoft; June 2024; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2018-2022 5-Year Estimate (Table C24010A-G.) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.
 See Appendix E for the Wisconsin Region Map.

Chart 13
RACIAL AND ETHNIC MINORITY EMPLOYMENT TRENDS: 2014-2024
Percentage of Permanent Classified Workforce



Note: The Asian and Native Hawaiian/Pacific Islander groups were not distinguished until 2019. Therefore, the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019). The Two or More Races group was newly created in 2019.
 Source: PMIS, June of each year 2014-2015; PeopleSoft, June 2016-2024.

Table 14
AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION: 2024 and 2014
Permanent Classified Employees

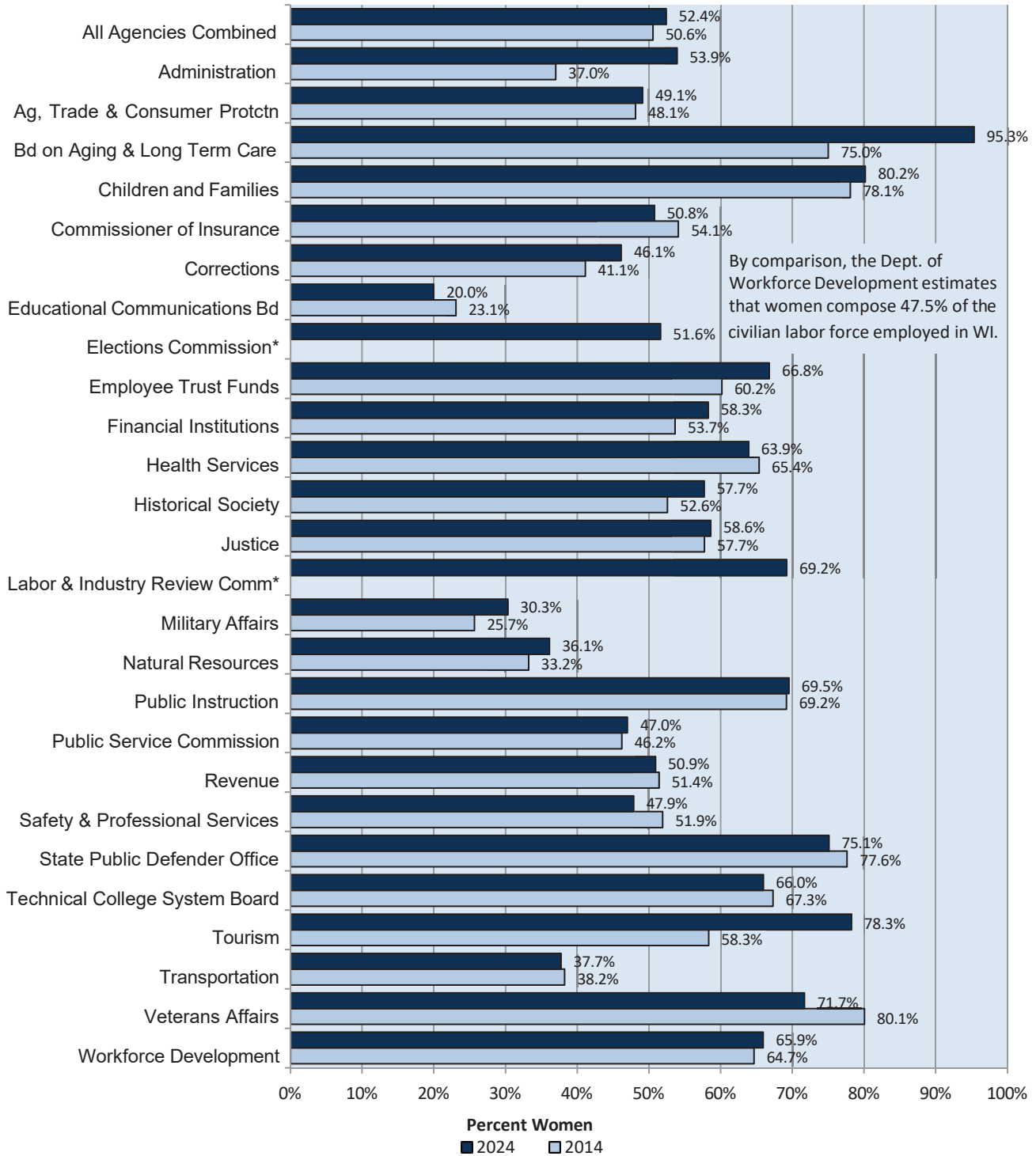
Affirmative Action Group	Count of State Employees	Percent of Total State Employees	Percent of WI Employed Labor Force ¹	Percent of WI Population
All Racial and Ethnic Minorities				
2024	5,029	17.1%	n/a	21.6%
2014	3,601	12.0%	11.9%	14.7%
All Racial Minorities²				
2024	3,770	12.8%	15.0%*	13.5%
2014	2,831	9.4%	7.8%*	8.5%
Black/African American				
2024	2,251	7.7%	4.8%*	6.6%
2014	1,930	6.4%	4.5%*	5.6%
Hispanic/Latino				
2024	1,259	4.3%	6.6%*	8.1%
2014	770	2.6%	4.1%*	4.9%
Asian³				
2024	902	3.1%	2.9%	3.3%
2014	707	2.4%	1.8%	2.1%
American Indian/Alaska Native				
2024	141	0.5%	0.6%	1.2%
2014	194	0.6%	0.7%	0.8%
Native Hawaiian/Pacific Islander³				
2024	18	0.1%	0.0%	0.1%
2014	n/a	n/a	n/a	n/a
Two or More Races³				
2024	458	1.6%	4.4%*	2.3%
2014	n/a	n/a	n/a	n/a
Female				
2024	15,419	52.4%	47.5%*	49.9%
2014	15,181	50.6%	47.6%*	50.3%
Total Persons with Disabilities⁴				
2024	3,470	11.8%	5.2%*	8.2%
2014	1,405	4.7%	n/a	n/a

* Statistically significant difference (at p<.05) between the percentage among state employees and the corresponding percentage in the state labor force. See Appendix C for technical notes.

Note: 601 employees did not specify their race or ethnicity in 2024. Those employees are not considered minorities for this table or report.

- Labor force in 2024 represents all employed civilians age 16+. Labor force in 2014 represents all persons age 16+ who are either employed or looking for work. The inconsistency is due to differences in data available from the WI DWD. The labor force estimates include a racial minority group called "Some other race alone" which is used by the US Census Bureau but not by the State of Wisconsin.
 - Excludes employees who identify as Hispanic/Latino. The US Census Bureau distinguishes ethnicity (Hispanic/Latino) from race for reporting whereas the State of Wisconsin does not. Therefore, comparisons of all racial & ethnic minorities are not available. Comparisons for all racial minorities and the individual racial/ethnic groups (including Hispanic/Latino) are available as more valid comparisons.
 - The Asian and Native Hawaiian/Pacific Islander groups were not distinguished by the State of Wisconsin until 2019. The Two or More Races group was newly created in 2019. Therefore, counts and corresponding percentages for the Native Hawaiian/Pacific Islander and Two or More Races groups are not available for 2012, and the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019).
 - Total persons with disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported. Percentage of disabled under age 65 WI population is from the U.S. Census Bureau for 2018-2022.
- Sources: PeopleSoft June 2024, PMIS June 2014 (excluding UW employees); WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2018-2022 5-Year Estimate (Table C24010A-G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors; WI population demographics are U.S. Census Bureau estimates for 2023, and WI DWD population estimates at publication of the 2014 Workforce Report.

Chart 15
PERCENTAGE OF WOMEN BY AGENCY: 2024 and 2014
Permanent Classified Employees
Agencies with at least 10 employees

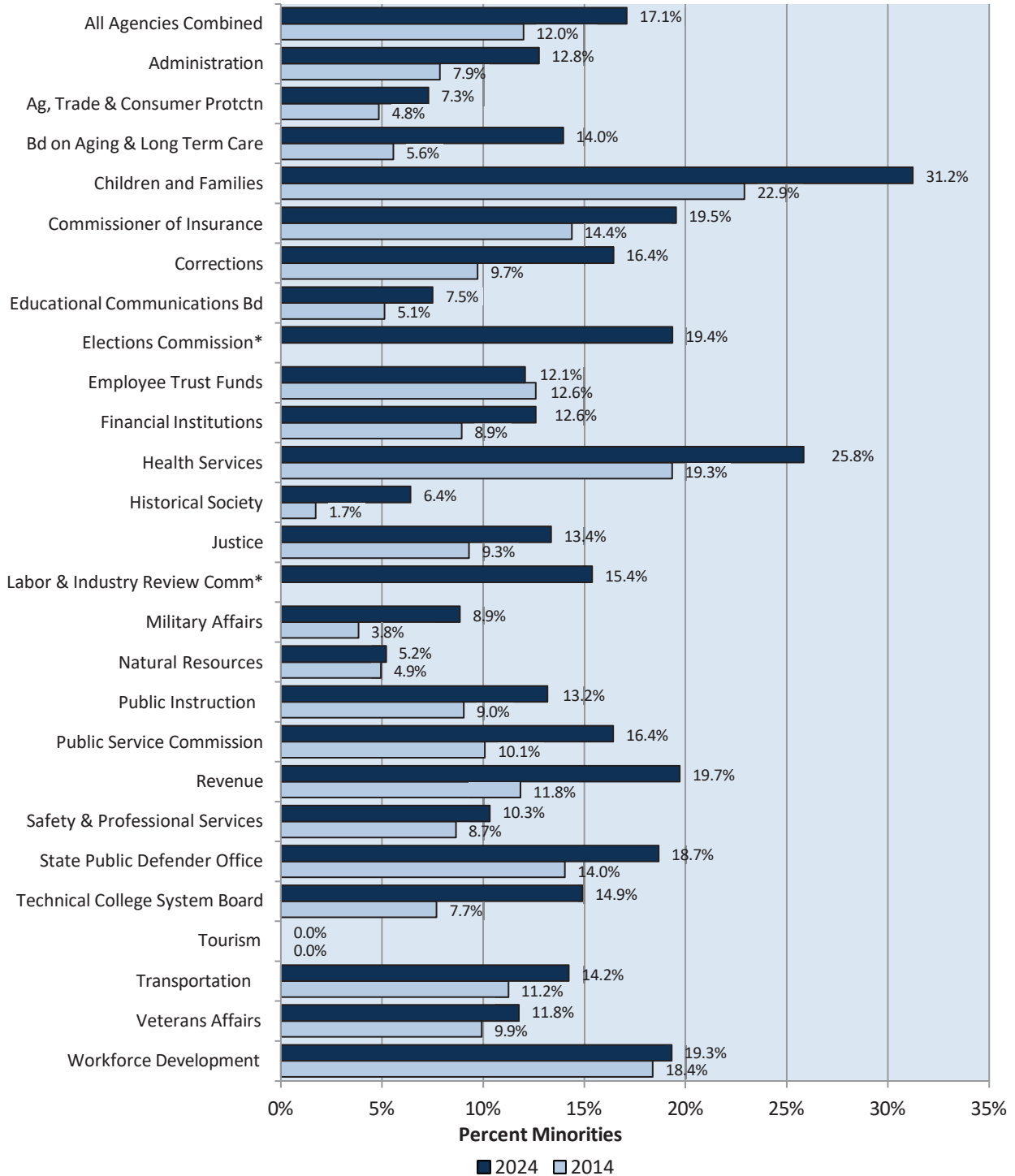


*The Elections Commission & the Labor & Industry Review Commission did not exist in 2014.

UW System classified employee data is excluded in the 2014 All Agencies Combined total. UW no longer has classified employees.

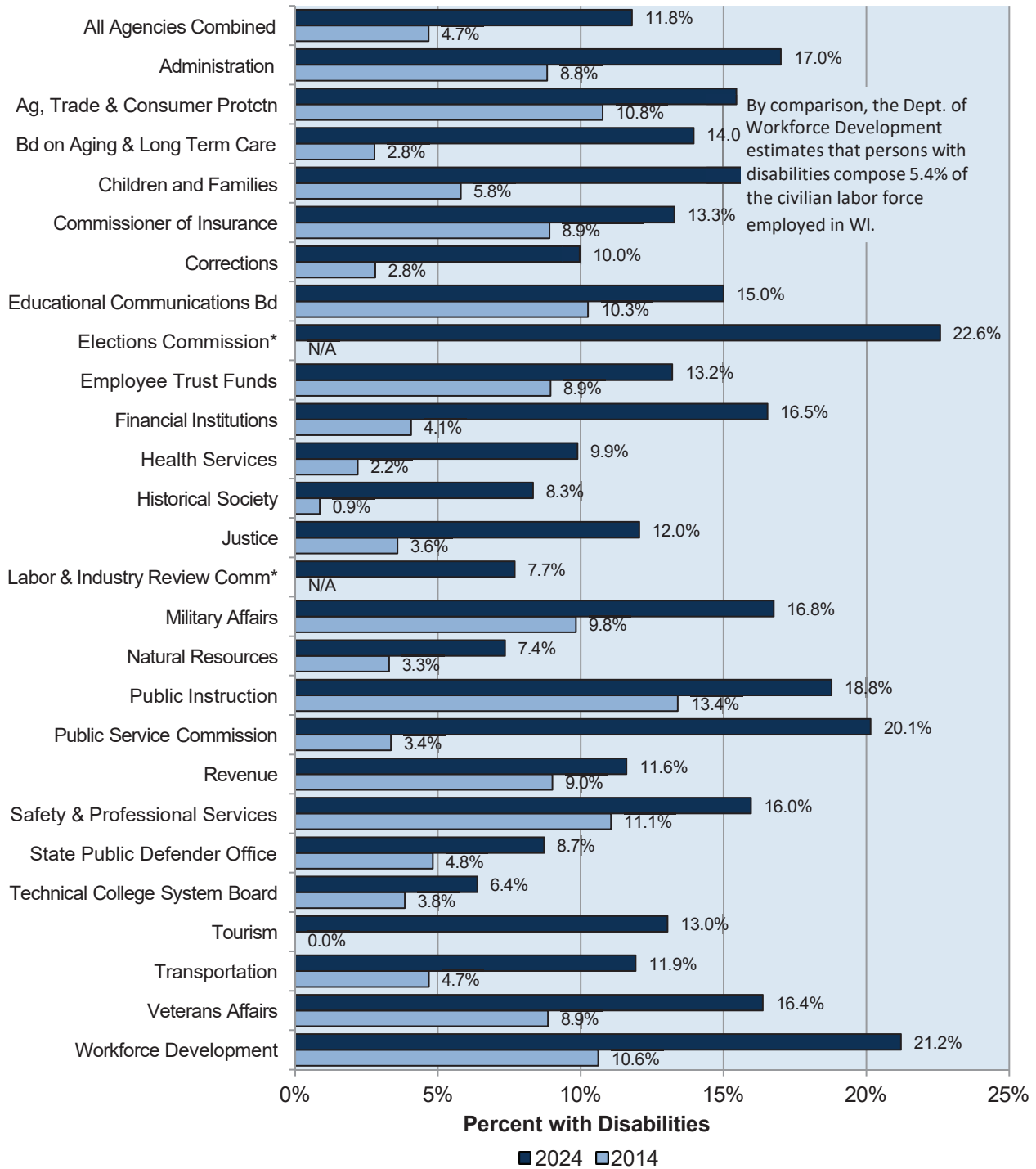
Sources: PeopleSoft, June 2024; PMIS, June 2014.

Chart 16
PERCENTAGE OF RACIAL AND ETHNIC MINORITIES BY AGENCY: 2024 and 2014
Permanent Classified Employees Agencies with at least 10 employees



*The Elections Commission & the Labor & Industry Review Commission did not exist in 2014.
 UW classified employee data is excluded in the 2014 All Agencies Combined total. UW no longer has classified employees.
 Sources: PeopleSoft, June 2024; PMIS, June 2014.

Chart 17
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2024 and 2014
Permanent Classified Employees Agencies with at least 10 employees



*The Elections Commission & the Labor & Industry Review Commission did not exist in 2014. UW System classified employee data is excluded in the 2014 All Agencies Combined total. UW no longer has classified employees.

Sources: PeopleSoft, June 2024; PMIS, June 2014.

Table 18
COMPARING AGENCY EMPLOYMENT WITH WISCONSIN LABOR FORCE WOMEN - 2024
Permanent Classified Employees

Agency	Female		
	State Employees		Comparison with Estimated % in WI Labor Force 47.5%*
	#	%	
Administration	710	53.9%	+6.4%
Ag, Trade & Consumer Protctn	283	49.1%	+1.6%
Bd on Aging & Long Term Care	41	95.3%	+47.8%
Children and Families	611	80.2%	+32.7%
Commissioner of Insurance	65	50.8%	+3.3%
Corrections	4,102	46.1%	-1.4%
Educational Communications Bd	8	20.0%	-27.5%
Elections Commission	16	51.6%	+4.1%
Employee Trust Funds	177	66.8%	+19.3%
Financial Institutions	74	58.3%	+10.8%
Health Services	3,941	63.9%	+16.4%
Historical Society	90	57.7%	+10.2%
Justice	404	58.6%	+11.1%
Labor & Industry Review Comm	9	69.2%	+21.7%
Military Affairs	161	30.3%	-17.2%
Natural Resources	806	36.1%	-11.4%
Public Instruction	422	69.5%	+22.0%
Public Service Commission	63	47.0%	-0.5%
Revenue	553	50.9%	+3.4%
Safety & Professional Services	102	47.9%	+0.4%
State Public Defender Office	181	75.1%	+27.6%
Technical College System Board	31	66.0%	+18.5%
Tourism	18	78.3%	+30.8%
Transportation	1,133	37.7%	-9.8%
Veterans Affairs	451	71.7%	+24.2%
Workforce Development	939	65.9%	+18.4%
Entities with 10 or fewer employees (combined) ¹	28	65.1%	+17.6%
Grand Total	15,419	52.4%	+4.3%

*Comparison of the percentage of State Employees with the estimated percentage in the WI Labor Force.

¹Entities with 10 or fewer employees include: Board for People with Developmental Disabilities, Board of Commissioner of Public Lands, Child Abuse & Neglect Prevention Board, Employment Relations Commission, Ethics Commission, Higher Educational Aids Board, and Secretary of State.

Sources: PeopleSoft, June 2024; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2018-2022 5-Year Estimate (Table C24010A G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

Table 19
COMPARING AGENCY EMPLOYMENT WITH WISCONSIN LABOR FORCE RACIAL AND ETHNIC MINORITIES - 2024
Permanent Classified Employees

Agency	American Indian/Alaska Native			Asian			Black or African American			Hispanic/Latino			Native Hawaiian/Pacific Islander			Two or More Races		
	State Employees #	%	Comp. Est. 0.7%*	State Employees #	%	Comp. Est. 2.8%*	State Employees #	%	Comp. Est. 4.9%*	State Employees #	%	Comp. Est. 6.2%*	State Employees #	%	Comp. Est. 0.0%*	State Employees #	%	Comp. Est. 2.4%*
Administration	5	0.4%	-0.3%	56	4.3%	+1.3%	45	3.4%	-1.4%	43	3.3%	-3.3%	0	0.0%	-0.0%	19	1.4%	-3.0%
Ag. Trade & Consumer Protctn	1	0.2%	-0.5%	12	2.1%	-0.8%	10	1.7%	-3.1%	12	2.1%	-4.5%	0	0.0%	-0.0%	7	1.2%	-3.2%
Bd on Aging & Long Term Care	1	2.3%	+1.7%	1	2.3%	-0.6%	1	2.3%	-2.5%	2	4.7%	-1.9%	0	0.0%	-0.0%	1	2.3%	-2.1%
Children and Families	2	0.3%	-0.4%	39	5.1%	+2.2%	130	17.1%	+12.2%	47	6.2%	-0.4%	1	0.1%	+0.1%	19	2.5%	-2.0%
Commissioner of Insurance	2	1.6%	+0.9%	8	6.3%	+3.3%	6	4.7%	-0.1%	7	5.5%	-1.1%	0	0.0%	-0.0%	2	1.6%	-2.9%
Corrections	31	0.3%	-0.3%	106	1.2%	-1.7%	748	8.4%	+3.6%	424	4.8%	-1.8%	7	0.1%	+0.0%	145	1.6%	-2.8%
Educational Communications Bd	1	2.5%	+1.9%	0	0.0%	-2.9%	1	2.5%	-2.3%	0	0.0%	-6.6%	0	0.0%	-0.0%	1	2.5%	-1.9%
Elections Commission	1	3.2%	+2.6%	1	3.2%	+0.3%	0	0.0%	-4.8%	3	9.7%	+3.1%	0	0.0%	-0.0%	1	3.2%	-1.2%
Employee Trust Funds	0	0.0%	-0.6%	8	3.0%	+0.1%	9	3.4%	-1.4%	12	4.5%	-2.1%	0	0.0%	-0.0%	3	1.1%	-3.3%
Financial Institutions	2	1.6%	+0.9%	6	4.7%	+1.8%	2	1.6%	-3.2%	3	2.4%	-4.2%	0	0.0%	-0.0%	3	2.4%	-2.1%
Health Services	41	0.7%	+0.0%	280	4.5%	+1.6%	900	14.6%	+9.8%	254	4.1%	-2.5%	3	0.0%	+0.0%	115	1.9%	-2.6%
Historical Society	3	1.9%	+1.3%	1	0.6%	-2.3%	0	0.0%	-4.8%	4	2.6%	-4.0%	0	0.0%	-0.0%	2	1.3%	-3.2%
Justice	2	0.0%	-0.4%	26	3.8%	+0.8%	18	2.6%	-2.2%	36	5.2%	-1.4%	0	0.0%	-0.0%	10	1.5%	-3.0%
Labor & Industry Review Comm	0	0.0%	-0.6%	1	7.7%	+4.8%	1	7.7%	+2.9%	0	0.0%	-6.6%	0	0.0%	-0.0%	0	0.0%	-4.4%
Military Affairs	1	0.2%	-0.5%	11	2.1%	-0.9%	14	2.6%	-2.2%	17	3.2%	-3.4%	1	0.2%	+0.2%	3	0.6%	-3.9%
Natural Resources	9	0.4%	-0.2%	28	1.3%	-1.7%	21	0.9%	-3.9%	40	1.8%	-4.8%	3	0.1%	+0.1%	15	0.7%	-3.8%
Public Instruction	4	0.7%	+0.0%	22	3.6%	+0.7%	22	3.6%	-1.2%	22	3.6%	-3.0%	0	0.0%	-0.0%	10	1.6%	-2.8%
Public Service Commission	1	0.7%	+0.1%	11	8.2%	+5.3%	2	1.5%	-3.3%	7	5.2%	-1.4%	0	0.0%	-0.0%	1	0.7%	-3.7%
Revenue	5	0.5%	-0.2%	71	6.5%	+3.6%	70	6.4%	+1.6%	54	5.0%	-1.6%	1	0.1%	+0.1%	13	1.2%	-3.3%
Safety & Professional Services	1	0.5%	-0.2%	5	2.3%	-0.6%	3	1.4%	-3.4%	9	4.2%	-2.4%	0	0.0%	-0.0%	4	1.9%	-2.6%
State Public Defender Office	1	0.4%	-0.2%	6	2.5%	-0.4%	15	6.2%	+1.4%	21	8.7%	+2.1%	0	0.0%	-0.0%	2	0.8%	-3.6%
Technical College System Board	0	0.0%	-0.6%	3	6.4%	+3.5%	2	4.3%	-0.6%	2	4.3%	-2.3%	0	0.0%	-0.0%	0	0.0%	-4.4%
Tourism	0	0.0%	-0.6%	0	0.0%	-2.9%	0	0.0%	-4.8%	0	0.0%	-6.6%	0	0.0%	-0.0%	0	0.0%	-4.4%
Transportation	15	0.5%	-0.1%	117	3.9%	+1.0%	106	3.5%	-1.3%	141	4.7%	-1.9%	0	0.0%	-0.0%	48	1.6%	-2.9%
Veterans Affairs	2	0.3%	-0.3%	22	3.5%	+0.6%	25	4.0%	-0.8%	17	2.7%	-3.9%	1	0.2%	+0.1%	7	1.1%	-3.3%
Workforce Development	10	0.7%	+0.1%	58	4.1%	+1.1%	100	7.0%	+2.2%	81	5.7%	-0.9%	1	0.1%	+0.0%	25	1.8%	-2.7%
Entities with 10 or fewer employees (combined) ¹	0	0.0%	-0.6%	3	7.0%	+4.0%	0	0.0%	-4.8%	1	2.3%	-4.3%	0	0.0%	-0.0%	2	4.7%	+0.2%
Grand Total	141	0.5%	-0.2%	902	3.1%	+0.1%	2,251	7.7%	+2.8%	1,259	4.3%	-2.3%	18	0.1%	+0.0%	458	1.6%	-2.9%

*Comparison of the percentage of State Employees with the estimated percentage in the WI Labor Force.

¹Entities with 10 or fewer employees include: Board for People with Developmental Disabilities, Board of Commissioner of Public Lands, Child Abuse & Neglect Prevention Board, Employment Relations Commission, Ethics Commission, Higher Educational Aids Board, Secretary of State.

Note: 601 employees did not specify their race or ethnicity. Those employees are not considered minorities for this table or report.

Sources: PeopleSoft, June 2024; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2018-2022 5-Year Estimate (Table C24010A-G, I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

Table 20
COMPARING AGENCY EMPLOYMENT WITH WISCONSIN LABOR FORCE PERSONS WITH DISABILITIES -
2024
Permanent Classified Employees

Agency	Persons with Disabilities		
	State Employees		Comparison with Estimated % in WI Labor Force 5.4%*
	#	%	
Administration	224	17.0%	+11.6%
Ag, Trade & Consumer Protctn	89	15.5%	+10.1%
Bd on Aging & Long Term Care	6	14.0%	+8.6%
Children and Families	124	16.3%	+10.9%
Commissioner of Insurance	17	13.3%	+7.9%
Corrections	886	10.0%	+4.6%
Educational Communications Bd	6	15.0%	+9.6%
Elections Commission	7	22.6%	+17.2%
Employee Trust Funds	35	13.2%	+7.8%
Financial Institutions	21	16.5%	+11.1%
Health Services	610	9.9%	+4.5%
Historical Society	13	8.3%	+2.9%
Justice	83	12.0%	+6.6%
Labor & Industry Review Comm	1	7.7%	+2.3%
Military Affairs	89	16.8%	+11.4%
Natural Resources	164	7.4%	+2.0%
Public Instruction	114	18.8%	+13.4%
Public Service Commission	27	20.1%	+14.7%
Revenue	126	11.6%	+6.2%
Safety & Professional Services	34	16.0%	+10.6%
State Public Defender Office	21	8.7%	+3.3%
Technical College System Board	3	6.4%	+1.0%
Tourism	3	13.0%	+7.6%
Transportation	358	11.9%	+6.5%
Veterans Affairs	103	16.4%	+11.0%
Workforce Development	302	21.2%	+15.8%
Entities with 10 or fewer employees (combined) ¹	4	9.3%	+3.9%
Grand Total	3,470	11.8%	+6.4%

*Comparison of the percentage of State Employees with the estimated percentage in the WI Labor Force.

¹Entities with 10 or fewer employees include: Board for People with Developmental Disabilities, Board of Commissioner of Public Lands, Child Abuse & Neglect Prevention Board, Employment Relations Commission, Ethics Commission, Higher Educational Aids Board, Secretary of State.

Sources: PeopleSoft, June 2024; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2018-2022 5-Year Estimate (Table C24010A G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

Table 21
WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2024 and 2023
Permanent Classified Employees

Job Group	Year	Total	Women		Racial & Ethnic Minorities*		Persons with Disabilities*	
			#	%	#	%	#	%
Administrative Support	2024	2,410	460	19.1%	1,927	80.0%	362	15.0%
	2023	2,419	432	17.9%	1,930	79.8%	344	14.2%
Administrative Support-Fiscal	2024	463	45	9.7%	391	84.4%	83	17.9%
	2023	465	45	9.7%	388	83.4%	80	17.2%
Administrators-Senior Executives	2024	656	76	11.6%	352	53.7%	100	15.2%
	2023	629	69	11.0%	336	53.4%	76	12.1%
Architect/Engineer Supervisors	2024	123	10	8.1%	29	23.6%	19	15.4%
	2023	128	9	7.0%	33	25.8%	18	14.1%
Architects & Engineers	2024	1,114	105	9.4%	256	23.0%	100	9.0%
	2023	1,098	106	9.7%	237	21.6%	90	8.2%
Business & Program Area Supervisors	2024	407	64	15.7%	273	67.1%	88	21.6%
	2023	382	57	14.9%	247	64.7%	75	19.6%
Business Professionals	2024	326	64	19.6%	249	76.4%	58	17.8%
	2023	316	63	19.9%	236	74.7%	51	16.1%
Claims Determination	2024	390	42	10.8%	267	68.5%	65	16.7%
	2023	384	53	13.8%	273	71.1%	69	18.0%
Craft and Trade	2024	151	6	4.0%	4	2.6%	5	3.3%
	2023	146	7	4.8%	3	2.1%	6	4.1%
Education and Training	2024	666	74	11.1%	414	62.2%	78	11.7%
	2023	644	65	10.1%	381	59.2%	74	11.5%
Education Supervisors	2024	31	6	19.4%	19	61.3%	6	19.4%
	2023	29	6	20.7%	17	58.6%	6	20.7%
Environmental Specialists	2024	927	37	4.0%	361	38.9%	52	5.6%
	2023	907	36	4.0%	346	38.1%	47	5.2%
Financial Supervisors	2024	189	17	9.0%	123	65.1%	32	16.9%
	2023	190	16	8.4%	128	67.4%	23	12.1%
Fiscal	2024	1,794	311	17.3%	1,052	58.6%	238	13.3%
	2023	1,718	283	16.5%	1,000	58.2%	212	12.3%
Food Production	2024	327	52	15.9%	237	72.5%	36	11.0%
	2023	304	51	16.8%	225	74.0%	30	9.9%
Health and Social Services Supervisors	2024	571	117	20.5%	437	76.5%	91	15.9%
	2023	597	111	18.6%	445	74.5%	72	12.1%

*Race and ethnicity, and disability status are self-reported by employees. Employees may self-report at any time.

Table 21 - Continued
WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2024 and 2023
Permanent Classified Employees

Job Group	Year	Total	Women		Racial & Ethnic Minorities*		Persons with Disabilities*	
			#	%	#	%	#	%
Health Care Professionals	2024	1,270	191	15.0%	1,046	82.4%	103	8.1%
	2023	1,185	161	13.6%	966	81.5%	73	6.2%
Health Care Technicians	2024	1,600	382	23.9%	901	56.3%	101	6.3%
	2023	1,475	331	22.4%	840	56.9%	72	4.9%
Inspectors, Investigators and Compliance	2024	363	47	12.9%	159	43.8%	55	15.2%
	2023	349	44	12.6%	152	43.6%	58	16.6%
IS Professionals	2024	1,465	259	17.7%	519	35.4%	229	15.6%
	2023	1,385	228	16.5%	477	34.4%	214	15.5%
IS Support, Program & Service Technicians	2024	112	10	8.9%	15	13.4%	13	11.6%
	2023	110	13	11.8%	13	11.8%	14	12.7%
Legal Professionals and Paralegal	2024	449	66	14.7%	268	59.7%	57	12.7%
	2023	450	56	12.4%	270	60.0%	54	12.0%
Mechanical and Maintenance Supervisors	2024	139	9	6.5%	24	17.3%	22	15.8%
	2023	147	12	8.2%	28	19.0%	16	10.9%
Mechanical Equipment, Maintenance Repair	2024	306	17	5.6%	15	4.9%	32	10.5%
	2023	338	16	4.7%	14	4.1%	35	10.4%
Mid-Level Supervisors	2024	1,046	118	11.3%	576	55.1%	177	16.9%
	2023	1,011	112	11.1%	546	54.0%	144	14.2%
Natural Science and Laboratory Technicians	2024	207	6	2.9%	50	24.2%	5	2.4%
	2023	218	9	4.1%	56	25.7%	8	3.7%
Personal Care Aides	2024	502	298	59.4%	393	78.3%	32	6.4%
	2023	438	228	52.1%	338	77.2%	17	3.9%
Physical, Natural and Social Science Supervisors	2024	225	10	4.4%	75	33.3%	19	8.4%
	2023	213	12	5.6%	66	31.0%	19	8.9%
Physicians and Health Care Practitioners	2024	88	13	14.8%	40	45.5%	7	8.0%
	2023	87	13	14.9%	40	46.0%	5	5.7%
Policy, Planning and Research	2024	947	140	14.8%	583	61.6%	175	18.5%
	2023	876	127	14.5%	525	59.9%	154	17.6%
Power Plant	2024	108	11	10.2%	1	0.9%	18	16.7%
	2023	99	10	10.1%	0	0.0%	13	13.1%
Production Laborers	2024	179	35	19.6%	91	50.8%	15	8.4%
	2023	189	33	17.5%	100	52.9%	14	7.4%

*Race and ethnicity, and disability status are self-reported by employees. Employees may self-report at any time.

Table 21 - Continued
WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2024 and 2023
Permanent Classified Employees

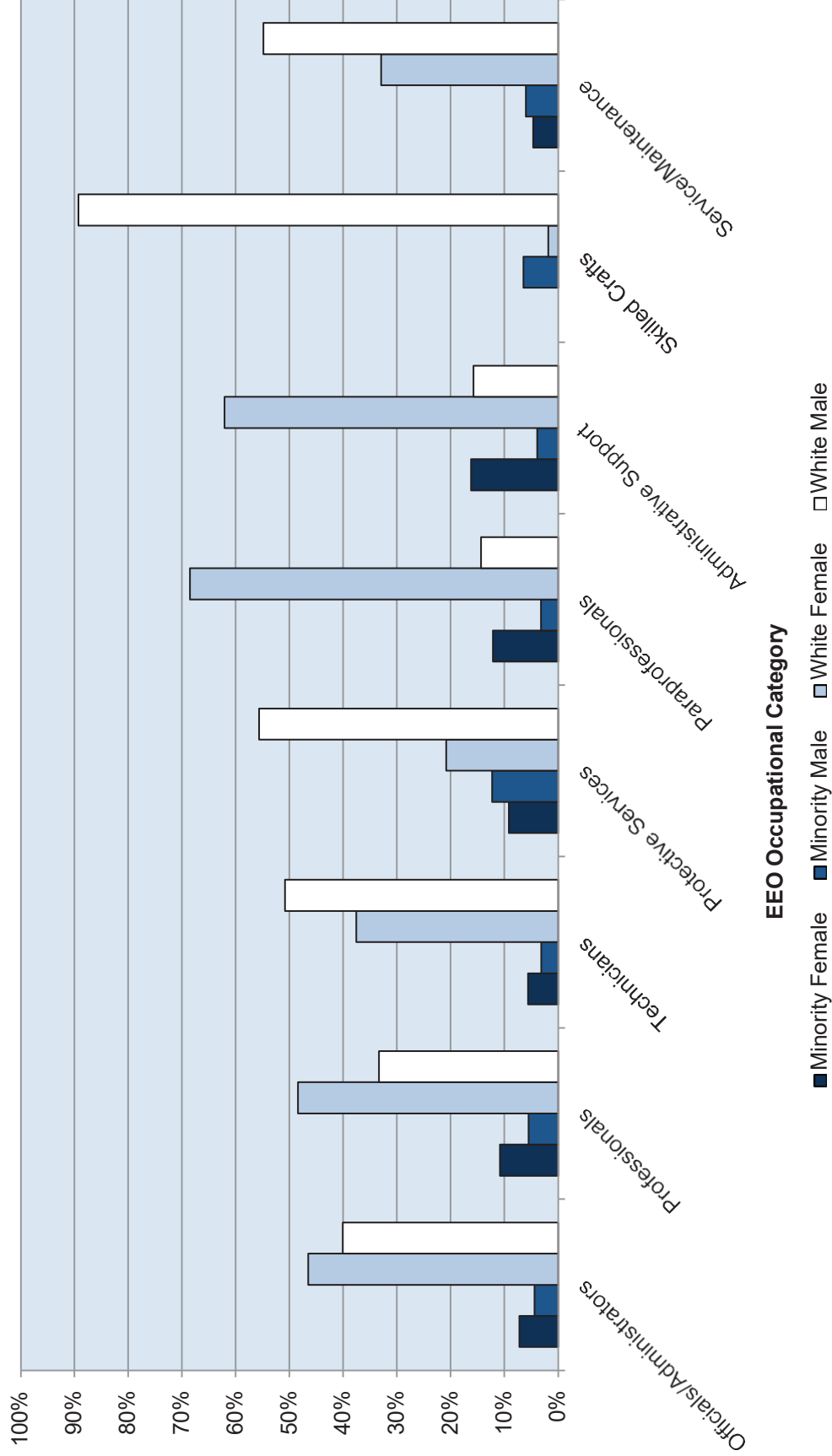
Job Group	Year	Total	Women		Racial & Ethnic Minorities*		Persons with Disabilities*	
			#	%	#	%	#	%
Program Specialist	2024	257	55	21.4%	178	69.3%	54	21.0%
	2023	252	42	16.7%	174	69.0%	61	24.2%
Property Management	2024	107	10	9.3%	57	53.3%	13	12.1%
	2023	104	11	10.6%	59	56.7%	15	14.4%
Protective Services Supervisors	2024	692	78	11.3%	161	23.3%	109	15.8%
	2023	638	63	9.9%	141	22.1%	74	11.6%
Public Relations and Media Technicians	2024	149	17	11.4%	71	47.7%	16	10.7%
	2023	143	13	9.1%	67	46.9%	15	10.5%
Public Safety	2024	5,236	960	18.3%	1,172	22.4%	423	8.1%
	2023	4,218	674	16.0%	857	20.3%	280	6.6%
Science Professionals	2024	281	27	9.6%	197	70.1%	20	7.1%
	2023	271	24	8.9%	193	71.2%	17	6.3%
Service, Quality Control & Compliance Supervisors	2024	244	25	10.2%	112	45.9%	45	18.4%
	2023	233	21	9.0%	99	42.5%	39	16.7%
Social Services Professionals	2024	2,899	759	26.2%	2,324	80.2%	317	10.9%
	2023	2,858	710	24.8%	2,253	78.8%	277	9.7%
All Job Groups Combined	2024	29,416	5,029	17.1%	15,419	52.4%	3,470	11.8%
	2023	27,643	4,372	15.8%	14,499	52.5%	2,961	10.7%

*Race and ethnicity, and disability status are self-reported by employees. Employees may self-report at any time.

Note: There were 590 employees at the end of FY23 and 601 employees at the end of FY24 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report.

Sources: PeopleSoft, June 2023 and June 2024

Chart 22
MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
Permanent Classified Employees - June 2024



For numeric detail, see the next page.

Source: PeopleSoft, June 2024

Table 23
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2022-2024
Permanent Classified Employees

EEO Job Category	Total Employees #	Total Women		Total Men		Racial and Ethnic Minorities				Persons With Disabilities									
		#	%	#	%	Total #	Women #	Men #	Total %	Women #	Men #	Women %	Men %						
Officials/Administrators																			
2022	1,561	819	52.5%	742	47.5%	171	11.0%	102	6.5%	69	4.4%	140	9.0%	62	4.0%	78	5.0%	78	5.0%
2023	1,600	856	53.5%	744	46.5%	177	11.1%	110	6.9%	67	4.2%	219	13.7%	108	6.8%	111	6.9%	111	6.9%
2024	1,660	903	54.4%	757	45.6%	192	11.6%	119	7.2%	73	4.4%	272	16.4%	140	8.4%	132	8.0%	132	8.0%
Net 2-Year Change			1.9%		-1.9%		0.6%		0.6%		0.0%		7.4%		4.5%		3.0%		3.0%
Professionals																			
2022	13,868	8,177	59.0%	5,691	41.0%	2,110	15.2%	1,414	10.2%	696	5.0%	1,120	8.1%	603	4.3%	517	3.7%	517	3.7%
2023	14,092	8,338	59.2%	5,754	40.8%	2,191	15.5%	1,453	10.3%	738	5.2%	1,639	11.6%	944	6.7%	695	4.9%	695	4.9%
2024	14,575	8,747	60.0%	5,828	40.0%	2,378	16.3%	1,576	10.8%	802	5.5%	1,819	12.5%	1,111	7.6%	708	4.9%	708	4.9%
Net 2-Year Change			1.1%		-1.1%		1.1%		0.6%		0.5%		4.4%		3.3%		1.1%		1.1%
Technicians																			
2022	988	437	44.2%	551	55.8%	91	9.2%	52	5.3%	39	3.9%	53	5.4%	12	1.2%	41	4.1%	41	4.1%
2023	976	423	43.3%	553	56.7%	88	9.0%	52	5.3%	36	3.7%	70	7.2%	23	2.4%	47	4.8%	47	4.8%
2024	986	434	44.0%	552	56.0%	86	8.7%	55	5.6%	31	3.1%	81	8.2%	33	3.3%	48	4.9%	48	4.9%
Net 2-Year Change			-0.2%		0.2%		-0.5%		0.3%		-0.8%		2.9%		2.1%		0.7%		0.7%
Protective Services																			
2022	6,682	1,976	29.6%	4,706	70.4%	1,175	17.6%	480	7.2%	695	10.4%	309	4.6%	44	0.7%	265	4.0%	265	4.0%
2023	6,555	1,927	29.4%	4,628	70.6%	1,239	18.9%	501	7.6%	738	11.3%	457	7.0%	101	1.5%	356	5.4%	356	5.4%
2024	7,781	2,355	30.3%	5,426	69.7%	1,666	21.4%	713	9.2%	953	12.2%	664	8.5%	206	2.6%	458	5.9%	458	5.9%
Net 2-Year Change			0.7%		-0.7%		3.8%		2.0%		1.8%		3.9%		2.0%		1.9%		1.9%
Paraprofessionals																			
2022	1,254	1,007	80.3%	247	19.7%	182	14.5%	145	11.6%	37	3.0%	154	12.3%	115	9.2%	39	3.1%	39	3.1%
2023	1,277	1,026	80.3%	251	19.7%	187	14.6%	148	11.6%	39	3.1%	209	16.4%	158	12.4%	51	4.0%	51	4.0%
2024	1,270	1,042	82.0%	228	18.0%	194	15.3%	154	12.1%	40	3.1%	237	18.7%	190	15.0%	47	3.7%	47	3.7%
Net 2-Year Change			1.7%		-1.7%		0.8%		0.6%		0.2%		6.4%		5.8%		0.6%		0.6%
Administrative Support																			
2022	1,981	1,617	81.6%	364	18.4%	383	19.3%	317	16.0%	66	3.3%	200	10.1%	143	7.2%	57	2.9%	57	2.9%
2023	2,018	1,615	80.0%	403	20.0%	388	19.2%	315	15.6%	73	3.6%	270	13.4%	194	9.6%	76	3.8%	76	3.8%
2024	2,026	1,614	79.7%	412	20.3%	406	20.0%	328	16.2%	78	3.8%	282	13.9%	209	10.3%	73	3.6%	73	3.6%
Net 2-Year Change			-2.0%		2.0%		0.7%		0.2%		0.5%		3.8%		3.1%		0.7%		0.7%
Skilled Crafts																			
2022	264	4	1.5%	260	98.5%	17	6.4%	0	0.0%	17	6.4%	16	6.1%	1	0.4%	15	5.7%	15	5.7%
2023	265	3	1.1%	262	98.9%	18	6.8%	0	0.0%	18	6.8%	20	7.5%	0	0.0%	20	7.5%	20	7.5%
2024	279	5	1.8%	274	98.2%	18	6.5%	0	0.0%	18	6.5%	26	9.3%	1	0.4%	25	9.0%	25	9.0%
Net 2-Year Change			0.3%		-0.3%		0.0%		0.0%		0.0%		3.3%		0.0%		3.3%		3.3%
Service/Maintenance																			
2022	869	305	35.1%	564	64.9%	75	8.6%	38	4.4%	37	4.3%	59	6.8%	10	1.2%	49	5.6%	49	5.6%
2023	860	311	36.2%	549	63.8%	84	9.8%	42	4.9%	42	4.9%	77	9.0%	18	2.1%	59	6.9%	59	6.9%
2024	839	319	38.0%	520	62.0%	89	10.6%	39	4.6%	50	6.0%	89	10.6%	25	3.0%	64	7.6%	64	7.6%
Net 2-Year Change			2.9%		-2.9%		2.0%		0.3%		1.7%		3.8%		1.8%		2.0%		2.0%
All Combined																			
2022	27,467	14,342	52.2%	13,125	47.8%	4,204	15.3%	2,548	9.3%	1,656	6.0%	2,051	7.5%	990	3.6%	1,061	3.9%	1,061	3.9%
2023	27,643	14,499	52.5%	13,144	47.5%	4,372	15.8%	2,621	9.5%	1,751	6.3%	2,961	10.7%	1,546	5.6%	1,415	5.1%	1,415	5.1%
2024	29,416	15,419	52.4%	13,997	47.6%	5,029	17.1%	2,984	10.1%	2,045	7.0%	3,470	11.8%	1,915	6.5%	1,555	5.3%	1,555	5.3%
Net 2-Year Change			0.2%		-0.2%		1.8%		0.9%		0.9%		4.3%		2.9%		1.4%		1.4%

Note: The "net change" percentage in many cases may appear to be off by 0.1%. This is due to all percentages shown rounded to the nearest tenth of a percent.
 Note: There were 560 employees at the end of FY22, 590 employees at the end of FY23, and 601 employees at the end of FY24 that did not specify a race or ethnicity. These employees are not identified as minorities in this report.

Source: PeopleSoft, June 2022-2024

Table 25
PERSONNEL TRANSACTIONS BY RACIAL AND ETHNIC GROUP, GENDER, & PERSONS WITH
DISABILITIES
Permanent Classified Employees Fiscal Year 2024

Personnel Transaction		Total	White	All Racial & Ethnic Minorities	American Indian/Alaskan Native	Asian	Black or African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	Two or More Races	Not Specified ¹	Persons with Disabilities ²	Persons w/ Severe Disabilities
All Employees as of June 2024	Male	13,997	11,559	2,045	58	387	818	576	8	198	393	1,555	113
	%	47.6%	39.3%	7.0%	0.2%	1.3%	2.8%	2.0%	0.03%	0.7%	1.3%	5.3%	0.4%
	Female	15,419	12,227	2,984	83	515	1,433	683	10	260	208	1,915	142
	%	52.4%	41.6%	10.1%	0.3%	1.8%	4.9%	2.3%	0.03%	0.9%	0.7%	6.5%	0.5%
Total		29,416	23,786	5,029	141	902	2,251	1,259	18	458	601	3,470	255
	%	100%	80.9%	17.1%	0.5%	3.1%	7.7%	4.3%	0.1%	1.6%	2.0%	11.8%	0.9%
New Hires	Male	2,224	1,637	557	14	69	239	163	1	71	30	177	6
	%	43.0%	31.6%	10.8%	0.3%	1.3%	4.6%	3.1%	0.0%	1.4%	0.6%	3.4%	0.1%
	Female	2,953	1,950	986	18	90	559	204	2	113	17	344	11
	%	57.0%	37.7%	19.0%	0.3%	1.7%	10.8%	3.9%	0.0%	2.2%	0.3%	6.6%	0.2%
Total		5,177	3,587	1,543	32	159	798	367	3	184	47	521	17
	%	100%	69.3%	29.8%	0.6%	3.1%	15.4%	7.1%	0.1%	3.6%	0.9%	10.1%	0.3%
Promotion	Male	311	257	46	0	9	23	12	0	2	8	157	4
	%	37.3%	30.9%	5.5%	0.0%	1.1%	2.8%	1.4%	0.0%	0.2%	1.0%	18.8%	0.5%
	Female	522	427	90	1	20	42	24	0	3	5	265	4
	%	62.7%	51.3%	10.8%	0.1%	2.4%	5.0%	2.9%	0.0%	0.4%	0.6%	31.8%	0.5%
Total		833	684	136	1	29	65	36	0	5	13	422	8
	%	100%	82.1%	16.3%	0.1%	3.5%	7.8%	4.3%	0.0%	0.6%	1.6%	50.7%	1.0%
Re-classification	Male	239	189	42	3	10	9	17	0	3	8	30	0
	%	37.9%	30.0%	6.7%	0.5%	1.6%	1.4%	2.7%	0.0%	0.5%	1.3%	4.8%	0.0%
	Female	391	300	82	2	21	29	24	0	6	9	52	4
	%	62.1%	47.6%	13.0%	0.3%	3.3%	4.6%	3.8%	0.0%	1.0%	1.4%	8.3%	0.6%
Total		630	489	124	5	31	38	41	0	9	17	82	4
	%	100%	77.6%	19.7%	0.8%	4.9%	6.0%	6.5%	0.0%	1.4%	2.7%	13.0%	0.6%
Discharged-Probation	Male	35	21	13	0	0	10	2	0	1	1	4	0
	%	35.0%	21.0%	13.0%	0.0%	0.0%	10.0%	2.0%	0.0%	1.0%	1.0%	4.0%	0.0%
	Female	65	28	37	3	3	21	7	2	1	0	11	0
	%	65.0%	28.0%	37.0%	3.0%	3.0%	21.0%	7.0%	2.0%	1.0%	0.0%	11.0%	0.0%
Total		100	49	50	3	3	31	9	2	2	1	15	0
	%	100.0%	49.0%	50.0%	3.0%	3.0%	31.0%	9.0%	2.0%	2.0%	1.0%	15.0%	0.0%
Discharged-Permanent	Male	129	74	51	2	2	31	11	0	5	4	11	1
	%	37.6%	21.6%	14.9%	0.6%	0.6%	9.0%	3.2%	0.0%	1.5%	1.2%	3.2%	0.3%
	Female	214	92	122	2	1	79	25	0	15	0	22	1
	%	62.4%	26.8%	35.6%	0.6%	0.3%	23.0%	7.3%	0.0%	4.4%	0.0%	6.4%	0.3%
Total		343	166	173	4	3	110	36	0	20	4	33	2
	%	100.0%	48.4%	50.4%	1.2%	0.9%	32.1%	10.5%	0.0%	5.8%	1.2%	9.6%	0.6%
Voluntary Separation	Male	747	563	169	8	14	64	62	0	21	15	66	8
	%	39.8%	30.0%	9.0%	0.4%	0.7%	3.4%	3.3%	0.0%	1.1%	0.8%	3.5%	0.4%
	Female	1,128	731	383	6	33	235	75	1	33	14	102	10
	%	60.2%	39.0%	20.4%	0.3%	1.8%	12.5%	4.0%	0.1%	1.8%	0.7%	5.4%	0.5%
Total		1,875	1,294	552	14	47	299	137	1	54	29	168	18
	%	100.0%	69.0%	29.4%	0.7%	2.5%	15.9%	7.3%	0.1%	2.9%	1.5%	9.0%	1.0%
Retirement	Male	370	335	19	0	4	10	4	0	1	16	27	6
	%	44.1%	39.9%	2.3%	0.0%	0.5%	1.2%	0.5%	0.0%	0.1%	1.9%	3.2%	0.7%
	Female	469	409	51	5	8	18	17	1	2	9	28	11
	%	55.9%	48.7%	6.1%	0.6%	1.0%	2.1%	2.0%	0.1%	0.2%	1.1%	3.3%	1.3%
Total		839	744	70	5	12	28	21	1	3	25	55	17
	%	100.0%	88.7%	8.3%	0.6%	1.4%	3.3%	2.5%	0.1%	0.4%	3.0%	6.6%	2.0%

¹Employees who did not specify their race and ethnicity are not counted in the "White" or "All Racial & Ethnic Minorities" figures.

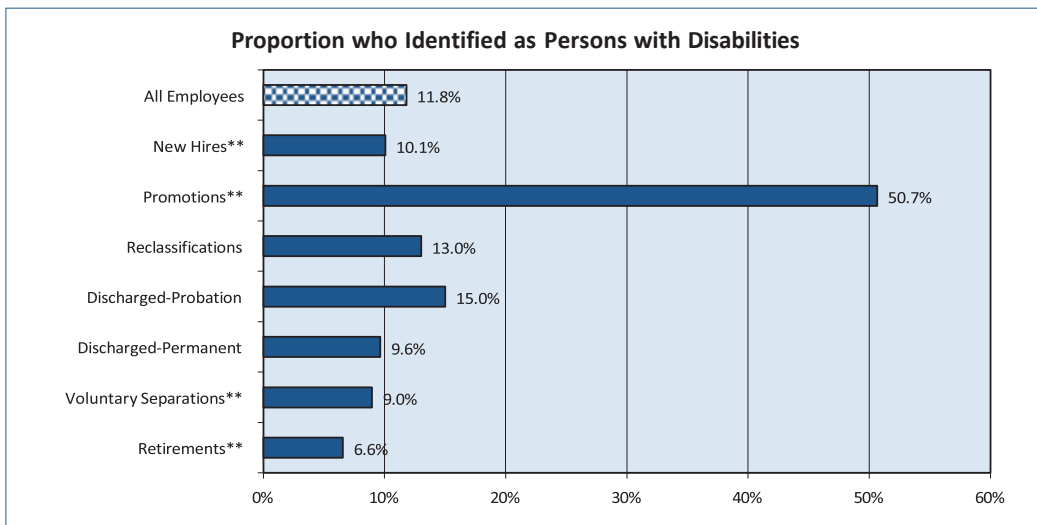
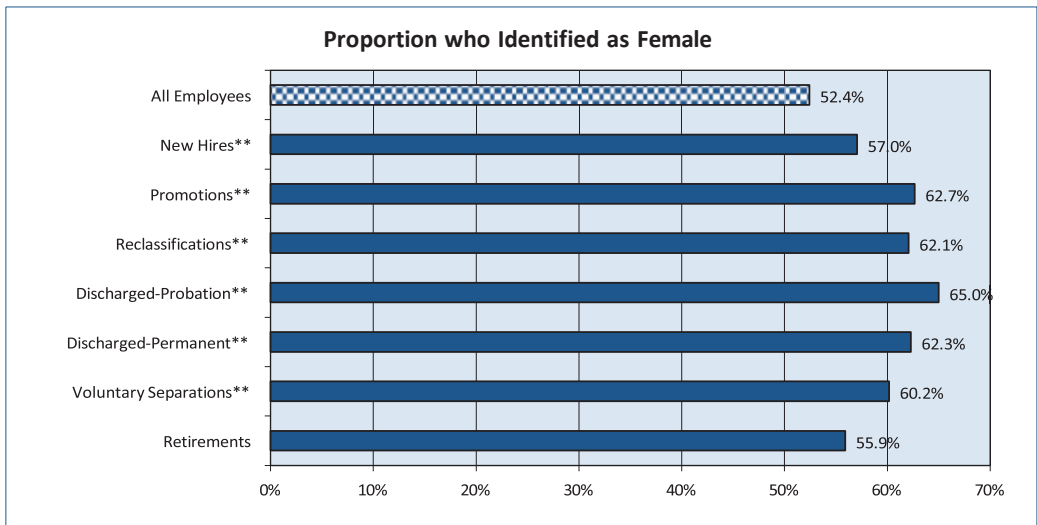
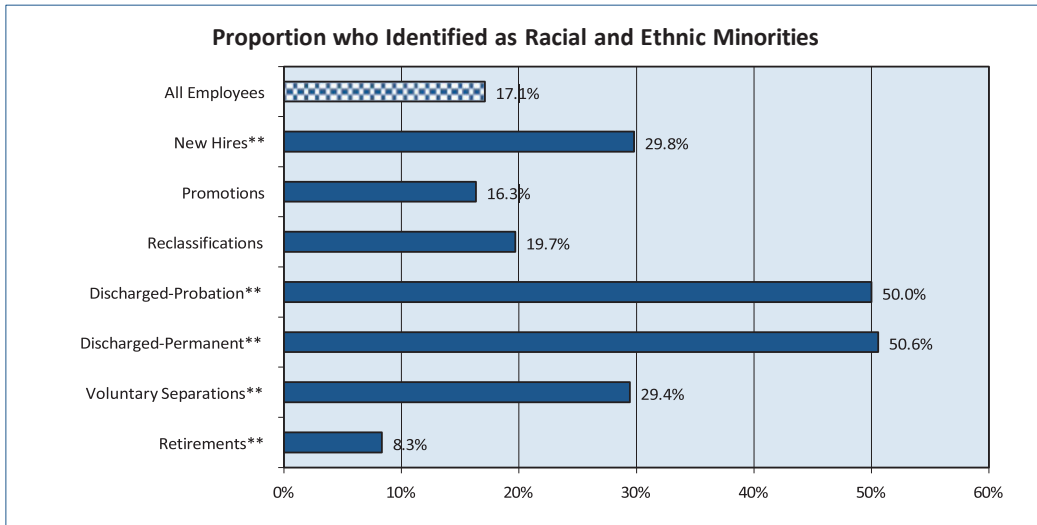
²Persons with Disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported.

Note: Data in this table does not include terminations due to death or work-related disability.

See the chart on the following page for findings of statistically significant differences for women, minorities, and persons with disabilities.

Source: PeopleSoft Fiscal Year 2024.

Chart 26
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Permanent Classified Employees Fiscal Year 2024



**Indicates a statistically significant difference (at p<.05) from the percentage for "All Employees" within the same chart. See Appendix C for technical notes.

Source: PeopleSoft Fiscal Year 2024.

Table 27
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2024

Group Category	Employee Count	% of All Employees	2022 Annualized Pay Rate ¹	% of Avg Rate
Asian Males	387	1.3%	\$83,447	110.0%
Not Specified Males	393	1.3%	\$81,246	107.1%
White Males	11,559	39.3%	\$80,262	105.8%
Asian Employees	902	3.1%	\$79,996	105.5%
All Males	13,997	47.6%	\$79,728	105.1%
Males with Disabilities	1,555	5.3%	\$79,646	105.0%
Not Specified Employees	601	2.0%	\$78,313	103.2%
Asian Females	515	1.8%	\$77,403	102.0%
American Indian/Alaska Native Males	58	0.2%	\$77,256	101.8%
White Employees	23,786	80.9%	\$76,699	101.1%
Racial and Ethnic Minority Males	2,045	7.0%	\$76,416	100.7%
All Employees	29,416	100.0%	\$75,856	100.0%
Employees with Disabilities	3,470	11.8%	\$75,547	99.6%
Hispanic/Latino Males	576	2.0%	\$74,873	98.7%
Black or African American Males	818	2.8%	\$74,733	98.5%
Two or More Races Males	198	0.7%	\$74,091	97.7%
American Indian/Alaska Native Employees	141	0.5%	\$73,957	97.5%
White Females	12,227	41.6%	\$73,330	96.7%
Not Specified Females	208	0.7%	\$72,771	95.9%
All Females	15,419	52.4%	\$72,342	95.4%
Females with Disabilities	1,915	6.5%	\$72,218	95.2%
American Indian/Alaska Native Females	83	0.3%	\$71,652	94.5%
Racial and Ethnic Minority Employees	5,029	17.1%	\$71,578	94.4%
Hispanic/Latino Employees	1,259	4.3%	\$71,386	94.1%
Native Hawaiian/Pacific Islander Males	8	0.0%	\$70,897	93.5%
Two or More Races Employees	458	1.6%	\$70,864	93.4%
Native Hawaiian/Pacific Islander Employees	18	0.1%	\$70,247	92.6%
Native Hawaiian/Pacific Islander Females	10	0.0%	\$69,728	91.9%
Hispanic/Latino Females	683	2.3%	\$68,445	90.2%
Two or More Races Females	260	0.9%	\$68,407	90.2%
Black or African American Employees	2,251	7.7%	\$68,318	90.1%
Racial and Ethnic Minority Females	2,984	10.1%	\$68,262	90.0%
Black or African American Females	1,433	4.9%	\$64,656	85.2%

¹Annualized pay rate equals the average hourly pay rate including pay add-ons paid for all hours in pay status, multiplied by 2,080.
 Note: Individual pay rates result from numerous factors. Major factors include occupational choice, level of education and training, years of state service, and the specific provisions of negotiated labor agreements in the past and present for represented employees.
 Source data: PeopleSoft, June 2024

Table 28
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2024

Officials/Administrators	Count	Rate	% of Avg Rate
Asian	45	\$133,394	116.9%
Male	757	\$118,540	103.9%
All Minorities	192	\$116,240	101.9%
All Employees	1,660	\$114,070	100.0%
White	1,437	\$113,674	99.7%
Hispanic/Latino	49	\$113,229	99.3%
Disabled	272	\$112,131	98.3%
Black or African American	69	\$111,622	97.9%
Female	903	\$110,322	96.7%
Two or More Races	18	\$106,083	93.0%
American Indian/Alaska Native	9	\$105,604	92.6%
Native Hawaiian/Pacific Islander	2	\$102,596	89.9%

Professionals	Count	Rate	% of Avg Rate
Asian	581	\$83,425	106.4%
Male	5,828	\$82,034	104.7%
White	11,910	\$79,308	101.2%
All Employees	14,575	\$78,386	100.0%
Disabled	1,819	\$77,491	98.9%
American Indian/Alaska Native	70	\$76,279	97.3%
Female	8,747	\$75,955	96.9%
All Minorities	2,378	\$73,493	93.8%
Hispanic/Latino	563	\$73,165	93.3%
Two or More Races	225	\$72,279	92.2%
Native Hawaiian/Pacific Islander	5	\$68,682	87.6%
Black or African American	934	\$67,623	86.3%

Technicians	Count	Rate	% of Avg Rate
American Indian/Alaska Native	3	\$66,317	109.4%
Disabled	81	\$63,811	105.2%
Black or African American	38	\$62,947	103.8%
Two or More Races	8	\$62,832	103.6%
Male	552	\$62,659	103.3%
All Minorities	86	\$61,684	101.7%
All Employees	986	\$60,635	100.0%
Hispanic/Latino	26	\$60,578	99.9%
White	871	\$60,473	99.7%
Female	434	\$58,061	95.8%
Asian	11	\$57,835	95.4%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Protective Services	Count	Rate	% of Avg Rate
Male	5,426	\$79,637	102.4%
White	5,949	\$79,095	101.7%
Disabled	664	\$78,410	100.8%
All Employees	7,781	\$77,803	100.0%
American Indian/Alaska Native	37	\$75,363	96.9%
Native Hawaiian/Pacific Islander	7	\$75,121	96.6%
Two or More Races	135	\$74,771	96.1%
Asian	153	\$74,461	95.7%
Hispanic/Latino	415	\$74,240	95.4%
Female	2,355	\$73,576	94.6%
All Minorities	1,666	\$72,838	93.6%
Black or African American	919	\$71,533	91.9%

Paraprofessionals	Count	Rate	% of Avg Rate
Two or More Races	22	\$59,547	103.1%
Black or African American	85	\$58,679	101.6%
Asian	35	\$58,262	100.9%
All Minorities	194	\$58,086	100.6%
Male	228	\$57,916	100.3%
All Employees	1,270	\$57,766	100.0%
Female	1,042	\$57,734	99.9%
White	1,052	\$57,655	99.8%
Disabled	237	\$57,212	99.0%
American Indian/Alaska Native	6	\$56,943	98.6%
Hispanic/Latino	46	\$56,307	97.5%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Administrative Support	Count	Rate	% of Avg Rate
American Indian/Alaska Native	13	\$51,845	106.2%
Hispanic/Latino	135	\$50,673	103.8%
Native Hawaiian/Pacific Islander	2	\$49,837	102.1%
Male	412	\$49,712	101.9%
Asian	57	\$48,822	100.0%
White	1,577	\$48,815	100.0%
All Employees	2,026	\$48,806	100.0%
All Minorities	406	\$48,773	99.9%
Female	1,614	\$48,575	99.5%
Disabled	282	\$48,330	99.0%
Black or African American	160	\$47,035	96.4%
Two or More Races	39	\$46,502	95.3%

Skilled Crafts	Count	Rate	% of Avg Rate
White	254	\$79,213	100.3%
Black or African American	8	\$79,136	100.2%
Male	274	\$79,022	100.0%
All Employees	279	\$79,010	100.0%
Female	5	\$78,316	99.1%
All Minorities	18	\$73,949	93.6%
Hispanic/Latino	6	\$71,476	90.5%
Two or More Races	3	\$71,302	90.2%
Disabled	26	\$69,078	87.4%
Asian	1	\$55,224	69.9%
American Indian/Alaska Native	0	N/A	N/A
Native Hawaiian/Pacific Islander	0	N/A	N/A

Service/Maintenance	Count	Rate	% of Avg Rate
Disabled	89	\$50,269	105.2%
Male	520	\$50,162	105.0%
White	736	\$48,218	100.9%
All Employees	839	\$47,796	100.0%
Hispanic/Latino	19	\$46,850	98.0%
Native Hawaiian/Pacific Islander	2	\$45,167	94.5%
American Indian/Alaska Native	3	\$44,990	94.1%
Female	319	\$43,938	91.9%
All Minorities	89	\$43,691	91.4%
Two or More Races	8	\$43,649	91.3%
Black or African American	38	\$43,308	90.6%
Asian	19	\$40,956	85.7%

Note: Individual pay rates result from numerous factors. Major factors include occupational choice, level of education and training, job level, years of state service and other prior experience, merit and equity awards, wage negotiation, supervisory level, and the specific provisions of past negotiated labor agreements for represented employees.
 Note: There were 601 employees at the end of FY24 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report (and are excluded from the table above).

Source: PeopleSoft, June 2024

Table 29
SENIORITY-EQUALIZED AVERAGE PAY RATE WITHIN EEO JOB CATEGORY
Affirmative Action Group Pay Rates Adjusted for Differences in Years of Service
Permanent Classified Employees - June 2024

Officials/Administrators	Count	Rate ¹	% of Avg Rate
Asian	45	\$133,732	117.2%
Male	757	\$118,349	103.8%
All Minorities	192	\$116,869	102.5%
Hispanic/Latino	49	\$114,664	100.5%
All Employees	1,660	\$114,070	100.0%
White	1,437	\$113,597	99.6%
Disabled	272	\$112,715	98.8%
Black or African American	69	\$111,899	98.1%
Female	903	\$110,482	96.9%
Two or More Races	18	\$107,178	94.0%
American Indian/Alaska Native	9	\$104,958	92.0%
Native Hawaiian/Pacific Islander	2	\$101,930	89.4%

Professionals	Count	Rate ¹	% of Avg Rate
Asian	581	\$84,622	108.0%
Male	5,828	\$81,728	104.3%
White	11,910	\$79,068	100.9%
All Employees	14,575	\$78,386	100.0%
Disabled	1,819	\$77,725	99.2%
American Indian/Alaska Native	70	\$77,001	98.2%
Female	8,747	\$76,159	97.2%
All Minorities	2,378	\$74,769	95.4%
Hispanic/Latino	563	\$74,525	95.1%
Two or More Races	225	\$74,493	95.0%
Black or African American	934	\$68,822	87.8%
Native Hawaiian/Pacific Islander	5	\$62,628	79.9%

Technicians	Count	Rate ¹	% of Avg Rate
American Indian/Alaska Native	3	\$66,161	109.1%
Disabled	81	\$63,566	104.8%
Two or More Races	8	\$63,103	104.1%
Black or African American	38	\$62,955	103.8%
Male	552	\$62,570	103.2%
All Minorities	86	\$62,065	102.4%
Hispanic/Latino	26	\$61,561	101.5%
All Employees	986	\$60,635	100.0%
White	871	\$60,464	99.7%
Asian	11	\$58,303	96.2%
Female	434	\$58,174	95.9%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Protective Services	Count	Rate ¹	% of Avg Rate
Male	5,426	\$79,152	101.7%
Disabled	664	\$78,649	101.1%
White	5949	\$78,421	100.8%
All Employees	7,781	\$77,803	100.0%
Two or More Races	135	\$77,782	100.0%
American Indian/Alaska Native	37	\$77,218	99.2%
Hispanic/Latino	415	\$76,628	98.5%
Asian	153	\$76,439	98.2%
All Minorities	1,666	\$75,378	96.9%
Female	2,355	\$74,694	96.0%
Black or African American	919	\$74,309	95.5%
Native Hawaiian/Pacific Islander	7	\$73,770	94.8%

Paraprofessionals	Count	Rate ¹	% of Avg Rate
Two or More Races	22	\$60,328	104.4%
Asian	35	\$59,209	102.5%
Black or African American	85	\$58,783	101.8%
All Minorities	194	\$58,601	101.4%
Male	228	\$58,007	100.4%
All Employees	1,270	\$57,766	100.0%
Female	1,042	\$57,714	99.9%
White	1,052	\$57,574	99.7%
Disabled	237	\$57,315	99.2%
Hispanic/Latino	46	\$57,161	99.0%
American Indian/Alaska Native	6	\$57,042	98.7%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Administrative Support	Count	Rate ¹	% of Avg Rate
American Indian/Alaska Native	13	\$51,520	105.6%
Hispanic/Latino	135	\$50,960	104.4%
Male	412	\$49,844	102.1%
Asian	57	\$49,217	100.8%
All Minorities	406	\$48,828	100.0%
All Employees	2,026	\$48,806	100.0%
White	1,577	\$48,760	99.9%
Female	1,614	\$48,541	99.5%
Native Hawaiian/Pacific Islander	2	\$48,375	99.1%
Disabled	282	\$48,320	99.0%
Black or African American	160	\$47,133	96.6%
Two or More Races	39	\$46,982	96.3%

Skilled Crafts	Count	Rate ¹	% of Avg Rate
Female	5	\$80,732	102.2%
White	254	\$79,177	100.2%
Black or African American	8	\$79,102	100.1%
All Employees	279	\$79,010	100.0%
Male	274	\$78,978	100.0%
All Minorities	18	\$74,914	94.8%
Two or More Races	3	\$73,358	92.8%
Hispanic/Latino	6	\$72,948	92.3%
Disabled	26	\$68,936	87.2%
Asian	1	\$58,121	73.6%
American Indian/Alaska Native	0	N/A	N/A
Native Hawaiian/Pacific Islander	0	N/A	N/A

Service/Maintenance	Count	Rate ¹	% of Avg Rate
Male	520	\$50,134	104.9%
Disabled	89	\$50,078	104.8%
White	736	\$48,165	100.8%
All Employees	839	\$47,796	100.0%
Hispanic/Latino	19	\$46,586	97.5%
Native Hawaiian/Pacific Islander	2	\$46,274	96.8%
Two or More Races	8	\$44,711	93.5%
American Indian/Alaska Native	3	\$44,272	92.6%
All Minorities	89	\$44,135	92.3%
Black or African American	38	\$44,117	92.3%
Female	319	\$43,983	92.0%
Asian	19	\$41,282	86.4%

¹Pay rates are adjusted within each EEO category to equalize the effect of years of service across all affirmative action groups. This is accomplished using multiple regression to isolate the effects on pay of years of service and membership in a particular affirmative action group.

Note: Individual pay rates result from numerous factors. Major factors include occupational choice, level of education and training, job level, years of state service and other prior experience, merit and equity awards, wage negotiation on appointment, supervisory level, and the specific provisions of past negotiated labor agreements for represented employees.

Note: There were 601 employees at the end of FY24 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report (and are excluded from the table above).

Source: PeopleSoft, June 2024

Section 3

PERSONNEL TRANSACTIONS AND SEPARATIONS FROM STATE SERVICE

This section provides statistics from the Wisc.Jobs employment website, as well as data from PeopleSoft/Human Capital Management (HCM), related to new hires, internal job changes, retirements, discharges, and other separations from state service for the permanent classified workforce. It is important to note that for terminations from employment, this section addresses separations from state service, and does not address employee movements within state service, such as promotions and transfers, whether within or between agencies. This section also provides comparisons of personnel transaction statistics across affirmative action target groups and job categories.

DID YOU KNOW . . . ?

- Nearly 20 new employees were hired per business day in fiscal year 2024 (see Table 30), which was an increase of more than 50% from fiscal year 2022.
- No layoffs occurred in fiscal year 2024 (see Table 30).
- The non-retirement (8.4%) and total separation (11.3%) rates in fiscal year 2024 decreased significantly from fiscal year 2022 (11.7% and 16.4%, respectfully) when they were the highest recorded in 20 years (see Chart 34 and Table 35).

WISC.JOBS RECRUITMENT HIGHLIGHTS



THE OFFICIAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

The Wisc.Jobs website was migrated to a new platform in April 2021. The platform was integrated with the State of Wisconsin’s human capital management system which allowed for expanded reporting capabilities. In addition, Wisc.Jobs was rebranded with a modernized look and feel.

WISC.JOBS DATA HIGHLIGHTS – FISCAL YEAR 2024 & CHANGES SINCE FISCAL YEAR 2022

- The site received an average of approximately 9,900 site visits per day, and an average of approximately 53,000 page visits per day.
 - The volume of site visits increased by approximately 50%, and the volume of page visits increased by approximately 77% from FY22 to FY24.
- Recruiters created more than 3,200 job openings (or job requisitions) and posted nearly 4,200 job postings (internal/external listings including continuous or ongoing postings and reposts) spanning across 17 job families, more than 700 job classifications, and 30 state agencies, boards, commissions, and other state government entities.
 - The volume of job openings decreased by approximately 14%, and the volume of job postings decreased by approximately 11% from FY22 to FY24.
- More than 1,300 applicants created nearly 5,700 saved searches. Applicants with saved searches receive automated email notifications when jobs of interest are posted.
 - The volume of applicants who created saved searches decreased by approximately 7%, and the volume of saved searches decreased by approximately 19% from FY22 to FY24.
- More than 58,000 applicants applied for jobs and a total of nearly 117,000 job applications were received.
 - The volume of applicants increased by approximately 45%, and the volume of applications increased by approximately 46% from FY22 to FY24.
- Approximately 59% of the applicants identified as female, approximately 30% identified as racial and ethnic minorities, and approximately 6% identified as veterans. Approximately 9% were eligible for W-2 benefits, and less than 1% were eligible for disabled expanded certification (DEC).
 - The proportion of applicants who identified as female, and the proportion of applicants who were eligible for DEC changed minimally from FY22 to FY24.
 - The proportion of applicants who identified as racial and ethnic minorities increased by approximately 30%, and the proportion of applicants who were eligible for W-2 benefits increased by approximately 50% from FY22 to FY24.
 - The proportion of applicants who identified as veterans decreased by 14% from FY22 to FY24.
- Approximately 88% of FY24 applicants lived in Wisconsin.
- The top referral sources identified by applicants were internet searches, saved searches, job websites, and referrals by state employees.

Summary of Changes in Wisc.Jobs Metrics from FY22 to FY24			
Metric	Year		Change
	Fiscal Year 2022	Fiscal Year 2024	
Wisc.Jobs site visits	6,600	9,900	+50%
Wisc.Jobs page visits	30,000	53,000	+77%
Job openings	3,700	3,200	-14%
Job postings	4,700	4,200	-11%
Applicants who created saved searches	1,400	1,300	-7%
Saved searches	7,000	5,700	-19%
Applicants	40,000	58,000	+45%
Applications	80,000	117,000	+46%
Proportion of applicants who identified as female	59%	59%	0%
Proportion of applicants who identified as racial & ethnic minorities	23%	30%	+30%
Proportion of applicants who identified as veterans	7%	6%	-14%
Proportion of applicants who were eligible for W-2 benefits	6%	9%	+50%
Proportion of applicants who were eligible for DEC	1%	1%	0%

Table 30
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2024
Permanent Classified Employees

Agency	# June 2024 Count of Employees	%	# New Original Hires	%	# Promotions	%	# Reassignments	%	# Discharged - Permanent*	%	# Discharged - Probation	%	# Deaths & Unres. For Duty	%	# Voluntary Separations	%	# Retirements	%
Administration	1,317	4.5%	124	2.4%	37	4.4%	56	8.9%	6	1.7%	5	5.0%	1	1.3%	57	3.0%	43	5.1%
Ag. Trade & Consumer Protctn	576	2.0%	63	1.2%	10	1.2%	19	3.0%	0	0.0%	3	3.0%	2	2.6%	29	1.5%	19	2.3%
Bd for People with Dev Disab	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd of Commiss of Public Lands	8	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd on Aging & Long Term Care	43	0.1%	9	0.2%	1	0.1%	3	0.5%	1	0.3%	0	0.0%	0	0.0%	3	0.2%	4	0.5%
Child Abuse & Neglect Prev Bd	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Children and Families	762	2.6%	83	1.6%	17	2.0%	14	2.2%	1	0.3%	6	6.0%	2	2.6%	36	1.9%	22	2.6%
Commissioner of Insurance	128	0.4%	11	0.2%	3	0.4%	8	1.3%	0	0.0%	0	0.0%	0	0.0%	4	0.2%	3	0.4%
Corrections	8,891	30.2%	2,135	41.2%	291	34.9%	112	17.8%	125	36.4%	24	24.0%	28	35.9%	617	32.9%	216	25.7%
Educational Communications Bd	40	0.1%	2	0.0%	0	0.0%	4	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Elections Commission	31	0.1%	4	0.1%	1	0.1%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Employee Trust Funds	265	0.9%	25	0.5%	8	1.0%	10	1.6%	1	0.3%	1	1.0%	2	2.6%	10	0.5%	12	1.4%
Employment Relations Comm	5	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ethics Commission	6	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	0	0.0%
Financial Institutions	127	0.4%	28	0.5%	5	0.6%	11	1.7%	0	0.0%	2	2.0%	0	0.0%	10	0.5%	5	0.6%
Health Services	6,167	21.0%	1,335	25.8%	193	23.2%	19	3.0%	165	48.1%	25	25.0%	20	25.6%	511	27.3%	152	18.1%
Higher Educational Aids Board	9	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Historical Society	156	0.5%	24	0.5%	5	0.6%	3	0.5%	2	0.6%	1	1.0%	0	0.0%	3	0.2%	9	1.1%
Justice	689	2.3%	64	1.2%	24	2.9%	15	2.4%	3	0.9%	1	1.0%	1	1.3%	32	1.7%	21	2.5%
Labor & Industry Review Comm	13	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Affairs	531	1.8%	90	1.7%	15	1.8%	5	0.8%	1	0.3%	4	4.0%	1	1.3%	46	2.5%	18	2.1%
Natural Resources	2,231	7.6%	186	3.6%	59	7.1%	22	3.5%	5	1.5%	1	1.0%	1	1.3%	72	3.8%	72	8.6%
Public Instruction	607	2.1%	77	1.5%	14	1.7%	1	0.2%	2	0.6%	2	2.0%	0	0.0%	25	1.3%	23	2.7%
Public Service Commission	134	0.5%	22	0.4%	5	0.6%	8	1.3%	1	0.3%	2	2.0%	0	0.0%	14	0.7%	3	0.4%
Revenue	1,086	3.7%	158	3.1%	20	2.4%	111	17.6%	3	0.9%	3	3.0%	1	1.3%	66	3.5%	28	3.3%
Safety & Professional Services	213	0.7%	34	0.7%	7	0.8%	7	1.1%	2	0.6%	3	3.0%	0	0.0%	16	0.9%	4	0.5%
Secretary of State	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State Public Defender Office	241	0.8%	34	0.7%	3	0.4%	1	0.2%	0	0.0%	1	1.0%	0	0.0%	24	1.3%	6	0.7%
Technical College System Board	47	0.2%	1	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	3	0.4%
Tourism	23	0.1%	7	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.2%	2	0.2%
Transportation	3,002	10.2%	328	6.3%	58	7.0%	152	24.1%	5	1.5%	14	14.0%	8	10.3%	121	6.5%	93	11.1%
Veterans Affairs	629	2.1%	100	1.9%	18	2.2%	5	0.8%	4	1.2%	2	2.0%	7	9.0%	75	4.0%	33	3.9%
Workforce Development	1,424	4.8%	228	4.4%	37	4.4%	43	6.8%	16	4.7%	0	0.0%	4	5.1%	96	5.1%	47	5.6%
Grand Total	29,416	100.0%	5,177	100.0%	833	100.0%	630	100.0%	343	100.0%	100	100.0%	78	100.0%	1,875	100.0%	839	100.0%

*Includes job abandonment, misconduct, & unsatisfactory performance.

**Includes unable to perform job duties & death.

Note: No layoffs occurred in Fiscal Year 2024.

Source: PeopleSoft Fiscal Year 2024.

Table 31
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees - Fiscal Year 2024 Sorted by Count of Employees, Most to Least

Job Group	# June 2024 Count of Employees	% New Original Hires	# Retirements	% Discharged/Removal**	# Discharged/Probation	% Deaths & Unfit for Duty**	# Voluntary Separations							
Public Safety	5,236	17.8%	1,455	28.1%	92	11.0%	80	23.3%	22	22.0%	14	17.9%	309	16.5%
Social Services Professionals	2,899	9.9%	570	11.0%	66	7.9%	50	14.6%	8	8.0%	5	6.4%	266	14.2%
Administrative Support	2,410	8.2%	547	10.6%	88	10.5%	36	10.5%	16	16.0%	11	14.1%	217	11.6%
Fiscal	1,794	6.1%	237	4.6%	39	4.6%	4	1.2%	7	7.0%	2	2.6%	105	5.6%
Health Care Technicians	1,600	5.4%	294	5.7%	35	4.2%	29	8.5%	6	6.0%	8	10.3%	106	5.7%
IS Professionals	1,465	5.0%	168	3.2%	47	5.6%	6	1.7%	5	5.0%	2	2.6%	39	2.1%
Health Care Professionals	1,270	4.3%	260	5.0%	42	5.0%	10	2.9%	2	2.0%	2	2.6%	114	6.1%
Architects and Engineers	1,114	3.8%	99	1.9%	32	3.8%	0	0.0%	4	4.0%	2	2.6%	46	2.5%
Mid-Level Supervisors	1,046	3.6%	45	0.9%	38	4.5%	2	0.6%	1	1.0%	2	2.6%	29	1.5%
Policy, Planning and Research	947	3.2%	133	2.6%	31	3.7%	2	0.6%	2	2.0%	0	0.0%	43	2.3%
Environment Specialists	927	3.2%	71	1.4%	16	1.9%	2	0.6%	0	0.0%	0	0.0%	24	1.3%
Protective Services Supervisors	692	2.4%	18	0.3%	17	2.0%	1	0.3%	0	0.0%	3	3.8%	10	0.5%
Education and Training	666	2.3%	116	2.2%	37	4.4%	2	0.6%	0	0.0%	3	3.8%	31	1.7%
Administrators-Senior Executives	656	2.2%	22	0.4%	28	3.3%	1	0.3%	1	1.0%	0	0.0%	21	1.1%
Health & Social Services Supervisors	571	1.9%	24	0.5%	19	2.3%	1	1.0%	1	1.0%	1	1.3%	22	1.2%
Personal Care Aides	502	1.7%	333	6.4%	6	0.7%	72	21.0%	8	8.0%	5	6.4%	145	7.7%
Administrative Support - Fiscal	463	1.6%	62	1.2%	19	2.3%	2	0.6%	3	3.0%	2	2.6%	23	1.2%
Legal Professionals and Paralegals	449	1.5%	49	0.9%	14	1.7%	1	0.3%	1	1.0%	0	0.0%	26	1.4%
Business and Program Area Supervisors	407	1.4%	32	0.6%	16	1.9%	2	0.6%	0	0.0%	1	1.3%	15	0.8%
Claims Determination	390	1.3%	84	1.6%	6	0.7%	12	3.5%	0	0.0%	2	2.6%	42	2.2%
Inspectors, Investigators, and Compliance	363	1.2%	57	1.1%	10	1.2%	1	0.3%	2	2.0%	3	3.8%	28	1.5%
Food Production	327	1.1%	128	2.5%	12	1.4%	10	2.9%	5	5.0%	1	1.3%	41	2.2%
Business Professionals	326	1.1%	37	0.7%	6	0.7%	1	0.3%	2	2.0%	1	1.3%	20	1.1%
Mechanical Equipment, Maintenance, Repair	306	1.0%	43	0.8%	15	1.8%	5	1.5%	1	1.0%	0	0.0%	16	0.9%
Science Professionals	281	1.0%	34	0.7%	10	1.2%	0	0.0%	0	0.0%	0	0.0%	13	0.7%
Program Specialist	257	0.9%	51	1.0%	11	1.3%	2	0.6%	0	0.0%	1	1.3%	23	1.2%
Service, Quality Control & Compliance Supervisors	244	0.8%	14	0.3%	6	0.7%	1	0.3%	0	0.0%	0	0.0%	6	0.3%
Physical, Natural and Social Science Supervisors	225	0.8%	4	0.1%	5	0.6%	0	0.0%	0	0.0%	1	1.3%	4	0.2%
Natural Science and Laboratory Technicians	207	0.7%	22	0.4%	9	1.1%	0	0.0%	0	0.0%	0	0.0%	8	0.4%
Financial Supervisors	189	0.6%	2	0.0%	10	1.2%	0	0.0%	0	0.0%	0	0.0%	4	0.2%
Production Laborers	179	0.6%	54	1.0%	15	1.8%	5	1.5%	2	2.0%	3	3.8%	34	1.8%
Craft and Trade	151	0.5%	17	0.3%	8	1.0%	0	0.0%	0	0.0%	0	0.0%	3	0.2%
Public Relations and Media Technicians	149	0.5%	23	0.4%	3	0.4%	1	0.3%	1	1.0%	0	0.0%	4	0.2%
Mechanical and Maintenance Supervisors	139	0.5%	8	0.2%	12	1.4%	0	0.0%	0	0.0%	1	1.3%	11	0.6%
Architect/Engineer Supervisors	123	0.4%	1	0.0%	4	0.5%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
IS Support Program and Service Technicians	112	0.4%	12	0.2%	4	0.5%	0	0.0%	0	0.0%	0	0.0%	6	0.3%
Power Plant	108	0.4%	22	0.4%	2	0.2%	0	0.0%	0	0.0%	1	1.3%	8	0.4%
Property Management	107	0.4%	13	0.3%	6	0.7%	1	0.3%	0	0.0%	0	0.0%	6	0.3%
Physicians and Health Care Practitioners	88	0.3%	13	0.3%	3	0.4%	1	0.3%	0	0.0%	0	0.0%	4	0.2%
Educational Supervisors	31	0.1%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Grand Total	29,416	100.0%	5,177	100.0%	839	100.0%	343	100.0%	100	100.0%	78	100.0%	1,875	100.0%

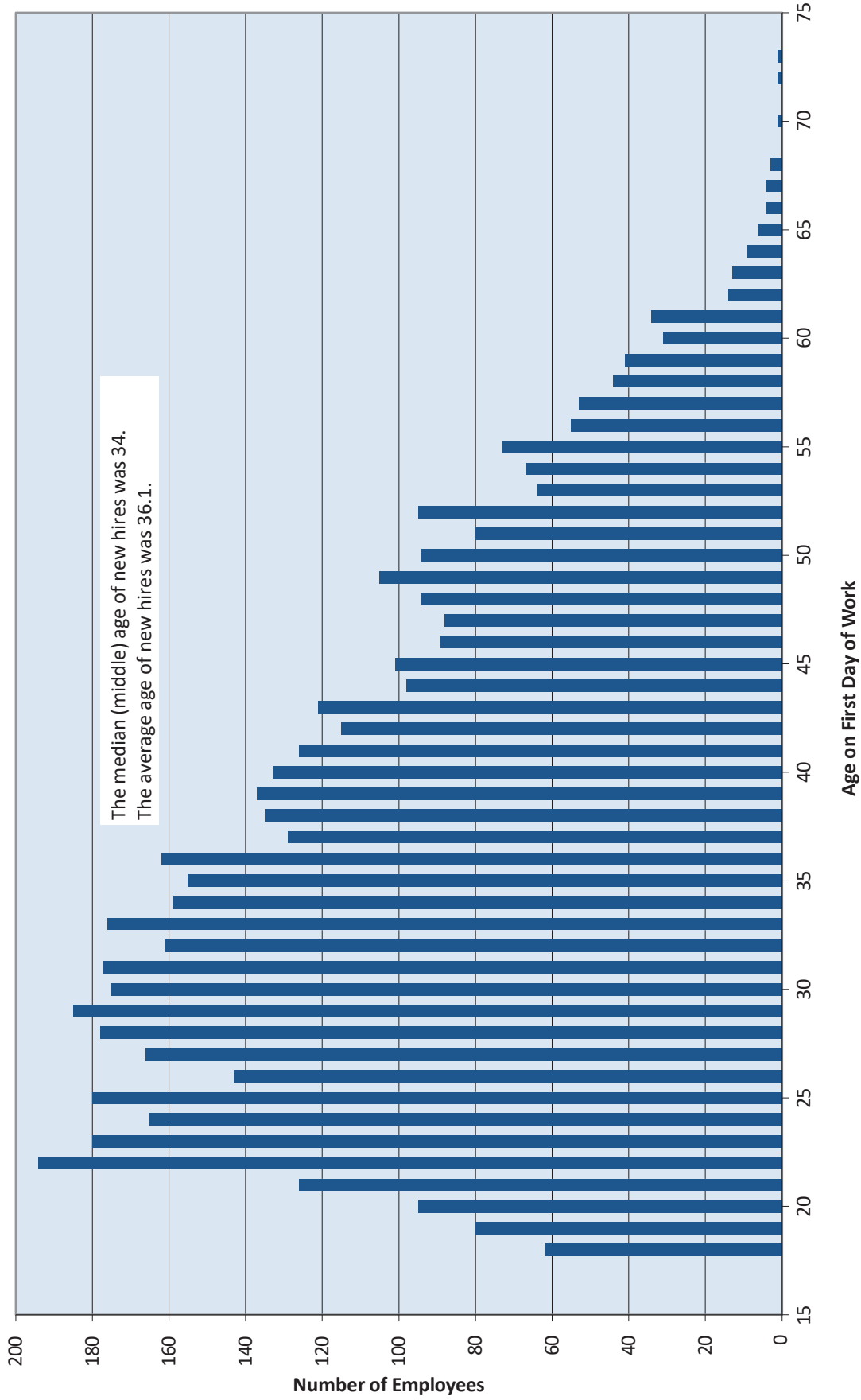
*Includes job abandonment, misconduct, & unsatisfactory performance.

**Includes unable to perform job duties & death.

Note: No layoffs occurred in Fiscal Year 2024.

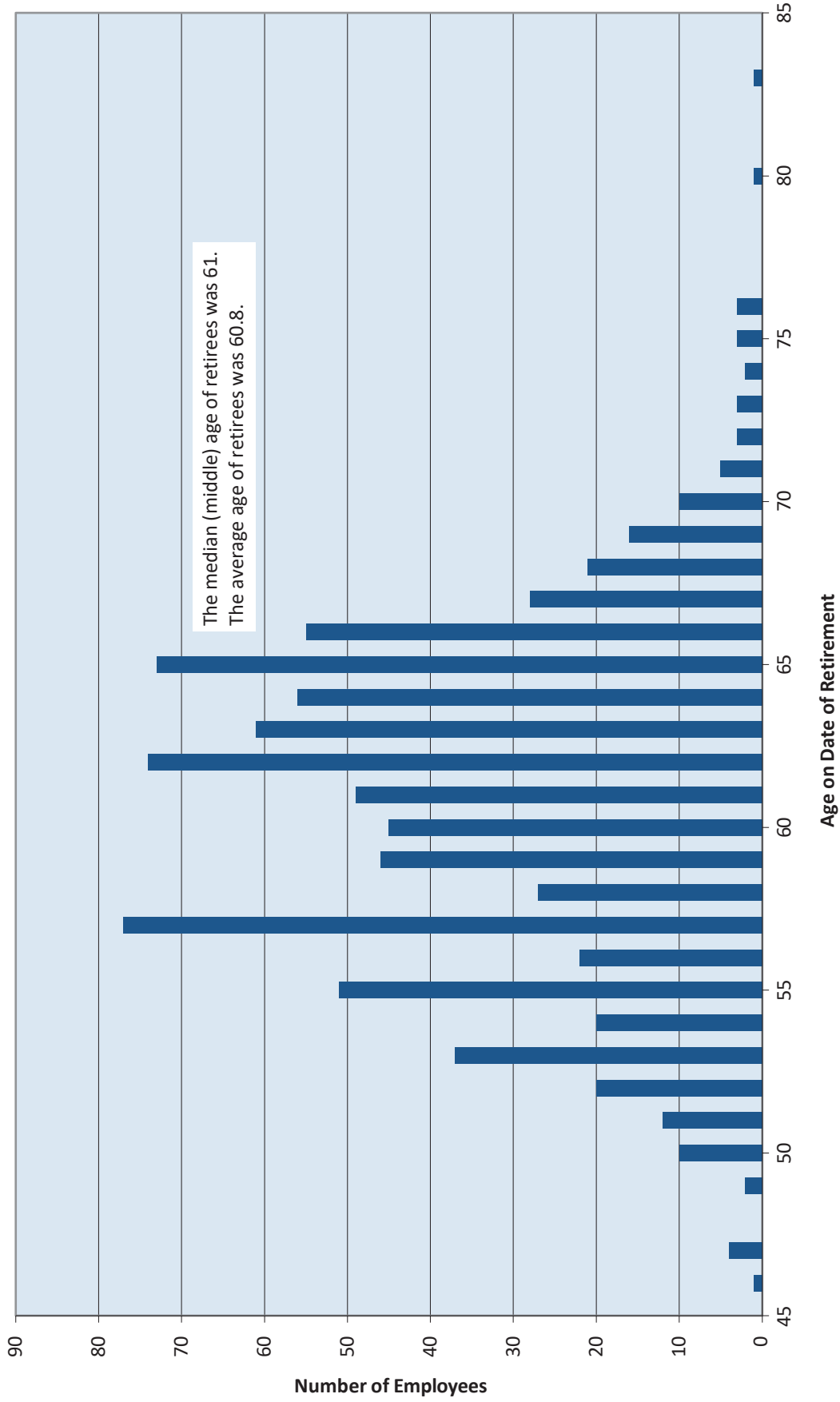
Source: PeopleSoft Fiscal Year 2024.

Chart 32
AGE OF NEW HIRES IN FISCAL YEAR 2024
Permanent Classified Employees



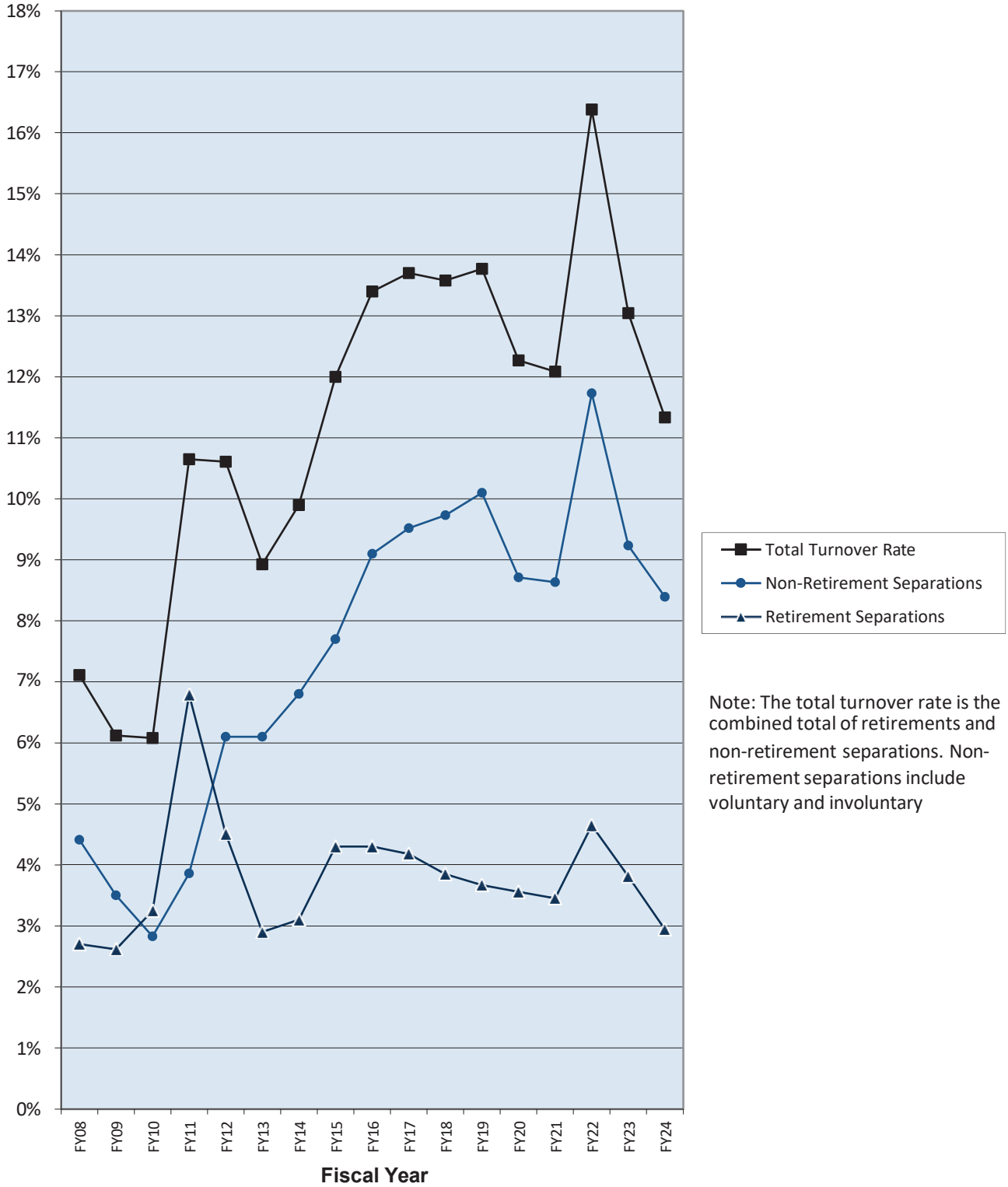
Source: PeopleSoft. Fiscal Year 2024 includes the period from June 18, 2023 through June 29, 2024.

Chart 33
AGE OF RETIREES IN FISCAL YEAR 2024
Permanent Classified Employees



Note: There was one retirement prior to age 45. Retirements can occur before age 45 due to disability.
Source: PeopleSoft. Fiscal Year 2024 includes the period from June 18, 2023 through June 29, 2024

Chart 34
HISTORICAL RATES OF SEPARATIONS FROM STATE SERVICE
Permanent Classified Employees Excluding UW System



Source: Data compiled from PMIS, Payroll, and PeopleSoft.

Table 35
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2024
Permanent Classified Employees

Agency	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations*	
	#	%	#	%	#	%	#	%
Administration	57	4.3%	12	0.9%	43	3.3%	112	8.5%
Ag, Trade & Consumer Protctn	29	5.0%	4	0.7%	19	3.3%	53	9.2%
Bd for People with Dev Disab	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd of Commiss of Public Lands	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd on Aging & Long Term Care	3	6.8%	1	2.3%	4	9.1%	8	18.2%
Child Abuse & Neglect Prev Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Children and Families	36	4.8%	7	0.9%	22	2.9%	67	9.0%
Commissioner of Insurance	4	3.2%	0	0.0%	3	2.4%	7	5.5%
Corrections	617	7.3%	163	1.9%	216	2.6%	1,010	12.0%
Educational Communications Bd	0	0.0%	0	0.0%	1	2.5%	1	2.5%
Elections Commission	1	3.4%	0	0.0%	0	0.0%	1	3.4%
Employee Trust Funds	10	3.8%	4	1.5%	12	4.6%	26	9.9%
Employment Relations Comm	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ethics Commission	2	33.3%	0	0.0%	0	0.0%	2	33.3%
Financial Institutions	10	8.0%	2	1.6%	5	4.0%	17	13.7%
Health Services	511	8.6%	201	3.4%	152	2.6%	873	14.8%
Higher Educational Aids Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Historical Society	3	2.0%	3	2.0%	9	6.0%	15	9.9%
Justice	32	4.7%	4	0.6%	21	3.1%	58	8.5%
Labor & Industry Review Comm	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Affairs	46	8.8%	5	1.0%	18	3.4%	70	13.4%
Natural Resources	72	3.2%	6	0.3%	72	3.2%	151	6.8%
Public Instruction	25	4.2%	4	0.7%	23	3.9%	52	8.8%
Public Service Commission	14	10.5%	3	2.3%	3	2.3%	20	15.0%
Revenue	66	6.2%	7	0.7%	28	2.6%	101	9.5%
Safety & Professional Services	16	7.5%	5	2.4%	4	1.9%	25	11.8%
Secretary of State	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State Public Defender Office	24	10.0%	1	0.4%	6	2.5%	31	12.9%
Technical College System Board	1	2.1%	0	0.0%	3	6.4%	4	8.5%
Tourism	4	17.4%	0	0.0%	2	8.7%	6	26.1%
Transportation	121	4.1%	22	0.7%	93	3.1%	241	8.1%
Veterans Affairs	75	11.7%	12	1.9%	33	5.2%	121	18.9%
Workforce Development	96	6.9%	19	1.4%	47	3.4%	163	11.7%
Grand Total	1,875	6.6%	485	1.7%	839	2.9%	3,235	11.3%

Definitions:

"Separation " means terminating from executive branch state service altogether, and therefore does not include job changes within an agency or movements between agencies. This report divides separations into the following three categories:

Voluntary Separations - end job, other work private, resignation, transfer to affiliate.

Involuntary Separations - discharge-probation, job abandonment, misconduct, unable to perform job duties, unsatisfactory performance.

Retirements - separation to access WRS pension benefit.

*Total All Separations includes death.

Source: PeopleSoft Fiscal Year 2023 and 2024.

Table 36
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2024
Permanent Classified Employees

Job Group	Avg Empl Count	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations*	
		#	%	#	%	#	%	#	%
Administrative Support	2,414.5	217	9.0%	55	2.3%	88	3.6%	368	15.2%
Administrative Support - Fiscal	464.0	23	5.0%	6	1.3%	19	4.1%	49	10.6%
Administrators-Senior Executives	642.5	21	3.3%	2	0.3%	28	4.4%	51	7.9%
Architect/Engineer Supervisors	125.5	2	1.6%	0	0.0%	4	3.2%	6	4.8%
Architects and Engineers	1,106.0	46	4.2%	4	0.4%	32	2.9%	84	7.6%
Business and Program Area Supervisors	394.5	15	3.8%	3	0.8%	16	4.1%	34	8.6%
Business Professionals	321.0	20	6.2%	3	0.9%	6	1.9%	30	9.3%
Claims Determination	387.0	42	10.9%	13	3.4%	6	1.6%	62	16.0%
Craft and Trade	148.5	3	2.0%	1	0.7%	8	5.4%	12	8.1%
Educational Supervisors	30.0	1	3.3%	0	0.0%	0	0.0%	1	3.3%
Education and Training	655.0	31	4.7%	3	0.5%	37	5.6%	73	11.1%
Environment Specialists	917.0	24	2.6%	2	0.2%	16	1.7%	42	4.6%
Financial Supervisors	189.5	4	2.1%	0	0.0%	10	5.3%	14	7.4%
Fiscal	1,756.0	105	6.0%	12	0.7%	39	2.2%	157	8.9%
Food Production	315.5	41	13.0%	16	5.1%	12	3.8%	69	21.9%
Health & Social Services Supervisors	584.0	22	3.8%	2	0.3%	19	3.3%	44	7.5%
Health Care Professionals	1,227.5	114	9.3%	13	1.1%	42	3.4%	170	13.8%
Health Care Technicians	1,537.5	106	6.9%	42	2.7%	35	2.3%	184	12.0%
Inspectors, Investigators, and Compliance	356.0	28	7.9%	5	1.4%	10	2.8%	44	12.4%
IS Professionals	1,425.0	39	2.7%	12	0.8%	47	3.3%	99	6.9%
IS Support Program and Service Technicians	111.0	6	5.4%	0	0.0%	4	3.6%	10	9.0%
Legal Professionals and Paralegals	449.5	26	5.8%	2	0.4%	14	3.1%	42	9.3%
Mechanical Equipment, Maintenance, Repair	322.0	16	5.0%	6	1.9%	15	4.7%	37	11.5%
Mechanical and Maintenance Supervisors	143.0	11	7.7%	0	0.0%	12	8.4%	24	16.8%
Mid-Level Supervisors	1,028.5	29	2.8%	4	0.4%	38	3.7%	72	7.0%
Natural Science and Laboratory Technicians	212.5	8	3.8%	0	0.0%	9	4.2%	17	8.0%
Personal Care Aides	470.0	145	30.9%	84	17.9%	6	1.3%	236	50.2%
Physical, Natural and Social Science Supervisors	219.0	4	1.8%	0	0.0%	5	2.3%	10	4.6%
Physicians and Health Care Practitioners	87.5	4	4.6%	1	1.1%	3	3.4%	8	9.1%
Policy, Planning and Research	911.5	43	4.7%	4	0.4%	31	3.4%	78	8.6%
Power Plant	103.5	8	7.7%	0	0.0%	2	1.9%	11	10.6%
Production Laborers	184.0	34	18.5%	10	5.4%	15	8.2%	59	32.1%
Program Specialist	254.5	23	9.0%	2	0.8%	11	4.3%	37	14.5%
Property Management	105.5	6	5.7%	1	0.9%	6	5.7%	13	12.3%
Protective Services Supervisors	665.0	10	1.5%	2	0.3%	17	2.6%	31	4.7%
Public Relations and Media Technicians	146.0	4	2.7%	2	1.4%	3	2.1%	9	6.2%
Public Safety	4,727.0	309	6.5%	111	2.3%	92	1.9%	517	10.9%
Science Professionals	276.0	13	4.7%	0	0.0%	10	3.6%	23	8.3%
Service, Quality Control & Compliance Supervisors	238.5	6	2.5%	1	0.4%	6	2.5%	13	5.5%
Social Services Professionals	2,878.5	266	9.2%	61	2.1%	66	2.3%	395	13.7%
Grand Total	28,530	1,875	6.6%	485	1.7%	839	2.9%	3,235	11.3%

Definitions:

"Separation " means terminating from executive branch state service altogether, and therefore does not include job changes within an agency or movements between agencies. This report divides separations into the following three categories:

Voluntary Separations - end job, other work private, resignation, transfer to affiliate.

Involuntary Separations - discharge-probation, job abandonment, misconduct, unable to perform job duties, unsatisfactory performance.

Retirements - separation to access WRS pension benefit.

*Total All Separations includes death.

Source: PeopleSoft Fiscal Year 2023 and 2024.

Section 4

RETIREMENT ELIGIBILITY

This section provides statistics on the eligibility of permanent classified employees for normal retirement* now, within five years, and within ten years. Retirement eligibility is tabulated by agency and job group. Some classifications consist entirely or mostly of employees in jobs with protective occupation status, and by state statute these employees may retire at a younger age and with fewer years of service than other employees. The job groups that consist primarily of protective occupation classifications, such as correctional officers, psychiatric care technicians, probation and parole agents and law enforcement, are identified by italicized text in the tables.

DID YOU KNOW . . . ?

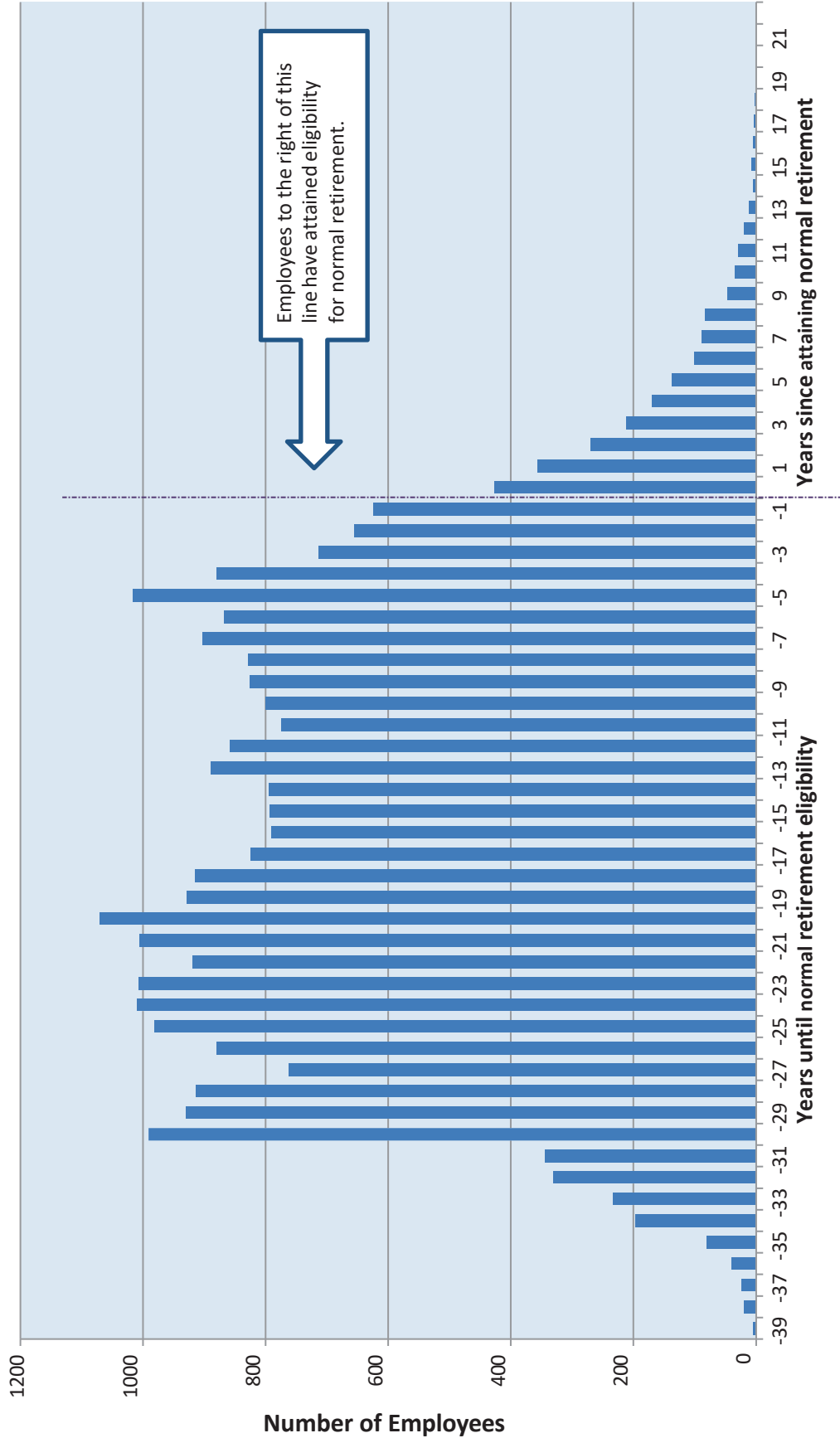
- As of June 2024, approximately 6.8% of the classified workforce were eligible for normal retirement under the Wisconsin Retirement System (see Table 38).
- Approximately one-fifth of the current classified workforce will be eligible for normal retirement within 5 years.
- Approximately one-third of the current classified workforce will be eligible for normal retirement within 10 years.
- While 6.8% of the June 2024 classified workforce had attained eligibility for normal retirement, that is lower than the 8.2% in June 2014 ten years earlier (see Chart 40).

*Employees who are vested in the WI Retirement System may retire upon reaching age 55, or age 50 if working in a protective occupation. However, the statistics in this section are based on “normal” retirement (no benefit reduction for “early” retirement), which is any of the following:

- For protective occupation employees, age 53 and 25 years of service, or age 54 regardless of years of service.
- For general employees, age 57 and 30 years of service, or age 65 regardless of years of service.
- For elected and executive employees, age 57 and 30 years of service, or age 62 regardless of years of service (changing to age 65 if entering the category 1/1/2017 or later).

See also the definition of “vesting” in the glossary of terms in Appendix A.

Chart 37
DISTRIBUTION OF EMPLOYEES FOR NORMAL RETIREMENT ELIGIBILITY
Permanent Classified Employees - Based on June 29, 2024



Example: An employee in the column labeled -7 on the horizontal axis will be eligible for normal retirement within 6 to 7 years.
Note: Retirement eligibility in this chart is based on age and years of state service, only. Therefore, employees that have additional WI Retirement System creditable service outside of state service will be eligible for normal retirement sooner than indicated in this chart. The definition of normal retirement can be found in Appendix A. Data relative to non-state creditable service is not available for inclusion.
Source: Peoplesoft, June 2024.

**Table 38
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees**

Agency	Count of Employees in Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
		#	%	#	%	#	%
Administration	1,317	108	8%	297	23%	501	38%
Ag, Trade & Consumer Protctn	576	35	6%	82	14%	150	26%
Bd for People with Dev Disab	7	3	43%	3	43%	4	57%
Bd of Commiss of Public Lands	8	0	0%	2	25%	3	38%
Bd on Aging & Long Term Care	43	4	9%	14	33%	17	40%
Child Abuse & Neglect Prev Bd	7	0	0%	0	0%	2	29%
Children and Families	762	36	5%	118	15%	202	27%
Commissioner of Insurance	128	10	8%	31	24%	50	39%
Corrections	8,891	714	8%	2,116	24%	3,554	40%
Educational Communications Bd	40	5	13%	15	38%	19	48%
Elections Commission	31	2	6%	4	13%	4	13%
Employee Trust Funds	265	13	5%	49	18%	101	38%
Employment Relations Comm	5	1	20%	2	40%	2	40%
Ethics Commission	6	1	17%	1	17%	1	17%
Financial Institutions	127	6	5%	20	16%	32	25%
Health Services	6,167	412	7%	1,120	18%	1,916	31%
Higher Educational Aids Board	9	2	22%	4	44%	4	44%
Historical Society	156	11	7%	26	17%	43	28%
Justice	689	29	4%	87	13%	170	25%
Labor & Industry Review Comm	13	4	31%	5	38%	5	38%
Military Affairs	531	26	5%	93	18%	175	33%
Natural Resources	2,231	152	7%	387	17%	692	31%
Public Instruction	607	24	4%	101	17%	185	30%
Public Service Commission	134	10	7%	20	15%	29	22%
Revenue	1,086	70	6%	201	19%	352	32%
Safety & Professional Services	213	13	6%	41	19%	77	36%
Secretary of State	1	0	0%	0	0%	0	0%
State Public Defender Office	241	13	5%	36	15%	72	30%
Technical College System Bd	47	3	6%	6	13%	11	23%
Tourism	23	2	9%	5	22%	7	30%
Transportation	3,002	186	6%	603	20%	1,018	34%
Veterans Affairs	629	25	4%	111	18%	211	34%
Workforce Development	1,424	84	6%	293	21%	506	36%
Grand Total	29,416	2,004	6.8%	5,893	20.0%	10,115	34.4%

Note: Normal retirement for general (non-protective status employees) is the attainment of both age 57 and 30 years of service, or age 65 regardless of years of service. Normal retirement for protective status employees is the attainment of both age 53 and 25 years of service, or age 54 regardless of years of service. In any case, the employee must be vested with 5 years of service. Retirement projections are based on age and years of service as of June 29, 2024.

Note: Retirement projections in this table are based on age and the years of state service for each employee. However, some employees have WI Retirement System creditable service from other public employers such as local governments or school districts, but this information is not readily available. Therefore, some employees will be eligible for normal retirement earlier than projected for this table, and the actual counts and percentages of retirement eligibility are greater than indicated in this table.

Source: PeopleSoft, June 2024.

Table 39
ELIGIBILITY FOR NORMAL RETIREMENT BY JOB GROUP
Permanent Classified Employees

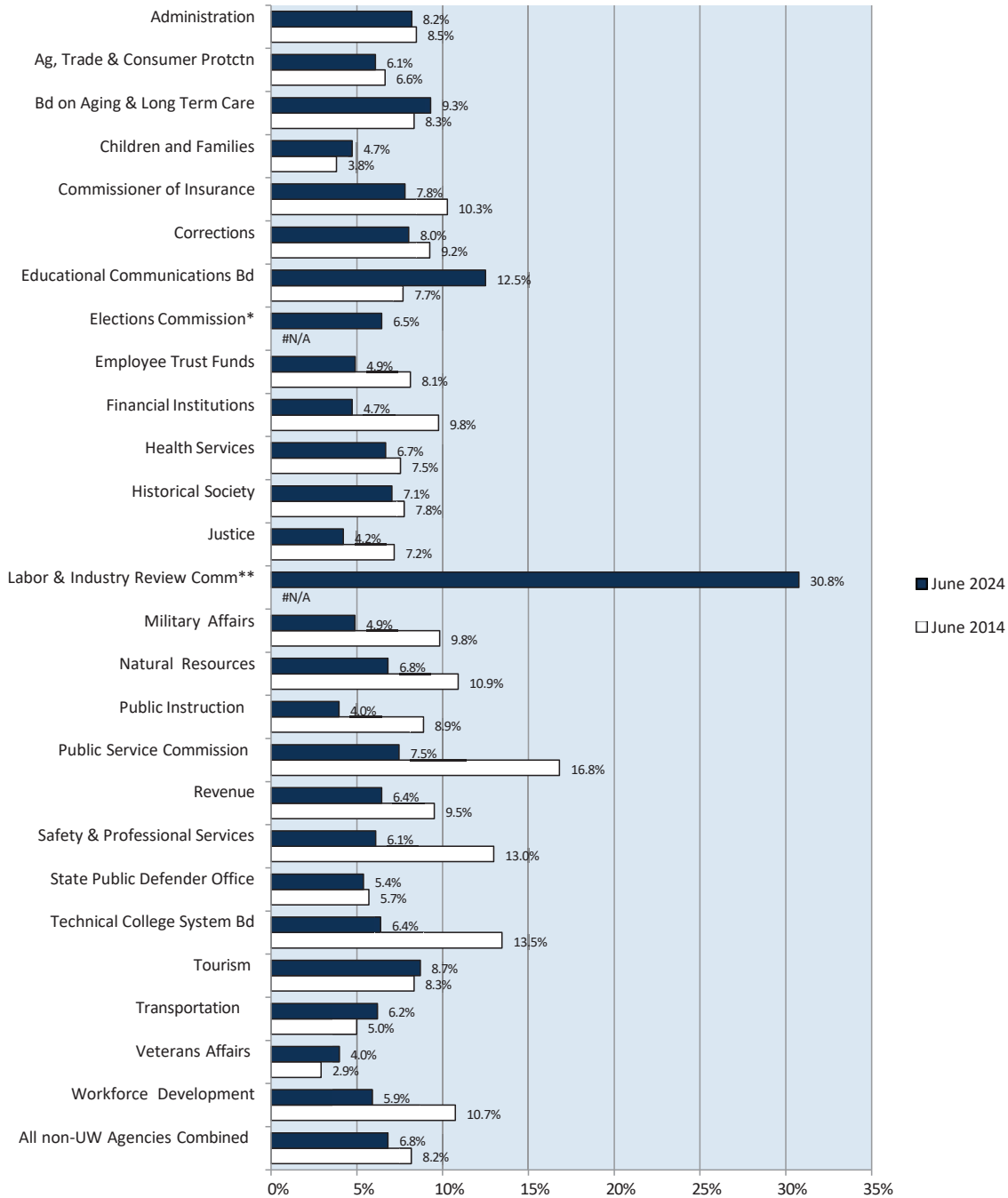
Job Group ¹	Count of Employees in Job Group	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
		#	%	#	%	#	%
Admin Support	2,410	127	5%	444	18%	779	32%
Admin Support - Fiscal	463	40	9%	102	22%	184	40%
Administrators-Senior Exec	656	52	8%	176	27%	311	47%
Architect Engineers Supervisors	123	17	14%	37	30%	65	53%
Architecture and Engineers	1,114	75	7%	212	19%	365	33%
Business Professionals	326	11	3%	45	14%	73	22%
Business Supervisors	407	18	4%	65	16%	125	31%
Claims Determination	390	13	3%	60	15%	109	28%
Craft and Trade	151	4	3%	30	20%	66	44%
Education and Training	666	34	5%	119	18%	224	34%
Educational Supervisors	31	2	6%	2	6%	5	16%
Environment Specialist	927	65	7%	146	16%	264	28%
Financial Supervisors	189	10	5%	41	22%	73	39%
Fiscal	1,794	92	5%	290	16%	522	29%
Food Production	327	16	5%	77	24%	126	39%
Health Care Professionals	1,270	38	3%	173	14%	322	25%
<i>Health Care Technicians¹</i>	<i>1,600</i>	<i>201</i>	<i>13%</i>	<i>418</i>	<i>26%</i>	<i>661</i>	<i>41%</i>
Health Social Services Supv	571	36	6%	112	20%	216	38%
Inspect Investigate and Comply	363	10	3%	42	12%	81	22%
IS Professionals	1,465	112	8%	298	20%	521	36%
IS Support Pro and Serv Tech	112	13	12%	32	29%	54	48%
Legal Professionals	449	40	9%	73	16%	124	28%
Mech Equip-Maintenance Rep	306	25	8%	84	27%	137	45%
Mechanical and Maintnce Supv	139	11	8%	39	28%	64	46%
Mid-Level Supervisors	1,046	78	7%	258	25%	447	43%
Natural Science and Lab Tech	207	18	9%	35	17%	63	30%
Personal Care	502	12	2%	52	10%	94	19%
Phys Natural and Soc Sci Supv	225	8	4%	34	15%	81	36%
Physicians and Hlth Care Pract	88	17	19%	32	36%	42	48%
Policy Planning and Research	947	44	5%	141	15%	229	24%
Power Plant	108	7	6%	25	23%	42	39%
Production Laborers	179	12	7%	47	26%	82	46%
Program Specialist	257	20	8%	50	19%	94	37%
Property Management	107	6	6%	27	25%	43	40%
<i>Protective Services Supervisors¹</i>	<i>692</i>	<i>49</i>	<i>7%</i>	<i>159</i>	<i>23%</i>	<i>324</i>	<i>47%</i>
Public Relation and Media Tech	149	3	2%	21	14%	39	26%
<i>Public Safety¹</i>	<i>5,236</i>	<i>531</i>	<i>10%</i>	<i>1,366</i>	<i>26%</i>	<i>2,084</i>	<i>40%</i>
Science Professionals	281	11	4%	27	10%	49	17%
Serv Qual Cntrl and Comply Sup	244	8	3%	45	18%	95	39%
Social Services Professionals	2,899	118	4%	457	16%	836	29%
Grand Total	29,416	2,004	6.8%	5,893	20.0%	10,115	34.4%

See Appendix A for definition of "normal retirement."

¹Job groups in italics are composed of mostly "protective occupation" employees, who have earlier eligibility for normal retirement. The group *Health Care Technicians* is 69% protective, the group *Protective Services Supervisors* is 82% protective, and the group *Public Safety* is 98% protective. The highest percentage of protectives in any other group is Social Services Professionals at 36%.

Source: PeopleSoft, June 2024.

Chart 40
IMMEDIATE RETIREMENT ELIGIBILITY HISTORICAL COMPARISON
Percentage of Employees Eligible for Immediate Normal Retirement Agencies with at least 10
Permanent Classified Employees



*The Elections Commission was created in 2016.

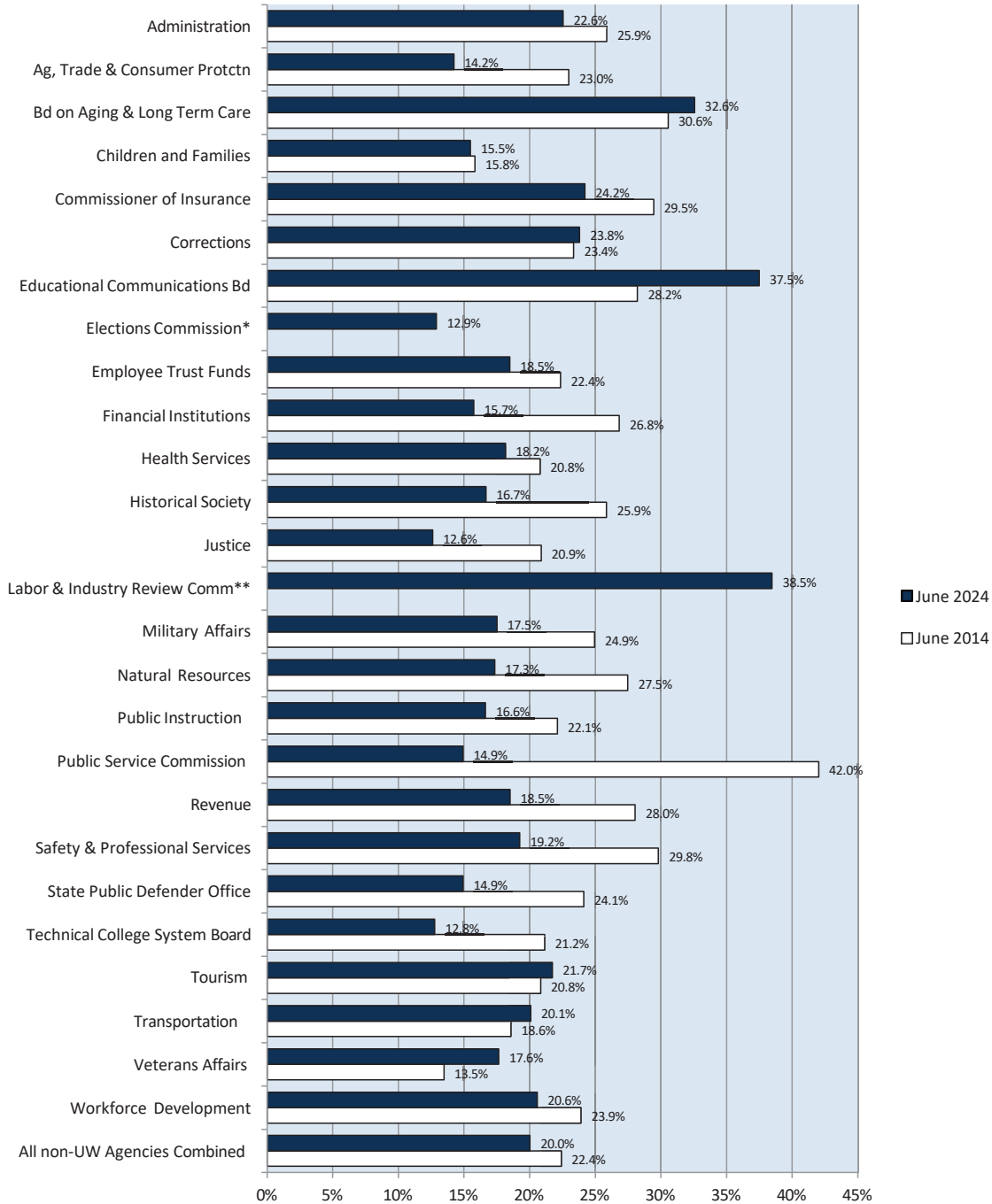
**Although the Labor and Industry Review Commission has existed since 1977, in 2014 its employees were assigned to the Department of Workforce Development.

Note: Retirement eligibility is projected on age and years of state service. Some employees have WI Retirement System service from other employers; therefore, the actual percentage of employees eligible for retirement may be greater than indicated.

Note: Employees of the UW System are excluded from the 2014 data to provide better historical comparison.

Sources: PeopleSoft, June 2024; PMIS, June 2014.

Chart 41
RETIREMENT WITHIN FIVE YEARS HISTORICAL COMPARISON
Percent of Employees Eligible for Normal Retirement Within 5 Years
Agencies with at least 10 Permanent Classified Employees



*The Elections Commission was created in 2016.

**Although the Labor and Industry Review Commission has existed since 1977, in 2014 its employees were assigned to the Department of Workforce Development.

Note: Retirement eligibility is projected on age and years of state service. Some employees have WI Retirement System service from other employers; therefore, the actual percentage of employees eligible for retirement may be greater than indicated.

Note: Employees of the UW System are excluded from the 2014 data to provide better historical comparison.

Sources: PeopleSoft, June 2024; PMIS, June 2014.

Section 5

AGENCY WORKFORCE SUMMARIES

This section provides one-page summaries for each executive branch state agency with at least 35 permanent classified employees.

The agency summaries include:

- Employee demographics from a June 2024 snapshot.
- Classifications with the most new original hires in fiscal years 2023 and 2024.
- The eligibility of agency employees for retirement now and in the near future.
- Summary statistics of employees who left state service in fiscal years 2023 and 2024.
- Equal Employment Opportunity/Affirmative Action program accomplishments.

Administration, Department of

Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	1317
Full-time-equivalent employees	1310.8
Average years of state service	11.3
Average age of employees	47.4
Percent racial and ethnic minorities	12.8%
Percent women	53.9%
Percent persons with disabilities*	17%

*disabilities are voluntarily self-reported

Percent overtime-eligible per FLSA	29.8%
Percent in “protective” occupation	2.4%
Percent in Executive/Management position	9.6%
Percent in Supervisory* position	13.1%

*but not considered Executive/Management

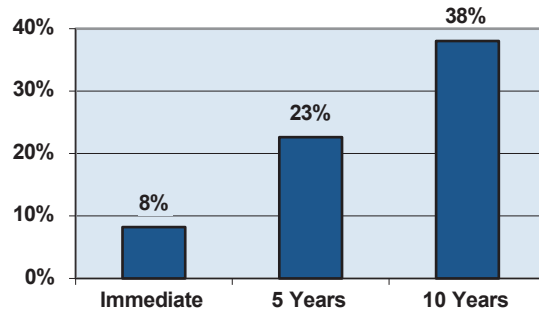
Average hourly pay rate	\$40.03
Median hourly pay rate	\$39

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined

Payroll & Benefits Specialist	32
Human Resources Assistant	28
Human Resources Specialist	15
Police Officer	11
Human Resources Assistant - Advanced	10

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	75	5.8%	10	0.8%	48	3.7%	133	10.3%
Fiscal Year 2024	57	4.3%	12	0.9%	43	3.3%	112	8.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Administration (DOA) continued to expand its recruitment efforts by making connections with underrepresented communities through the State of Wisconsin Student Diversity Internship Program (SWSDIP). DOA reworked the process by which agencies and candidates could apply for SWSDIP positions. This contributed to a more efficient application process for student supporting gains of the largest candidate pool in the history of the program. In May 2024, DOA successfully filled 15 of the 17 positions submitted as a part of program which is an 88% success rate and is a 22% increase from the prior program year. There was also an increase in 7% more positions being filled by underrepresented groups, and a 6% increase in positions filled by candidates who self-identified as having a disability.

DOA developed new programs and continued to support and grow existing programs aimed at increasing employee retention. Between 2022 and 2023, DOA rolled out a new mentorship program to support employee professional and career development. The program has resulted in ten mentorship partnerships. A participant survey on participation satisfaction demonstrated an average score of 4.3 on a 5-point scale. DOA also expanded the existing Affinity Group program as a result of additional affinity interests, and created a short educational video to amplify the work of the active employee affinity groups and promote the opportunities internally. Creating and sustaining a positive workplace culture continues to be a high priority for DOA. Over the course of this past year, a diverse workgroup set out to articulate, select, and implement core values for the organization. These established values include adaptability, collaboration, equity, integrity, service excellence, and stewardship. Now in the implementation stage, these values have been woven into the fabric of the agency through communication channels, division leadership, and a new peer to peer recognition program. DOA has also created an anonymous equity and inclusion feedback box as another feedback mechanism, as well as an ongoing staff discussion series focused on equity and inclusion topics.

Agriculture, Trade and Consumer Protection, Department of

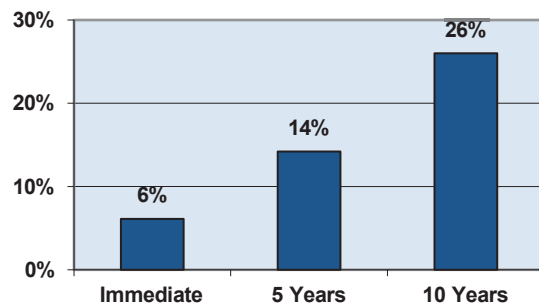
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	576
Full-time-equivalent employees	570.4
Average years of state service	10.0
Average age of employees	44.1
Percent racial and ethnic minorities	7.3%
Percent women	49.1%
Percent persons with disabilities*	15.5%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	40.1%
Percent in “protective” occupation	0%
Percent in Executive/Management position	4%
Percent in Supervisory* position	14.9%
*but not considered Executive/Management	
Average hourly pay rate	\$34.64
Median hourly pay rate	\$34

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Meat Safety Inspector - Entry	25
Environmental Health Sanitarian - Entry	16
Consumer Protection Investigator	7
Chemist	5
Communications Specialist - Senior	4

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	40	7%	5	0.9%	19	3.3%	66	11.6%
Fiscal Year 2024	29	5%	4	0.7%	19	3.3%	53	9.2%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Agriculture, Trade and Consumer Protection (DATCP) continues its strong commitment to attaining a diverse workforce, increasing staff retention, and creating an inclusive agency culture. Through its 2021 – 2023 Equity and Inclusion (EI) Plan, DATCP grew its participation in the State of Wisconsin Student Diversity Internship Program, presented potential career opportunities to high school and college students, and required balanced interview panels represented by at least two affirmative action groups and trained in unbiased interview practices. To retain DATCP’s workforce, the department has addressed pay inequities, reviewed agency policies, and offered various trainings to department staff. To measure the impact of this work on the agency culture, the department added questions related to diversity, equity, and inclusion on its annual employee survey. DATCP has begun to implement its 2024 – 2026 EI Plan. Employee work groups were established to achieve identified goals, including the development of a mentorship program, a stay interview program, and an annual career fair plan. The DATCP staff led EI Advisory Committee meets regularly to share information and advance diversity, equity, and inclusion initiatives in the department. All staff receive regular updates from the DATCP EI Officer through the Pulse employee newsletter and email communications. They are encouraged to contact the EI Officer, directly and anonymously, to provide input and ask questions. DATCP is committed to sharing resources and partnering with diverse stakeholders around the state. DATCP will continue to expand its outreach to consumers, farmers, and agribusinesses in communities across Wisconsin.

Board on Aging & Long Term Care

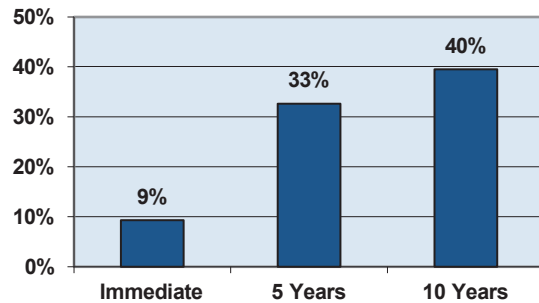
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	43
Full-time-equivalent employees	42.5
Average years of state service	8.3
Average age of employees	51.2
Percent racial and ethnic minorities	14%
Percent women	95.3%
Percent persons with disabilities*	14%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	18.6%
Percent in “protective” occupation	0%
Percent in Executive/Management position	4.7%
Percent in Supervisory* position	11.6%
*but not considered Executive/Management	
Average hourly pay rate	\$30.08
Median hourly pay rate	\$28

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Medigap Insurance Specialist	6
Long-Term Care Services Supervisor	2
Ombudsman Services Specialist - Entry	2
Volunteer Coordinator	1
Attorney Management	1

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	3	6.8%	0	0%	0	0%	3	6.8%
Fiscal Year 2024	3	6.8%	1	2.3%	4	9.1%	8	18.2%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Board on Aging and Long Term Care (BOALTC) is dedicated to advancing equity and inclusion efforts. Considering the staff profile and anticipating upcoming retirements, recruitment and retention have been identified as priorities.

BOALTC remains committed to facilitating opportunities for leadership development of staff. The agency has sponsored four employees to participate in the highly competitive Enterprise Management Development Academy (EMDA). Documents, policies, and job postings are reviewed using an equity lens to ensure applicants and current staff are aware that BOALTC strives to be an inclusive agency for all. An internal Equity and Inclusion Workgroup meets regularly to develop, implement, and promote these efforts. The workgroup has engaged with an external advisor to assist with development and review of the agency’s Equity and Inclusion Plan, developed a staff satisfaction survey, brainstormed community engagement efforts, and increased opportunities for staff interaction. Supervisors meet regularly with staff to communicate issues of importance and seek feedback. Agency leadership continuously works to increase compensation across the agency and address pay inequities.

Various trainings have been provided to staff, including presentations on health equity, health and well-being in the workplace, cultural awareness within tribal communities, and respectful engagement with the deaf and hard of hearing communities, among others. Additionally, outreach and recruitment efforts in diverse and underserved communities and geographic areas have increased and continue to be a priority of all three programs.

BOALTC looks forward to expanding upon these efforts and successfully implementing the strategies identified in our Equity and Inclusion Plan.

Children and Families, Department of

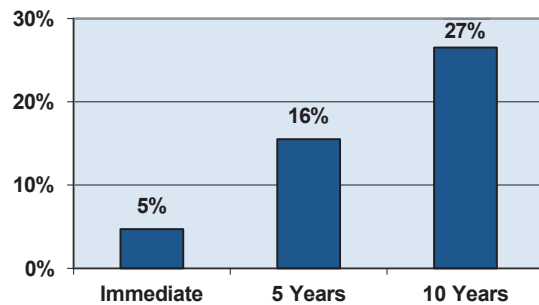
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	762
Full-time-equivalent employees	754.4
Average years of state service	10.4
Average age of employees	45.2
Percent racial and ethnic minorities	31.2%
Percent women	80.2%
Percent persons with disabilities*	16.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	28.7%
Percent in “protective” occupation	0%
Percent in Executive/Management position	5.2%
Percent in Supervisory* position	16.3%
*but not considered Executive/Management	
Average hourly pay rate	\$36.41
Median hourly pay rate	\$35

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Initial Assessment Specialist	45
Licensing/Certification Specialist	14
Child Care Subsidy Specialist	11
Program and Policy Analyst - Advanced	10
Human Services Supervisor	6

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	37	5.1%	14	1.9%	21	2.9%	73	10%
Fiscal Year 2024	36	4.8%	7	0.9%	22	2.9%	67	9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Children and Families (DCF) continues its strong commitment to the recruitment, selection, and retention of a talented and diverse workforce. During the period of July 1, 2022, through June 30, 2024, DCF was not underutilized in any of the 20 Job Groups for women and minorities and exceeded the state agency W-2 hiring goal of 2% with a W-2 hiring rate of 2.33%. DCF continues to prioritize veterans’ employment initiatives and recruitment of persons with disabilities. DCF continues to use the Applicant and Workforce Demographics dashboard, that captures and analyzes the diversity of applicants throughout the recruitment and selection process, to help HR staff better analyze the diversity of both applicants and employees and comparing to historic years to identify trends and potential successes for the efforts put in place. This dashboard allows DCF to see at what point diverse applicants start to drop off from the recruitment process.

Here are some examples of areas of improvements DCF has implemented to support equity and inclusion recruitment efforts:

- Announce positions with broader options for work locations throughout the state in a hybrid work environment.
- Provide a more direct approach to Veteran hiring by sharing a list of Veteran Non-Compete applicants to hiring managers/supervisors.
- Conducting comprehensive analysis of existing wage structures and benchmarks to ensure alignment with agency and enterprise-wide standards.

Commissioner of Insurance, Office of

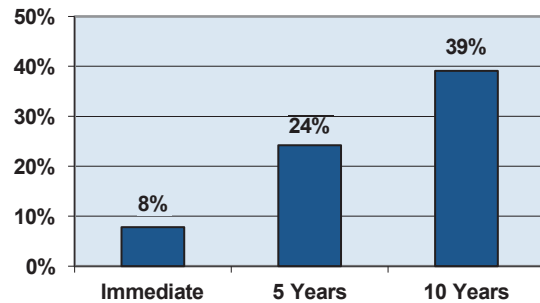
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	128
Full-time-equivalent employees	126.8
Average years of state service	10.9
Average age of employees	46.8
Percent racial and ethnic minorities	19.5%
Percent women	50.8%
Percent persons with disabilities*	13.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	35.2%
Percent in “protective” occupation	0%
Percent in Executive/Management position	3.1%
Percent in Supervisory* position	14.8%
*but not considered Executive/Management	
Average hourly pay rate	\$40.61
Median hourly pay rate	\$39.5

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Insurance Financial Examiner	12
Attorney	4
Insurance Examiner	4
Insurance Program Manager	3
License/Permit Program Associate	2

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	8	6.5%	0	0%	7	5.7%	15	12.2%
Fiscal Year 2024	4	3.2%	0	0%	3	2.4%	7	5.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of the Commissioner of Insurance (OCI) has made it a priority to recruit and retain staff that reflect the communities that our agency services. Between 2022 and 2024, we attended career fairs at universities, technical colleges, and other public events across the state with applicants from different backgrounds and regions. In coordination with BMRS Enterprise Recruiting, we reached out to multiple associations and community groups of underserved populations in an attempt to reach a broader audience and obtain a more diversified applicant pool. While OCI added eight new positions during that period, we filled the open and newly created positions. Even with the increase in the number of positions, our vacancy rate comparing July 1, 2022, to June 30, 2024, decreased 2.5 %.

We secured market adjustments that brought our specialized positions to par with compensation in similar positions in the private sector. We continue to support the work of our Equity and Inclusion (EI) Committee and ensure staff have opportunities to provide feedback and insights that continue to make our agency more inclusive. Our agency conducts annual employee engagement surveys and encourages staff to participate in exit surveys.

In 2023 the EI Committee partnered with other staff committees for our Workplace Well-being Initiative for which we won the Diversity Award. In 2024, the EI Committee partnered with the Wellness Committee for programming that focused on Supporting Change.

OCI leadership is committed to equity and inclusion at our agency and have continued to make these principles a priority.

Corrections, Department of

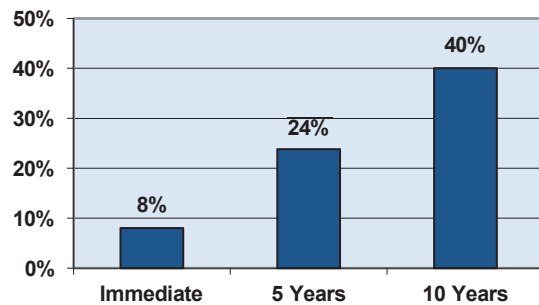
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	8891
Full-time-equivalent employees	8814.0
Average years of state service	10.5
Average age of employees	43.0
Percent racial and ethnic minorities	16.4%
Percent women	46.1%
Percent persons with disabilities*	10%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	74.2%
Percent in “protective” occupation	63.9%
Percent in Executive/Management position	1.2%
Percent in Supervisory* position	11.4%
*but not considered Executive/Management	
Average hourly pay rate	\$35.58
Median hourly pay rate	\$35

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Correctional Officer	1610
Probation and Parole Agent	419
Office Operations Associate	216
Youth Counselor	87
Corrections Food Service Leader 2	79

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	701	8.8%	128	1.6%	341	4.3%	1179	14.8%
Fiscal Year 2024	617	7.3%	163	1.9%	216	2.6%	1010	12%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Department of Corrections (DOC) has demonstrated a strong commitment to advancing equity and inclusion from July 1, 2022, to June 30, 2024, through targeted efforts in recruitment, retention, fostering an inclusive culture, and reinforcing agency commitment.

Recruitment: The DOC has intensified its outreach by participating in numerous diversity job fairs, including the Madison College Bilingual Job Fair and the Milwaukee Diversity Job Fair. A strategic partnership with Telemundo enhances our visibility among Spanish-speaking communities. Additionally, the establishment of a specialized Correctional Officer Recruitment Team has centralized our efforts, streamlining the application process and significantly increasing academy attendance, thereby addressing workforce vacancies effectively. **Retention:** Efforts to retain talent include revamping the onboarding process and engaging in class and compensation strategies to ensure equitable wages. The DOC actively utilizes exit interviews to glean insights into employee experiences, applying this feedback to foster improvements. Initiatives such as compensation plan adjustments and advocating for pay increases at the agency and enterprise levels highlight our proactive stance on equitable compensation. **Culture:** We are committed to creating a respectful and diverse workplace. This includes the establishment of an Equity and Inclusion Advisory Committee and the development of formal processes to address diversity-sensitive issues. Regular forums for discussion on equity and inclusion are held to maintain an environment of open communication and continuous learning.

These integrated strategies underline the DOC’s dedication to not only attracting a diverse workforce but also nurturing an inclusive community that values and advances equity within every facet of its operations.

Educational Communications Board

Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	40
Full-time-equivalent employees	40.0
Average years of state service	13.0
Average age of employees	49.6
Percent racial and ethnic minorities	7.5%
Percent women	20%
Percent persons with disabilities*	15%

*disabilities are voluntarily self-reported

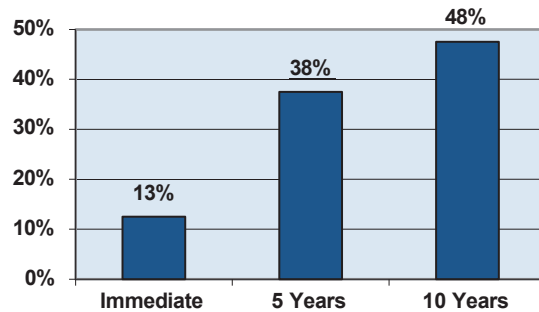
Percent overtime-eligible per FLSA	60%
Percent in “protective” occupation	0%
Percent in Executive/Management position	2.5%
Percent in Supervisory* position	17.5%
*but not considered Executive/Management	

Average hourly pay rate	\$34.59
Median hourly pay rate	\$34

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Electronics Technician Media - Intermediate	3
IS Network Services Senior	1
Media Telecommunication Technician	1
Media Telecommunication Technician - Senior	1

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	1	2.6%	0	0%	0	0%	1	2.6%
Fiscal Year 2024	0	0%	0	0%	1	2.5%	1	2.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Educational Communications Board’s (ECB’s) Equity and Inclusion Plan outlines strategies for improving recruitment, retention and agency culture. ECB developed a new Equity and Inclusion Plan for 2024 through 2026. The Equity and Inclusion plan guides the activities of the Equity and Inclusion Advisory Committee. The following are some highlights of the committee’s work in this reporting period.

- The ECB Equity and Inclusion Advisory Committee has held quarterly conversations on equity and inclusion topics for agency staff. Additionally, we include other agencies and our partner organization, Wisconsin Public Media, when appropriate.
- ECB offers training opportunities for staff supervisors that focus on leadership and employee development.
- The Equity and Inclusion Advisory Committee surveyed the accessibility of our physical workspaces and our internal and external websites. Next the committee made recommendations and improvements based on the survey results.
- ECB holds recurring training for staff members participating in recruitment and hiring.
- The agency conducts an annual employee engagement survey and shares the results with our board and staff. Leadership implements changes informed by the survey.
- Finally, ECB has conducted a complete review of agency policies with an eye toward equity.

Employee Trust Funds, Department of

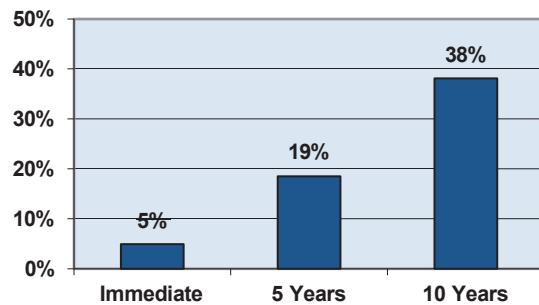
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	265
Full-time-equivalent employees	263.4
Average years of state service	12.3
Average age of employees	48.2
Percent racial and ethnic minorities	12.1%
Percent women	66.8%
Percent persons with disabilities*	13.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	10.6%
Percent in “protective” occupation	0%
Percent in Executive/Management position	6.8%
Percent in Supervisory* position	10.2%
*but not considered Executive/Management	
Average hourly pay rate	\$40.25
Median hourly pay rate	\$37

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Trust Funds Specialist	14
Trust Funds Specialist - Objective	6
IS Business Automation	4
Consultant/Administrator	
IS Business Automation Specialist	3
Accountant	2

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	13	5%	1	0.4%	7	2.7%	21	8.1%
Fiscal Year 2024	10	3.8%	4	1.5%	12	4.6%	26	9.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Employee Trust Funds (ETF) continues its commitment to be an equitable and inclusive organization. Over the past two years, agency leaders have continued to make equity and inclusion initiatives a priority and have it listed as a specific objective in ETF’s Strategic Plan.

Highlights of what has been accomplished over the past two years include: Created guidelines and procedures for ETF’s Mentorship Program with the goal of helping current employees enhance their leadership skills; conducted stay interviews with a pilot group of employees to learn what motivates them to stay at ETF and see what areas could be improved; provided educational opportunities on stress management and psychological safety including playlists in Cornerstone; ETF Community articles and other resources; created refresher trainings for supervisors on the topics of fair and equitable hiring and implicit bias in the hiring process; ETF’s Wellness Workgroup and IDEA committee have opted to foster open communication between the two groups and intentionally collaborate on initiatives and events when there is overlap; and focused efforts on continuing to advance the current Staff Networking Group (SNG) as agency leaders believe that it helps provides a sense of community/belonging for staff at work which helps increase retention efforts. Based off of data that was collected during the most recent biennial Equity and Inclusion Survey that was completed at ETF in May 2024, ETF will continue to explore the development of adding more groups in the future.

Financial Institutions, Department of

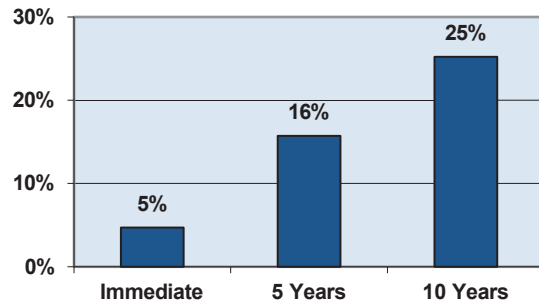
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	127
Full-time-equivalent employees	126.5
Average years of state service	9.6
Average age of employees	42.8
Percent racial and ethnic minorities	12.6%
Percent women	58.3%
Percent persons with disabilities*	16.5%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	37%
Percent in “protective” occupation	0%
Percent in Executive/Management position	9.4%
Percent in Supervisory* position	9.4%
*but not considered Executive/Management	
Average hourly pay rate	\$37.33
Median hourly pay rate	\$36

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Financial Examiner	17
Records Program Associate	6
Executive Staff Assistant	5
Consumer Credit Examiner	2
Securities Examiner	1

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	5	4.1%	2	1.6%	5	4.1%	12	9.8%
Fiscal Year 2024	10	8%	2	1.6%	5	4%	17	13.7%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Financial Institutions (DFI) continued their commitment to recruiting a more diverse workforce by working with Human Resources (HR) to increase outreach to diverse professional organizations. DFI partnered with HR to educate their interview and screening panel members on unconscious bias, trained supervisors on diversity related topics, and required all employees to complete Respectful Workplace training.

DFI leadership is supportive of employees and the Equity and Inclusion Committee’s EI efforts for the agency. The agency administers an annual employee satisfaction survey. The survey results are compiled, analyzed, and shared with agency leadership. The survey results are also shared with employees at the all-staff meetings, shared separately at each division level, and shared with staff by supervisors. The survey includes questions related to respect, being accepted, and diversity.

In their EI plan, DFI is seeking feedback from internal stakeholders about how to create a more diverse and friendly work environment in an effort to improve the overall agency culture.

DFI Leadership is committed to fostering a respectful and inclusive work environment for all employees.

Health Services, Department of

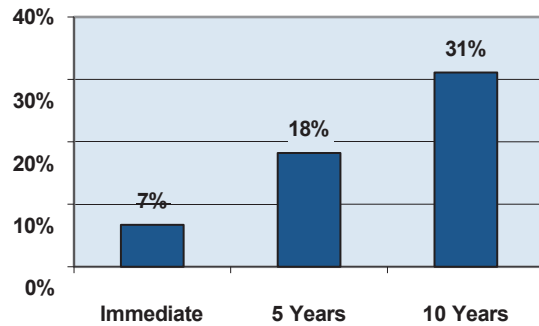
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	6167
Full-time-equivalent employees	6016.2
Average years of state service	9.7
Average age of employees	44.3
Percent racial and ethnic minorities	25.8%
Percent women	63.9%
Percent persons with disabilities*	9.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	52.4%
Percent in "protective" occupation	23.2%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	11.4%
*but not considered Executive/Management	
Average hourly pay rate	\$37.73
Median hourly pay rate	\$37

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Resident Care Technician - Objective	390
Psychiatric Care Technician - Advanced	241
Income Maintenance Specialist	237
Resident Care Technician - Advanced	137
Nurse Clinician 2	137

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	532	9.5%	147	2.6%	177	3.2%	863	15.4%
Fiscal Year 2024	511	8.6%	201	3.4%	152	2.6%	873	14.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

With the 2nd largest workforce among state agencies, DHS places a high value on our workforce diversity. To continue supporting and expanding our diverse workforce, DHS has moved forward with the following:

- Created a mechanism to improve and centralize outreach to diverse community organizations across the state regarding career and job opportunities at DHS.
- Identified and curated additional training resources on topics such as how bias and discrimination can manifest in hiring processes.
- Identified and reviewed current formal and informal processes where employees can provide feedback or address concerns.
- Leveraged our employee engagement survey, Stay and Grow, to support the agency in better understanding the reasons employees stay at DHS and potential strategies to implement to increase their likelihood of remaining at DHS.
- Created employee recognition program that demonstrates how someone helped advance the department’s mission, values, or vision.
- Implemented changes to the 2026 Stay and Grow survey to allow for more expansive capturing of staff’s identities, especially racial/ethnic categorizations.

DHS looks forward to continuing the implementation of the DEI strategies its developed to fulfill the goals identified in our 2024-2026 Equity & Inclusion plan.

Historical Society of Wisconsin

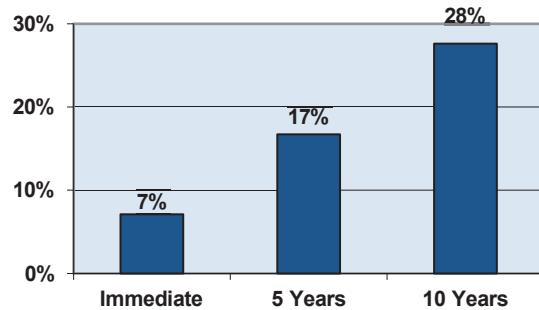
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	156
Full-time-equivalent employees	155.0
Average years of state service	8.8
Average age of employees	46.1
Percent racial and ethnic minorities	6.4%
Percent women	57.7%
Percent persons with disabilities*	8.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	17.3%
Percent in “protective” occupation	0%
Percent in Executive/Management position	15.4%
Percent in Supervisory* position	14.1%
*but not considered Executive/Management	
Average hourly pay rate	\$34.56
Median hourly pay rate	\$31

Job Classifications with the Most New Hires

<u>Fiscal Years 2023 and 2024 Combined</u>	
Curator	7
Historic Preservation Specialist	5
Archivist	4
Publications Editor 4	3
Program and Policy Analyst	3

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	12	8.5%	0	0%	5	3.5%	18	12.8%
Fiscal Year 2024	3	2%	3	2%	9	6%	15	9.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Historical Society (WHS) seeks to create an environment in which diversity is valued and all employees feel welcome and respected. Highlights include:

- Hired a Workforce and Culture Program Officer to build and manage an agency-wide employment engagement strategy where staff feel heard, valued, and empowered focusing on factors that drive engagement – leadership, communication, recognition, training and development, health and wellness, and diversity, equity, inclusion and accessibility (DEIA).
- Revamped the Equity and Inclusion Committee (IDEA team) by developing a comprehensive charter and increased membership by 125%. The team sponsored several events bringing awareness and understanding to DEIA related topics.
- Implemented several items outlined in the EI Plan - launched a Recruitment Checklist with a DEI Lens for hiring managers, revised the job template and external employment page adding comprehensive DEIA language, and developed a DEIA at WHS new hire video. We continue to expand community engagement, experiences, programs, historical markers, and publications to include more inclusive and underrepresented stories, telling more diverse history.
- Developed several engagement strategies to retain talent from all diverse backgrounds - administered an employee experience survey and incorporated engagement strategies into annual strategic plans based on results. Increased transparency and communication through a revamped monthly meeting series, weekly newsletter, internal website, feedback form, and through an annual all staff conference. Recognized staff through a new recognition submission form, public service appreciation week activities, and end-of-year celebration. Provided professional development opportunities through a quarterly supervisor training series and new employment development program.

Justice, Department of

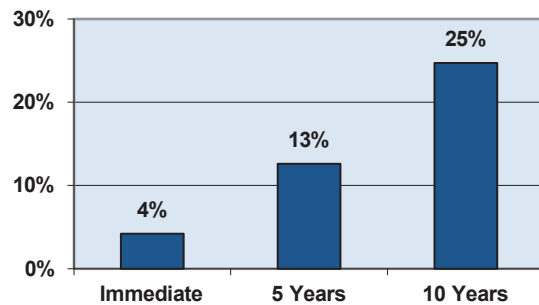
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	689
Full-time-equivalent employees	682.2
Average years of state service	10.4
Average age of employees	42.8
Percent racial and ethnic minorities	13.4%
Percent women	58.6%
Percent persons with disabilities*	12%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	39.5%
Percent in “protective” occupation	14.4%
Percent in Executive/Management position	3.9%
Percent in Supervisory* position	9.6%
*but not considered Executive/Management	
Average hourly pay rate	\$41.15
Median hourly pay rate	\$39

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Special Agent	27
Assistant Attorney General	27
Justice Program Associate	10
Laboratory Technician 1	10
Program and Policy Analyst - Advanced	6

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	34	5.1%	1	0.2%	25	3.8%	61	9.2%
Fiscal Year 2024	32	4.7%	4	0.6%	21	3.1%	58	8.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

During the current Equity and Inclusion (EI) Plan cycle, the Department of Justice (DOJ) has implemented several initiatives focused on recruitment, retention, and fostering a positive agency culture. Highlights of these initiatives are as follows:

Recruitment:

The DOJ implemented a decision-making framework for equitable policy practices. This framework aims to ensure that policies, processes, infrastructure, communications, and other activities and decisions are grounded in equity. The equity lens tool is applied continually to assess recruitment and hiring practices, supporting more inclusive and equitable outcomes.

Retention:

The DOJ conducted an employee engagement survey, allowing employees to share anonymous feedback on their experiences within the agency, their interactions with colleagues, and their roles in state service. Alongside the survey, the DOJ also employed climate assessments and targeted focus groups to gather employee feedback at various stages of the employee lifecycle. These feedback loops are designed to capture a broad view of employee sentiment, guiding ongoing improvements.

Agency Culture:

The DOJ is committed to fostering positive relationship development across the agency by creating opportunities for collaboration. Through a series of leadership trainings and facilitated discussions, the DOJ is emphasizing the importance of effective communication and mutual understanding. Recognizing diverse viewpoints enables stronger, more inclusive solutions, benefiting the entire agency.

Military Affairs, Department of

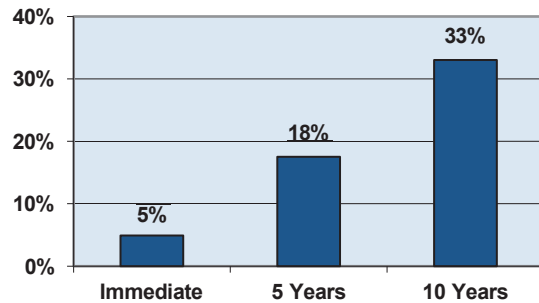
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	531
Full-time-equivalent employees	530.0
Average years of state service	7.6
Average age of employees	44.8
Percent racial and ethnic minorities	8.9%
Percent women	30.3%
Percent persons with disabilities*	16.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	65.2%
Percent in “protective” occupation	26.2%
Percent in Executive/Management position	1.9%
Percent in Supervisory* position	12.1%
*but not considered Executive/Management	
Average hourly pay rate	\$30.15
Median hourly pay rate	\$28

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Military Affairs Security Officer	39
Fire/Crash Rescue Specialist	25
Cadet Specialist Objective	13
Custodian	11
Facilities Maintenance Specialist - Advanced	9

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	47	9.3%	5	1%	24	4.8%	76	15.1%
Fiscal Year 2024	46	8.8%	5	1%	18	3.4%	70	13.4%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Military Affairs (DMA) strives to create a work environment that is inclusive of all. We have expanded recruitment efforts to include more in-person job fairs to reach populations that otherwise would not have an opportunity to learn about the variety of employment opportunities with the DMA. The agency is working to reduce governmental vernacular in our recruitment documents that is difficult for individuals outside of the agency to understand. We have created more standardized processes and forms with the goal of creating an easier flow for applicants that apply to work at the DMA. With more work being completed prior to job announcement, the goal is to shorten the time applicants wait for contact from the point of application to interview and job offer. The DMA has launched a new, very comprehensive employee orientation program. New employees attend orientation on their first day with the agency at the agency’s headquarters in Madison. Although many employees work at locations other than the headquarter location, having orientation at this location provides a sense of belonging on Day 1. Feedback from exit interviews and climate surveys were used to establish the program and the content. Feedback from attendees is continuously used to improve the program, which has been very well received by those who have attended. A portion of the program is dedicated to sharing agency resources and programs focused on the employee’s well-being such as our Employee Assistance Program, our State Equity and Inclusion Committee (SEIC) and our Wellness Committee. Additionally, the DMA, working with the Department of Administration, Bureau of Training and Development, has created resources for supervisors to learn and identify workplace issues early and work to address solutions to ensure a respectful workplace environment. DMA’s SEIC surveyed all employees looking for guidance on how the committee could assist employees and what training opportunities they could help provide. The committee is using that information to develop training opportunities for employees based on their feedback. The DMA encompasses multiple workforces in addition to state employees such as National Guard and federal civilians. These workforces are overseen by The Adjutant General (TAG). TAG has a council focused on equity and inclusion. This council provides opportunities for all workforces to share ideas, best practices and work towards consistent practices and harmony among all workforces at the agency.

Natural Resources, Department of

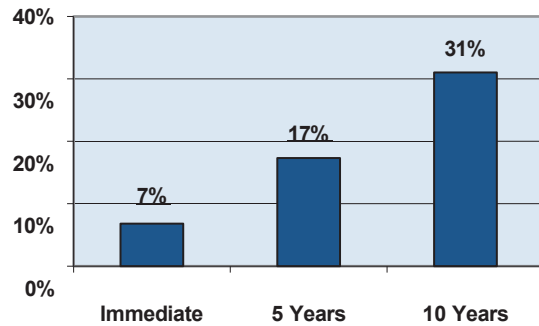
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	2231
Full-time-equivalent employees	2220.5
Average years of state service	12.0
Average age of employees	43.5
Percent racial and ethnic minorities	5.2%
Percent women	36.1%
Percent persons with disabilities*	7.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	24.3%
Percent in "protective" occupation	18.2%
Percent in Executive/Management position	3.9%
Percent in Supervisory* position	15.9%
*but not considered Executive/Management	
Average hourly pay rate	\$36.86
Median hourly pay rate	\$36

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Park Ranger	33
Conservation Warden	28
Forester - Senior	23
Forestry Technician - Advanced	20
IS Business Automation Specialist	10

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	88	4%	6	0.3%	75	3.4%	170	7.7%
Fiscal Year 2024	72	3.2%	6	0.3%	72	3.2%	151	6.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Natural Resources (DNR) is committed to being equitable, inclusive, and representative of the public we serve. As the DNR intentionally builds and promotes equitable and inclusive practices internally and externally, the core values of the agency will continue to strengthen and shine: integrity, professionalism, collaboration, respect, and customer service. The DNR recognizes that equity and inclusion are not milestones to achieve, but rather a mindset and continuous way of work.

Key accomplishments in DNR Equity and Inclusion work from July 1, 2022 – June 30, 2024, include:

- Connection through communication for all Equity and Inclusion efforts throughout the DNR leading to more collaborative, effective, and efficient EI work.
- Full agency representation and engagement in the development of the 2024 Equity and Inclusion plan.
- Implementation and expansion of an Annual Equity and Inclusion Learning Initiative available to all staff through optional programs including a keynote speaker, lunch and learns, books clubs, Take the Inclusion Challenge and a Belonging Builder Program.
- Continued high participation in the State of Wisconsin Student Diversity Internship Program.
- Strong participation and engagement in agency Wellness, Employee Engagement, and Diversity teams.
- Review and update of the interview process best practices; including communication, information, and training for interview panels and hiring supervisors, and review of all questions and benchmarks from an Equity and Inclusion lens.
- Updated training and conference policy available to all staff.
- Mandatory Culture of Belonging Training for all supervisors.
- Consistent support from department leadership for a culture of belonging, engagement, and equity and inclusion efforts.

Public Instruction, Department of

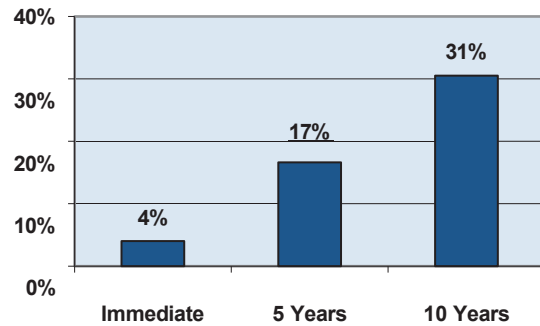
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	607
Full-time-equivalent employees	583.6
Average years of state service	10.0
Average age of employees	47.0
Percent racial and ethnic minorities	13.2%
Percent women	69.5%
Percent persons with disabilities*	18.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	22.2%
Percent in “protective” occupation	0%
Percent in Executive/Management position	7.6%
Percent in Supervisory* position	4.9%
*but not considered Executive/Management	
Average hourly pay rate	\$36.84
Median hourly pay rate	\$38

Job Classifications with the Most New Hires

<u>Fiscal Years 2023 and 2024 Combined</u>	
Education Consultant	27
Education Specialist	18
Child Care Counselor 1	14
Office Operations Associate	10
Teacher	10

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	56	9.9%	3	0.5%	14	2.5%	74	13.1%
Fiscal Year 2024	25	4.2%	4	0.7%	23	3.9%	52	8.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Public Instruction (DPI) Equity & Inclusion Plan incorporated several strategies that focused on recruitment, retention, and culture, and has accomplished the following action items:

Recruitment Efforts: We created a comprehensive agency calendar of events attended or facilitated by DPI staff, such as conferences, job fairs, and networking opportunities, to help HR staff recruit candidates from underrepresented and marginalized groups. The Department actively participated in the State of Wisconsin Student Diversity Internship Program.

Retention Efforts: The Employee Resource Group (ERG) protocol was updated to ensure the ERGs have guidance and structures to function effectively. We recognize that the creation and support of ERGs in the workplace is a vital tool in cultivating inclusivity, increasing belonging, and retaining diverse talent within the organization. With that in mind, ERGs are being formed to be permanent and indelible building blocks at DPI, woven into the cultural fabric of the department.

Culture Efforts: We have updated our Respectful Workplace Policy to show our commitment to fostering a respectful and inclusive workplace by prohibiting all forms of discrimination and harassment, both in-person and virtually, based on various protected characteristics.

Agency Commitment: We have developed a new vision which is Engaged Learners Creating a Better Wisconsin Together. A new mission statement was also created. The Department of Public Instruction is the state agency that advances public education and libraries in Wisconsin. Our mission is to advance equitable, transformative, and sustainable educational experiences that develop learners, schools, libraries, and communities in Wisconsin.

Public Service Commission

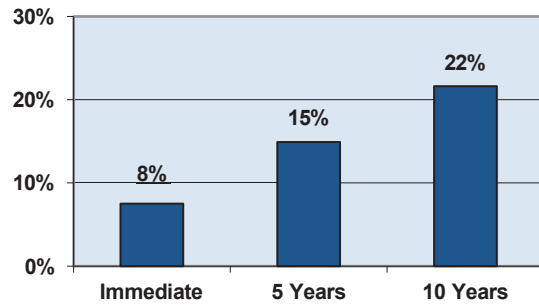
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	134
Full-time-equivalent employees	134.0
Average years of state service	9.3
Average age of employees	42.6
Percent racial and ethnic minorities	16.4%
Percent women	47%
Percent persons with disabilities*	20.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	17.2%
Percent in “protective” occupation	0%
Percent in Executive/Management position	7.5%
Percent in Supervisory* position	11.9%
*but not considered Executive/Management	
Average hourly pay rate	\$40.93
Median hourly pay rate	\$42

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Public Service Engineer - Senior	4
Program and Policy Analyst - Advanced	4
Public Utility Rate Analyst - Senior	3
Economist - Advanced	3
IS Data Services Senior	3

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	9	7%	1	0.8%	3	2.3%	13	10.2%
Fiscal Year 2024	14	10.5%	3	2.3%	3	2.3%	20	15%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Public Service Commission (PSC) continued their work to recruit a more diverse workforce by increasing outreach to diverse professional organizations, providing the EI Plan goals to screening and interview panel members, modifying job postings to include gender neutral language, removing non-essential language, and including language supporting diversity and work life balance.

The agency continued their work on the mentorship program where agency staff volunteer to mentor new hires. The mentorship program helps new employees feel connected to the agency, boosts employee engagement, and builds a culture of inclusivity, sharing and collaboration. Additionally, new employees are acquainted with the Inclusion, Diversity, Equity, Awareness and Service (IDEAS) Council where they learn about the purpose of the council and their contribution to the agency.

The PSC is committed to a team approach within the agency which includes reviewing employee survey data and employee feedback which is beneficial when making decisions. The agency is committed to ensuring that a respectful workplace is afforded to all employees. PSC employees were required to complete diversity training to include Respectful Workplace and Moving Beyond Compliance. In addition to mandatory/enterprise-required training, agency leadership encouraged employees to attend lunch and learns sponsored by the IDEAS Council.

Revenue, Department of

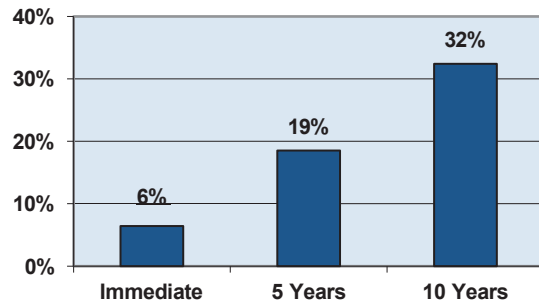
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	1086
Full-time-equivalent employees	1080.7
Average years of state service	10.2
Average age of employees	46.2
Percent racial and ethnic minorities	19.7%
Percent women	50.9%
Percent persons with disabilities*	11.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	27.8%
Percent in “protective” occupation	0.9%
Percent in Executive/Management position	3.8%
Percent in Supervisory* position	8.7%
*but not considered Executive/Management	
Average hourly pay rate	\$35.57
Median hourly pay rate	\$33

Job Classifications with the Most New Hires

<u>Fiscal Years 2023 and 2024 Combined</u>	
Revenue Agent	126
Revenue Auditor 1	37
Property Assessment Specialist	15
Tax Representative 3	8
IS Business Automation Senior	8

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	58	5.6%	12	1.2%	47	4.5%	120	11.5%
Fiscal Year 2024	66	6.2%	7	0.7%	28	2.6%	101	9.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Department of Revenue (DOR) is making significant strides in promoting diversity, equity, and inclusion through various initiatives. Here’s a summary of activities:

- **VIP Committee:** Engaged with diverse candidates through job fairs and community events, including celebrations like Juneteenth, to expand outreach in both rural and urban areas.
- **HR Hot Topics:** Held monthly sessions to inform employees about HR processes, helping internal candidates understand recruitment and career advancement.
- **Internal Policy Review:** An internal committee reviewed policies related to diversity, equity, and inclusion; 11 policies were reviewed in the 2023-2024 period.
- **Senior Leadership Accessibility:** DOR held office hours for senior leaders to promote open communication and feedback, along with employee-led committees and Resource Groups.
- **Mental Health Resources:** Partnered with the State’s Employee Assistance Program (EAP) to offer training and resources focused on mental health and wellbeing, communicated regularly to staff.
- **E&I Metrics Review:** Held quarterly meetings between R4 HRSS and senior leadership to analyze equity and inclusion metrics, as well as feedback from exit interviews, to address workforce changes and concerns.

These efforts demonstrate a commitment to fostering an inclusive workplace and support the growth and wellbeing of all employees.

Safety and Professional Services, Department of

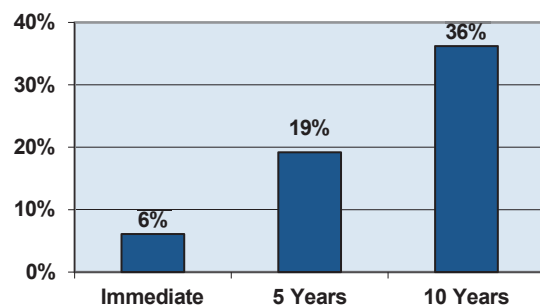
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	213
Full-time-equivalent employees	212.9
Average years of state service	8.4
Average age of employees	48.4
Percent racial and ethnic minorities	10.3%
Percent women	47.9%
Percent persons with disabilities*	16%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	56.8%
Percent in “protective” occupation	0%
Percent in Executive/Management position	1.9%
Percent in Supervisory* position	8.9%
*but not considered Executive/Management	
Average hourly pay rate	\$33.75
Median hourly pay rate	\$33

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
License/Permit Program Associate	11
Office Operations Associate	7
Operations Program Associate	6
Consumer Protection Investigator	6
Private Sewage Plan Reviewer	4

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	16	7.7%	1	0.5%	1	0.5%	18	8.7%
Fiscal Year 2024	16	7.5%	5	2.4%	4	1.9%	25	11.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Safety and Professional Services (DSPS) continued to work with Human Resources to expand recruitment activities to reach a broader range of potential applicants. The agency modified job postings to include language supporting diversity, flexibility, and work life balance. The agency expanded their participation in the State of Wisconsin Student Diversity Internship Program. DSPS leadership encouraged flexible work arrangements to attract and retain employees from across the state.

The DSPS continued to support diversity, equity, and inclusion through leadership’s continued participation on the Equity and Inclusion Advisory Committee (EIAC). Leadership worked with the EIAC committee to ensure that employees from different divisions were represented on the committee which created more opportunities for employee feedback, increased employee satisfaction, and employee retention. DSPS leadership is also working with the EIAC committee to develop a mentoring program designed to match employees with mentors at various levels of their desired career path. DSPS is committed to fostering a culture of inclusion through diverse recruitment strategies, professional development, and mentorship. All employees were required to complete Respectful Workplace Training to ensure a better work environment for all staff.

State Public Defender, Office of

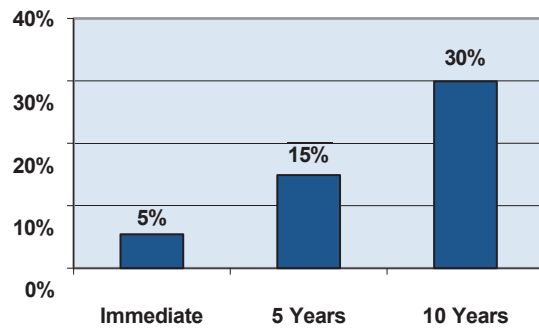
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	241
Full-time-equivalent employees	236.0
Average years of state service	10.3
Average age of employees	43.3
Percent racial and ethnic minorities	18.7%
Percent women	75.1%
Percent persons with disabilities*	8.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	81.3%
Percent in "protective" occupation	0%
Percent in Executive/Management position	2.5%
Percent in Supervisory* position	12.4%
*but not considered Executive/Management	
Average hourly pay rate	\$28.97
Median hourly pay rate	\$27

Job Classifications with the Most New Hires

<u>Fiscal Years 2023 and 2024 Combined</u>	
Legal Secretary	43
Public Defender Investigator	11
Paralegal	3
Legal Associate	3
Legal Secretary Supervisor	1

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	15	6.3%	0	0%	8	3.4%	23	9.7%
Fiscal Year 2024	24	10%	1	0.4%	6	2.5%	31	12.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of the State Public Defender (OSPD) has made significant strides in fostering a more diverse, equitable, and inclusive workplace. In the area of recruitment, a major accomplishment has been the development of a statement that underscores the connection between the agency's mission and vision and the principles of equity and inclusion. This statement, now included in all recruitments, serves to attract candidates who are aligned with the OSPD's commitment to these values.

To enhance retention, a bias and equity tool was created to assist stakeholders in evaluating the effectiveness of the strategies outlined in the Strategic Plan. This tool enables the OSPD to proactively identify and address potential barriers to equity, thereby fostering a more inclusive environment where all employees feel valued and supported.

In terms of culture, the OSPD has developed and deployed a culture survey, administered to all OSPD staff, with the goal of identifying areas of strength and opportunity for the agency. The results of this survey are being analyzed by the agency leadership team, and will serve as catalysts for changes to existing policies and procedures in order to foster a more inclusive work environment, provide tools for managers to be more effective, and remove barriers to employees feeling empowered to share their thoughts and ideas.

Technical College System Board

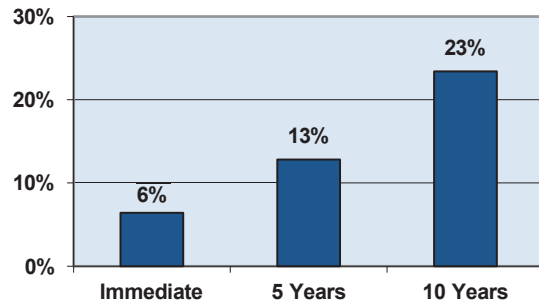
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	47
Full-time-equivalent employees	47.0
Average years of state service	11.5
Average age of employees	46.0
Percent racial and ethnic minorities	14.9%
Percent women	66%
Percent persons with disabilities*	6.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	2.1%
Percent in “protective” occupation	0%
Percent in Executive/Management position	14.9%
Percent in Supervisory* position	0%
*but not considered Executive/Management	
Average hourly pay rate	\$40.35
Median hourly pay rate	\$39

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Education Consultant	4
IS Systems Development Services Senior	1
IS Technical Services Senior	1
Communications Specialist - Senior	1

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	1	2.2%	0	0%	0	0%	2	4.4%
Fiscal Year 2024	1	2.1%	0	0%	3	6.4%	4	8.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Technical College System Board (WTCS) has taken several steps to ensure inclusivity in our work environment. One initiative we implemented was providing training to all of our hiring supervisors on setting benchmarks in a job announcement. Led by the Human Resources Director, this training helped to clarify the intent of the benchmarks and encourage fairness amongst all applicants. In addition to making our benchmarks more inclusive, we also revamped our job postings. The job postings now include several highlights of what our agency offers including expanded description of our office location, language encouraging underutilized groups to apply, a link to WDVA resources for veterans, and references to the Public Service Loan Forgiveness Program and WTCS’ tuition reimbursement program.

Our agency also administered stay interviews to a group of staff selected by agency leadership based upon seniority with the agency, inclusion in an underrepresented category, and role at the agency. The purpose of these interviews was to encourage retention amongst staff while they are still working at our agency. The stay interview results were presented to our President and Executive Vice President, who implemented some of the suggested changes almost immediately. For our staff who are leaving WTCS, we have created an exit interview for them to share their thoughts. This exit interview is available on Microsoft Forms. However, the Human Resources Director offers to meet with employees virtually or in-person if they would prefer additional discussion outside of the Form.

Transportation, Department of

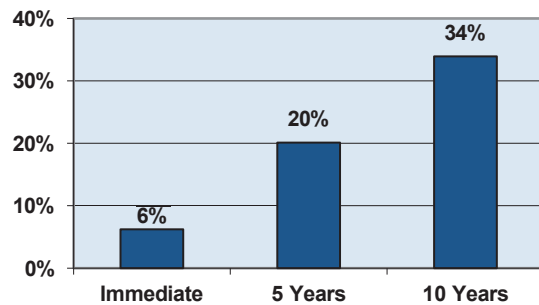
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	3002
Full-time-equivalent employees	2979.2
Average years of state service	11.9
Average age of employees	44.9
Percent racial and ethnic minorities	14.2%
Percent women	37.7%
Percent persons with disabilities*	11.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	41%
Percent in “protective” occupation	15.1%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	12.8%
*but not considered Executive/Management	
Average hourly pay rate	\$38.36
Median hourly pay rate	\$36

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
DMV Customer Service Representative	168
Civil Engineer - Transportation	47
State Patrol Inspector	42
Program and Policy Analyst - Advanced	31
Law Enforcement Dispatcher	30

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	149	5.1%	31	1.1%	131	4.5%	313	10.7%
Fiscal Year 2024	121	4.1%	22	0.7%	93	3.1%	241	8.1%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Transportation (DOT) continued its commitment to recruit and retain a diverse workforce while fostering an inclusive and respectful agency culture. DOT provided training and education to management and employees involved in the hiring process. They worked with Human Resources (HR) to increase opportunities to engage with and conduct outreach to diverse populations.

DOT leadership created the Office of Workforce Development (OWD) where staff lead workforce development initiatives to include employee engagement. OWD developed a stay interview process to gather feedback and improve employee retention.

DOT launched the agency’s Development, Recruitment, Inclusion, Values, and Engagement Committee (DRIVE). The committee includes staff from each division and Executive Offices, the Director of the Office of Workforce Development, a Board of Directors liaison, and the Employee Engagement Officer. The DRIVE Committee advises the Secretary’s office on issues that affect agency policy, practices, and service related to affirmative action and equal employment opportunities.

DOT leadership supported employees as they developed Colleague Engagement Networks (CEN). These employee networks help bring employees together to share, connect, engage, and build community.

DOT is developing a mentorship program that matches employees with mentors at various levels of their desired career path.

Veterans Affairs, Department of

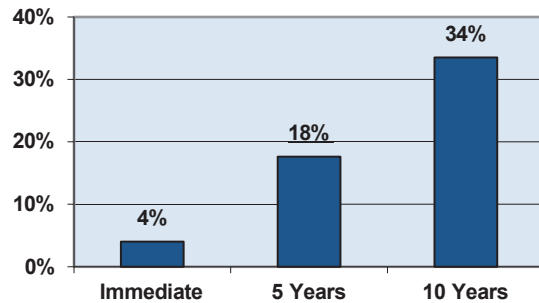
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	629
Full-time-equivalent employees	597.8
Average years of state service	10.5
Average age of employees	47.3
Percent racial and ethnic minorities	11.8%
Percent women	71.7%
Percent persons with disabilities*	16.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	63.9%
Percent in “protective” occupation	1.4%
Percent in Executive/Management position	2.5%
Percent in Supervisory* position	7.8%
*but not considered Executive/Management	
Average hourly pay rate	\$31.17
Median hourly pay rate	\$28

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Nursing Assistant 2	26
Custodian	23
Food Service Assistant 2	21
Nurse Clinician 2	18
Veterans Claims Officer 1	7

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	77	11.3%	15	2.2%	38	5.6%	130	19.1%
Fiscal Year 2024	75	11.7%	12	1.9%	33	5.2%	121	18.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Wisconsin Department of Veterans Affairs (WDVA) is dedicated to enhancing diversity, equity, and inclusion through its Equity and Inclusion Plan. Here is a summary of key activities:

- **Recruitment Mapping:** The Equity and Inclusion Advisory Committee (EIAC) collaborated with facilities to assess recruitment practices and identify areas needing additional resources.
- **Conflict Resolution:** The Retention Subcommittee analyzed exit interview data to understand employee concerns and developed internal communications to promote respectful communication.
- **Employee Engagement:** The EIAC developed an Employee Engagement Survey to gather feedback and make recommendations for improving the employee experience.
- **Belonging:** The EIAC’s Agency Culture Subcommittee developed and delivered skits at their all-employee meeting. This subcommittee is now exploring virtual access for staff in other locations to view.
- **Recognition:** WDVA recently implemented the Employee of the Quarter awards for Central Office, King Veterans Home and Union Grove Veterans home. These represent retention efforts to identify exemplary work by current staff.
- **Data Monitoring:** Senior Leadership met biannually with HR staff to review hiring, separation metrics, and exit interview data, allowing them to monitor workforce demographics and address concerns.

These initiatives underscore WDVA’s commitment to building a diverse and inclusive workplace while enhancing employee satisfaction and retention.

Workforce Development, Department of

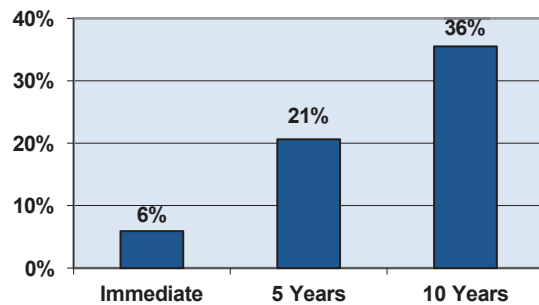
Profile of the Classified Workforce as of June 2024

Count of permanent classified employees	1424
Full-time-equivalent employees	1422.4
Average years of state service	10.4
Average age of employees	47.6
Percent racial and ethnic minorities	19.3%
Percent women	65.9%
Percent persons with disabilities*	21.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	47.1%
Percent in “protective” occupation	0%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	10.4%
*but not considered Executive/Management	
Average hourly pay rate	\$32.73
Median hourly pay rate	\$30

Job Classifications with the Most New Hires

Fiscal Years 2023 and 2024 Combined	
Unemployment Benefit Specialist	86
Employment Security Assistant 3	58
Employment & Training Specialist	41
Vocational Rehabilitation Specialist	25
Vocational Rehabilitation Counselor - In Training	25

Eligibility for Normal Retirement as of June 2024



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2023	119	8.7%	25	1.8%	49	3.6%	196	14.3%
Fiscal Year 2024	96	6.9%	19	1.4%	47	3.4%	163	11.7%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Workforce Development (DWD) maintained its dedication to strengthening diversity, equity, and inclusion (DEI) practices through several initiatives.

In the recruiting area, DWD participated in the State of Wisconsin Student Diversity Internship Program, SWSDIP. In 2023, DWD employed 13 SWSDIP interns and, in 2024, there were 10 interns. DWD updated the wording in our job announcements to emphasize the commitment of employing a diverse workforce. A recruitment checklist was created for supervisors to support recruiting a diverse workforce, including reviewing documents for biased language, reviewing job qualifications for inclusivity, and highlighting job postings to attract underutilized populations in diverse geographic regions.

Staff retention is an area of focus at DWD. The department conducts stay surveys to understand what factors make employees want to work at DWD. DWD conducts employee engagement surveys to determine which initiatives are working to retain staff and which can be enhanced to further support the agency workforce. For example, based on the results, DWD has increased its training and leadership opportunities. Further, DWD routinely offers programs that foster growth opportunities, such as the Leadership Challenge Program, which enhances leadership skills, and workshops, such as Moving, Up, Down and Around, which helps staff define their career path and navigate how to get there.

DWD's efforts are supported by its active Equity and Inclusion Advisory Committee, which advises on programs designed to ensure equal opportunity to all employees and applicants for employment. Committee members represent all DWD divisions and help support open communication regarding DEI initiatives across the whole agency.

Section 6

APPENDICES

Appendix A

GLOSSARY OF KEY TERMS

Affirmative action: “...specific actions in employment which are designed and taken for the purposes of all of the following: (a) ensuring equal opportunities; (b) eliminating a substantial disparity between the proportion of members of racial and ethnic, gender, or disability groups either in the classified civil service determined by grouping classifications according to similar responsibilities, pay ranges, nature of work, other factors recognized in the job evaluation process, and any other factors the division considers relevant, or in similar functional groups in the unclassified service, and the proportion of members of racial and ethnic, gender or disability groups in the relevant labor pool; (c) eliminating present effects of past discrimination” (s. ER 1.02(2), Wis. Adm. Code).

Affirmative action groups: One or more of the following: (a) racial or ethnic groups, (b) gender groups, and (c) person with disability groups.

Average: The arithmetic mean, or the number obtained by dividing the sum of a set of quantities by the number of quantities in the set.

Bargaining Unit: A group of employees that the Wisconsin Employment Relations Commission has certified as appropriate to be represented by a union for the purpose of collective bargaining.

Certification: A list of candidates from the register who have been identified as the most qualified candidates based upon evaluation of their application and assessment materials. Candidates on a certification list will receive further consideration for hire and will be evaluated during the following post-certification selection process (e.g., phone screen, interview, another post-cert assessment, etc.).

Classification/class title: “(1) The administrator shall ascertain and record the duties, responsibilities and authorities of, and establish grade levels and classifications for, all positions in the classified service. Each classification so established shall include all positions which are comparable with respect to authority, responsibility and nature of work required. Each classification shall be established to include as many positions as are reasonable and practicable. In addition, each class shall: (b) Be designated by the same official generic title. The official titles of classes so established shall be used in all reports and payrolls and in all estimates requesting the appropriation of money to pay employees. (c) Be so constituted that the same evaluated grade level within a pay schedule can be applied to all positions in the class under similar working conditions. (d) Where practical, be included in a series to provide probable lines of progression” (s. 230.09(1)(b)(c)(d), Wis. Stats.).

Classified employee: An employee included in the classified service comprised of all positions not included in the unclassified service (s. 230.08(3) and 230.09(2)(a), Wis. Stats).

Collective bargaining: “...the performance of the mutual obligation of the state as an employer, by its officers and agents, and the representatives of its employees, to meet and confer at reasonable times, in good faith, with respect to the subjects of bargaining provided in s. 111.91(1), with respect to public safety employees, and to the subjects of bargaining provided in s. 111.91(3), with respect to general employees, with the intention of reaching an agreement, or to resolve questions arising under such an agreement. The duty to bargain, however, does not compel either party to agree to a proposal or require the making of a concession. Collective bargaining includes the reduction of any agreement reached to a written and signed document” (s. 111.81(1), Wis. Stats.).

Disabled: Individuals who: (a) have a physical or mental impairment which makes achievement unusually difficult or limits the capacity to work; (b) have a record of such an impairment; (c) or are perceived as having such an impairment. Also, disabled veterans as defined in s. 230.03(9m), Wis. Stats. From s. ER 43.02(4m), Wis. Adm. Code. *See also the definition of “severely disabled employee.”*

Diversity: The varied identities and characteristics that distinguishes individuals or groups. It includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, and language. It also encompasses a wide range of attributes that we bring to the workplace including our values, beliefs, experiences, backgrounds, and behaviors that frame how we see the world and engage with others.

Employee: "...any person who receives remuneration for services rendered to the state under an employer-employee relationship in the classified civil service, except where otherwise stated or modified by rule" (s. ER 1.02(10), Wis. Adm. Code).

Equal employment opportunity (EEO) category: A job category defined by the federal government designating the kind of work performed for affirmative action reporting purposes.

Equity: The fair treatment, access, opportunity, and advancement for all. Equity also refers to fair and just practices, policies, and systems, based on a recognition of individual and group differences and barriers that disproportionately impact underserved and underrepresented individuals.

Fiscal Year: A 12-month period for which an organization plans the use of its funds. For the state of Wisconsin, the fiscal year runs from July of a calendar year through June of the next calendar year. This Report is based on a payroll fiscal year of 26 bi-weekly pay periods (52 calendar weeks) which closely approximates the July-thru-next-June budget fiscal year.

Full time equivalent (FTE): The number of hours budgeted for a position, with full-time usually considered to be 80 hours in a bi-weekly pay period. Therefore, for example, a position budgeted for 80 hours in a bi-weekly pay period would be 1.0 FTE (full-time); a position budgeted for 40 hours in a bi-weekly pay period would be 0.5 FTE (half-time).

Hourly pay rate: The pay rate received by an employee for all regular hours of work. The hourly pay rate includes the base pay rate plus certain supplemental pay "add-ons" that an employee will receive for all hours in pay status. Examples of these "add-ons" are pay supplements for professional licensures and certifications pertinent to the job duties of the employee. The hourly pay rate does NOT include supplemental pay that is paid only for certain work hours, such as shift or weekend differentials, holiday premiums, and premiums for temporary supervisory responsibilities.

Inclusion: The active and intentional cultivation of an environment in which everyone feels welcomed, respected, supported, valued, and empowered to fully engage.

Involuntary Separation: A separation from working for the executive branch of state initiated by the employer, and includes layoff, discharge, death, job abandonment, and unfit for duty. Movement between different state jobs is not considered a separation.

Job Group: A set of classifications combined by the Division of Personnel Management on the basis of similarity in the nature of the work, required education, training and skills, responsibility and pay range.

Limited term employee (LTE): "...employment in which the nature and conditions do not permit attainment of permanent status in class and for which the use of normal procedures for recruitment and examination are not practicable" (s. ER 1.02(17), Wis. Adm. Code). An LTE may not work more than 1039 hours in a year in the same position.

Median: The middle value, or the mean of the two middle values, of a set of numbers arranged in order of magnitude.

Normal retirement: Although any state employee vested in the WI Retirement System may retire at age 55 (age 50 for protective occupation employees), retirement eligibility in this Report is based on “normal” retirement. Normal retirement is the ability to retire with no age-based discount to the retirement benefit, i.e., without penalty for “early” retirement. “Normal retirement age” as defined by the Department of Employee Trust Funds is: age 65 for General employees (including teachers); age 62 for Elected and Executive employees; age 54 for Protective Occupation employees (or age 53 with 25 years of service). Normal retirement eligibility also includes General, Elected, Teachers, and Executive employees who are age 57 or older and have at least 30 years of service. See also the definition of “vesting.”

Original Appointment: “...the appointment of a person who has not attained permanent status in class or permanent status, or the appointment of a current or former employee on a basis other than a demotion, promotion, reinstatement, restoration, or transfer to a classified position in which permanent status can be attained” (s. ER 1.02(22), Wis. Adm. Code).

PeopleSoft: A human resources information system implemented by the State of Wisconsin in December 2015. PeopleSoft is an enterprise resource planning system that has also been implemented by the State for other business areas including budget and procurement.

Permanent classified employee: “...a person who is an employee as a result of a permanent appointment, whether or not the employee has attained permanent status” (s. ER 1.02(26), Wis. Adm. Code). Permanent classified employees must compete within the merit recruitment and selection system to attain their first state position. Permanent classified employees on a leave of absence who are not serving in an unclassified position were excluded from this report.

Permanent appointment: “...the appointment of a person to a classified position in which permanent status can be attained” (s. ER 1.02(25), Wis. Adm. Code).

Permanent status: “...the rights and privileges attained upon successful completion of a probationary period or career executive trial period required upon appointment to a permanent, seasonal, or sessional position” (s. ER 1.02(28), Wis. Adm. Code).

PMIS: The Personnel Management Information System (PMIS) was the system used for position and personnel data prior to the implementation of the Oracle PeopleSoft system in December 2015.

Project position: “...a position which is normally funded for 6 or more consecutive months and which requires employment for 600 hours or more per 26 consecutive bi-weekly pay periods, either for a temporary workload increase or for a planned undertaking which is not a regular function of the employing agency and which has an established probable date of termination. No project position may exist for more than 4 years” (s. 230.27(1), Wis. Stats).

Promotion: “Except as provided in s. ER-MRS 14.02, Wis. Adm. Code, ‘promotion’ means any of the following:

- (a) The permanent appointment of an employee to a different position in a higher class than the highest position currently held in which the employee has permanent status in class;
- (b) The permanent appointment of an employee or former employee in layoff status to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee or former employee became subject to layoff; or
- (c) The permanent appointment of an employee on an approved leave of absence, either statutorily mandated or granted by an appointing authority, to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee began the leave of absence” (s. ER 1.02(36), Wis. Adm. Code).

Protective Occupation: A category of retirement participation under the Wisconsin Retirement System that covers individuals whose principal duties involve active law enforcement or active fire suppression or prevention,

provided the duties require frequent exposure to a high degree of danger or peril and also require a high degree of physical conditioning, or who are specifically included in this category in the statutes. Employees in protective occupations can generally retire at a younger age than other employees.

Reclassification: The assignment of a filled position to a different job classification based upon logical and gradual change to the duties or responsibilities of a position or the attainment of specified education or experience by the incumbent such that the duties performed are better described by a new classification title.

Register: List of applicants who have completed the application process and have been deemed minimally qualified or eligible for further consideration in the selection process based upon initial evaluation of their application and assessment materials.

Retirement eligibility: See the definition of “Normal retirement” on the preceding page.

Separation: As used in the report for calculating employee turnover, a separation is termination of a permanent classified employee from employment with the executive branch of the state. Movement between classified positions within an agency or between state agencies, or from the classified to the unclassified service in the executive branch, is not considered separation from state service.

Seniority: The total length of service as a state employee, with deductions for breaks in service.

Severely disabled employee: An employee in the classified service with a chronic disability if the chronic disability meets all of the following conditions.

- (a) It is attributable to a mental or physical impairment or combination of mental and physical impairments.
- (b) It is likely to continue indefinitely.
- (c) It results in substantial functional limitations in one or more of the following areas of major life activities: self-care; receptive and expressive language; learning; mobility; capacity for independent living; and economic self-sufficiency.

From s. ER 43.02(4m)(b), Wis. Adm. Code.

Surplus (pool) positions: Temporary positions authorized by the secretary of the Department of Administration which are necessary to maintain adequate staffing levels for high turnover classifications, in anticipation of attrition, to fill positions for which recruitment is difficult (s.16.50(3)(f), Wis. Stats).

Unclassified: All state officers elected by the people, officials and employees appointed by the governor, all employees of the University of Wisconsin System, most division administrator positions, agency secretaries, deputies, assistant deputies and executive assistants, assistant district attorneys and assistant state public defender attorneys, legislative and judicial employees, and certain others. In general, unclassified employees are hired by processes other than the merit recruitment and selection system required for hire into permanent classified positions.

Underutilization: Having more than 2 standard deviations below the expected number of minorities or women in a particular job group than would reasonably be expected by their availability in the relevant labor force.

Vesting: To be eligible for a retirement benefit, employees must meet one of two vesting laws based on when they first began WRS employment:

1. Participants who first began WRS employment after 1989 and terminated employment before April 24, 1998, must have some WRS creditable service in five calendar years; or
2. Participants who first began WRS employment on or after July 1, 2011, must have five years of WRS creditable service.

If neither vesting law applies, participants were vested when they first began WRS employment. Vested participants may receive a retirement benefit at age 55 (age 50 for protective category participants), once they terminate all WRS employment. Participants who are not vested may only receive a separation benefit.

Voluntary Separation: A non-retirement separation from working for the state by the active choice of the employee, and includes all separation reasons other than retirement, layoff, discharge, death, job abandonment, and unfit for duty. Movement between different executive branch state jobs is not considered a separation. While retirements are generally voluntary, for purposes of analysis in this report retirements are often treated as a separate category from voluntary separations.

Appendix B

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) JOB CATEGORIES

1. Officials – Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

3. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

4. Protective Service: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a New Careers concept. Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemaker aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

6. Administrative Support (Including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

7. Skilled Craft: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

8. Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry-cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Source: https://www.eeocdata.org/pdfs/2023_EEO-4_Instruction_Booklet.pdf (pages 16-17) updated 11/13/2024

Appendix C STATISTICAL METHODS

This edition of the *Classified Workforce and Affirmative Action Report* includes statistical significance testing for selected equal employment opportunity data in Table 14 and Chart 26.

The statistical approach used for this Report is the credibility interval, or “Bayesian Confidence Interval.” This statistic gives us a bounded range of variation within which we would expect percentages to vary by chance, given the number of persons involved. Percentages that exceed the bounds and fall outside the interval are deemed “statistically significant,” unlikely to be superficial differences influenced by random variation among a group of small size. Small groups tend to yield wide credibility intervals for random changes in the composition of the groups; these credibility intervals narrow as the size of the group increases.

Bayesian Confidence Interval

Technically speaking, a common form of Bayesian confidence interval (CI) for percentages uses the Beta distribution of posterior probabilities, which can be easily implemented in Excel using the BetaInv function to find the upper and lower limits of a 95% CI given the numerator (n) and denominator (d) of the percentage:

$$\text{Lower limit (ll)} = \text{BetaInv}(.025, n, d-n) \quad \text{Upper limit (ul)} = \text{BetaInv}(.975, n, d-n)$$

For example, Chart 26 shows that women account for 52.4% of all permanent classified employees and accounted for 65.0% of all discharges during probation. Are these percentages significantly different? We construct a 95% CI for the percentage of employees who identified as women (n=15,419, d=29,416, ll=51.8%, ul=53.0%), and another CI for the percentage of discharges during probation that were women (n=65, d=100, ll=55.4%, ul=74.0%). If the confidence intervals do not overlap--the upper limit of one interval is less than the lower limit of the other--then the difference of percentages is “statistically significant” (at the p<.05 level of confidence). In this example, the confidence intervals 51.8% to 53.0% and 55.4% to 74.0% do not overlap, and therefore the difference between 65.0% of discharges during probation and 52.4% in the workforce may be considered significant. In fact, because the two confidence intervals do not come very close to overlapping, we can strongly infer that the difference between 65.0% of discharges during probation and the overall prevalence of 52.4% in the workforce is not due to random chance.

Interpretation of Statistical Significance

It is important to recognize that the statistically significant difference discussed above is not sufficient to indicate a bias against discharging women during probation. Chart 26 shows that women accounted for a relatively higher proportion of new hires (57.0%) than their proportion in the workforce (52.4%). Therefore, one might expect that women would account for a higher proportion of the discharges during probation than their proportion in the workforce since women were hired at a higher rate than their proportion in the workforce. Furthermore, the difference between the percentage of new hires that were women (57.0%) and the percentage of women discharged during probation (65.0%) was not statistically significant. In evaluating any statistically significant outcome, it is important to consider the comparison being made and additional factors that were not accounted for in the statistical test itself.

Appendix D

RACE and ETHNIC IDENTIFICATION

The concept of race as used by the Equal Employment Opportunity Commission (EEOC) does not denote clear-cut scientific definitions of anthropological origins. For this report, employees are included in the category to which they identify in the state human resource information system, known as PeopleSoft. However, no person may be counted in more than one race, including an ethnic category.

While not a race identification, the category "Hispanic or Latino" is included as a separate category with race; for this reason, all persons included in the "Hispanic or Latino" ethnic category are not included in any other race category.

Some tables and charts in this report rely on US Census Bureau data. The US Census Bureau defines race and ethnicity differently than the EEOC. Ethnicity is defined "as a person's self-identification with one or more social groups. An individual can report as White, Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, or some other race. Survey respondents may report multiple races." Ethnicity, according to the [US Census Bureau](#), "determines whether a person is of Hispanic origin or not. For this reason, ethnicity is broken out in two categories, Hispanic or Latino and Not Hispanic or Latino. Hispanics may report as any race."

The introduction of the "Persons of Two or More Races" race category has been added to more accurately reflect the demographics of the state's workforce. The PeopleSoft system allows employees to select more than one race and ethnic category but must identify a primary. Previous versions of this report only reported the individual's 'primary' race or ethnicity. In this report, all persons selecting more than one race category are included in the "Two or More Races" category. All persons who select at least one race and "Hispanic or Latino" will be included in the "Hispanic or Latino" ethnic category and not included in "Two or More Races" or any other race category.

In previous versions of this report, "Asian" and "Native Hawaiian or Other Pacific Islander" were combined to show historical trends consistent with prior years. In this report, "Asian" and "Native Hawaiian or Other Pacific Islander" are reported separately, consistent with EEO categories, and the way data is collected from employees.

The following definitions of race and ethnic categories are used for EEOC required reporting:

- a. **American Indian or Alaska Native** - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.
- b. **Asian** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- c. **Black or African American (Not of Hispanic Origin)** - All persons having origins in any of the Black racial groups of Africa.
- d. **Hispanic or Latino** - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

- e. **Native Hawaiian or Other Pacific Islander** - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- f. **White (Not of Hispanic Origin)** - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- g. **Persons of Two or More Races** - All persons who identify with two or more of the above race categories.

Source: <https://www.eeoc.gov/federal-sector/reports/appendix-1-glossarydefinitions-0>, as of 11/13/2024

Appendix E MAP OF WISCONSIN BY REGION

