



State of Wisconsin Classified Workforce & Affirmative Action Report

Fiscal Years 2015 and 2016

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, 2014 through June 30, 2016.

Division of Personnel Management

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State of Wisconsin

Classified Workforce & Affirmative Action Report Fiscal Years 2015 and 2016

**Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2016 (June 2016),
and including Affirmative Action statistics for Fiscal Years 2015 and 2016**

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2016 Classified Workforce & Affirmative Action Report

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STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION

Scott Walker, Governor
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Gregory L. Gracz, Division Administrator

Dear Reader:

It is my pleasure to present the Classified Workforce and Affirmative Action Report for fiscal year (FY) 2016.

This Report serves the following purposes:

- Satisfies the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature on affirmative action goals, recommended actions for fiscal years 2015 and 2016, statistics, and accomplishments;
- Provides a historical reference almanac on classified state employee demographics as of June 2016, and how demographics have changed in the ten years since 2006; and
- 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.

This Report documents the permanent classified workforce, and therefore excludes unclassified, temporary, judicial, legislative, and employees in the University of Wisconsin System. There are two primary reasons for this limited scope. The first reason is that permanent classified employees are the stable “career” workforce in the executive branch for carrying out the programs established by the governor and legislature. The second reason is that the Department of Administration does not administer personnel systems outside of the Executive Branch.

Trends revealed in this Report include:

- The non-UW classified workforce is incrementally larger in June 2016 than in June 2006 (28,858 full-time-equivalent filled positions compared to 28,767 previously).
- The percentage of racial/ethnic minorities in the classified workforce continues to increase each year, reaching a new high of 12.7% in June 2016.
- The percentage of state employees with voluntarily self-reported disabilities continues to decrease each year, now down to 4.6%.
- The rate of employees separating from state service increased each of the last three years, reaching an annual rate of 13.4%, the highest rate in at least a decade.
- The percentage of employees immediately eligible for normal retirement is 8.3%, up from 6.4% ten years ago in June 2006.

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,

Gregory L. Gracz
Administrator

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2016 CLASSIFIED WORKFORCE AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

Profile of the Permanent Classified Workforce - June 2016 compared with June 2006 Excluding University of Wisconsin Classified Employees¹

	2016	2006 ¹
Count of job classifications for the classified service	1,590	1,753
Number of full-time-equivalent permanent classified employees	28,857.5	28,766.5
Headcount of permanent classified employees	29,410	29,647
Percentage represented by a labor union	2.5%	84.6%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	44.7%	41.6%
Average age	45.3	45.7
Average years of state service	12.1	13.7
Percentage with single state health insurance coverage	28.0%	26.1%
Percentage with family state health insurance coverage	59.1%	64.1%
Average annualized full-time salary based on hourly rate	\$52,696	\$44,320
Median annualized full-time salary based on hourly rate	\$48,173	\$40,726
Percent racial/ethnic minorities	12.7%	9.1%
Percent women	50.9%	49.6%
Percent persons with disabilities ²	4.6%	6.8%
Original new hires into permanent classified positions	3,245	2,610
Annual Turnover Rate		
Rate of retirements from state service	4.2%	2.8%
Rate of layoffs	0.04%	0.3%
Rate of involuntary discharges	1.4%	0.9%
Rate of all other separations (resignation, disability, death)	7.8%	4.1%
Total rate of all separations from state service	13.4%	8.1%
Percent eligible for normal retirement ³ immediately	8.3%	6.4%
Percent eligible for normal retirement ³ within 5 years	22.1%	21.0%
Percent eligible for normal retirement ³ within 10 years	39.0%	39.6%

¹2006 data excludes over 9,000 UW System classified employees for better comparison with FY2016 executive branch when all UW System employees became unclassified.

²Disabilities are voluntarily self-reported.

³Retirement with no actuarial age reduction factor. See definition of "normal retirement" in the glossary.

EXECUTIVE SUMMARY

This report serves several purposes:

- It continues a series of biennial reports that provide workforce statistics both agency-by-agency and enterprise-wide, allowing for analysis of workforce characteristics and trends.
- It showcases agency diversity accomplishments.
- It provides statutorily mandated affirmative action reporting for fiscal years 2015 and 2016.
- It illuminates the demographic characteristics of the permanent classified workforce as of June 2016 and shows comparisons with the workforce in June 2006, 10 years earlier. (Other fiscal year data referenced in this summary was published in previous reports.)
- It quantifies key personnel transactions that occurred during fiscal years 2015 and 2016.
- It exhibits the potential for employee retirements now and in the near future.

Scope of Report

This report focuses on the approximately 29,400 employees who comprise the permanent classified workforce in the executive branch of state government, which is the core workforce for carrying out the operations and programs for executive branch state agencies.

The following types of state employees are generally excluded from this report:

- Elected officials
- Employees of the legislature
- Employees of the state judicial system
- Appointees in the unclassified service such as agency heads and other executives
- State prosecutor and public defender attorneys, which are in the unclassified service
- Limited term and project employees
- Employees of the University of Wisconsin System. Until July 2015 the UW System included nearly 10,000 classified employees along with unclassified higher education employees such as faculty, academic staff, administrators, research assistants, and student assistants. Effective July 1, 2015, legislation was implemented which removed all UW employees from the classified service.
- Employees of state authorities who are generally not considered state employees.

Data Sources and Limitations

Due to the transition in December 2015 from legacy payroll systems to the State's PeopleSoft information system, the data for this report comes from three principal sources: the legacy Payroll system (WISPER), the Personnel Management Information System (PMIS), and the State's PeopleSoft redundant data.

As indicated above, the UW System no longer has classified employees. Therefore, to make more meaningful comparisons of 2016 data with 2006 data, UW System classified employees are removed from the 2006 data. This allows for a historical comparison of the non-UW executive branch.

Efforts were made to supply missing data, to correct data errors, and to categorize and interpret data consistent with past reports.

Composition of the Permanent Classified Workforce

Minor recent increase in classified workforce, although below historical peak number. At the end of FY 2016, the state employed 28,857.5 full-time-equivalent permanent classified employees, 91 more than in June 2006. In these last 10 years, the agency with the largest growth in FTE employees was the Department of Veterans Affairs (+266), while the Departments of Corrections and Workforce Development had the largest decreases at -338 and -337, respectively. In percentage terms, the largest growth was in the Department of Employee Trust Funds (+40%). These other agencies grew by at least 30%: Veterans Affairs and Military Affairs at 31% each, and the Board on Aging & Long Term Care at 30%. The largest percentage decrease by far was Tourism at -39%. (See Table 1)

A nearly statewide workforce. Classified state employees live and work in every Wisconsin county except Menominee. (See Table 8)

More older employees. 2016 data shows many more employees age 60 and older than in 2006, and also more employees at the younger end of the age scale (ages 22 to 34). By contrast, for the predominant ages 42 to 57, there were many more employees in 2006 than in 2016. The overall effect is that the age distribution is “flatter” or more spread-out in 2016 than in 2006, which will help limit the risk of a retirement “bubble”. (See Chart 3)

Typical pay rates. For classified employees, the median pay rate was \$23.16/hour, and the average rate was \$25.33/hour. Rounded to the nearest dollar, the 3 most common individual pay rates were \$19, \$17, and \$15/hour. (See Chart 11)

Health Insurance. In June 2016, 87.1% of employees had a state health insurance plan. There were more than twice as many family plans as single plans (59.1% to 28.0%). (See Table 7)

Equal Employment Opportunity and Affirmative Action

Minorities increasing as percentage of classified employees. The percentage of racial/ethnic minorities among state employees continues to increase, reaching 12.7% at the end of FY 2016, up slightly from 12.4% at the end of FY 2014. (See Tables 14 – 16)

Minorities highly concentrated among Personal Care Aides. At the end of FY 2016, minorities accounted for 46.6% of employees in the job group of Personal Care Aides, more than twice the concentration in any other job group. Minorities were least represented among Natural Science and Laboratory Technicians at 1.9%. (See Table 24)

The percentage of women remains constant. Women account for 50.9% of the classified work force in 2016, slightly higher than the 49.6 % in 2006. Chart 17 depicts the employment gains and losses of women by agency in 2016 as compared to 2006. The percentage of women in the classified workforce (50.9%) is statistically higher than in the general labor force (47.4%).

Fewer employees with disabilities. The percentage of classified employees with a self-reported disability continues to decline, down to 4.6% in 2016 from 5.2% at the end of FY 2006. The trend of decreasing numbers of employees with self-reported disabilities is of particular interest because the average age of employees is higher than 10 years ago and increased age is typically correlated with a higher probability of having a disability. It is not known whether there are really fewer employees with disabilities or instead a lower inclination to voluntarily self-report disabilities. (See Table 16 and Chart 19)

Personnel Transactions and Separations from State Service

More than 12 new hires per business day. In fiscal year 2016, there were 3,245 new hires into permanent classified positions. New hires were every age from 17 through 66. The median age of new hires was 32, with the 8 most common ages for new hires being all the ages in the range from age 22 to age 29. (See Table 34 and Chart 36) A trend to watch is the decreasing number of applicants per job announcement over the last four years. (See the Wisc.Jobs page)

Most employees retire by age 62. Of 1,260 retirements, both the average and median age at retirement was about 61. The four most common retirement ages, in order starting with the most common, were 62, 63, 55, and 57. (Age 55 is the earliest possible retirement age for most state employees, though 55 would be considered early retirement except for employees in protective occupations.) (See Chart 37 and Table 38)

High Turnover in Department of Veterans Affairs. The Department of Veterans Affairs had the highest rate of voluntary separations from state service at 17.0%, and excluding small agencies, the highest rate of involuntary separations at 4.3%. (See Table 38)

The rate of separations continues to climb. The overall rate of separations from state service reached a new high of 13.4% in FY 2016, driven mostly by increases in the rate of non-retirement separations over the last several years, from 2.8% in FY 2010 to 9.1% in FY 2016. (See Table 39 and Chart 40)

Retirement Eligibility

Note: The precision of retirement eligibility data in this report is limited by the fact that some employees have creditable service toward retirement earned from other public employment outside of state service which is not information available for this report. This report calculates retirement eligibility based solely on years of state service. Therefore, actual rates of retirement eligibility may be greater than the estimates shown in this report.

One in every twelve employees is already eligible for normal retirement. As of June 2016, 8.3% of the classified workforce, or 2,441 employees, were eligible for normal retirement under the Wisconsin Retirement System. This percentage is higher than the 7.8% eligible in June 2012, and 6.4% in June 2006. Projecting 5 years forward, 22.1% of June 2016 employees will have attained eligibility for normal retirement by June 2021. Among agencies with at least 100 employees, the Public Service Commission has the highest rate of retirement eligibility, with 15% immediately eligible. Projecting 5 years ahead, 29% of WI Historical Society and Commissioner of Insurance current employees will attain normal retirement eligibility, with the Dept. of Administration and Public Service Commission close behind at 28%. (See Table 43)

Possible Public Safety Retirements. As of June 2016, 623 employees (12%) in the Public Safety job group were already eligible for normal retirement, and 1,345 within 5 years. (See Table 42)

Conclusion

The size of the classified workforce is very similar to 10 years ago in 2006. However, the annual rate of separations from state service is greater, at 13.4% compared to 8.3%, and has been rising markedly the last 3 years.

Another trend to watch is the decreasing average number of applicants for state job announcements, with a particular need to identify occupations where attracting well-qualified candidates has become difficult.

Minority representation in the classified workforce reached a new high of 12.7%. However, for equal employment opportunity/affirmative action, the greatest challenges remain the same as those identified in the previous three reports: (1) reaching out to the growing Hispanic labor force, (2) improving the retention rate of minority employees, and (3) exploring the reasons for the decreasing number of employees reporting disabilities.

Even after the retirement spike in FY 2011, the rate of employees eligible for immediate normal retirement at 8.3% is greater than the 6.4% retirement-eligible 10 years ago in June 2006. This, and the greatly increased number of employees age 60 and over, suggests that state employees align with the national trend of more workers delaying retirement.

Section 1

AGENCY WORKFORCE SUMMARIES

This Section provides one-page summaries for each executive branch state agency with at least 35 permanent classified employees. The University of Wisconsin System no longer has classified employees (since July 2015) and therefore, is excluded.

The agency summaries on the following pages include:

- Employee demographics from a June 2016 snapshot.
- Classifications with the most new original hires in fiscal years 2015 and 2016.
- The eligibility of agency employees for retirement now and in the near future.
- Summary statistics of employees who left state service in fiscal years 2015 and 2016.
- Equal Employment Opportunity/Affirmative Action program accomplishments.

Board on Aging & Long Term Care

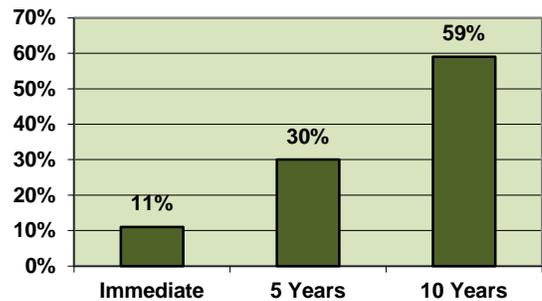
Profile of the Classified Workforce as of June 2016

Count of permanent classified employees	37
Full-time-equivalent employees	36.5
Average years of state service	11.2
Average age of employees	54.4
Percent racial/ethnic minorities	8.1%
Percent women	81.1%
Percent persons with disabilities*	2.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	24.3%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.4%
Percent in Supervisory* position	8.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$20.96
Median hourly pay rate	\$20.60

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined	
Ombudsman Services Specialist	3
Medigap Insurance Specialist	2
Operations Program Associate	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	1	2.8%	0	0.0%	1	2.8%	2	5.6%
Fiscal Year 2016	0	0.0%	0	0.0%	1	2.7%	1	2.7%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Board on Aging & Long Term Care remains committed to the concepts of equal opportunity, diversity, and effective performance in completion of the agency’s mission. The Board on Aging & Long Term Care continues to grow in response to an aging population and to the increased number of providers of, and methods of providing, care to Wisconsin’s aging and disabled citizens. While many of the job skills required by positions within the agency continue to be seen as being “traditionally female,” the agency’s efforts to secure a balanced and competent staff will continue. The Board has, in the recent past, made notable progress in hiring people of color, ethnic minorities, and veterans. The Board’s determination to maintain a highly qualified staff that represents the wide variety of cultures and ethnicities in the community that we serve is unwavering.

Department of Administration

Profile of the Classified Workforce as of June 2016

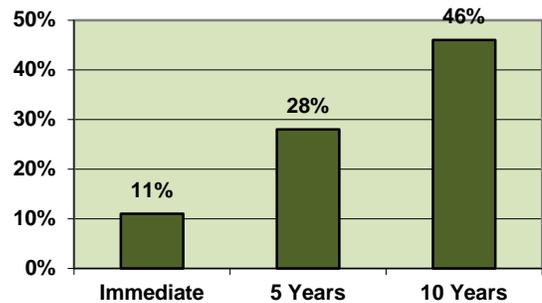
Count of permanent classified employees	883
Full-time-equivalent employees	879.93
Average years of state service	14.2
Average age of employees	49.7
Percent racial/ethnic minorities	10.2%
Percent women	39.4%
Percent persons with disabilities*	9.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	30.2%
Percent in "protective" occupation	4.6%
Percent in Executive/Management position	10.6%
Percent in Supervisory* position	13.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.93
Median hourly pay rate	\$32.17

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Police Officer	12
Facilities Maintenance Spec-Adv	7
Contracts Specialist	6
Grants Specialist-Adv	5
Law Enforcement Dispatcher	5
Program and Policy Analyst-Adv	5

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	33	3.9%	4	0.5%	30	3.6%	67	8.0%
Fiscal Year 2016	47	5.3%	6	0.7%	46	5.2%	99	11.2%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department strives to recruit and hire highly qualified members from the underutilized target groups. Over the past year, the AA Officer conducted the 4th bi-annual state jobs workshop at UW-Madison and attended multiple career fairs to promote DOA/WI state government as an employer.

The Department developed an HR skill-building training for hiring managers to help improve recruitment and selection practices. This supervisor training was offered in Fall 2014 and again in Winter 2015.

In our effort to increase the retention and promotion of qualified employees at DOA we developed an engagement survey, provided employees with diverse and educational trainings and events and in the summer of 2016 rolled out a DOA internship program that hired 22 interns into 9 divisions.

Department of Agriculture, Trade and Consumer Protection

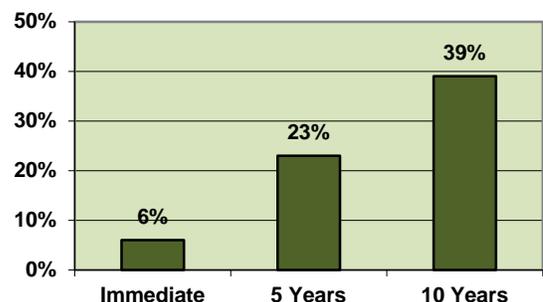
Profile of the Classified Workforce as of June 2016

Count of permanent classified employees	561
Full-time-equivalent employees	554.6
Average years of state service	12.3
Average age of employees	46.9
Percent racial/ethnic minorities	4.3%
Percent women	48.8%
Percent persons with disabilities*	7.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	43.5%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.3%
Percent in Supervisory* position	12.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.87
Median hourly pay rate	\$25.30

Job Classifications with the Most New Hires

<u>Fiscal Years 2015 and 2016 Combined</u>	
Meat Safety Inspector-Entry	25
Food & Dairy Sanitarian	11
IS Systems Devmnt Services Specialist	5
Agriculture Program Sec-Senior	4
Food Scientist-Adv	4
Wts & Measures Petro Sys Spec	4

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	32	5.7%	6	1.1%	28	5.0%	66	11.8%
Fiscal Year 2016	22	3.9%	8	1.4%	26	4.6%	56	10.0%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department has expanded recruitment efforts by partnering with educational institutions. Staff conduct presentations in classrooms and attend career fairs onsite throughout the state to increase the number of minority, women, persons with disabilities and veteran applicants who apply for positions. These partnerships have assisted in recruiting a diverse candidate pool for positions where populations are underrepresented and building public awareness of the employment opportunities available within the Department.

The Department has identified organizations that provide training, supportive services, programming and educational services throughout the state and will continue to foster these work relationships in order to build stronger connections with the populations served by these organizations.

DATCP is building cultural awareness and identifying ways to build more inclusive environments by inviting presenters to speak in our work setting about their areas of expertise related to different cultures.

Department of Children and Families

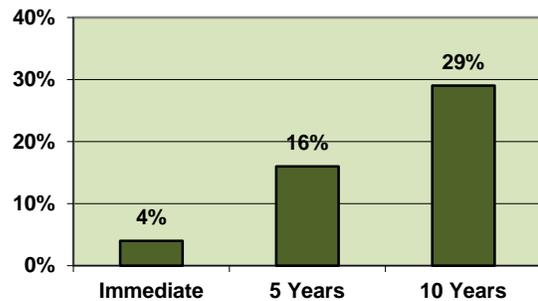
Profile of the Classified Workforce as of June 2016

Count of permanent classified employees	702
Full-time-equivalent employees	691.95
Average years of state service	10.1
Average age of employees	45.1
Percent racial/ethnic minorities	24.2%
Percent women	77.9%
Percent persons with disabilities*	7.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	21.1%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.3%
Percent in Supervisory* position	14.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.92
Median hourly pay rate	\$25.20

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined	
Initial Assessment Specialist	43
Program and Policy Analyst-Adv	16
Child Care Subsidy Spec	11
Human Services Area Coordinator	7
License/Permit Prog Associate	7
Licensing/Certification Specialist	6

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	75	10.6%	7	1.0%	23	3.3%	105	14.9%
Fiscal Year 2016	65	9.1%	9	1.3%	19	2.7%	93	13.1%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department continues to focus recruitment efforts to expand our workforce to mirror the customers we serve. We have strategic recruitment plans (also AA Plan goals) in two areas, our Division of Milwaukee Child Protective Services (DMCPS), (formerly the Bureau of Milwaukee Child Welfare) and our Bureau of Information Technology. Through outreach and focused efforts DCF has had the highest percentage of racial and ethnic minority employees among all state agencies in both the FY12 (21.5%) and FY14 (22.9%) reporting periods. In addition, as of FY14, DCF.

- is not underutilized for any women in any Job Group.
- is not underutilized in any of the Job Groups that includes Managers or Supervisors. This includes Administrators, Senior Executives, Mid-level Supervisors, Business or Financial Supervisors, and Health/Social Services Supervisors.
- is no longer underutilized in Job Group 112 – Social Services Professionals. As a result of multi-faceted efforts with our DMCPS, DCF applied for, and was awarded, the Wisconsin State Council on Affirmative Action’s 2014 Diversity Award.

Department of Corrections

Profile of the Classified Workforce as of June 2016

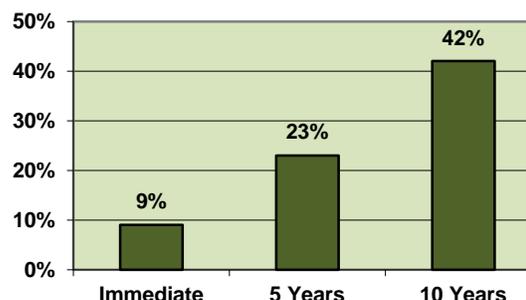
Count of permanent classified employees	9,259
Full-time-equivalent employees	9,154.67
Average years of state service	12.2
Average age of employees	43.6
Percent racial/ethnic minorities	10.5%
Percent women	42.4%
Percent persons with disabilities*	2.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	76.1%
Percent in "protective" occupation	64.1%
Percent in Executive/Management position	1.1%
Percent in Supervisory* position	9.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$22.48
Median hourly pay rate	\$20.55

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Correctional Officer	1,114
Probation And Parole Agent	170
Office Operations Associate	90
Nurse Clinician 2	66
Social Worker-Corrections	60
Youth Counselor	56

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	580	6.1%	114	1.2%	379	4.0%	1,073	11.3%
Fiscal Year 2016	788	8.4%	148	1.6%	395	4.2%	1,331	14.2%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

DOC created and delivered an E-Learn training for all employees on harassment and bullying. It is accessible to all employees and is required training for all new employees once they start with DOC. It is part of our New Employee Orientation training.

The Department has revised our policy on harassment and discrimination. (At approximately the same time the E-Learn training was released as well, which helped with the revisions). The policy has assisted the department with efficiency and consistency on handling harassment complaints.

Interview Panel Training for Managers: This is covered briefly in new Supervisory training. DOC is looking into revising and improving this training.

Department of Employee Trust Funds

Profile of the Classified Workforce as of June 2016

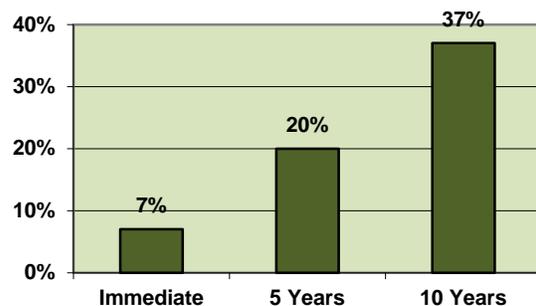
Count of permanent classified employees	249
Full-time-equivalent employees	247.05
Average years of state service	12.4
Average age of employees	48.2
Percent racial/ethnic minorities	13.7%
Percent women	62.7%
Percent persons with disabilities*	4.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	20.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.4%
Percent in Supervisory* position	9.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.42
Median hourly pay rate	\$28.52

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Trust Funds Specialist	9
Trust Funds Assistant 2	5
Accountant-Adv	3
Employee Ben Plan Pol Advisor-Ent	2
Office Operations Associate	2
Records Program Associate	2

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	12	4.9%	3	1.2%	16	6.6%	31	12.7%
Fiscal Year 2016	6	2.4%	2	0.8%	13	5.3%	21	8.6%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Inclusion, Diversity, Equity and Advancement (IDEA) committee (formerly known as the Affirmative Action Committee) at the Department of Employee Trust Funds (ETF) has made efforts to increase awareness and understanding of the value a diversified workforce offers. The IDEA committee has made the following progress:

- Provided a “Cross-Cultural Communication” presentation to all staff.
- Presented to all managers, supervisors and lead workers on the department’s AA mission and initiatives and the value of having a diversified workforce and their responsibilities to that end.
- Sponsored a Transgender Educational Workshop for employees to broaden their understanding.
- Invited the Division of Vocational Rehabilitation (DVR) program coordinator to speak to supervisors about the DVR program which assists individuals with disabilities in finding employment.
- Continued our ongoing partnership with the Lincoln Elementary School in Madison.
- The EMPOWER Campaign was initiated by the Department’s IDEA committee along with ETF’s Deferred Compensation Director to focus on women and minorities saving for retirement. The EMPOWER campaign has provided an important opportunity to advance the position of women in Wisconsin with the goal of increasing the number of women investing in their own retirement security. The efforts involved months of cross-agency planning, educational events including multiple webinars, and statewide outreach.

Department of Financial Institutions

Profile of the Classified Workforce as of June 2016

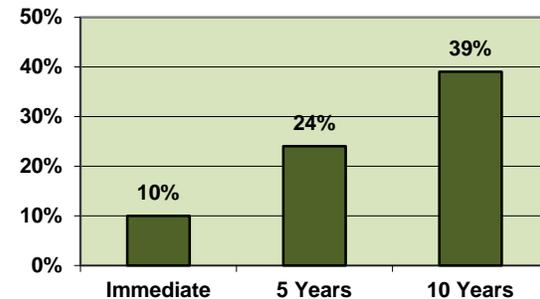
Count of permanent classified employees	115
Full-time-equivalent employees	114.54
Average years of state service	13.2
Average age of employees	45.8
Percent racial/ethnic minorities	9.6%
Percent women	50.4%
Percent persons with disabilities*	6.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	35.7%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	8.7%
Percent in Supervisory* position	7.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.91
Median hourly pay rate	\$30.64

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Financial Examiner	14
Operations Program Associate	6
Consumer Credit Examiner	1
IS Technical Services Specialist	1
Securities Examiner	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	7	5.8%	0	0.0%	2	1.6%	9	7.4%
Fiscal Year 2016	7	5.9%	2	1.7%	9	7.6%	18	15.1%

Definitions:

"Separation" means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

DFI's recruiting efforts have had mixed results in recruiting qualified members from the underutilized target groups. However, more women have been hired in high level positions, to include Chief Legal Counsel, several Administrators, an Attorney and an Attorney Supervisor. Additionally, minorities and veterans were hired as an attorney, Deputy Division Administrator and an LTE for the Division of Corporate and Consumer Services. These choices reflect a concerted effort to hire a diversified staff at all levels of the department.

The Division of Administrative Services and Technology Administrator is conducting weekly meetings to improve the organization and flow of the intranet. One of the specific targets for improvement is to create a more user-friendly environment for supervisors.

The DFI Cultural Awareness Committee is continuing to meet regularly. Their efforts to increase the retention and promotion of qualified employees at DFI are alive and well. In August, they sponsored a well-attended event presentation by a DFI employee on the country of Cuba and its culture. In September, they are having a picnic to raise awareness of their efforts and to maintain a cohesive team atmosphere among the employees.

Department of Health Services

Profile of the Classified Workforce as of June 2016

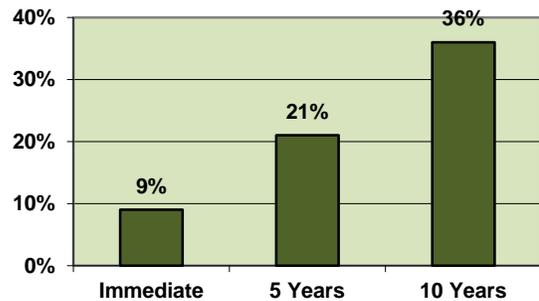
Count of permanent classified employees	5,676
Full-time-equivalent employees	5,517.5
Average years of state service	11.1
Average age of employees	45.0
Percent racial/ethnic minorities	20.1%
Percent women	64.6%
Percent persons with disabilities*	2.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	55.5%
Percent in "protective" occupation	20.1%
Percent in Executive/Management position	2.3%
Percent in Supervisory* position	9.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.07
Median hourly pay rate	\$21.20

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Psychiatric Care Technician	215
Resident Care Tech-Entry	205
Resident Care Tech-Obj	137
Nurse Clinician 2	115
Psychiatric Care Tech-Adv	72
Disability Determination Spec-Entry	67

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	537	9.2%	98	1.7%	238	4.1%	873	14.9%
Fiscal Year 2016	599	10.4%	123	2.1%	238	4.1%	960	16.7%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

In our 2014-2017 Affirmative Action Plan, the Department identified a need to increase the representation of disabled veterans in our workforce by making better use of the State of Wisconsin’s process for the non-competitive appointments of disabled veterans. To accomplish this goal, DHS has taken the following steps:

- DHS posts all applicable jobs to WiscJobs for Vets to target job seekers who are also veterans.
- DHS Human Resources Specialists also use WiscJobs for Vets to screen/review resumes of veterans to identify candidates with desirable skills for specific vacant positions.
- DHS Human Resources Specialists provide information on the non-competitive process of hiring disabled veterans at initial meetings with all hiring supervisors when establishing recruitment plans for vacant positions.
- DHS is now including language in applicable job announcements to encourage disabled veterans to apply for a job using the State of Wisconsin’s process for non-competitive appointments.
- From January – June 2016, DHS hired 25 self-identified veterans.

Department of Justice

Profile of the Classified Workforce as of June 2014

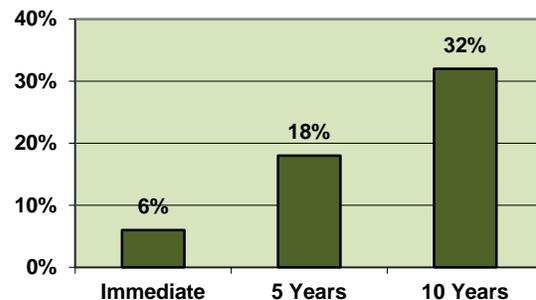
Count of permanent classified employees	625
Full-time-equivalent employees	616.9
Average years of state service	10.8
Average age of employees	43.2
Percent racial/ethnic minorities	9.8%
Percent women	57.3%
Percent persons with disabilities*	3.5%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	40.6%
Percent in "protective" occupation	15.2%
Percent in Executive/Management position	3.7%
Percent in Supervisory* position	10.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.02
Median hourly pay rate	\$29.68

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Forensic Program Technician	17
Assistant Attorney General	15
Legal Secretary	14
License/Permit Prog Associate	14
Special Agent	13
Program and Policy Analyst	7

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	31	5.0%	10	1.6%	30	4.9%	71	11.6%
Fiscal Year 2016	45	7.2%	7	1.1%	26	4.2%	78	12.5%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Justice (DOJ) recently made significant strides in addressing discrimination and harassment prevention. Initially, all supervisors received mandatory training in this sensitive area. A new written policy was then published and all employees attended mandatory training sessions which addressed the contents of the policy. Supervisors received further training relative to the new policy and complaint procedures. The policy is posted on the DOJ intranet and all bulletin boards and is also reviewed with new employees during orientation.

The DOJ Diversity Advisory Committee acquired several new members from across divisions of the department. The committee received formal training on their duties and responsibilities and has utilized this training in identifying a number of initiatives to work with management in heightening the awareness of EEO/AA issues throughout the department.

Department of Military Affairs

Profile of the Classified Workforce as of June 2016

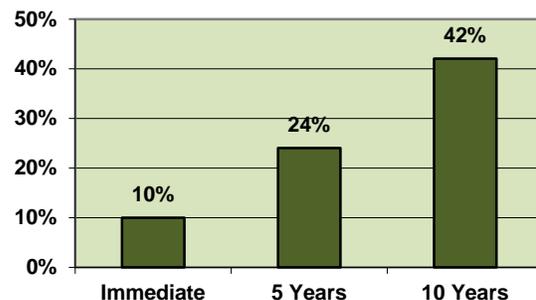
Count of permanent classified employees	441
Full-time-equivalent employees	438.6
Average years of state service	10.3
Average age of employees	47.0
Percent racial/ethnic minorities	4.8%
Percent women	26.3%
Percent persons with disabilities*	11.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	66.9%
Percent in "protective" occupation	28.3%
Percent in Executive/Management position	2.3%
Percent in Supervisory* position	11.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$21.33
Median hourly pay rate	\$18.91

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Mil Affairs Security Officer-Objective	22
Fire/Crash Rescue Spec	18
Cadet Specialist Entry	10
Facilities Repair Worker-Adv	6
Emergency Government Specialist	5
Facilities Maintenance Spec-Adv	3

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	31	7.5%	5	1.2%	16	3.9%	52	12.6%
Fiscal Year 2016	30	7.1%	4	0.9%	20	4.7%	54	12.8%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Military Affairs Affirmative Action Plan for 2014-2017 identified problem areas with recruitment of minorities and/or female applicants, and established goals for each problem area.

One of the goals was to increase the amount of females in the applicant pool for recruitments within job group 247 - Public Safety. This job group consists of two main classifications for DMA, Fire/Crash Rescue Specialist, and Military Affairs Security Officer.

From 2011 to 2013, females made up only 7.9% of our applicants, 5.7% of candidates who passed the exam, and 6.1% of those candidates selected for hire for these classifications. The state estimated that females should make up approximately 22.8% of the applicants. In fiscal year 2016, our data shows that for all recruitments in these classifications, females made up 18.3% of the applicants, 17.3% of candidates who passed the exam, and 22.9% of candidates selected for hire.

The DMA Affirmative Action Committee continues to meet several times a year to address issues/concerns to ensure equal opportunity, freedom from discrimination, and affirmative action in compliance with state/federal law, and policies.

Department of Natural Resources

Profile of the Classified Workforce as of June 2016

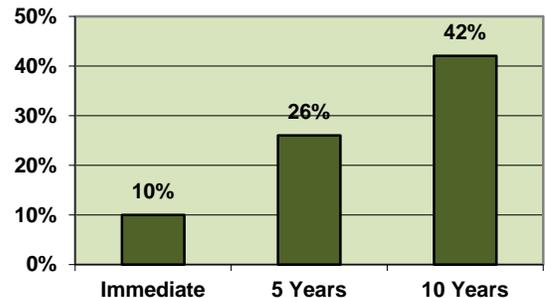
Count of permanent classified employees	2,193
Full-time-equivalent employees	2,170.78
Average years of state service	15.1
Average age of employees	46.4
Percent racial/ethnic minorities	4.8%
Percent women	33.5%
Percent persons with disabilities*	4.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	28.9%
Percent in "protective" occupation	20.8%
Percent in Executive/Management position	4.9%
Percent in Supervisory* position	13.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.89
Median hourly pay rate	\$27.06

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Forester-Senior	20
Conservation Warden	19
Ranger	13
Forestry Technician-Adv	9
Air Management Engineer	8
Nat Res Cust Svcs Rep-Senior	7

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	69	3.0%	7	0.3%	139	6.0%	215	9.3%
Fiscal Year 2016	67	3.0%	13	0.6%	111	5.0%	191	8.6%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

DNR recognizes that LTE experience is a great benefit to candidates competing for permanent positions. Supervisors are encouraged to identify talented diverse candidates and consider them for LTE positions providing opportunities for valuable job experience. To facilitate and encourage these diverse hires, the Affirmative Action Officer approves the hire of diverse LTE candidates for positions without the need for additional interviews or recruitment.

DNR hired 2 interns through the DVR internship program this year and continues to utilize the Summer Affirmative Action Internship Program (SAAIP) with 14 hires through this program. DVR and SAAIP help provide diverse candidates with opportunities to gain job experience that is extremely valuable when competing for permanent positions.

DNR attended the Dane County Job Fair last fall and had staff available to interview candidates on-site for Financial Specialist positions. The job was posted and candidates could apply in advance and come to the job fair for an in-person interview or apply on site. We were able to reach several candidates that otherwise would not have known about or applied to this position.

Department of Public Instruction

Profile of the Classified Workforce as of June 2016

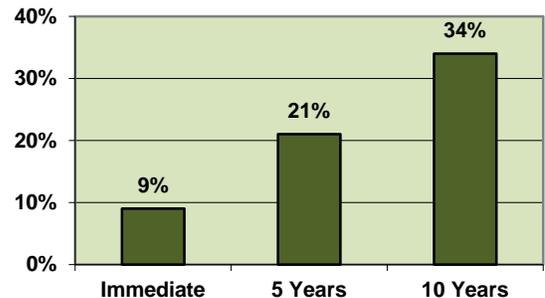
Count of permanent classified employees	610
Full-time-equivalent employees	576.83
Average years of state service	11.3
Average age of employees	47.5
Percent racial/ethnic minorities	7.7%
Percent women	67.4%
Percent persons with disabilities*	13.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	29.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.4%
Percent in Supervisory* position	4.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.64
Median hourly pay rate	\$28.53

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Education Consultant	24
Office Operations Associate	13
Teacher	13
Education Specialist	7
Child Care Counselor 1	6
Nutrition Program Consultant	5

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	30	4.9%	3	0.5%	21	3.4%	54	8.8%
Fiscal Year 2016	43	6.9%	8	1.3%	26	4.2%	77	12.4%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department identified two areas to focus our recruitment efforts: 1.) insufficient number of women being appointed to senior manager positions, and 2.) insufficient number of racial/ethnic minorities being appointed to professional health care positions.

The applicant pool of qualified individuals for senior level education positions, regardless of gender, continues to be small. The Department's efforts to attract qualified female candidates resulted in a larger number of females applying than males. As a result, between July 2014 and July 2016, the Department appointed eleven individuals to senior manager positions and of those hires, eight were women.

Although the applicant pool of qualified individuals has remained small for the professional health position, we are pleased that our targeted recruitment efforts have resulted in attracting more racial/ethnic minority candidates. The Department plans to continue to intensify our search for highly qualified applicants with diverse backgrounds.

Department of Revenue

Profile of the Classified Workforce as of June 2016

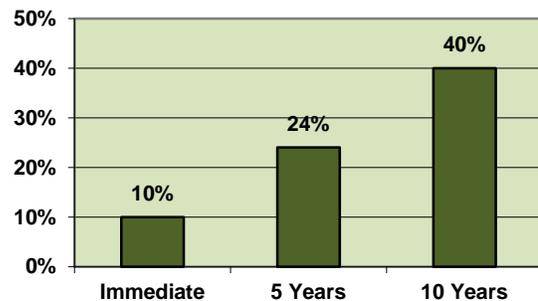
Count of permanent classified employees	1,085
Full-time-equivalent employees	1,077.55
Average years of state service	12.3
Average age of employees	47.5
Percent racial/ethnic minorities	14.6%
Percent women	53.1%
Percent persons with disabilities*	6.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	41.8%
Percent in "protective" occupation	0.8%
Percent in Executive/Management position	2.9%
Percent in Supervisory* position	8.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.50
Median hourly pay rate	\$26.50

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Revenue Agent	68
Revenue Auditor	60
Revenue Field Auditor	36
Revenue Tax Specialist	16
Revenue Field Auditor 6	13
Revenue Field Auditor 7	10

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	38	3.8%	11	1.1%	51	5.1%	100	10.0%
Fiscal Year 2016	36	3.5%	18	1.7%	52	5.0%	106	10.2%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Revenue (DOR) has made significant progress in reaching the goal in our AA Plan to increase the hiring and retention of employees with disabilities through the partnership with Madison-area high schools' Vocational Transition Programs and the funding support from the Department of Workforce Development's Division of Vocational Rehabilitation.

Since its inception two years ago, the program has expanded to four DOR divisions and has resulted in employment of eight students. Seven of those students are currently employed and three of them are celebrating a two-year anniversary of employment with DOR. The program has provided the participating students with valuable job training while simultaneously increasing diversity awareness among DOR employees.

Department of Safety and Professional Services

Profile of the Classified Workforce as of June 2016

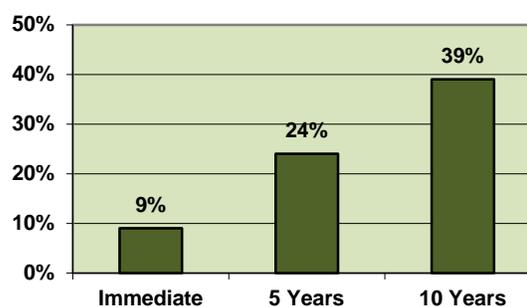
Count of permanent classified employees	204
Full-time-equivalent employees	202.8
Average years of state service	10.8
Average age of employees	47.7
Percent racial/ethnic minorities	10.8%
Percent women	52.0%
Percent persons with disabilities*	8.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	58.3%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	1.5%
Percent in Supervisory* position	8.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.39
Median hourly pay rate	\$26.06

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

License/Permit Program Associate	15
Office Program Associate	9
Operations Program Associate	8
Consumer Protection Investr-Adv	5
Attorney	4
Plumbing Plan Reviewer	3

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	15	7.3%	5	2.4%	12	5.8%	32	15.5%
Fiscal Year 2016	11	5.4%	4	2.0%	20	9.8%	35	17.1%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Safety and Professional Services (DSPS) continues to take additional steps to enhance its AA/EEO program. The Department strives to maintain a recruitment strategy for all classifications to ensure a diverse workforce. One of our efforts is to participate in the Division of Personnel Management, Bureau of Affirmative Action’s Summer Affirmative Action Internship Program. Several interns have been hired into permanent positions.

As part of its emphasis on hiring veterans and people with disabilities, we hired two disabled veterans in the last year, increasing the overall number of veterans employed by DSPS. DSPS continues a strong relationship with the Department of Vocational Rehabilitation by offering limited term employment opportunities.

The Affirmative Action Officer (AA Officer) is involved in every step of the recruitment process for underutilized positions. This is done via outreach to various groups in the community, review of interview questions, and review of the final hiring decisions prior to an offer of employment.

Department of Transportation

Profile of the Classified Workforce as of June 2016

Count of permanent classified employees	3,277
Full-time-equivalent employees	3,234.99
Average years of state service	13.4
Average age of employees	45.7
Percent racial/ethnic minorities	11.5%
Percent women	37.8%
Percent persons with disabilities*	4.3%

*disabilities are voluntarily self-reported

Percent overtime-eligible per FLSA	42.1%
Percent in "protective" occupation	13.8%
Percent in Executive/Management position	1.9%
Percent in Supervisory* position	11.7%

(*but not considered Executive/Management)

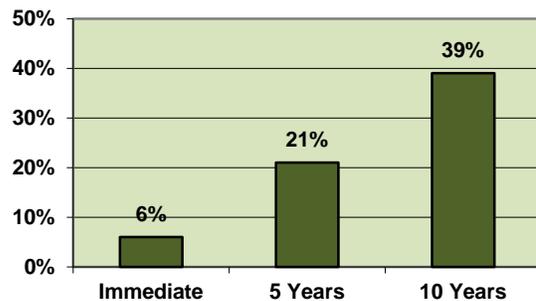
Average hourly pay rate	\$28.39
Median hourly pay rate	\$27.15

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

DMV Customer Service Rep	90
State Patrol Inspector	69
State Patrol Trooper	57
Transportation Cust Rep-Senior	52
Civil Engineer-Transportation	33
IS Systems Devmnt Services Spec	12

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	99	3.0%	26	0.8%	147	4.4%	272	8.2%
Fiscal Year 2016	152	4.6%	24	0.7%	113	3.4%	289	8.8%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

In December, 2015, staff in the Bureau of Human Resource Services developed a 20-minute online training module called Honoring Our Differences. This required training module provides an overview of AA/EEO laws and focuses on the benefits of having a diverse and inclusive workforce.

WisDOT enrolled 10 target group interns in its Summer Diversity Internship Program (SDIP) in 2016. SDIP offers summer internships to female students, minority students and students with disabilities who are enrolled in at least a two-year education program beyond high school.

WisDOT enrolled 2 target group interns in its Incentive Grant Program (IGP) in 2016. IGP provides internships and scholarship money to minorities and individuals with disabilities attending college who demonstrate an interest in working in one of WisDOT's underutilized classifications.

WisDOT enrolled 35 students in its Aviation Careers Education (ACE) program in 2016. ACE is a summer employment and learning program for minority students in the Milwaukee Public School System. This program gives helps them realize that aviation and other transportation-related careers are within their reach.

Department of Veterans Affairs

Profile of the Classified Workforce as of June 2016

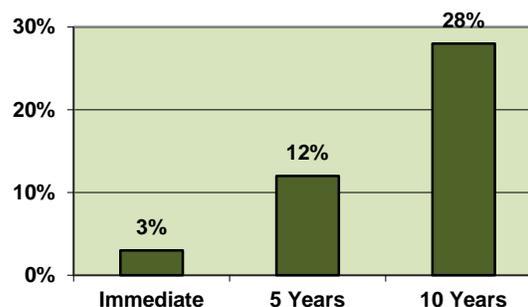
Count of permanent classified employees	1,248
Full-time-equivalent employees	1,123.8
Average years of state service	8.4
Average age of employees	44.2
Percent racial/ethnic minorities	10.2%
Percent women	80.3%
Percent persons with disabilities*	8.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	71.0%
Percent in "protective" occupation	0.9%
Percent in Executive/Management position	2.0%
Percent in Supervisory* position	6.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$20.68
Median hourly pay rate	\$16.55

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Nursing Assistant 2	150
Nursing Assistant 1	149
Licensed Practical Nurse	61
Nurse Clinician 2	35
Food Service Assistant 2	28
Medical Program Assistant Assoc	6

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	187	14.5%	68	5.3%	56	4.3%	311	24.1%
Fiscal Year 2016	215	17.0%	55	4.4%	40	3.2%	310	24.5%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The mission of the Department of Veterans Affairs is to work on behalf of Wisconsin's veterans community — veterans, their families and their survivors — in recognition of their service and sacrifice to our state and nation. DVA has utilized the non-competitive appointment s. 230.275 Wis. Stats., when posting all open job announcements.

The Department of Veterans Affairs made a commitment to increase inclusiveness by offering employees assigned to locations outside of Madison the convenience of participating in events and trainings offered through local Equity and Diversity Committee events. To this end, two additional Equity and Diversity Committees were established in our Veterans Home King and our Veterans Home Union Grove locations. These committees help tie together the agency's mission and a strong commitment to AA/EEO opportunities. Each committee works to create an environment in which diversity and inclusion in the workforce is fostered and developed.

All three Equity and Diversity committees will continue to promote the Affirmative Action Plan goals in an effort to create opportunities for all employees.

Department of Workforce Development

Profile of the Classified Workforce as of June 2016

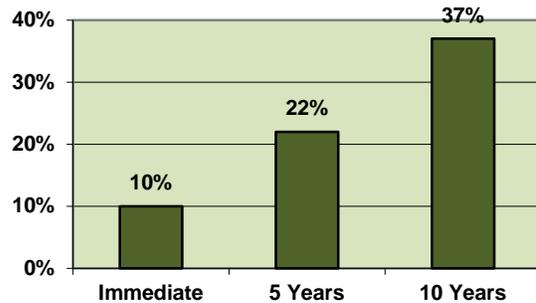
Count of permanent classified employees	1,453
Full-time-equivalent employees	1,439.8
Average years of state service	12.0
Average age of employees	47.3
Percent racial/ethnic minorities	19.1%
Percent women	64.8%
Percent persons with disabilities*	11.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	51.5%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.3%
Percent in Supervisory* position	9.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$24.75
Median hourly pay rate	\$22.17

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Vocational Rehab Counselor-In Trng	49
Employment & Training Spec	33
Employment Security Assistant 3	27
Unemployment Benefit Spec	22
Vocational Rehabilitation Prog Assoc	14
Unemployment Benefit Spec 1	12

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	85	5.4%	15	1.0%	67	4.2%	167	10.6%
Fiscal Year 2016	80	5.3%	16	1.1%	59	3.9%	155	10.3%

Definitions:

"Separation" means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

DWD has had much success creating and encouraging training opportunities and events that promote and encourage an informed, inclusive and diverse workplace. Over the last year DWD offered 26 Instructor Led Training (in-person) AA/EEO trainings attended by approximately 700 employees. Additionally, approximately 300 staff completed online AA/EEO trainings.

DWD created an Aspiring Leaders Training Program (ALTS). To date, 2 classes of employees have gone through the ALTS program. Each class is comprised of 24 candidates identified by their Divisions as having exceptional leadership potential. The current class is comprised of approximately 70% women. Some of the core competencies in the ALTS program include: Ethics & Values, Communication, Innovation and Change, Empowerment, Decision Making.

One challenge DWD experienced in 2016 was maintaining a high level of participation in the SAAIP program. In previous years DWD has had great success offering multiple SAAIP intern positions throughout the agency. However, in 2016 the number of available internships decreased significantly. A primary reason for the decreased number of internships made available included limited budgets, and a high workload due to the State's PeopleSoft and ACT150 implementation.

Educational Communications Board

Profile of the Classified Workforce as of June 2016

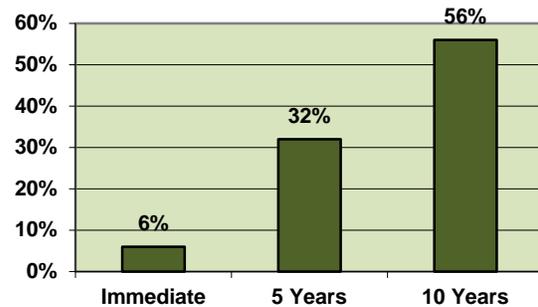
Count of permanent classified employees	34
Full-time-equivalent employees	33.9
Average years of state service	18.1
Average age of employees	51.8
Percent racial/ethnic minorities	2.9%
Percent women	17.6%
Percent persons with disabilities*	8.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	76.5%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	0.0%
Percent in Supervisory* position	17.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.05
Median hourly pay rate	\$25.56

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Media Telecommunication Tech	2
Office Operations Associate	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	1	2.6%	1	2.6%	3	7.9%	5	13.2%
Fiscal Year 2016	1	2.8%	2	2.8%	3	8.5%	5	14.1%

Definitions:

"Separation" means leaving state service altogether and therefore does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Although the Educational Communications Board faces many recruiting challenges we continue to diligently promote the agency with diverse audiences in the following ways:

- participating in Wisconsin Broadcasters Association (WBA) internship and training program to develop prospective and beginning broadcast technicians.
- participating in local and statewide job fairs and outreach events where face-to-face contact can be initiated with potential candidates from underrepresented populations.
- placing recruitment announcements at venues (websites, newspapers, magazines, etc.) targeted at minority and female populations.
- participating with our partners at Wisconsin Public Television and Wisconsin Public Radio outreach events.

Office of the Commissioner of Insurance

Profile of the Classified Workforce as of June 2016

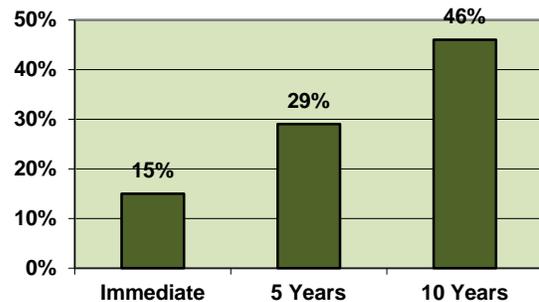
Count of permanent classified employees	136
Full-time-equivalent employees	134.5
Average years of state service	13.5
Average age of employees	49.4
Percent racial/ethnic minorities	19.1%
Percent women	55.1%
Percent persons with disabilities*	7.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	27.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.6%
Percent in Supervisory* position	10.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.54
Median hourly pay rate	\$30.33

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Insurance Financial Examiner	12
Insurance Examiner-Adv	2
Office Operations Associate	2
Insurance Examiner	1
Insurance Examiner-Senior	1
Policy Initiative Advisor-Admin	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	8	5.6%	1	0.7%	4	2.8%	13	9.2%
Fiscal Year 2016	12	8.8%	1	0.7%	8	5.9%	21	15.4%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

OCI has established one to four internships during the past six summers, including two in 2015. This will increase the potential recruitment pool for future positions at OCI. In the summer of 2016, OCI hired two internships through a UW-Wisconsin program that allowed two high school students a chance to work in the IT field.

OCI continued our participation in career fairs, particularly the multi-cultural event at the University of Wisconsin-Whitewater 2015 and 2016. In addition we are working on collaborating with veteran and outreach events in the community.

OCI reviews all resumes of disabled veterans to consider them for openings. We used the non-competitive appointment for certain disabled veterans program (s. 230.275, Wis. Stats) to make a hire.

OCI has continued to have a strong connection with the Community Work Services program. We have increased the number of Community Work Services employees to six and will continue to support this program.

Office of the State Public Defender

Profile of the Classified Workforce as of June 2016

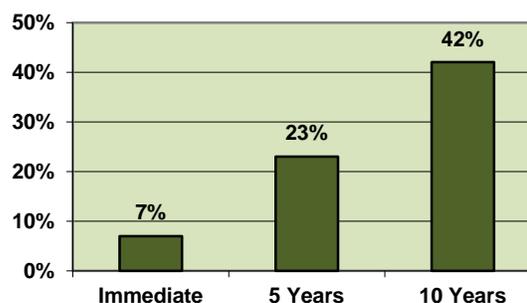
Count of permanent classified employees	230
Full-time-equivalent employees	222.05
Average years of state service	13.7
Average age of employees	47.3
Percent racial/ethnic minorities	14.8%
Percent women	75.2%
Percent persons with disabilities*	5.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	83.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	10.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$21.66
Median hourly pay rate	\$19.93

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Legal Secretary	23
Office Operations Associate	6
Client Services Specialist-Obj	4
Public Defender Investigator	2
Financial Specialist-Sr	2
IS Network Services Senior	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	21	9.0%	1	0.4%	7	3.0%	29	12.4%
Fiscal Year 2016	16	6.9%	4	1.7%	8	3.4%	28	12.0%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of the State Public Defender (OSPD) is working to develop two minority internship programs: one for out-of-state law students and the other for non-attorney support staff. This update focuses on our efforts to implement a minority internship program for out-of-state law students.

OSPD has identified two law schools in the Midwest with which to partner. We have reviewed their criminal justice curriculum and we believe the students could benefit from a first-hand experience by working with our lawyers in WI courtrooms. Last fall we connected with the two law schools and this summer we were fortunate to have three interns from the two law schools work in two of our offices. Our plan is to continue this relationship with the two law schools and create relationships with other law schools in the Midwest, as well as, create relationships with law schools at Historically Black Colleges/Universities (HBCUs). Agency managers and/or AAAC members will travel to the campuses to meet with law professors and learn more about their clinical instruction/clinical programs. These meetings will assist us in developing summer training opportunities that will enhance the students' understanding of the WI criminal justice system. One challenge has been trying to connect with the proper individuals at the law schools. We have been using alumni of the law schools to assist us in connecting with the proper individuals.

Public Service Commission

Profile of the Classified Workforce as of June 2016

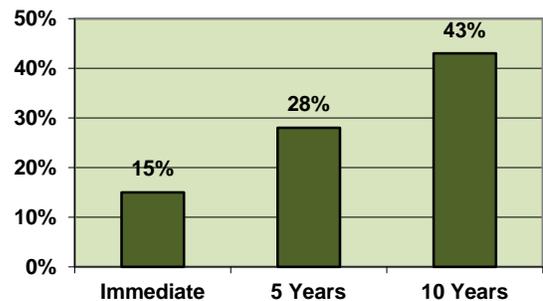
Count of permanent classified employees	117
Full-time-equivalent employees	117
Average years of state service	13.9
Average age of employees	46.4
Percent racial/ethnic minorities	14.5%
Percent women	49.6%
Percent persons with disabilities*	3.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	29.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	9.4%
Percent in Supervisory* position	6.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.10
Median hourly pay rate	\$33.00

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Program and Policy Analyst	5
Public Utility Auditor	3
Public Service Engineer	2
Public Service Engineer-Senior	2
Public Utility Financial Analyst-Adv	2
Public Utility Financial Analyst-Sen	2

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	5	4.2%	2	1.7%	13	11.0%	20	16.9%
Fiscal Year 2016	6	5.1%	0	0.0%	13	11.1%	19	16.2%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Commission is researching and developing a plan to hire Wisconsin Works participants in the future. Our plan is to recruit for Office Operations Program Associate or Office Operations Associate classifications through the W-2 hiring program when these positions are open for recruitment.

Recruitment of qualified staff, particularly specialized engineers, is an on-going task and goal. We continue to research and develop new, effective ways to recruit qualified staff. The Commission discovered IEEE, an organization that focuses on electrical engineering, and successfully hired a qualified electrical engineer in the power systems field.

The Commission is committed to ensuring that the workplace is a friendly, welcoming environment for all. Our Affirmative Action Advisory Committee (AAAC) is charged with providing quality education on topics impacting diversity and workplace climate as well as opportunities for staff to get together and know each other. We recently hosted a managerial training session on Managing Generations as well as an all staff training session on Communications Between Generations. The AAAC continues to coordinate with the agency’s Employee Assistance Program, LifeMatters, to provide training sessions.

Wisconsin Historical Society

Profile of the Classified Workforce as of June 2016

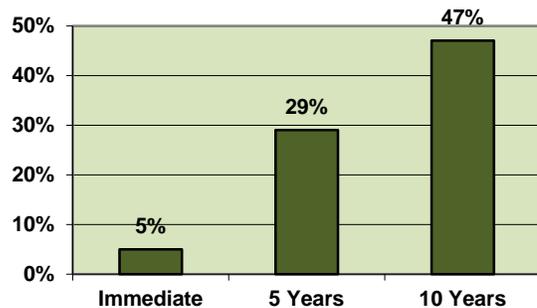
Count of permanent classified employees	113
Full-time-equivalent employees	110.75
Average years of state service	13.5
Average age of employees	50.8
Percent racial/ethnic minorities	2.7%
Percent women	52.2%
Percent persons with disabilities*	0.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	20.4%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.4%
Percent in Supervisory* position	17.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.56
Median hourly pay rate	\$26.34

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Library Services Assistant-Adv	2
Assistant Director, Museum	1
Historic Farmer	1
Historic Preservation Specialist	1
Curator	1
Historic Site Manager	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	3	2.6%	1	0.9%	7	6.1%	11	9.5%
Fiscal Year 2016	5	4.4%	1	0.9%	5	4.4%	11	9.6%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

In the Wisconsin Historical Society's effort to increase diversity within our Limited Term Employment positions, we have accomplished the following:

- The HR Assistant at the Society attended the Madison Urban League Job Boot Camp in 2015.
- The Diversity Committee attended the Multicultural Fair on the UW Madison Campus in 2014 and 2015.
- Summer internship in the WHS Press; the Press makes a strong effort to place qualified minorities in their internship program. Most recently in the summer of 2016 two qualified young minorities were given internships.

The Division of Library, Archives, and Museum Collections hired three targeted interns. After their internship ended, they were hired as LTEs in the same division.

The Wisconsin Historical Society is committed to improving the number of qualified women and minorities for permanent and supervisory positions at the Wisconsin Historical Society. In 2016, we were extremely gratified to hire a female minority as a Historical Society Manager and a male minority as an IS Data Services Professional.

Wisconsin Technical College System Bd

Profile of the Classified Workforce as of June 2016

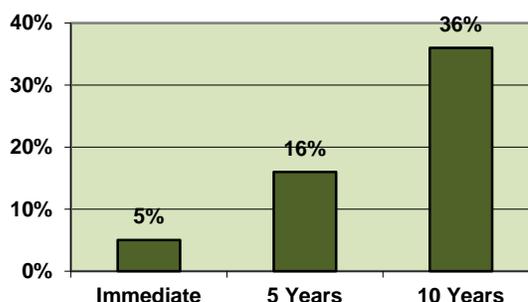
Count of permanent classified employees	55
Full-time-equivalent employees	55
Average years of state service	12.7
Average age of employees	46.2
Percent racial/ethnic minorities	10.9%
Percent women	65.5%
Percent persons with disabilities*	5.5%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	12.7%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	14.5%
Percent in Supervisory* position	0.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.21
Median hourly pay rate	\$32.79

Job Classifications with the Most New Hires

Fiscal Years 2015 and 2016 Combined

Education Consultant	6
Communications Specialist-Senior	2
Accountant-Senior	1
IS Sys Development Services Spec	1
Operations Program Associate	1
School Administration Consultant	1

Eligibility for Normal Retirement as of June 2016



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2015	3	5.9%	0	0.0%	5	9.8%	8	15.7%
Fiscal Year 2016	4	7.5%	1	1.9%	4	7.5%	9	17.0%

Definitions:

“Separation” means leaving state service altogether and does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

One of the main goals in the Wisconsin Technical College System's (WTCS) 2014-2017 Affirmative Action Plan is to “re-energize and redefine the Affirmative Action/Enrichment and Diversity committee/subcommittee to provide open and meaningful communications/action steps involving a multitude of diversity issues”. There were many action steps identified in order to make the committee more viable. One of those steps was for the Enrichment and Diversity Committee (EDC) at WTCS to “provide enrichment speakers to expand knowledge of diversity to staff.” Some of the highlights from last year were:

- Arturo Martinez of Milwaukee Area Technical College conducted a presentation regarding Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of Americans (DAPA).
- Chad Dull of Western Technical College who did a presentation on the Culture of Poverty.
- Dave Ropa of Spring Harbor Middle School who spoke to the staff regarding the Spring Harbor Greenhouse Project. This project offers summer gardening and science camps for children, garden space for local residents, and opportunities for multi-generational learning.
- Rachel Kaiser of the Community Action Coalition (CAC) conducted a presentation regarding the organization’s community programs.

Section 2

WORKFORCE COMPOSITION

Section 2 provides general descriptive statistics of the state-employed permanent classified workforce. This report considers persons actually working in positions and does not include vacant 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 which provides a comprehensive count of persons considered to be state employees, including those not part of the permanent classified workforce and those persons who work for state authorities but do not have formal standing as state employees.

Classified employees of the University of Wisconsin System were included in past reports, but are now excluded due to the July 1, 2015 legislation which removed all UW employees from the classified service.

DID YOU KNOW . . . ?

- Twenty executive branch state agencies have more than 100 classified employees.
- Seven state agencies have at least 10% fewer employees than 10 years ago.
- The Departments of Military Affairs and Veterans Affairs both have 31% more employees than 10 years ago.
- The 12 most numerous employee ages are 45 through 56.
- Over 87% of the employees participate in the state health insurance program.
- Classified state employees live and work in every county in Wisconsin except Menominee.

Table 1
PERMANENT CLASSIFIED EMPLOYEES BY AGENCY: 2016 and 2006
Full-Time-Equivalent Filled Positions

Agency	2016	2006	10-Year Change	10-Year % Change
Corrections	9,154.7	9,492.2	-337.6	-4%
Health Services	5,517.5	5,411.4	106.1	2%
Transportation	3,235.0	3,161.7	73.3	2%
Natural Resources	2,170.8	2,473.9	-303.1	-12%
Workforce Development	1,439.8	1,776.6	-336.8	-19%
Veterans Affairs	1,123.8	857.6	266.2	31%
Revenue	1,077.6	1,047.5	30.0	3%
Administration	879.9	962.5	-82.6	-9%
Children and Families	692.0	-	-	-
Justice	616.9	504.0	112.9	22%
Public Instruction	576.8	572.7	4.2	1%
Ag, Trade & Consumer Prot	554.6	520.7	33.9	7%
Military Affairs	438.6	335.8	102.9	31%
Employee Trust Funds	247.1	176.1	71.0	40%
State Public Defender Office	222.1	199.9	22.2	11%
Safety & Professional Services	202.1	-	-	-
Commissioner of Insurance	134.5	119.0	15.5	13%
Public Service Commission	117.0	142.0	-25.0	-18%
Financial Institutions	114.5	127.0	-12.5	-10%
WI Historical Society	110.8	119.8	-	-
WI Technical College System Bd	55.0	65.0	-10.0	-15%
Bd on Aging & Long Term Care	36.5	28.0	8.5	30%
Educational Communications Bd	33.9	43.9	-10.0	-23%
Government Accountability Bd	29.8	-	-	-
Tourism	22.0	36.1	-14.1	-39%
Labor & Industry Review Comm	16.5	-	-	-
Higher Educational Aids Board	9.0	8.0	1.0	13%
Public Lands Board	8.0	6.5	1.5	23%
People with Dev Disabilities Bd	7.0	-	-	-
Child Abuse & Neglect Prev Bd	6.0	-	-	-
Employment Relations Comm	6.0	20.5	-	-
Lower WI State Riverway Board	1.0	1.0	-	-
Secretary of State	1.0	5.5	-	-
Grand Total	28,857.5	28,766.5	91.0	0.3%

Sources: PMIS June 2006; PeopleSoft, June 2016

Note: This table includes only agencies with classified employees in 2016. However, the Grand Total for 2006 includes permanent classified employees from the following agencies which no longer exist, have been subsumed into another agency, or no longer have classified employees: Arts Board, Commerce, Elections Board, Ethics Board, Investment Board, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

Note: The total classified employees for 2006 excludes 9,165 FTE employed by the UW System for better comparison with 2016 non-UW agencies. Effective July 1, 2015, UW System no longer has classified employees and all UW employees are considered unclassified state employees.

Table 2
AVERAGE AGE AND YEARS OF SERVICE BY AGENCY
Permanent Classified Employees

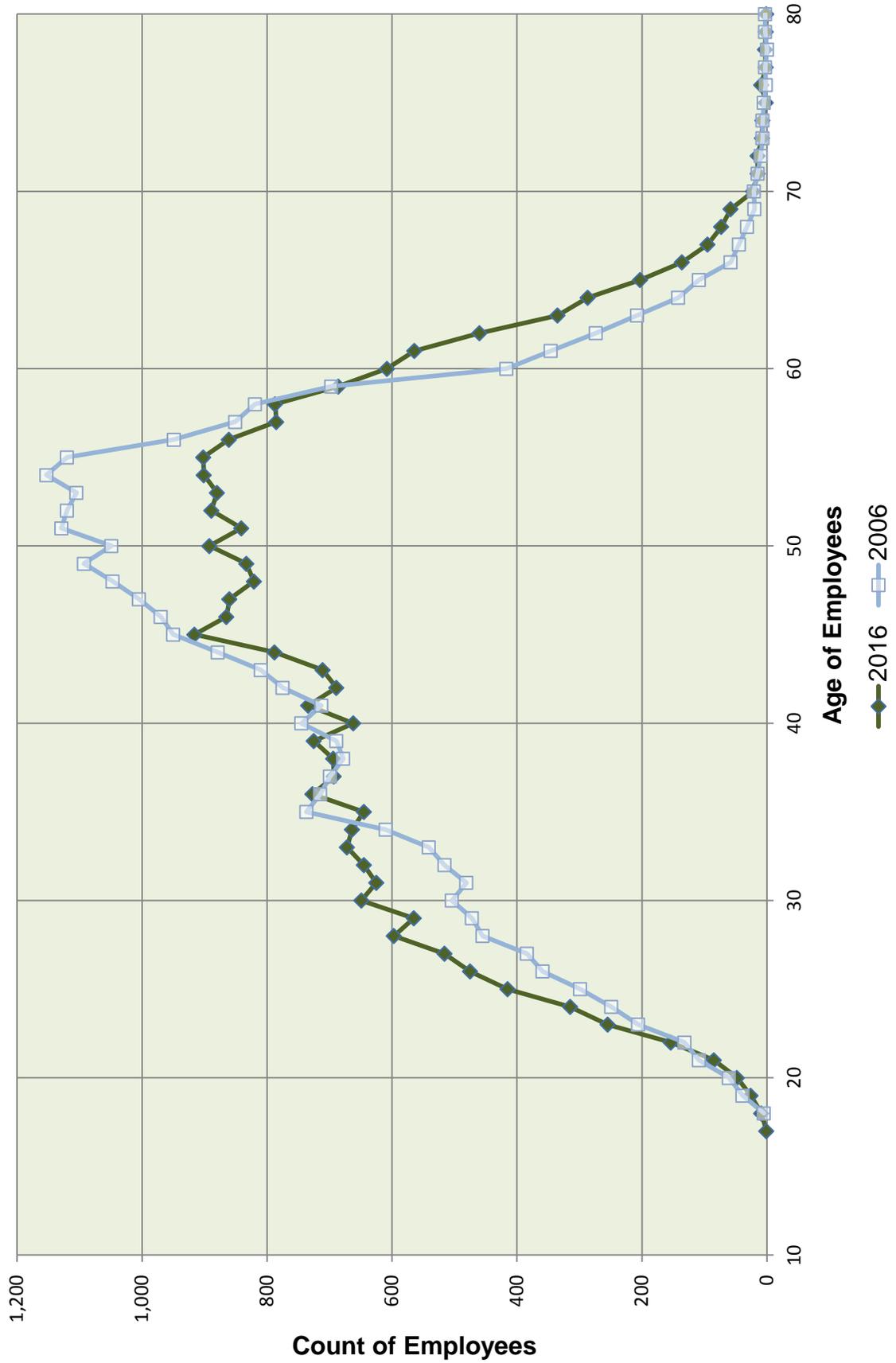
Agency	Average Age		Average Years of Service	
	2016	2006	2016	2006
Administration	49.7	48.7	14.2	15.6
Ag, Trade & Consumer Prot	46.9	48.1	12.3	15.4
Bd on Aging & Long Term Care	54.4	47.2	11.2	9.3
Child Abuse & Neglect Prev Bd	47.2	-	8.1	-
Children and Families	45.1	-	10.1	-
Commissioner of Insurance	49.4	47.4	13.5	15.0
Corrections	43.6	42.6	12.2	10.9
Educational Communications Bd	51.8	49.0	18.1	17.3
Employee Trust Funds	48.2	48.1	12.4	15.7
Employment Relations Comm	50.2	53.8	16.2	19.3
Financial Institutions	45.8	48.6	13.2	16.7
Government Accountability Bd	41.6	-	7.9	-
Health Services	45.0	45.8	11.1	12.9
Higher Educational Aids Board	50.9	47.0	14.9	16.3
Justice	43.2	46.6	10.8	15.2
Labor & Industry Review Comm	50.5	-	19.0	-
Lower WI State Riverway Board	46.6	36.6	14.7	4.7
Military Affairs	47.0	48.1	10.3	12.8
Natural Resources	46.4	47.0	15.1	16.8
People with Dev Disabilities Bd	49.7	-	10.0	-
Public Instruction	47.5	48.6	11.3	13.9
Public Lands Board	51.9	49.1	15.2	13.4
Public Service Commission	46.4	51.3	13.9	19.8
Revenue	47.5	48.8	12.3	17.3
Safety & Professional Services	47.7	-	10.8	-
Secretary of State	57.9	47.8	29.7	16.5
State Public Defender Office	47.3	46.2	13.7	12.6
Tourism	43.2	44.6	12.7	12.2
Transportation	45.7	46.8	13.4	16.4
Veterans Affairs	44.2	44.9	8.4	11.4
WI Historical Society	50.8	49.8	13.5	13.9
WI Technical College System Bd	46.2	53.0	12.7	20.2
Workforce Development	47.3	49.6	12.0	16.7
Grand Total	45.3	45.7	12.1	13.7

Sources: PMIS June 2006; PeopleSoft, June 2016

Note: This table includes only agencies with classified employees in 2016. However, the Grand Total for 2006 includes permanent classified employees from the following agencies which no longer exist, have been subsumed into another agency, or no longer have classified employees: Arts Board, Commerce, Elections Board, Ethics Board, Investment Board, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

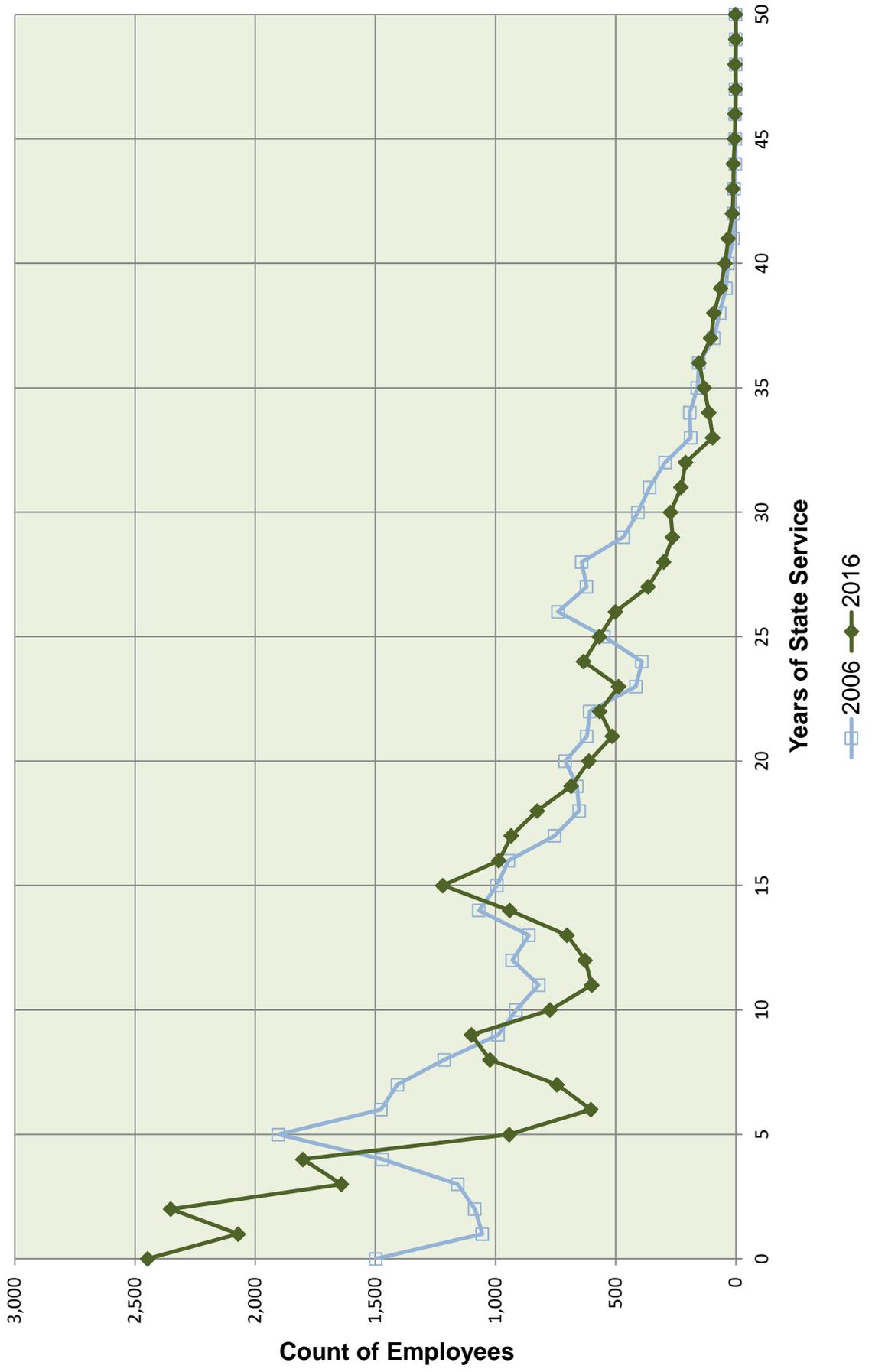
Note: The total classified employees for 2006 excludes 9,165 FTE employed by the UW System for better comparison with 2016 non-UW agencies. Effective July 1, 2015, UW System no longer has classified employees and all UW employees are considered unclassified state employees.

Chart 3
AGE DISTRIBUTION OF PERMANENT CLASSIFIED EMPLOYEES: 2016 and 2006
 Excludes UW System



Source: PMIS, June 2006, PeopleSoft, June 2016

Chart 4
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2016 and 2006
 Excludes UW System



Source: PMIS, June 2006, PeopleSoft, 2016

Table 5
PERMANENT CLASSIFIED EMPLOYEES BY STATUTORY BARGAINING UNIT
Count of Employees

Bargaining Unit	2016 Count	Representation Status as of June 2016
Administrative Support	2,785	Not Represented
Blue Collar & Non-Building Trades	1,234	Not Represented
Building Trades Crafts	114	Represented for base wage negotiations
Education	653	Not Represented
Engineering	1,243	Not Represented
Fiscal & Staff Services	4,149	Not Represented
Law Enforcement	86	Not Represented
Legal	263	Represented for base wage negotiations
Patient Care	1,050	Not Represented
Patient Treatment	91	Not Represented
Public Safety Employees	368	Represented for wages, benefits & working conditions
Research, Statistics & Analysis	55	Not Represented
Science	1,123	Not Represented
Security and Public Safety	5,966	Not Represented
Social Services	3,512	Not Represented
Technical	2,025	Not Represented
<i>Not eligible for representation</i>	4,693	Not Represented
Grand Total	29,410	

Collective bargaining units are established under s. 111.825, Wis. Stats.
Source: PeopleSoft, June 2016

Table 6
UNCLASSIFIED EMPLOYEES BY STATUTORY BARGAINING UNIT
Excluding UW System Unclassified Employee Bargaining Units
Count of Employees

Bargaining Unit ¹	2016 Count	Representation Status as of June 2016
Assistant District Attorneys	350	Represented for base wage negotiations
Assistant State Public Defenders	298	Not Represented

¹Employees in these bargaining units are not within the classified civil service covered in this report, but the state collectively bargains base wages with the authorized representatives of these unclassified employee bargaining units.

Table 7
SINGLE AND FAMILY HEALTH INSURANCE PLANS BY AGENCY
Permanent classified employees

Agency	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
Administration	263	30%	499	57%	121	14%
Ag, Trade & Consumer Prot	141	25%	350	62%	70	12%
Bd on Aging & Long Term Care	14	38%	19	51%	4	11%
Child Abuse & Neglect Prev Bd	2	33%	2	33%	2	33%
Children and Families	216	31%	409	58%	77	11%
Commissioner of Insurance	45	33%	78	57%	13	10%
Corrections	2,467	27%	5,633	61%	1,159	13%
Educational Communications Bd	10	29%	21	62%	3	9%
Employee Trust Funds	66	27%	150	60%	33	13%
Employment Relations Comm	0	0%	4	67%	2	33%
Financial Institutions	44	38%	54	47%	17	15%
Government Accountability Bd	12	40%	13	43%	5	17%
Health Services	1,740	31%	3,161	56%	775	14%
Higher Educational Aids Board	6	67%	3	33%	0	0%
Justice	177	28%	333	53%	115	18%
Labor & Industry Review Comm	3	18%	12	71%	2	12%
Lower WI State Riverway Board	<i>very small agency--data suppressed to protect privacy</i>					
Military Affairs	107	24%	236	54%	98	22%
Natural Resources	551	25%	1,442	66%	200	9%
People with Dev Disabilities Bd	4	57%	3	43%	0	0%
Public Instruction	173	28%	333	55%	104	17%
Public Lands Board	3	38%	5	63%	0	0%
Public Service Commission	38	32%	63	54%	16	14%
Revenue	363	33%	594	55%	128	12%
Safety & Professional Services	51	25%	127	62%	26	13%
Secretary of State	<i>very small agency--data suppressed to protect privacy</i>					
State Public Defender Office	64	28%	132	57%	34	15%
Tourism	6	27%	12	55%	4	18%
Transportation	811	25%	2,086	64%	380	12%
Veterans Affairs	341	27%	714	57%	193	15%
WI Historical Society	36	32%	62	55%	15	13%
WI Technical College System Bd	16	29%	31	56%	8	15%
Workforce Development	465	32%	809	56%	179	12%
Grand Total	8,235	28.0%	17,392	59.1%	3,783	12.9%

Note: The data for this table includes permanent classified employees only, and therefore, does not represent all health insurance plans carried by agency employees. Although data for the smallest agencies is not shown, the Grand Total includes data for these agencies two family plans.

Source: PeopleSoft, June 2016

Table 8
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2016

County	Employees Working in County	Employees Residing in County	County	Employees Working in County	Employees Residing in County
Adams	15	63	Marinette	56	56
Ashland	51	45	Marquette	11	134
Barron	46	77	Menominee	0	0
Bayfield	17	56	Milwaukee	2,263	2,380
Brown	874	733	Monroe	190	295
Buffalo	13	19	Oconto	7	96
Burnette	26	24	Oneida	234	241
Calumet	7	97	Outagamie	171	560
Chippewa	662	504	Ozaukee	10	112
Clark	12	100	Pepin	1	14
Columbia	318	712	Pierce	10	25
Crawford	197	155	Polk	25	36
Dane	12,138	8,663	Portage	49	246
Dodge	1,367	820	Price	26	41
Door	36	46	Racine	1,618	1,308
Douglas	146	123	Richland	11	55
Dunn	30	80	Rock	181	616
Eau Claire	447	503	Rusk	12	48
Florence	8	7	St. Croix	85	97
Fond du Lac	493	1,218	Sauk	45	426
Forest	6	13	Sawyer	62	34
Grant	271	294	Shawano	25	75
Green	15	190	Sheboygan	366	207
Green Lake	14	234	Taylor	18	45
Iowa	39	126	Trempealeau	18	85
Iron	10	19	Vernon	15	90
Jackson	347	237	Vilas	36	50
Jefferson	31	406	Walworth	182	244
Juneau	844	535	Washburn	135	120
Kenosha	120	348	Washington	59	235
Kewaunee	5	39	Waukesha	696	853
LaCrosse	234	277	Waupaca	927	705
Lafayette	11	33	Waushara	317	294
Langlade	23	30	Winnebago	1,980	1,706
Lincoln	265	236	Wood	168	185
Manitowoc	37	97	<i>Out of State</i>	39	277
Marathon	187	260			
			Totals	29,410	29,410

Note: Counts do not include unclassified employees such as unclassified appointees, UW System employees, elected officials, temporary employees, employees of state authorities such as the UW Hospital & Clinics.

Source: PeopleSoft, June 2016

Table 9
MOST POPULOUS CLASSIFICATION TITLES -TOP 40
June 2016

Rank	Classification Title	Full Time Equivalent Employees
1.	Correctional Officer	2,824.0
2.	Correctional Sergeant	1,509.0
3.	Probation And Parole Agent-Senior	841.3
4.	Office Operations Associate	573.1
5.	Psychiatric Care Tech-Advanced	552.5
6.	Nurse Clinician 2	479.8
7.	Resident Care Tech-Objective	464.5
8.	Psychiatric Care Technician	391.4
9.	Nursing Assistant 2	328.9
10.	Teacher	320.2
11.	Program And Policy Analyst-Advanced	319.6
12.	Civil Engineer-Transportation-Advanced	318.6
13.	Probation And Parole Agent	311.9
14.	Income Maintenance Specialist	259.0
15.	Operations Program Associate	221.3
16.	Civil Engineer-Transportation-Senior	208.3
17.	Social Worker-Corrections-Senior	201.6
18.	Licensed Practical Nurse	185.8
19.	Attorney	182.2
20.	Supervising Officer 2	181.0
21.	IS Systms Development Services Specialist	168.1
22.	Engineering Specialist-Transportation-Adv	164.0
23.	Financial Specialist-Senior	163.8
24.	Corrections Food Service Leader 2	159.5
25.	State Patrol Trooper	156.0
26.	Forester-Senior	153.0
27.	Facilities Maintenance Specialist-Advanced	152.0
28.	Custodian	142.5
29.	Revenue Agent	138.5
30.	Conservation Warden	136.8
31.	IS Business Automation Specialist	135.0
32.	Employment & Training Specialist	134.0
33.	Human Services Program Coordinator-Sen	132.3
34.	Vocational Rehabilitation Counselor	132.0
35.	Civil Engineer-Transportation	127.0
36.	Corrections Field Supervisor	126.0
37.	Education Consultant	124.6
38.	Nursing Supervisor	122.2
39.	Supervising Officer 1	119.0
40.	Legal Secretary	117.1

Note: Of the 1,590 classification titles, 37% of all permanent classified employees serve in the 20 most populous titles and 47% in these top 40 classifications.

Source: PeopleSoft, June 2016

Table 10
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY
Full-Time-Equivalent Permanent Classified Employees

Administration	Employees		
Attorney	47.2	Psychological Associate	59.8
IS Ent Technical Svcs Cns Adm	40.0	Offender Records Associate	56.0
IS Ent Technical Svcs Spec	37.0	Program Support Supervisor-Doc	56.0
Program And Policy Analyst-Adv	30.0	Social Worker-Corrections	54.8
Police Officer	27.0	Facilities Repair Worker-Adv	49.0
Admin Manager	19.0	Youth Counselor Advanced	48.8
Facilities Main Spec-Adv	19.0	Corrections Unit Supervisor	45.0
Grants Specialist-Adv	19.0		
Architect Engineer Management	18.0	Educational Comm Board	Employees
Management Information Chief	18.0	Media Telecom Tech-Sen	11.0
Power Plant Operator-Senior	14.0	Electronics Tech Media-Sen	8.0
IS Ent Network Svcs Conslt Adm	13.0		
IS Ent Sysms Devmnt Svcs Spec	13.0	Employee Trust Funds	Employees
		Trust Funds Specialist-Obj	37.7
Ag, Trade & Consumer Protection	Employees	Trust Funds Specialist-Adv	32.0
Meat Safety Inspector-Obj	42.0	Trust Funds Specialist	24.8
Weights & Measures Petro Spec-Sen	26.0	Emply Benefits Plan Pol Advisor-Adv	19.1
Food Dairy Sanitarian-Sen	24.0	IS Business Automation Spec	13.0
Food Scientist-Adv	23.0		
Meat Safety Inspector-Entry	20.0	Employment Relations Comm	Employees
License Permit Prog Assoc	15.3	Attorney Confidential	4.0
Envir Enforcement Spec-Sen	13.0		
Food & Dairy Sanitarian	13.0	Financial Institutions	Employees
		Financial Examiner-Sen	17.0
Board on Aging & Long Term Care	Employees	Operations Program Associate	15.0
Ombudsman Services Specialist	16.0	Financial Examiner	12.0
Medigap Insurance Spec	6.0	Consumer Credit Exam-Sen	9.0
Volunteer Coordinator	5.0		
		Government Accountability Bd	Employees
Child Abuse & Neglect Prev Bd	Employees	Elections Specialist	13.0
Human Services Prog Coord-Sen	1.0		
		Health Services	Employees
Children & Families	Employees	Psychiatric Care Tech-Adv	552.5
Initial Assessment Spec-Sen	66.5	Resident Care Tech-Obj	464.5
Licensing Certification Specialist	64.1	Psychiatric Care Tech	391.4
Program And Policy Analyst-Adv	50.5	Income Maintenance Spec	259.0
Human Services Area Coord	31.0	Nurse Clinician 2	243.6
Initial Assessment Spec	29.0	Human Services Prog Coord-Sen	124.8
Human Services Supervisor	21.0	Office Operations Associate	99.3
IS Systms Devmnt Svcs Spec	20.0	Correctional Officer	84.0
Initial Assessment Supervisor	19.0	Nursing Consultant 1	78.8
License Permit Prog Assoc	18.3	Disability Determination Spec-Entry	76.0
Child Care Subsidy Spec-Obj	17.0	Custodian	75.5
DCF Manager	16.0	Program And Policy Analyst-Adv	68.4
DCF Program Supervisor	16.0	Nursing Supervisor	67.8
Office Associate	16.0	Resident Care Supervisor	64.2
		Food Service Assistant 2	60.4
Commissioner of Insurance	Employees	Licensed Practical Nurse	57.5
Insurance Financial Exam-Journey	14.0	Disability Claims Reviewer	56.8
Insurance Financial Examiner	13.0	Therapist-Sen	51.1
Insurance Examiner-Journey	11.0	Psychiatric Care Supervisor	51.0
		Health Services Specialist	44.5
Corrections	Employees	Therapy Assistant-Obj	43.9
Correctional Officer	2,740.0		
Correctional Sergeant	1,477.0	Higher Education Aids Board	Employees
Probation And Parole Agent-Sen	841.3	Grants Specialist	4.0
Office Operations Associate	358.7		
Probation And Parole Agent	311.9	Justice	Employees
Teacher	228.5	Assistant Attorney General	74.5
Social Worker-Corrections-Sen	201.6	Special Agent-Senior	60.0
Supervising Officer 2	174.0	DNA Analyst-Sen	44.0
Nurse Clinician 2	142.0	Legal Secretary	18.8
Corrections Food Service Leader 2	128.5	Special Agent	17.0
Corrections Field Supervisor	126.0	License Permit Prog Assoc	16.0
Supervising Officer 1	119.0	Program and Policy Analyst	14.0
Facilities Maintenance Spec-Adv	76.0	Paralegal-Adv	13.8
Youth Counselor	69.0	Assistant Attorney General-Supv	13.0
Corrections Communication Operator	63.0	Criminal Analyst-Sen	13.0
		Fingerprint Footwear Examiner-Sen	12.0

Source: PeopleSoft, June 2016

Chart 11
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2016

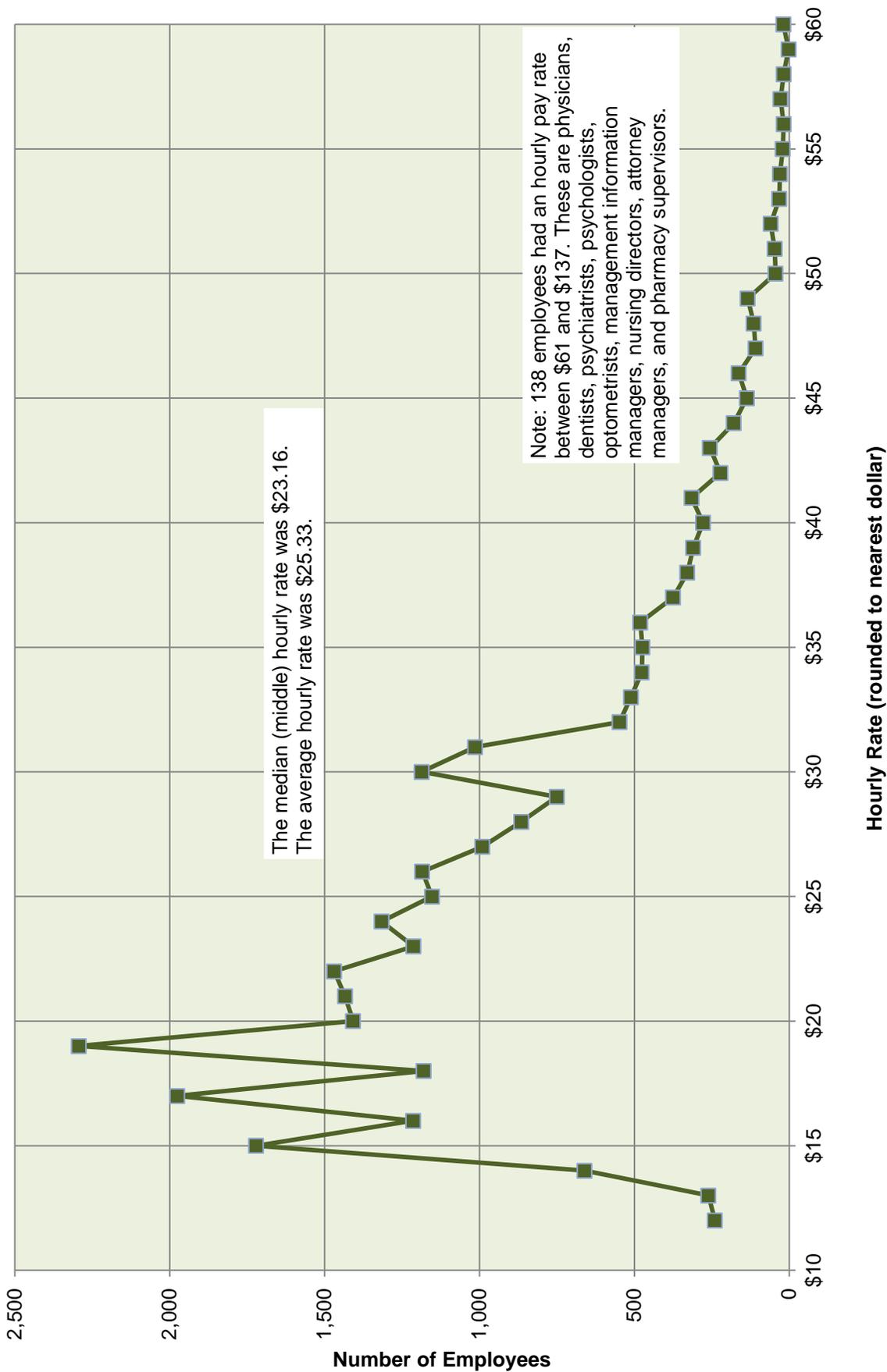


Table 12
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT

Executive Branch

Employees¹ (actual headcount except budgeted FTE for UW)

- 29,410 Permanent Classified Employees (*the focus of this Report*)
 - 1,282 Unclassified Employees (other than UW) including Elected Officials
(appointees, state prosecutor & public defender attorneys, investment board, etc.)
- 5,088 Limited Term Employees
 - 108 Project Employees
- 32,341 UW System 2015-16 budgeted FTE positions, all faculty and staff except graduate assistants
- 3,121 UW System 2015-16 FTE student assistants

Judicial Branch

Includes only those entities with state-funded positions

Employees² (actual headcount of state-funded employees)

- 38.5 Supreme Court
- 75.5 Court of Appeals
- 527.0 Circuit Courts (state-funded positions, only)
- 130.3 Director of State Courts
- 16.5 State Law Library
- 27.5 Office of Lawyer Regulations
- 8.0 Board of Bar Examiners
- 2.0 Judicial Commission
- 1.0 Judicial Council

Legislative Branch

Employees³ (actual count of employees)

- 132.0 Elected Senators and Representatives
- 387.0 Assembly and Senate staff
- 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 health insurance and retirement purposes.

Employees⁴

- 8,644 University of Wisconsin Hospital & Clinics Authority
- 109 Wisconsin Economic Development Corporation (WEDC)
 - 4 Wisconsin Health and Educational Facilities Authority
- 150 Wisconsin Housing and Economic Development Authority
The Aerospace, Fox River Navigational System, and Lower Fox River Remediation authorities do not employ permanent staff.

¹ June 2016; Sources: PeopleSoft except 2015-16 UW System Fact Book for UW System

² Authorized positions; Source: 2015-2016 Blue Book, compiled by the Legislative Reference Bureau

³ Authorized positions; Source: 2015-2016 Blue Book, compiled by the Legislative Reference Bureau

⁴ Authorized positions; Source: 2015-2016 Blue Book, compiled by the Legislative Reference Bureau, except for the WEDC. According to the WEDC CAFR for the fiscal year ended June 30, 2016, WEDC had 102 permanent and 7 temporary/project staff.

Section 3

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Section 3 provides statistics for the state permanent classified workforce by the affirmative action target group categories (women, racial/ethnic minorities, and persons with disabilities), affirmative action job groups, and federal equal employment opportunity (EEO) job categories. A new set of affirmative action job groups was implemented in July 2014 to replace the previous groupings. As a result, historical comparisons for job groups are no longer possible.

DID YOU KNOW . . . ?

- The percentage of racial/ethnic minorities increased every year from 2006 through 2016.
- The percentage of women in permanent classified state jobs is significantly greater than the estimated percentage of women in the total Wisconsin labor force.
- The Department of Children & Families is the agency with the highest percentage of racial/ethnic minority employees, at 24.2%.
- The top three job groups with the highest minority representation are: Personal Care Aides (46.6%), Social Services Professionals (22.0%), and Physicians and Health Care Practitioners (20.4%).
- The job group with the highest percentage of persons with disabilities (19.6%) is Program Specialists.
- Women hold 57.2% of EEO job category “Professional” positions.
- Minority men are most concentrated in Service/Maintenance jobs at 7.8% of workers, while minority women are most concentrated in Administrative Support jobs at 13.5%.
- The percentage of employees who identify as Black in the state classified workforce significantly exceeds the estimated percentage in the Wisconsin labor force.
- In the Eastern region of Wisconsin, the State employs more than twice as many Black women as Black men in permanent classified positions.
- The percentage of employees reporting having a disability is 4.6%.

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATISTICS AND PROGRAMS

OVERVIEW OF STATISTICS

The Division of Personnel Management (DPM) is statutorily¹ charged with advancing and reporting on affirmative action programs to ensure that the diversity of the government's workforce proportionately reflects the diversity of the state labor force. The tables in this section of this report generally include data for fiscal years 2015 and 2016 and sometimes comparison with 2006. The report complies with the annual reporting requirement to the Governor and Legislature on the state affirmative action program accomplishments.

As of June 2016, racial/ethnic minorities comprised 12.7% of the permanent classified workforce, continuing an upward trend of steady increases from a rate of 9.2% in 2006. Since the last report, the largest increase in percent of total state employees has been for Blacks, who increased from 5.8% in 2014 to 6.6% in 2016. During the same time the percentage of Hispanics has remained at 2.8%, and Asians increased slightly from 2.6% to 2.7%. Overall, all groups combined have a statistically significant increase in the last 10 years of over 3%.

Women account for 50.9% of the classified work force in 2016, slightly higher than the 49.9 % in 2006. Chart 17 depicts the employment gains and losses of women by agency in 2016 as compared to 2006. Similarly, Chart 18 compares 2006 and 2016 percentage gains and losses of racial/ethnic classified minority employees by agency.

Percentage of employees that reported having a disability in 2016 remained flat over the biennial (4.6%) as compared to 2014 total of (4.5%).

OVERVIEW OF AFFIRMATIVE ACTION (AA) PROGRAMS

Affirmative Action Programs are specific proactive employment actions designed to ensure equal opportunities, eliminate the substantial disparity between the proportion of members of racial/ethnic, gender, veteran or disabled groups in state job classification groupings and the proportion of those groups in the relevant labor pool. The Bureau of Equity and Inclusion (BEI) within DPM advises and assists agencies in establishing policies and programs to ensure equal employment opportunity, monitors such programs, and provides support to the State Council on Affirmative Action (SCAA).

Underutilization Analysis - Underutilization Analysis is fundamental in affirmative action planning for Wisconsin state government. A finding of underutilization is considered evidence of an imbalance in the racial/ethnic and/or gender composition of employees in a particular job category. Underutilization is determined by comparing the percentage of racial/ethnic minorities and women in a job group with the percentage of those groups in the relevant labor pool. If the percentage of racial/ethnic minorities or women is substantially lower than their percentage in the relevant labor pool (less than 80%), the job group is considered underutilized for racial/ethnic minorities and/or women.

¹ §230.04(9) and (9m), §230.46, Wis. Stats.

Expanded Certification Program - The Expanded Certification Program allows DPM's Bureau of Merit Recruitment and Selection (BMRS) to include up to three additional names of qualified women or qualified racial/ethnic minorities to the certified list if the classification is underutilized.

Summer Affirmative Action Internship Program (SAAIP) - The Summer Affirmative Action Internship Program places qualified students in intern positions within state agencies and on UW campuses. SAAIP assists state agencies and universities in promoting equal employment opportunity by providing them with a pool of racial/ethnic minorities, women, and students with disabilities. The program provides students with practical, on-the-job experience, training, and exposure to employment with the state of Wisconsin. BEI conducts targeted recruitment, coordinates the referral process, provides technical assistance, and sponsors the SAAIP Employment Seminar for student participants.

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAMS

The state of Wisconsin provides equal employment opportunities by ensuring that all employment actions are based on the ability of an individual to perform the duties and responsibilities of the position. Equal opportunity ensures compliance with nondiscrimination laws.

EEO/AA Program Certification - BEI requires that state agencies, institutions and universities meet all the eligibility criteria to attain program certification. These criteria include the following: adherence to the statutory requirement that an AA Officer is appointed and reports directly to the appointing authority; a hiring review process; the creation of an AA Advisory Committee; policies on harassment and disability accommodations; internal discrimination complaints procedures; balanced interview panels; and the posting of the EEO/AA policy statement.

EEO/AA Planning Standards - All state agencies with thirty or more permanent classified employees are required to prepare Equal Employment Opportunity/Affirmative Action (EEO/AA) Plans according to these standards. The plans are intended to assist in ensuring equal employment opportunities and eliminating the present effects of past discrimination for racial/ethnic minorities, women, and persons with disabilities.

Supervisory Training - Provided jointly by all DPM Bureaus (Bureau of Equity and Inclusion, Bureau of Merit Recruitment Selection, and Bureau of Compensation and Employment Relations), the Personnel Administration training program is basic management/personnel administration training designed for new supervisors to meet statutory training requirements. The EEO/AA training portion highlights the EEO/AA roles and responsibilities of supervisors, and it covers basic EEO/AA concepts that are instrumental for supervisors such as EEO/AA laws, EEO/AA policies and procedures for the hiring process, and information concerning harassment and reasonable accommodations for persons with disabilities. This program is provided to most state agencies except for the five largest agencies which conduct their own new supervisor training.

BEI Training - BEI training is a customized one hour affirmative action training program provided by DPM/BEI upon request by a state agency. The purposes of BEI training courses are to provide training to address the immediate needs of state agencies and University of Wisconsin system campuses, to assist them in becoming excellent EEO/AA and diversity employers. BEI training on the "Essentials of an Effective AA Advisory Committee," "Reasonable Accommodations" and "Prejudice and its Impact in the Workplace" are some of the training courses offered.

Affirmative Action Officers (AAOs) Executive Committee - The Executive Committee represents the interests of all state agency AA Officers by providing advice and guidance to BEI with respect to matters involving affirmative action, equal employment opportunity and workforce diversity programs and services. The Executive Committee advocates for the adoption of policies, management practices, and programs that encourage and support the active recruitment and retention of women, racial/ethnic minorities, and persons with disabilities.

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 evaluates the progress of affirmative action programs throughout the civil service system, seeks compliance with state and federal regulations and recommends improvements in state affirmative action efforts as an employer. Council membership is representative of the state population. The Council holds an Annual Diversity Award program to recognize best affirmative action practices among state agencies and University of Wisconsin campuses. BEI provides support to the Council.

Wisconsin Works (W-2) Program - Agencies with at least 100 classified permanent employees are required to develop goals and timetables for hiring Wisconsin Works (W-2) program participants into state service. BEI monitors and reports on progress made in this area. There are also W-2 outreach efforts made within select components of statewide recruitment activities. W-2 Hiring Reports can be found on the DPM website.

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

OVERVIEW OF EEO/AA REPORTS

BEI prepares the following reports as required by federal and state statutes. Current reports are located on the DPM website.

EEO-4 Report - BEI reports biennially to the federal Equal Employment Opportunity Commission (EEOC) on the Wisconsin state workforce. The report is used by federal government agencies with responsibilities related to equal employment opportunity. The report contains race/ethnicity and gender data, occupational data, annual salary, new hires data, and data on employees who worked less than full-time.

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

Written Hiring Reasons Report - BEI prepares an annual report summarizing, for each agency, the appointing authority's reasons for selecting the persons who were appointed for new hires, promotions, and project appointments. The report summarizes the basis for hiring decisions and includes the number of total hires who were veterans, persons with disabilities, racial/ethnic minorities, and women in permanent and project appointments, within the classified service.

State Council on Affirmative Action Report - This annual report summarizes the Council's activities and accomplishments which include 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 recognizes agencies, and technical colleges with outstanding initiatives and best practices in affirmative action and diversity.

Classified Workforce & Affirmative Action Report - This bi-annual 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.

Wisconsin Works (W-2) Report - The W-2 Report summarizes the W-2 hiring data by state agency and by classification title. The data in this report is extracted from the state employment application system and Wisc.Jobs.

Table 13a
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
 June 2015 and June 2016

Agency	Year	Count of Employees	Women	Racial/Ethnic Minorities										Persons with Disabilities ¹	Persons with Severe Disabilities
				Total Racial/Ethnic Minorities	American Indians	Asians	Blacks	Hispanics	Unknown	#	%	#	%		
Administration	2016	883	348 39.4%	90 10.2%	3 0.3%	31 3.5%	39 4.4%	17 1.9%	7 0.8%	81 9.2%	29 3.3%				
	2015	844	326 38.6%	76 9.0%	6 0.7%	22 2.6%	30 3.6%	18 2.1%	0 0.0%	80 9.5%	30 3.6%				
Ag, Trade & Consumer Prot	2016	561	274 48.8%	24 4.3%	3 0.5%	11 2.0%	5 0.9%	1 0.2%	44 7.8%	8 1.4%					
	2015	559	271 48.5%	27 4.8%	3 0.5%	14 2.5%	6 1.1%	0 0.0%	52 9.3%	8 1.4%					
Bd on Aging & Long Term Care	2016	37	30 81.1%	3 8.1%	0 0.0%	1 2.7%	1 2.7%	0 0.0%	1 2.7%	0 0.0%					
	2015	36	28 77.8%	1 2.8%	0 0.0%	1 2.8%	0 0.0%	0 0.0%	1 2.8%	0 0.0%					
Child Abuse & Neglect Prev Bd	2016	6	6 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%					
	2015	n/a													
Children and Families	2016	702	547 77.9%	170 24.2%	4 0.6%	33 4.7%	109 15.5%	24 3.4%	0 0.0%	51 7.3%	9 1.3%				
	2015	702	545 77.6%	163 23.2%	3 0.4%	30 4.3%	107 15.2%	23 3.3%	0 0.0%	59 8.4%	11 1.6%				
Commissioner of Insurance	2016	136	75 55.1%	26 19.1%	4 2.9%	14 10.3%	3 2.2%	5 3.7%	0 0.0%	10 7.4%	4 2.9%				
	2015	138	76 55.1%	19 13.8%	2 1.4%	10 7.2%	3 2.2%	4 2.9%	0 0.0%	14 10.1%	5 3.6%				
Corrections	2016	9,259	3,926 42.4%	969 10.5%	46 0.5%	115 1.2%	543 5.9%	265 2.9%	48 0.5%	247 2.7%	33 0.4%				
	2015	9,523	3,979 41.8%	962 10.1%	52 0.5%	100 1.1%	536 5.6%	274 2.9%	19 0.2%	250 2.6%	33 0.3%				
Educational Communications Bd	2016	34	6 17.6%	1 2.9%	0 0.0%	0 0.0%	1 2.9%	0 0.0%	0 0.0%	3 8.8%	3 8.8%				
	2015	37	5 13.5%	1 2.7%	0 0.0%	0 0.0%	1 2.7%	0 0.0%	0 0.0%	3 8.1%	3 8.1%				
Employee Trust Funds	2016	249	156 62.7%	34 13.7%	1 0.4%	19 7.6%	8 3.2%	6 2.4%	3 1.2%	12 4.8%	8 3.2%				
	2015	242	151 62.4%	31 12.8%	1 0.4%	17 7.0%	8 3.3%	5 2.1%	0 0.0%	16 6.6%	9 3.7%				
Employment Relations Comm	2016	6	4 66.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%				
	2015	5	3 60.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%				
Financial Institutions	2016	115	58 50.4%	11 9.6%	1 0.9%	3 2.6%	4 3.5%	3 2.6%	3 2.6%	7 6.1%	1 0.9%				
	2015	120	67 55.8%	11 9.2%	1 0.8%	3 2.5%	5 4.2%	2 1.7%	0 0.0%	7 5.8%	3 2.5%				
Government Accountability Bd	2016	30	15 50.0%	3 10.0%	1 3.3%	1 3.3%	1 3.3%	0 0.0%	0 0.0%	1 3.3%	1 3.3%				
	2015	33	13 39.4%	2 6.1%	1 3.0%	1 3.0%	0 0.0%	0 0.0%	0 0.0%	3 9.1%	3 9.1%				
Health Services	2016	5,676	3,667 64.6%	1,140 20.1%	35 0.6%	245 4.3%	692 12.2%	168 3.0%	5 0.1%	118 2.1%	28 0.5%				
	2015	5,834	3,798 65.1%	1,136 19.5%	33 0.6%	227 3.9%	702 12.0%	174 3.0%	0 0.0%	123 2.1%	29 0.5%				
Higher Educational Aids Board	2016	9	7 77.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 11.1%	1 11.1%	0 0.0%				
	2015	8	7 87.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 12.5%	0 0.0%				
Justice	2016	625	358 57.3%	61 9.8%	4 0.6%	15 2.4%	18 2.9%	24 3.8%	1 0.2%	22 3.5%	2 0.3%				
	2015	615	356 57.9%	56 9.1%	3 0.5%	15 2.4%	20 3.3%	18 2.9%	0 0.0%	17 2.8%	1 0.2%				
Labor & Industry Review Comm	2016	17	13 76.5%	1 5.9%	0 0.0%	1 5.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%				
	2015	n/a													
Lower WI State Riverway Bd	2016	1	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%				
	2015	1	1 100.0%	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	2016	441	116 26.3%	21 4.8%	1 0.2%	8 1.8%	6 1.4%	6 1.4%	1 0.2%	51 11.6%	1 0.2%				
	2015	407	107 26.3%	18 4.4%	0 0.0%	9 2.2%	3 0.7%	6 1.5%	0 0.0%	34 8.4%	1 0.2%				

Table 13b
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
 June 2015 and June 2016

Agency	Year	Count of Employees	Women		Total Racial/Ethnic Minorities				Racial/Ethnic Minorities								Persons with Disabilities ¹		Persons with Severe Disabilities	
			#	%	#	%	American Indians	Asians	Blacks	Hispanics	Unknown	#	%	#	%	#	%	#	%	
Natural Resources	2016	2,193	735	33.5%	105	4.8%	14	0.6%	32	1.5%	29	1.3%	30	1.4%	1	0.0%	103	4.7%	39	1.8%
	2015	2,268	767	33.8%	114	5.0%	15	0.7%	35	1.5%	33	1.5%	31	1.4%	0	0.0%	119	5.2%	47	2.1%
People with Dev Disabilities Bd	2016	7	5	71.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2015	7	5	71.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public Instruction	2016	610	411	67.4%	47	7.7%	2	0.3%	14	2.3%	20	3.3%	11	1.8%	0	0.0%	81	13.3%	2	0.3%
	2015	625	428	68.5%	50	8.0%	2	0.3%	14	2.2%	24	3.8%	10	1.6%	1	0.2%	85	13.6%	2	0.3%
Public Lands Board	2016	8	3	37.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2015	9	3	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public Service Commission	2016	117	58	49.6%	17	14.5%	0	0.0%	9	7.7%	4	3.4%	4	3.4%	0	0.0%	4	3.4%	3	2.6%
	2015	117	55	47.0%	14	12.0%	0	0.0%	8	6.8%	4	3.4%	2	1.7%	0	0.0%	5	4.3%	4	3.4%
Revenue	2016	1,085	576	53.1%	158	14.6%	5	0.5%	54	5.0%	65	6.0%	34	3.1%	9	0.8%	75	6.9%	24	2.2%
	2015	1,018	544	53.4%	142	13.9%	5	0.5%	46	4.5%	61	6.0%	30	2.9%	6	0.6%	85	8.3%	26	2.6%
Safety & Professional Services	2016	204	106	52.0%	22	10.8%	2	1.0%	5	2.5%	10	4.9%	5	2.5%	0	0.0%	18	8.8%	2	1.0%
	2015	204	100	49.0%	21	10.3%	3	1.5%	4	2.0%	11	5.4%	3	1.5%	0	0.0%	24	11.8%	2	1.0%
Secretary of State	2016	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2015	2	2	100.0%	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 Employment Relations	2016	36	24	66.7%	8	22.2%	0	0.0%	2	5.6%	4	11.1%	2	5.6%	0	0.0%	4	11.1%	1	2.8%
	2015	230	173	75.2%	34	8.9%	1	0.4%	4	1.7%	16	7.0%	13	5.5%	0	0.0%	12	5.2%	2	0.9%
State Public Defender Office	2016	238	181	76.1%	39	16.4%	1	0.4%	6	2.5%	17	7.1%	15	6.3%	0	0.0%	11	4.6%	1	0.4%
	2015	22	14	63.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.5%	0	0.0%
Tourism	2016	21	12	57.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2015	21	12	57.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Transportation	2016	3,277	1,239	37.8%	378	11.5%	31	0.9%	107	3.3%	142	4.3%	98	3.0%	6	0.2%	142	4.3%	25	0.8%
	2015	3,332	1,274	38.2%	383	11.5%	30	0.9%	108	3.2%	149	4.5%	96	2.9%	2	0.1%	148	4.4%	22	0.7%
Veterans Affairs	2016	1,248	1,002	80.3%	127	10.2%	6	0.5%	25	2.0%	67	5.4%	29	2.3%	5	0.4%	101	8.1%	29	2.3%
	2015	1,283	1,028	80.1%	139	10.8%	4	0.3%	25	1.9%	78	6.1%	32	2.5%	0	0.0%	109	8.5%	30	2.3%
WI Historical Society	2016	113	59	52.2%	3	2.7%	1	0.9%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%
	2015	115	60	52.2%	2	1.7%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
WI Technical College System Bd	2016	55	36	65.5%	6	10.9%	0	0.0%	0	0.0%	2	3.6%	4	7.3%	3	5.5%	3	5.5%	0	0.0%
	2015	50	31	62.0%	4	8.0%	0	0.0%	0	0.0%	1	2.0%	3	6.0%	0	0.0%	2	4.0%	0	0.0%
Workforce Development	2016	1,453	941	64.8%	278	19.1%	9	0.6%	55	3.8%	152	10.5%	62	4.3%	12	0.8%	164	11.3%	32	2.2%
	2015	1,580	1,018	64.4%	296	18.7%	12	0.8%	55	3.5%	168	10.6%	61	3.9%	1	0.1%	169	10.7%	35	2.2%
Grand Total	2016	29,410	14,966	50.9%	3,729	12.7%	174	0.6%	803	2.7%	1,937	6.6%	815	2.8%	106	0.4%	1,353	4.6%	285	1.0%
Grand Total	2015	30,009	15,265	50.9%	3,715	12.4%	178	0.6%	752	2.5%	1,972	6.6%	813	2.7%	29	0.1%	1,421	4.7%	306	1.0%

¹Disabled includes both persons with severe and non-severe disabilities. Disabilities are self-reported by employees.

Source: PMIS June 2015; PeopleSoft June 2016

**Table 14
RACIAL/ETHNIC MINORITY EMPLOYEES BY REGION COMPARED WITH WISCONSIN LABOR FORCE**

Region <small>See map in Appendix E</small>	Total Minorities ¹			American Indians			Asian/Pacific Islanders			Blacks			Hispanics		
	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men
Central															
# Minorities	350	175	175	42	18	24	123	73	50	73	28	45	112	56	56
% Minorities	5.4%	2.7%	2.7%	0.6%	0.3%	0.4%	1.9%	1.1%	0.8%	1.1%	0.4%	0.7%	1.7%	0.9%	0.9%
Est. % in Labor Force	7.4%			1.0%			2.0%			0.7%			3.0%		
Total Employees	6,515														
Eastern															
# Minorities	1,572	1,043	529	30	14	16	109	66	43	1,120	778	342	313	185	128
% Minorities	31.8%	21.1%	10.7%	0.6%	0.3%	0.3%	2.2%	1.3%	0.9%	22.6%	15.7%	6.9%	6.3%	3.7%	2.6%
Est. % in Labor Force	23.4%			0.4%			2.1%			11.8%			8.1%		
Total Employees	4,948														
Northern															
# Minorities	44	18	26	18	10	8	9	2	7	2	2	0	15	4	11
% Minorities	4.0%	1.6%	2.3%	1.6%	0.9%	0.7%	0.8%	0.2%	0.6%	0.2%	0.2%	0.0%	1.4%	0.4%	1.0%
Est. % in Labor Force	6.9%			3.9%			0.5%			0.4%			1.1%		
Total Employees	1,108														
Southern															
# Minorities	1,651	927	724	71	41	30	524	304	220	711	395	316	345	187	158
% Minorities	11.7%	6.5%	5.1%	0.5%	0.3%	0.2%	3.7%	2.1%	1.6%	5.0%	2.8%	2.2%	2.4%	1.3%	1.1%
Est. % in Labor Force	10.3%			0.2%			1.9%			2.6%			4.6%		
Total Employees	14,156														
Western															
# Minorities	98	46	52	13	7	6	33	15	18	25	8	17	27	16	11
% Minorities	3.7%	1.7%	2.0%	0.5%	0.3%	0.2%	1.2%	0.6%	0.7%	0.9%	0.3%	0.6%	1.0%	0.6%	0.4%
Est. % in Labor Force	4.5%			0.5%			1.3%			0.7%			1.6%		
Total Employees	2,644														
All Regions Total															
Total Minorities	3,715	2,209	1,506	174	90	84	798	460	338	1,931	1,211	720	812	448	364
% Minorities	12.6%	7.5%	5.1%	0.6%	0.3%	0.3%	2.7%	1.6%	1.2%	6.6%	4.1%	2.5%	2.8%	1.5%	1.2%
Est. % in Labor Force	13.0%			0.7%			2.0%			4.8%			4.6%		
Total In-state Employees	29,371														

Note: This table excludes 39 employees working out of state. Totals and percentages are based on in-state employees. For Wisconsin Regional Map, see Appendix E.

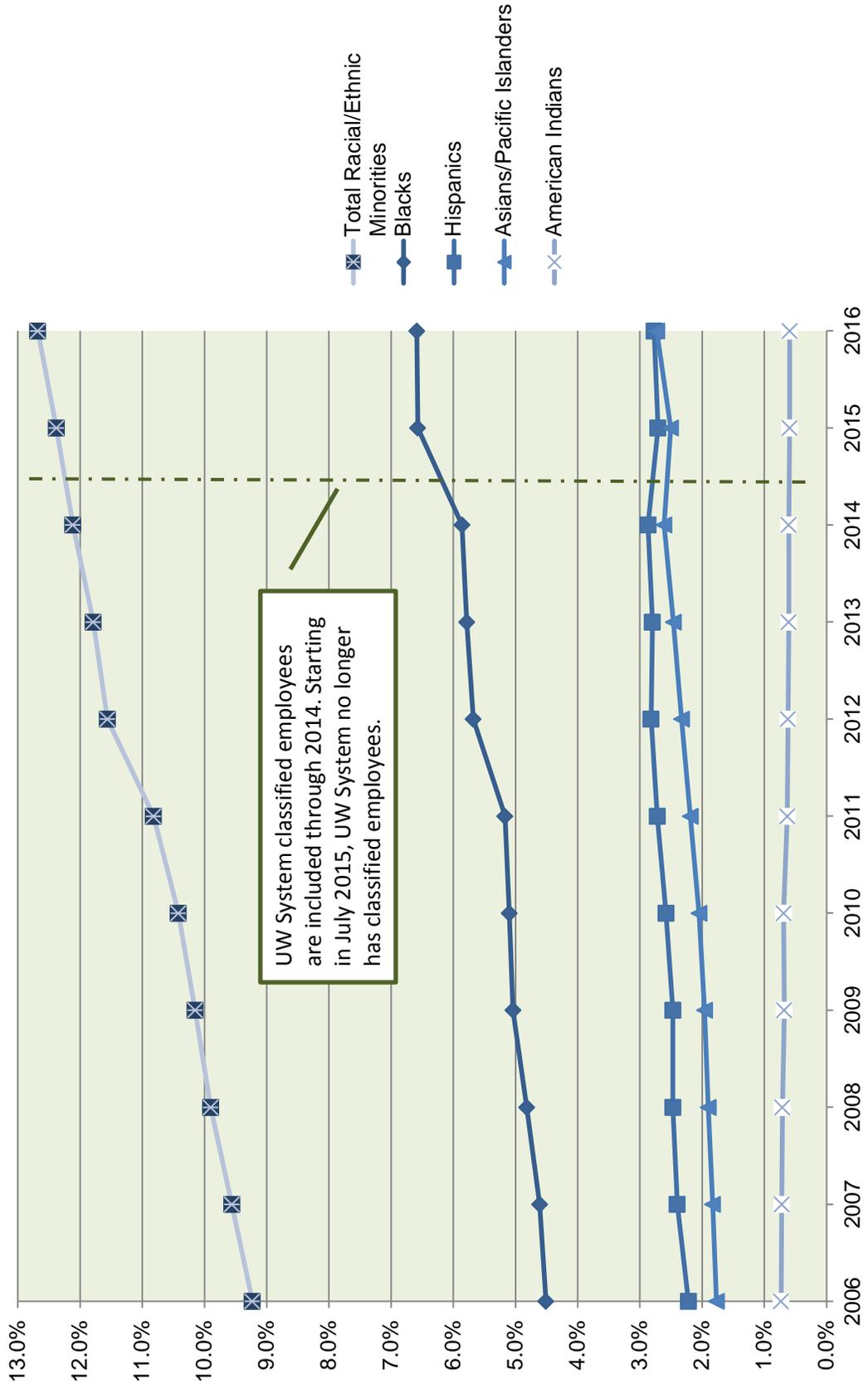
Note: Racial/ethnic data was missing for about 106 classified employees. These employees are considered non-minorities for this table.

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.

1 "Total Minorities" in the WI labor force includes persons that identify as two or more races, or a category not listed here. Therefore "Total Minorities" is greater than the sum of the four listed racial/ethnic groups which are recorded for state employees. Slight percentage differences between this table, Table 13, and Table 16 result from 39 "out of state" employees excluded from the calculations of data in this table.

Sources: Permanent classified state employee data from PeopleSoft, June 2016; WI Labor Force data estimates for 2013-14 (the most recent available) from the Department of Workforce Development, Office of Economic Advisors

Chart 15
RACIAL/ETHNIC MINORITY EMPLOYMENT TRENDS: 2006-2016
Percentage of Permanent Classified Workforce



Source: PMIS, June of each year 2006-2015; PeopleSoft, June 2016

Table 16
AFFIRMATIVE ACTION GROUPS COMPARED TO EMPLOYED LABOR FORCE AND POPULATION: 2016 and 2006
Permanent Classified Employees - non UW

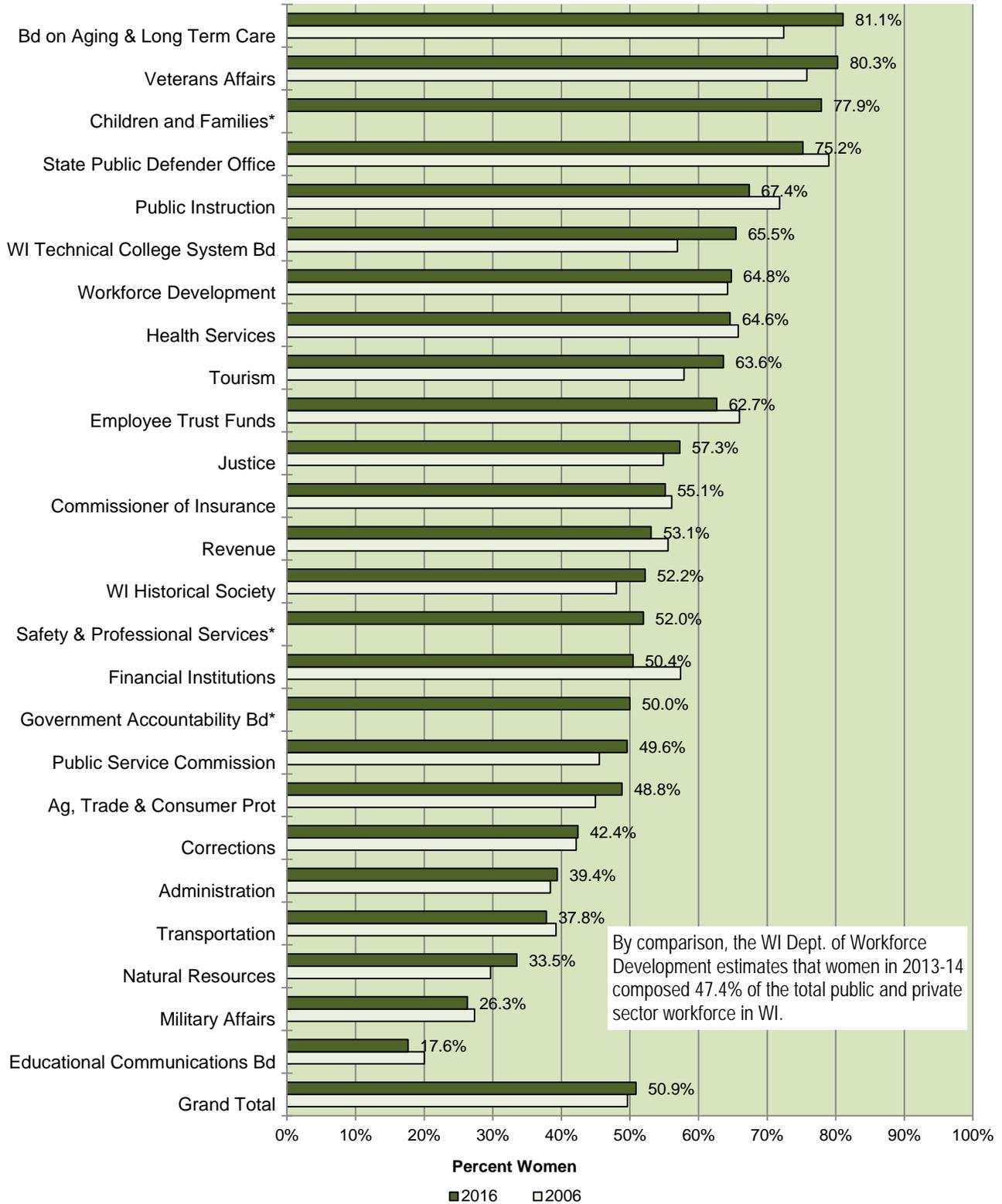
Affirmative Action Group	Count of State Employees	Percent of Total State Employees	Percent of WI Employed Labor Force ¹	Percent of WI Population
All Racial / Ethnic Minorities				
2016	3,729	12.7%	13.0%	18.1%
2006	2,707	9.1%	9.5%	12.2%
Blacks				
2016	1,937	6.6%*	4.8%*	6.6%
2006	1,448	4.9%	4.1%	5.7%
Hispanics				
2016	815	2.8%*	4.6%*	6.6%
2006	573	1.9%	2.8%	3.5%
Asians / Pacific Islanders				
2016	803	2.7%	2.0%	2.9%
2006	449	1.5%	1.2%	1.8%
American Indians / Alaska Natives				
2016	174	0.6%	0.7%	1.1%
2006	237	0.8%	0.8%	0.8%
Females				
2016	14,966	50.9%*	47.4%*	50.3%
2006	14,715	49.6%*	47.4%*	50.7%
Total Persons with Disabilities²				
2016	1,353	4.6%	na	na
2006	2,013	6.8%	na	na

* 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.

¹ Labor Force represents all persons 16 years of age and older, who are either employed or unemployed and looking for work. Racial/Ethnic minority percentages in the labor force are based on DWD estimates from 2006-2010 American Community Survey.

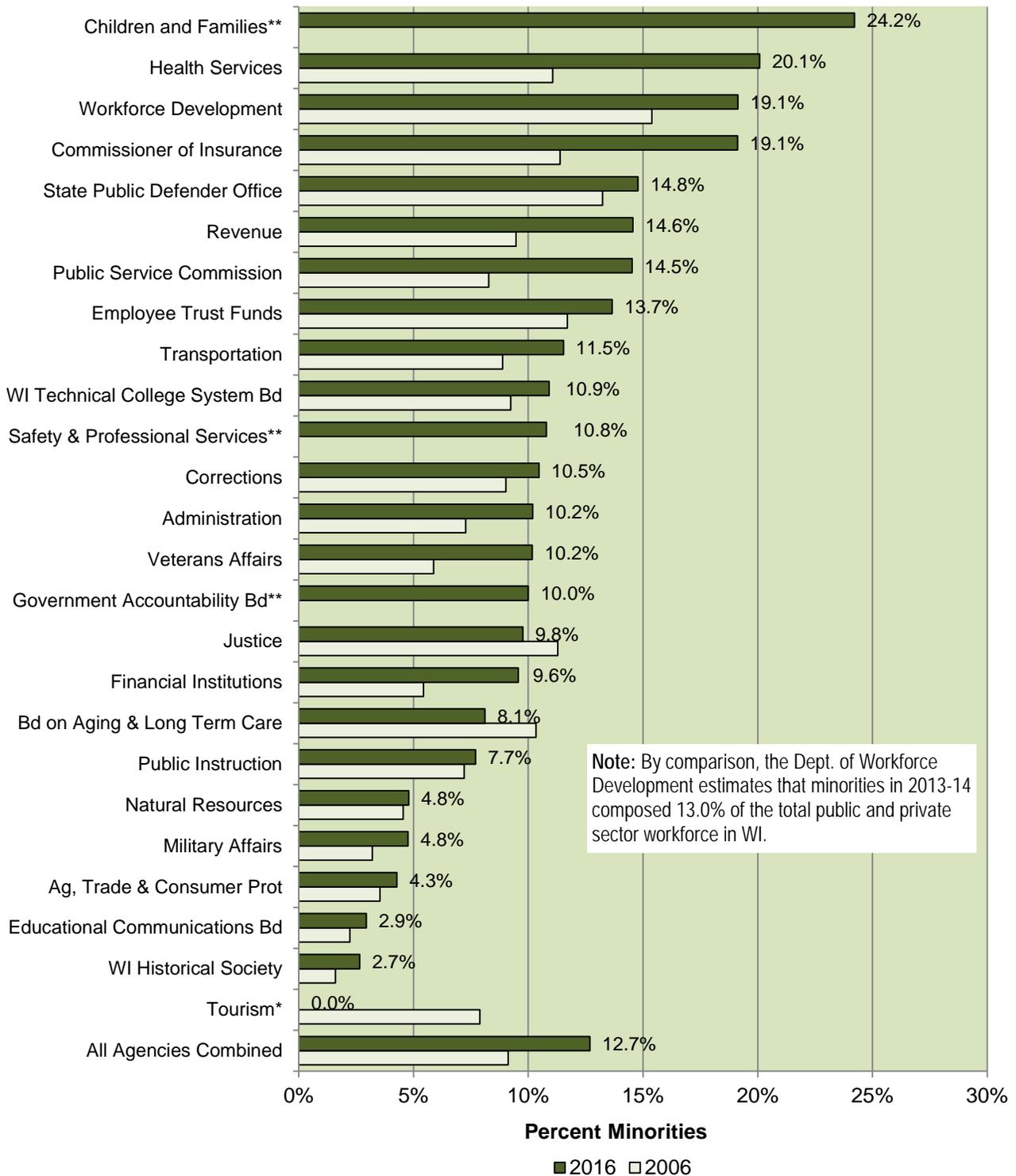
² Total persons with disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported. Sources: PMIS 2006; PeopleSoft 2016. Wisconsin population demographics are U.S. Census Bureau estimates for 2015.

Chart 17
PERCENTAGE OF WOMEN BY AGENCY: 2016 and 2006
Permanent Classified Employees
Agencies with at least 20 employees



*Children and Families, Safety and Professional Services, and Government Accountability Board did not exist in 2006.

Chart 18
PERCENTAGE OF RACIAL/ETHNIC MINORITIES BY AGENCY: 2016 and 2006
Permanent Classified Employees
Agencies with at least 20 employees

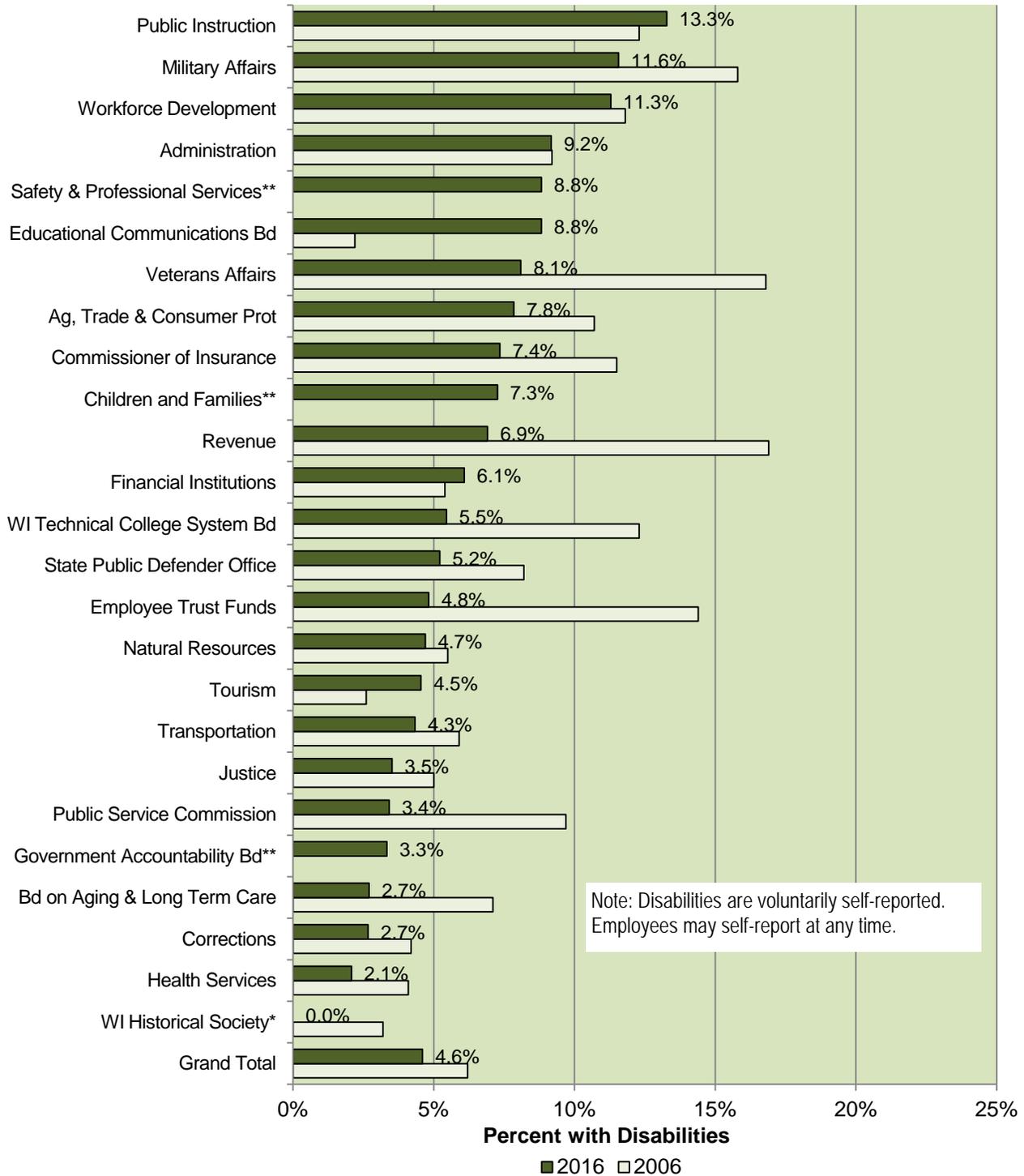


* The department of Tourism did not have any racial/ethnic minorities employed in June 2016.

**Children & Families, Government Accountability Board, and Safety & Professional Services did not exist in 2006.

Sources: PeopleSoft, June 2016; PMIS, June 2006

Chart 19
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2016 and 2006
Permanent Classified Employees
Agencies with at least 20 employees



* The WI Historical Society did not have any persons with disabilities employed in the June 2016 PeopleSoft snapshot.

**Children & Families, Government Accountability Board, and Safety & Professional Services did not exist in 2006.

Sources: PeopleSoft, June 2016; PMIS, June 2006

Table 20
RANKING AGENCIES ON RACIAL/ETHNIC MINORITY EMPLOYMENT: 2015-2016
 Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2015 Rank	Total Minorities	% Minorities	2016 Rank	Total Minorities	% Minorities	Net % Change
Children and Families	1	163	23.2%	1	170	24.2%	1.0%
Health Services	2	1,136	19.5%	2	1,140	20.1%	0.6%
Workforce Development	3	296	18.7%	3	278	19.1%	0.4%
Revenue	4	142	13.9%	4	158	14.6%	0.6%
Transportation	5	383	11.5%	5	378	11.5%	0.0%
Veterans Affairs	6	139	10.8%	6	969	10.5%	0.4%
Corrections	7	962	10.1%	7	90	10.2%	1.2%
Justice	8	56	9.1%	8	127	10.2%	-0.7%
Administration	9	76	9.0%	9	61	9.8%	0.7%
Public Instruction	10	50	8.0%	10	47	7.7%	-0.3%
Natural Resources	11	114	5.0%	11	105	4.8%	-0.2%
Ag, Trade & Consumer Prot	12	27	4.8%	12	24	4.3%	-0.6%

Medium Agencies (100-499 employees)

Agency	2015 Rank	Total Minorities	% Minorities	2016 Rank	Total Minorities	% Minorities	Net % Change
State Public Defender	1	39	16.4%	1	26	19.1%	5.3%
Commissioner of Insurance	2	19	13.8%	2	34	14.8%	-1.6%
Employee Trust Funds	3	31	12.8%	3	17	14.5%	2.6%
Public Service Commission	4	14	12.0%	4	34	13.7%	0.8%
Safety & Professional Services	5	21	10.3%	5	22	10.8%	0.5%
Financial Institutions	6	11	9.2%	6	11	9.6%	0.4%
Military Affairs	7	18	4.4%	7	21	4.8%	0.3%
WI Historical Society	8	2	1.7%	8	3	2.7%	0.9%

Small Agencies (15-99 employees)

Agency	2015 Rank	Total Minorities	% Minorities	2016 Rank	Total Minorities	% Minorities	Net % Change
State Employment Relations	1	8	22.2%	1	6	10.9%	2.9%
WI Technical College System	2	4	8.0%	2	3	10.0%	3.9%
Government Accountability Bd	3	2	6.1%	3	3	8.1%	5.3%
Bd on Aging & Long Term Care	4	1	2.8%	4	1	5.9%	n/a
Educational Comm Board	5	1	2.7%	5	1	2.9%	0.2%
Tourism	6	0	0.0%	6	0	0.0%	0.0%

Note: 29 employees in 2015 and 106 employees in 2016 did not identify a race/ethnicity--these are treated as non-minorities in this report. Source: PMS, June 2015, PeopleSoft, June 2016

Table 21
RANKING AGENCIES ON EMPLOYMENT OF PERSONS WITH DISABILITIES: 2015-2016
 Permanent Classified Employees
 Large Agencies (500 or more employees)

Agency	2015 Rank	Total PWD	% PWD
Public Instruction	1	85	13.6%
Workforce Development	2	169	10.7%
Administration	3	80	9.5%
Ag, Trade & Consumer Prot	4	52	9.3%
Veterans Affairs	5	109	8.5%
Children and Families	6	59	8.4%
Revenue	7	85	8.3%
Natural Resources	8	119	5.2%
Transportation	9	148	4.4%
Justice	10	17	2.8%
Corrections	11	250	2.6%
Health Services	12	123	2.1%

Agency	2016 Rank	Total PWD	% PWD	Net % Change
Public Instruction	1	81	13.3%	-0.3%
Workforce Development	2	164	11.3%	0.6%
Administration	3	81	9.2%	-0.3%
Veterans Affairs	4	101	8.1%	-0.4%
Ag, Trade & Consumer Prot	5	44	7.8%	-1.5%
Children and Families	6	51	7.3%	-1.1%
Revenue	7	75	6.9%	-1.4%
Natural Resources	8	103	4.7%	-0.6%
Transportation	9	142	4.3%	-0.1%
Justice	10	22	3.5%	0.8%
Corrections	11	247	2.7%	0.0%
Health Services	12	118	2.1%	0.0%

Medium Agencies (100-499 employees)

Agency	2015 Rank	Total PWD	% PWD
Safety & Professional Services	1	24	11.8%
Commissioner of Insurance	2	14	10.1%
Military Affairs	3	34	8.4%
Employee Trust Funds	4	16	6.6%
Financial Institutions	5	7	5.8%
State Public Defender	6	11	4.6%
Public Service Commission	7	5	4.3%
WI Historical Society	8	0	0.0%

Agency	2016 Rank	Total PWD	% PWD	Net % Change
Military Affairs	1	51	11.6%	3.2%
Safety & Professional Services	2	18	8.8%	-2.9%
Commissioner of Insurance	3	10	7.4%	-2.8%
Financial Institutions	4	7	6.1%	0.3%
State Public Defender Office	5	12	5.2%	0.6%
Employee Trust Funds	6	12	4.8%	-1.8%
Public Service Commission	7	4	3.4%	-0.9%
WI Historical Society	8	0	0.0%	0.0%

Small Agencies (15-99 employees)

Agency	2015 Rank	Total PWD	% PWD
State Employment Relations	1	4	11.1%
Government Accountability Bd	2	3	9.1%
Educational Comm Board	3	3	8.1%
WI Technical College System	4	2	4.0%
Bd on Aging & Long Term Care	5	1	2.8%
Tourism	6	0	0.0%

Agency	2016 Rank	Total PWD	% PWD	Net % Change
Educational Communications Bd	1	3	8.8%	0.7%
WI Technical College System Bd	2	3	5.5%	1.5%
Tourism	3	1	4.5%	4.5%
Government Accountability Bd	4	1	3.3%	-5.8%
Bd on Aging & Long Term Care	5	1	2.7%	-0.1%
Labor & Industry Review Comm	6	0	0.0%	n/a

Disabilities are voluntarily self-reported. Employees may self-report at any time.
 Source: PMIS, June 2015; PeopleSoft, June 2016

Table 22a
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2016 and 2015
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Administrative Support	2016	2,966	479	16.1%	2399	80.9%	211	7.1%
	2015	3,138	478	15.2%	2,549	81.2%	235	7.5%
Administrative Support-Fiscal	2016	428	36	8.4%	348	81.3%	30	7.0%
	2015	456	46	10.1%	370	81.1%	32	7.0%
Administrators-Senior Executives	2016	546	49	9.0%	274	50.2%	26	4.8%
	2015	520	45	8.7%	248	47.7%	27	5.2%
Architect/Engineer Supervisors	2016	124	8	6.5%	33	26.6%	5	4.0%
	2015	120	8	6.7%	28	23.3%	5	4.2%
Architect & Engineers	2016	1,304	107	8.2%	274	21.0%	54	4.1%
	2015	1,353	109	8.1%	299	22.1%	58	4.3%
Business Professionals	2016	295	28	9.5%	212	71.9%	16	5.4%
	2015	353	46	13.0%	250	70.8%	27	7.6%
Business & Program Area Supervisors	2016	352	32	9.1%	229	65.1%	20	5.7%
	2015	341	33	9.7%	220	64.5%	21	6.2%
Claims Determination	2016	452	70	15.5%	334	73.9%	30	6.6%
	2015	449	71	15.8%	332	73.9%	31	6.9%
Craft and Trade	2016	131	4	3.1%	4	3.1%	6	4.6%
	2015	130	4	3.1%	5	3.8%	6	4.6%
Education and Training	2016	692	43	6.2%	411	59.4%	59	8.5%
	2015	709	47	6.6%	424	59.8%	52	7.3%
Education Supervisors	2016	31	3	9.7%	19	61.3%	0	0.0%
	2015	30	2	6.7%	20	66.7%	0	0.0%
Environmental Specialists	2016	818	37	4.5%	275	33.6%	39	4.8%
	2015	832	40	4.8%	281	33.8%	45	5.4%
Financial Supervisors	2016	160	14	8.8%	111	69.4%	6	3.8%
	2015	167	15	9.0%	111	66.5%	8	4.8%
Fiscal	2016	1,643	236	14.4%	912	55.5%	101	6.1%
	2015	1,554	211	13.6%	859	55.3%	100	6.4%
Food Production	2016	398	36	9.0%	278	69.8%	16	4.0%
	2015	403	38	9.4%	278	69.0%	14	3.5%
Health Care Professionals	2016	1,213	102	8.4%	1000	82.4%	20	1.6%
	2015	1,247	100	8.0%	1,023	82.0%	25	2.0%

*Disabilities are self-reported by employees. Employees may self-report at any time.

Table 22b
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2016 and 2015
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Health Care Technicians	2016	1,883	240	12.7%	1252	66.5%	50	2.7%
	2015	1,956	247	12.6%	1,325	67.7%	55	2.8%
Health and Social Services Supervisors	2016	507	90	17.8%	367	72.4%	15	3.0%
	2015	510	84	16.5%	362	71.0%	15	2.9%
Inspectors, Investigators and Compliance	2016	364	35	9.6%	143	39.3%	31	8.5%
	2015	330	28	8.5%	118	35.8%	30	9.1%
IS Professionals	2016	1,242	152	12.2%	448	36.1%	80	6.4%
	2015	1,260	143	11.3%	460	36.5%	92	7.3%
IS Support, Program & Service Technicians	2016	119	12	10.1%	35	29.4%	6	5.0%
	2015	137	16	11.7%	39	28.5%	8	5.8%
Legal Professionals and Paralegal	2016	377	51	13.5%	207	54.9%	19	5.0%
	2015	372	50	13.4%	200	53.8%	22	5.9%
Mechanical Equipments, Maintenance Repair	2016	401	11	2.7%	11	2.7%	26	6.5%
	2015	409	10	2.4%	11	2.7%	23	5.6%
Mechanical and Maintenance Supervisors	2016	134	4	3.0%	20	14.9%	19	14.2%
	2015	132	6	4.5%	17	12.9%	15	11.4%
Mid-Level Supervisors	2016	928	83	8.9%	450	48.5%	42	4.5%
	2015	930	79	8.5%	438	47.1%	40	4.3%
Natural Science and Laboratory Technicians	2016	260	5	1.9%	55	21.2%	11	4.2%
	2015	275	9	3.3%	61	22.2%	13	4.7%
Personal Care Aides	2016	556	259	46.6%	415	74.6%	14	2.5%
	2015	635	283	44.6%	482	75.9%	16	2.5%
Physical, Natural and Social Science Supervisors	2016	173	7	4.0%	42	24.3%	8	4.6%
	2015	172	6	3.5%	49	28.5%	9	5.2%
Physicians and Health Care Practitioners	2016	108	22	20.4%	38	35.2%		0.0%
	2015	105	20	19.0%	38	36.2%	1	1.0%
Policy, Planning and Research	2016	664	84	12.7%	382	57.5%	29	4.4%
	2015	661	73	11.0%	377	57.0%	32	4.8%
Power Plant	2016	91	2	2.2%		0.0%	2	2.2%
	2015	96	3	3.1%	1	1.0%	3	3.1%
Production Laborers	2016	251	40	15.9%	121	48.2%	15	6.0%
	2015	268	41	15.3%	127	47.4%	14	5.2%

*Disabilities are self-reported by employees. Employees may self-report at any time.

Table 22c
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2016 and 2015
Permanent Classified Employees

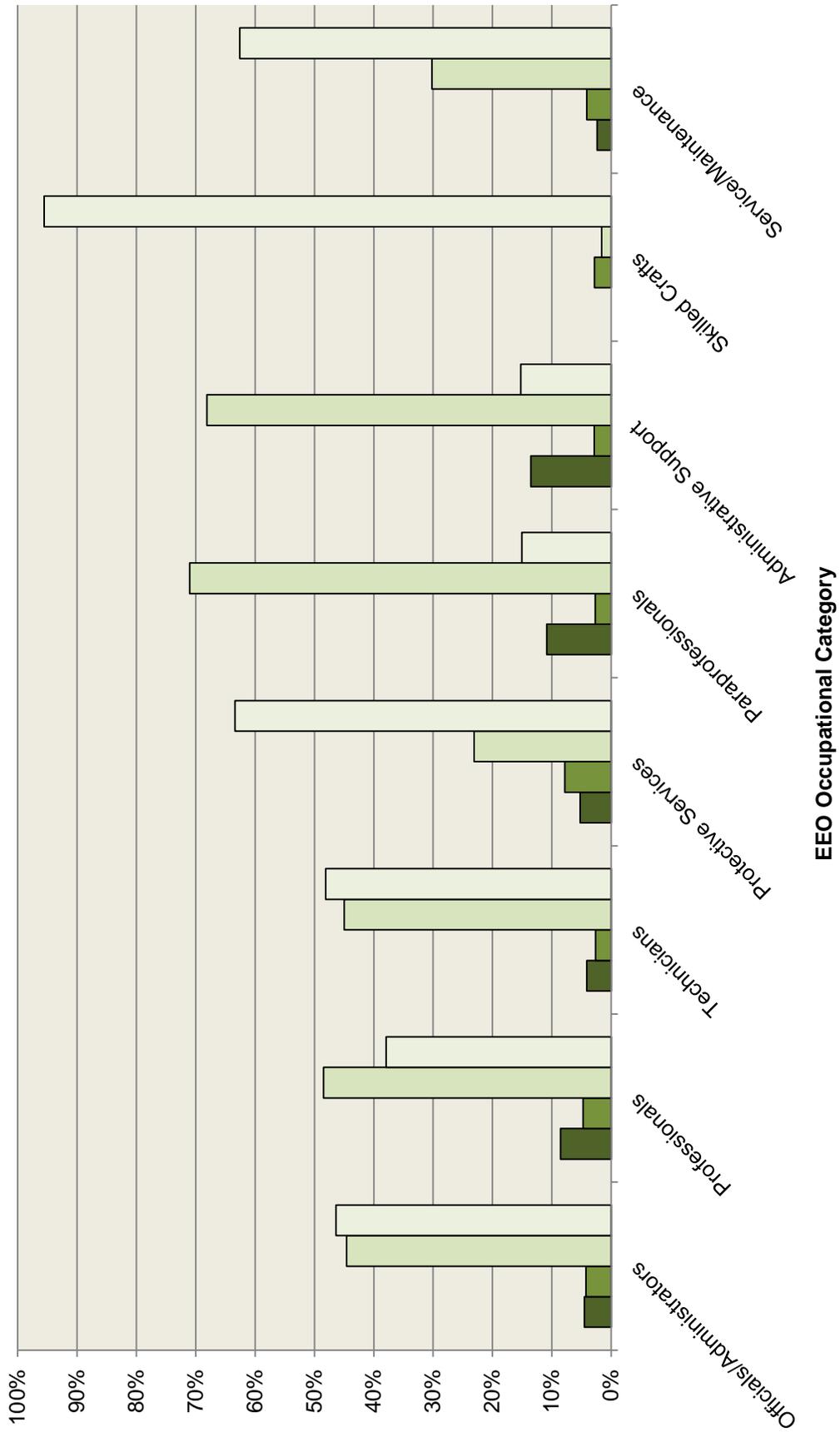
Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Program Specialist	2016	276	49	17.8%	175	63.4%	54	19.6%
	2015	278	52	18.7%	172	61.9%	58	20.9%
Property Management	2016	111	9	8.1%	65	58.6%	2	1.8%
	2015	116	7	6.0%	66	56.9%	1	0.9%
Protective Services Supervisors	2016	583	54	9.3%	122	20.9%	27	4.6%
	2015	594	51	8.6%	133	22.4%	30	5.1%
Public Relations and Media Technicians	2016	116	5	4.3%	41	35.3%	7	6.0%
	2015	125	5	4.0%	51	40.8%	6	4.8%
Public Safety	2016	5,331	549	10.3%	1019	19.1%	112	2.1%
	2015	5,470	533	9.7%	1,022	18.7%	110	2.0%
Science Professionals	2016	245	18	7.3%	155	63.3%	10	4.1%
	2015	236	16	6.8%	150	63.6%	10	4.2%
Service, Quality, Control & Compliance Supervisors	2016	188	16	8.5%	88	46.8%	5	2.7%
	2015	195	16	8.2%	89	45.6%	7	3.6%
Social Services Professionals	2016	2,949	648	22.0%	2202	74.7%	130	4.4%
	2015	2,945	644	21.9%	2,180	74.0%	125	4.2%
All Job Groups Combined	2016	29,410	3,729	12.7%	14,966	50.9%	1,353	4.6%
	2015	30,009	3,715	12.4%	15,265	50.9%	1,421	4.7%

*Disabilities are self-reported by employees. Employees may self-report at any time.

Sources: June 2015, PMIS; June 2016, PeopleSoft

Note: A new set of Job Groups was implemented by the OSER Division of Affirmative Action in July 2014. The previous 50 job groups is now 41. Because of this change, it is no longer possible to compare job groups prior to 2015 to show longer term trends.

Chart 23
ETHNIC MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
Permanent Classified Employees - June 2016



Source: PeopleSoft, June 2016
 See next page for numeric details.

Table 24
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2014-2016
Permanent Classified Employees (Excluding UW System)

EEO Job Category	Total Employees #	Total Women		Total Men		Racial/Ethnic Minorities			Persons With Disabilities								
		#	%	#	%	Total #	Women #	Men #	Total #	Women #	Men #						
Officials/Administrators	696	304	43.7%	392	56.3%	68	9.8%	30	4.3%	38	5.5%	46	6.6%	14	2.0%	32	4.6%
2014	1,393	662	47.5%	731	52.5%	118	8.5%	52	3.7%	66	4.7%	62	4.5%	18	1.3%	44	3.2%
2015	1,413	694	49.1%	719	50.9%	124	8.8%	64	4.5%	60	4.2%	62	4.4%	17	1.2%	45	3.2%
Net 2-Year Change			5.4%		-5.4%		-1.0%		0.2%		-1.2%		-2.2%		-0.8%		-1.4%
Professionals	14,234	7,981	56.1%	6,253	43.9%	1,752	12.3%	1,120	7.9%	632	4.4%	715	5.0%	320	2.2%	395	2.8%
2014	13,599	7,729	56.8%	5,870	43.2%	1,763	13.0%	1,143	8.4%	620	4.6%	733	5.4%	329	2.4%	404	3.0%
2015	13,682	7,822	57.2%	5,860	42.8%	1,819	13.3%	1,168	8.5%	651	4.8%	708	5.2%	320	2.3%	388	2.8%
Net 2-Year Change			1.1%		-1.1%		1.0%		0.7%		0.3%		0.2%		0.1%		0.1%
Technicians	1,378	670	48.6%	708	51.4%	91	6.6%	54	3.9%	37	2.7%	64	4.6%	18	1.3%	46	3.3%
2014	1,310	654	49.9%	656	50.1%	90	6.9%	56	4.3%	34	2.6%	57	4.4%	17	1.3%	40	3.1%
2015	1,260	621	49.3%	639	50.7%	85	6.7%	52	4.1%	33	2.6%	52	4.1%	15	1.2%	37	2.9%
Net 2-Year Change			0.7%		-0.7%		0.1%		0.2%		-0.1%		-0.5%		-0.1%		-0.4%
Protective Services	7,758	2,088	26.9%	5,670	73.1%	954	12.3%	392	5.1%	562	7.2%	179	2.3%	27	0.3%	152	2.0%
2014	8,057	2,323	28.8%	5,734	71.2%	1,014	12.6%	412	5.1%	602	7.5%	194	2.4%	38	0.5%	156	1.9%
2015	7,794	2,215	28.4%	5,579	71.6%	1,017	13.0%	407	5.2%	610	7.8%	190	2.4%	31	0.4%	159	2.0%
Net 2-Year Change			1.5%		-1.5%		0.8%		0.2%		0.6%		0.1%		0.0%		0.1%
Paraprofessionals	1,434	1,173	81.8%	261	18.2%	188	13.1%	156	10.9%	32	2.2%	97	6.8%	72	5.0%	25	1.7%
2014	1,611	1,322	82.1%	289	17.9%	222	13.8%	174	10.8%	48	3.0%	111	6.9%	84	5.2%	27	1.7%
2015	1,540	1,267	82.3%	273	17.7%	208	13.5%	167	10.8%	41	2.7%	99	6.4%	73	4.7%	26	1.7%
Net 2-Year Change			0.5%		-0.5%		0.4%		0.0%		0.4%		-0.3%		-0.3%		-0.1%
Administrative Support	2,996	2,450	81.8%	546	18.2%	432	14.4%	344	11.5%	88	2.9%	227	7.6%	165	5.5%	62	2.1%
2014	2,747	2,239	81.5%	508	18.5%	430	15.7%	345	12.6%	85	3.1%	203	7.4%	143	5.2%	60	2.2%
2015	2,458	2,011	81.8%	447	18.2%	403	16.4%	333	13.5%	70	2.8%	173	7.0%	122	5.0%	51	2.1%
Net 2-Year Change			0.0%		0.0%		2.0%		2.1%		-0.1%		-0.5%		-0.5%		0.0%
Skilled Crafts	301	7	2.3%	294	97.7%	10	3.3%	0	0.0%	10	3.3%	9	3.0%	2	0.7%	7	2.3%
2014	250	6	2.4%	244	97.6%	9	3.6%	0	0.0%	9	3.6%	11	4.4%	2	0.8%	9	3.6%
2015	247	4	1.6%	243	98.4%	7	2.8%	0	0.0%	7	2.8%	10	4.0%	1	0.4%	9	3.6%
Net 2-Year Change			-0.7%		0.7%		-0.5%		0.0%		-0.5%		1.1%		-0.3%		1.3%
Service/Maintenance	1,257	518	41.2%	739	58.8%	109	8.7%	57	4.5%	52	4.1%	69	5.5%	20	1.6%	49	3.9%
2014	1,042	330	31.7%	712	68.3%	69	6.6%	22	2.1%	47	4.5%	50	4.8%	9	0.9%	41	3.9%
2015	1,016	332	32.7%	684	67.3%	66	6.5%	24	2.4%	42	4.1%	59	5.8%	9	0.9%	50	4.9%
Net 2-Year Change			-8.5%		8.5%		-2.2%		-2.2%		0.0%		0.3%		-0.7%		1.0%
All Combined	30,054	15,191	50.5%	14,863	49.5%	3,604	12.0%	2,153	7.2%	1,451	4.8%	1,406	4.7%	638	2.1%	768	2.6%
2014	30,009	15,265	50.9%	14,744	49.1%	3,715	12.4%	2,204	7.3%	1,511	5.0%	1,421	4.7%	640	2.1%	781	2.6%
2015	29,410	14,966	50.9%	14,444	49.1%	3,729	12.7%	2,215	7.5%	1,514	5.1%	1,353	4.6%	588	2.0%	765	2.6%
Net 2-Year Change			0.3%		-0.3%		0.7%		0.4%		0.3%		-0.1%		-0.1%		0.0%

Source: PMIS, June 2014 and June 2015; PeopleSoft, June 2016
 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: The increase in Officials/Administrators from 2014 to 2015 was due to more supervisors being assigned to the category of Officials/Administrators.

**Table 25
EMPLOYMENT OF RACIAL/ETHNIC MINORITY GROUPS BY GENDER AND EEO JOB CATEGORY: 2014-2016
Permanent Classified Employees (Excluding UW System)**

EEO Job Category	Total Employees		Blacks		Hispanics		Asian/Pacific Islanders		American Indians	
	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	696		19	2.7%	7	1.0%	8	1.1%	4	0.6%
2014			19	2.7%	5	0.7%	6	0.9%	0	0.0%
2015	1,393	4.5%	29	2.1%	7	0.5%	14	1.0%	2	0.001
2016	1,413	4.5%	34	2.4%	10	0.7%	17	1.2%	3	0.2%
2-Year Net Change		-0.9%		-0.3%		0.0%		0.3%		0.2%
Professionals	14,234	6.2%	625	4.4%	203	1.4%	246	1.7%	46	0.3%
2014			625	4.4%	203	1.4%	246	1.7%	46	0.3%
2015	13,599	6.5%	615	4.5%	217	1.6%	261	1.9%	50	0.004
2016	13,682	6.5%	614	4.5%	218	1.6%	266	1.9%	50	0.4%
2-Year Net Change		0.2%		0.1%		0.2%		0.4%		0.0%
Technicians	1,378		26	1.9%	12	0.9%	14	1.0%	2	0.1%
2014			26	1.9%	12	0.9%	14	1.0%	2	0.1%
2015	1,310	2.7%	23	1.8%	15	1.1%	16	1.2%	2	0.2%
2016	1,260	2.5%	18	1.4%	17	1.3%	15	1.2%	2	0.2%
2-Year Net Change		-0.2%		-0.5%		0.5%		0.2%		-0.1%
Protective Services	7,758	7.4%	256	3.3%	73	0.9%	50	0.6%	13	0.2%
2014			256	3.3%	73	0.9%	50	0.6%	13	0.2%
2015	8,057	7.4%	263	3.3%	77	1.0%	60	0.7%	12	0.1%
2016	7,794	7.7%	258	3.3%	77	1.0%	58	0.7%	14	0.2%
2-Year Net Change		0.3%		0.0%		0.0%		0.3%		-0.2%
Paraprofessionals	1,434		94	6.6%	32	2.2%	21	1.5%	9	0.6%
2014			94	6.6%	32	2.2%	21	1.5%	9	0.6%
2015	1,611	12.9%	108	6.7%	32	2.0%	28	1.7%	6	0.4%
2016	1,540	11.3%	98	6.4%	31	2.0%	31	2.0%	7	0.5%
2-Year Net Change		-0.5%		-0.2%		-0.2%		0.5%		-0.2%
Administrative Support	2,996		32	1.1%	28	0.9%	23	0.8%	18	0.6%
2014			32	1.1%	28	0.9%	23	0.8%	18	0.6%
2015	2,747	8.3%	35	1.3%	29	1.1%	29	1.1%	17	0.6%
2016	2,458	8.4%	20	0.8%	30	1.2%	45	1.8%	18	0.7%
2-Year Net Change		1.0%		1.3%		0.5%		0.1%		0.1%
Skilled Crafts	301		7	2.3%	3	1.0%	0	0.0%	0	0.0%
2014			7	2.3%	3	1.0%	0	0.0%	0	0.0%
2015	250	3.2%	8	3.2%	1	0.4%	0	0.0%	0	0.0%
2016	247	2.4%	6	2.4%	1	0.4%	0	0.0%	0	0.0%
2-Year Net Change		-0.1%		-0.4%		-0.6%		0.0%		0.0%
Service/Maintenance	1,257		26	2.1%	13	1.0%	15	1.2%	8	0.6%
2014			26	2.1%	13	1.0%	15	1.2%	8	0.6%
2015	1,042	3.3%	7	0.7%	6	0.6%	9	0.9%	7	0.7%
2016	1,016	3.3%	7	0.7%	8	0.8%	9	0.9%	7	0.7%
2-Year Net Change		-1.0%		-1.4%		-0.2%		-0.3%		-0.3%
All Combined	30,054	6.4%	1,235	4.1%	429	1.4%	403	1.3%	86	0.3%
2014			1,235	4.1%	429	1.4%	403	1.3%	86	0.3%
2015	30,009	6.6%	1,239	4.1%	442	1.5%	439	1.5%	84	0.3%
2016	29,410	6.6%	1,215	4.1%	449	1.5%	461	1.6%	90	0.3%
2-Year Net Change		0.2%		0.0%		0.1%		0.4%		-0.1%

Source: PMIS, June 2014, June 2015, PeopleSoft, June 2016
 Note: The "net change" percentage in some 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: The increase in Officials/Administrator from 2014 to 2015 was due to more supervisor classifications being assigned to the category of Officials/Administrators by BEI.

Table 26
PERSONNEL TRANSACTIONS BY RACIAL/ETHNIC GROUP, GENDER, & PERSONS WITH DISABILITIES
Permanent Classified Employees
Fiscal Year 2016

Personnel Transaction		Total	Whites	All Racial/ Ethnic Minorities	Blacks	Asians	Hispanics	American Indians	Persons ⁽¹⁾ with Disabilities	Persons w/ Severe Disabilities
June 2016	Men	14,444	12,866	1,514	722	342	366	84	765	187
	%	49.1%	43.7%	5.1%	2.5%	1.2%	1.2%	0.3%	2.6%	0.6%
	Women	14,966	12,709	2,215	1,215	461	449	90	588	98
	%	50.9%	43.2%	7.5%	4.1%	1.6%	1.5%	0.3%	2.0%	0.3%
	Total	29,410	25,575	3,729	1,937	803	815	174	1,353	285
%	100%	87.0%	12.7%	6.6%	2.7%	2.8%	0.6%	4.6%	1.0%	
New Hires	Men	1,425	1,132	238	117	56	58	7	49	14
	%	43.9%	34.9%	7.3%	3.6%	1.7%	1.8%	0.2%	1.5%	0.4%
	Women	1,819	1,336	434	267	81	66	20	27	6
	%	56.1%	41.2%	13.4%	8.2%	2.5%	2.0%	0.6%	0.8%	0.2%
	Total	3,244	2,468	672	384	137	124	27	76	20
%	100%	76.1%	20.7%	11.8%	4.2%	3.8%	0.8%	2.3%	0.6%	
Promotion	Men	493	425	59	34	8	17	0	14	5
	%	52.0%	44.8%	6.2%	3.6%	0.8%	1.8%	0.0%	1.5%	0.5%
	Women	455	376	76	38	14	19	5	7	0
	%	48.0%	39.7%	8.0%	4.0%	1.5%	2.0%	0.5%	0.7%	0.0%
	Total	948	801	135	72	22	36	5	21	5
%	100%	84.5%	14.2%	7.6%	2.3%	3.8%	0.5%	2.2%	0.5%	
Reclassification	Men	374	305	67	38	18	9	2	14	7
	%	41.8%	34.1%	7.5%	4.3%	2.0%	1.0%	0.2%	1.6%	0.8%
	Women	520	388	124	72	25	26	1	9	3
	%	58.2%	43.4%	13.9%	8.1%	2.8%	2.9%	0.1%	1.0%	0.3%
	Total	894	693	191	110	43	35	3	23	10
%	100%	77.5%	21.4%	12.3%	4.8%	3.9%	0.3%	2.6%	1.1%	
Discharged- Probation	Men	72	54	17	12	1	4	0	6	1
	%	40.7%	30.5%	9.6%	6.8%	0.6%	2.3%	0.0%	3.4%	0.6%
	Women	105	69	34	26	0	5	3	2	0
	%	59.3%	39.0%	19.2%	14.7%	0.0%	2.8%	1.7%	1.1%	0.0%
	Total	177	123	51	38	1	9	3	8	1
%	100.0%	69.5%	28.8%	21.5%	0.6%	5.1%	1.7%	4.5%	0.6%	
Discharged- Permanent	Men	83	66	16	9	1	5	1	5	1
	%	36.4%	28.9%	7.0%	3.9%	0.4%	2.2%	0.4%	2.2%	0.4%
	Women	145	104	40	30	2	7	1	8	4
	%	63.6%	45.6%	17.5%	13.2%	0.9%	3.1%	0.4%	3.5%	1.8%
	Total	228	170	56	39	3	12	2	13	5
%	100.0%	74.6%	24.6%	17.1%	1.3%	5.3%	0.9%	5.7%	2.2%	
Layoffs	Men	5	5	0	0	0	0	0	0	0
	%	45.5%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Women	6	6	0	0	0	0	0	0	0
	%	54.5%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Total	11	11	0	0	0	0	0	0	0
%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Voluntary Separation	Men	995	821	161	74	28	47	12	47	15
	%	44.0%	36.3%	7.1%	3.3%	1.2%	2.1%	0.5%	2.1%	0.7%
	Women	1,266	947	307	218	37	44	6	29	9
	%	56.0%	41.9%	13.6%	9.6%	1.6%	1.9%	0.3%	1.3%	0.4%
	Total	2,262	1,768	468	292	65	91	18	76	24
%	100.0%	78.2%	20.7%	12.9%	2.9%	4.0%	0.8%	3.4%	1.1%	
Retirement	Men	626	586	40	21	7	8	4	65	8
	%	49.7%	46.5%	3.2%	1.7%	0.6%	0.6%	0.3%	5.2%	0.6%
	Women	634	586	46	28	9	6	3	58	9
	%	50.3%	46.5%	3.7%	2.2%	0.7%	0.5%	0.2%	4.6%	0.7%
	Total	1,260	1,172	86	49	16	14	7	123	17
%	100.0%	93.0%	6.8%	3.9%	1.3%	1.1%	0.6%	9.8%	1.3%	

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

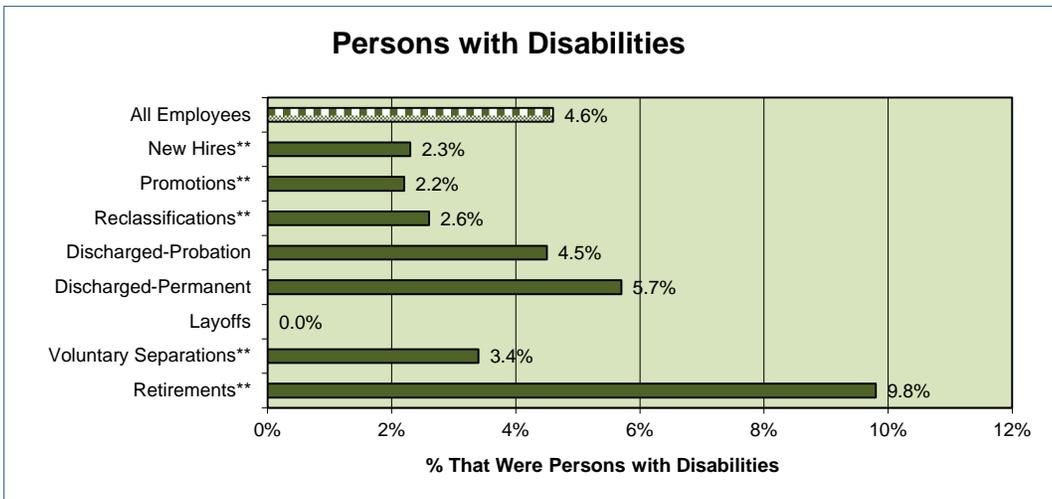
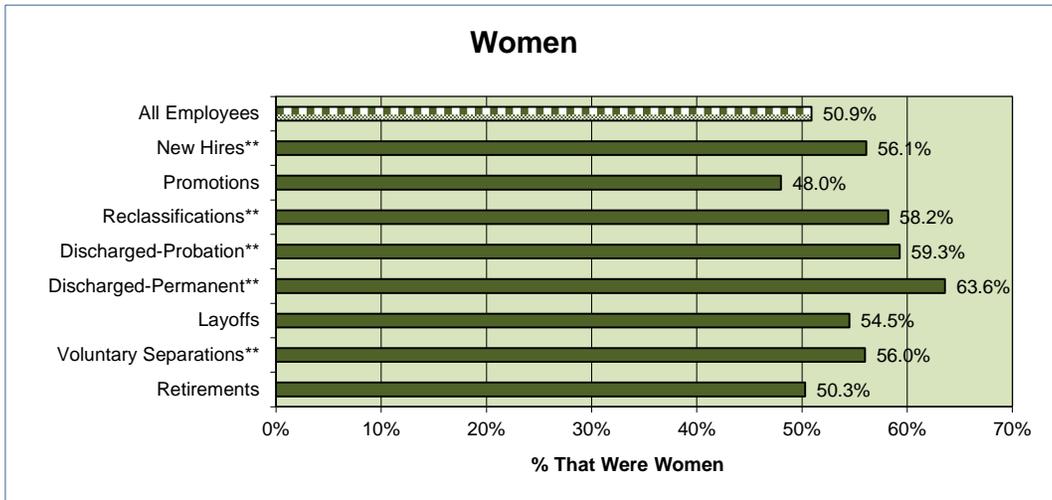
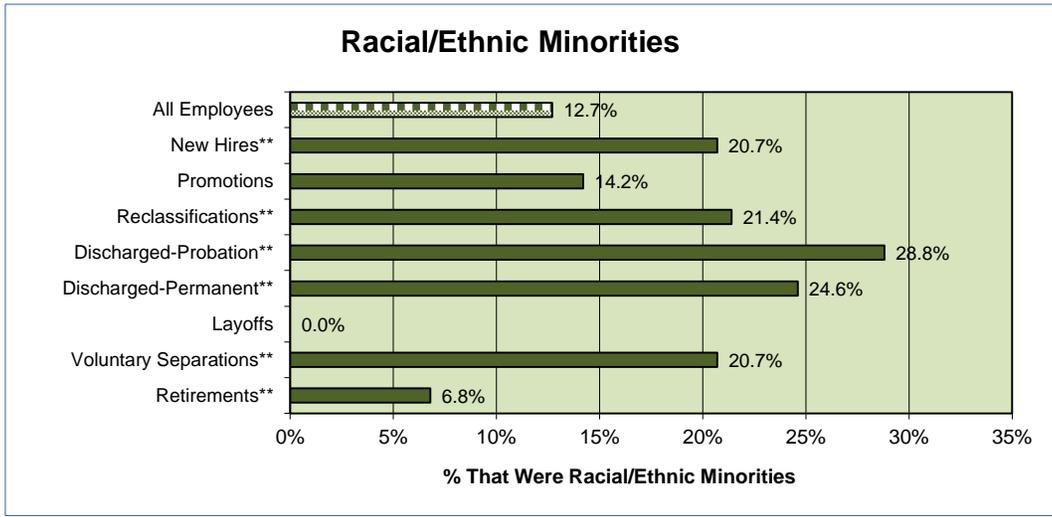
Note: Race/ethnicity is unspecified for 106 employees. These are not counted as whites or minorities so the total number of employees is greater than whites plus minorities.

⁽¹⁾Persons with Disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported.

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

Source: PMIS, Payroll, and PeopleSoft.

Chart 27
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Permanent Classified Employees
Fiscal Year 2016



** - Indicates a statistically significant difference (at $p < .05$) from the percentage for "All Employees" within the same chart.
 See Appendix C for technical notes.
 Sources: PMIS, Payroll, and PeopleSoft

Table 28
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2016

Group Category	2016 Annualized Pay Rate ¹	2016 Rank	Change in Rank from 2006
Asian men	\$60,402	1	0
American Indian men	59,918	2	+1
Asian men and women	57,258	3	-1
American Indian men and women	56,486	4	+6
Asian women	54,926	5	+3
White men	54,623	6	-1
Men with disabilities	54,524	7	-3
All men	54,274	8	-2
American Indian women	53,283	9	+10
White men and women	53,235	10	+1
All employees	52,696	11	+1
Men and women with disabilities	52,514	12	-5
White women	51,830	13	+2
Racial/ethnic minority men	51,530	14	-5
All women	51,174	15	+1
Women with disabilities	49,898	16	-2
Hispanic men	49,249	17	-4
Racial/ethnic minority men and women	49,171	18	0
Hispanic men and women	47,881	19	+1
Racial/ethnic minority women	47,559	20	+2
Black men	47,508	21	-4
Hispanic women	46,766	22	+1
Black men and women	45,705	23	-2
Black women	44,633	24	0

¹Annualized pay rate equals the average hourly pay rate including pay add-ons paid for all hours in pay status, 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 for represented employees.

Source: PeopleSoft, 2016; PMIS, 2006 excluding UW System classified employees.

Table 29
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2016

Officials/Administrators	Count	Rate
All Asians	31	\$111,291
All American Indians	12	\$105,971
All Men	719	\$97,269
All Minorities	124	\$95,756
All Persons w/ Disabilities	62	\$93,403
All Employees	1,413	\$92,691
All Whites	1,285	\$92,320
All Blacks	64	\$88,941
All Women	694	\$87,947
All Hispanics	17	\$85,877

Professionals	Count	Rate
All Asians	489	\$65,798
All Men	5,860	\$63,971
All Whites	11,820	\$61,481
All American Indians	81	\$61,383
All Employees	13,682	\$60,915
All Women	7,822	\$58,626
All Persons w/ Disabilities	708	\$58,543
All Minorities	1,819	\$57,297
All Hispanics	363	\$56,936
All Blacks	886	\$52,379

Technicians	Count	Rate
All American Indians	10	\$47,513
All Persons w/ Disabilities	52	\$47,440
All Men	639	\$45,681
All Asians	20	\$44,463
All Whites	1,173	\$43,976
All Minorities	85	\$43,975
All Employees	1,260	\$43,966
All Blacks	32	\$43,594
All Hispanics	23	\$42,542
All Women	621	\$42,202

Protective Services	Count	Rate
All American Indians	47	\$46,509
All Persons w/ Disabilities	190	\$45,276
All Men	5,579	\$43,736
All Whites	6,740	\$43,380
All Employees	7,794	\$42,737
All Hispanics	228	\$40,651
All Women	2,215	\$40,220
All Minorities	1,017	\$38,782
All Blacks	597	\$37,826
All Asians	145	\$37,272

Paraprofessionals	Count	Rate
All American Indians	7	\$40,920
All Whites	1,326	\$39,650
All Men	273	\$39,371
All Employees	1,540	\$39,251
All Women	1,267	\$39,225
All Hispanics	49	\$38,537
All Persons w/ Disabilities	99	\$38,002
All Minorities	208	\$36,951
All Asians	39	\$36,669
All Blacks	113	\$36,115

Administrative Support	Count	Rate
All American Indians	16	\$37,331
All Persons w/ Disabilities	173	\$35,850
All Men	447	\$35,725
All Whites	2,048	\$35,369
All Employees	2,458	\$35,250
All Hispanics	118	\$35,172
All Women	2,011	\$35,144
All Asians	63	\$34,745
All Minorities	403	\$34,689
All Blacks	206	\$34,189

Skilled Crafts	Count	Rate
All Hispanics	1	\$79,706
All Women	4	\$70,949
All Minorities	7	\$69,594
All Blacks	6	\$67,909
All Persons w/ Disabilities	10	\$64,322
All Employees	247	\$63,048
All Men	243	\$62,918
All Whites	240	\$62,857
All American Indians	0	n/a
All Asians	0	n/a

Service/Maintenance	Count	Rate
All American Indians	1	\$40,144
All Persons w/ Disabilities	59	\$36,192
All Men	684	\$34,975
All Whites	943	\$34,020
All Employees	1,016	\$33,694
All Hispanics	16	\$33,144
All Women	332	\$31,055
All Minorities	66	\$29,273
All Blacks	33	\$27,918
All Asians	16	\$27,520

Note: Individual pay rates result from numerous factors. Major factors include occupational choice, level of education and training, job level, years of state service, supervisory level, and the specific provisions of past negotiated labor agreements for represented employees.

Note. 106 employees have not specified their race/ethnicity and are therefore excluded from race/ethnicity groupings.

Source data: PeopleSoft, June 2016

Table 30
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 2016

Officials/Administrators	Count	Rate ¹
All Asians	31	\$111,963
All American Indians	12	\$106,695
All Men	719	\$97,127
All Minorities	124	\$96,219
All Persons w/ Disabilities	62	\$92,776
All Employees	1,413	\$92,691
All Whites	1,285	\$92,263
All Blacks	64	\$89,319
All Women	694	\$88,095
All Hispanics	17	\$86,633

Professionals	Count	Rate ¹
All Asians	489	\$67,248
All Men	5,860	\$63,769
All American Indians	81	\$61,375
All Whites	11,820	\$61,276
All Employees	13,682	\$60,915
All Women	7,822	\$58,777
All Minorities	1,819	\$58,522
All Hispanics	363	\$58,218
All Persons w/ Disabilities	708	\$56,795
All Blacks	886	\$53,576

Technicians	Count	Rate ¹
All American Indians	10	\$46,781
All Asians	20	\$46,292
All Men	639	\$45,386
All Minorities	85	\$45,174
All Persons w/ Disabilities	52	\$44,753
All Hispanics	23	\$44,502
All Blacks	32	\$44,446
All Employees	1,260	\$43,966
All Whites	1,173	\$43,880
All Women	621	\$42,505

Protective Services	Count	Rate ¹
All American Indians	47	\$44,285
All Men	5,579	\$43,550
All Persons w/ Disabilities	190	\$43,332
All Whites	6,740	\$43,079
All Employees	7,794	\$42,737
All Hispanics	228	\$42,326
All Women	2,215	\$40,690
All Minorities	1,017	\$40,540
All Asians	145	\$40,449
All Blacks	597	\$39,608

Paraprofessionals	Count	Rate ¹
All American Indians	7	\$40,540
All Men	273	\$40,198
All Whites	1,326	\$39,434
All Hispanics	49	\$39,381
All Employees	1,540	\$39,251
All Women	1,267	\$39,047
All Asians	39	\$38,558
All Minorities	208	\$38,229
All Blacks	113	\$37,483
All Persons w/ Disabilities	99	\$36,733

Administrative Support	Count	Rate ¹
All American Indians	16	\$37,594
All Men	447	\$36,329
All Asians	63	\$36,184
All Hispanics	118	\$35,974
All Minorities	403	\$35,392
All Employees	2,458	\$35,250
All Whites	2,048	\$35,221
All Women	2,011	\$35,010
All Persons w/ Disabilities	173	\$34,824
All Blacks	206	\$34,644

Skilled Crafts	Count	Rate ¹
All Hispanics	1	\$80,347
All Minorities	7	\$70,902
All Women	4	\$69,970
All Blacks	6	\$69,300
All Persons w/ Disabilities	10	\$63,881
All Employees	247	\$63,048
All Men	243	\$62,934
All Whites	240	\$62,819
All American Indians	0	n/a
All Asians	0	n/a

Service/Maintenance	Count	Rate ¹
All American Indians	1	\$41,720
All Persons w/ Disabilities	59	\$35,078
All Men	684	\$35,044
All Whites	943	\$33,968
All Employees	1,016	\$33,694
All Hispanics	16	\$32,793
All Women	332	\$30,912
All Minorities	66	\$29,665
All Blacks	33	\$28,750
All Asians	16	\$27,661

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, supervisory level, and the specific provisions of past negotiated labor agreements for represented employees.

Note: 106 employees have not specified their race/ethnicity and are therefore excluded from race/ethnicity groupings.

Source data: PeopleSoft, June 2016

Table 31
W-2 HIRES INTO PERMANENT POSITIONS - BY AGENCY, EXCLUDING UW

Agency or Campus	FY10	FY11	FY12	FY 13	FY 14	FY15	FY16	7-Year Total
Health Services	23	32	51	73	124	81	105	489
Veterans Affairs	17	10	7	40	51	48	49	222
Corrections	5	15	32	16	26	32	29	155
Workforce Development	5	13	17	17	28	12	8	100
Transportation	6	4	8	10	34	19	10	91
Children & Families	6	13	3	9	12	7	12	62
Revenue	4	3	6	3	8	11	4	39
Agriculture, Trade & Consumer Protection	0	-	0	5	6	2	5	18
Public Instruction	2	2	2	5	4	2	1	18
Military Affairs	1	2	0	3	2	4	5	17
Administration	1	-	1	2	5	4	-	13
State Public Defender Office	2	-	0	3	2	2	4	13
Employee Trust Funds	1	4	1	2	-	1	-	9
Natural Resources	0	2	1	1	1	-	4	9
All other non-UW agencies combined	3	4	4	3	3	3	6	26
Total W-2 Hires	76	104	133	192	306	228	242	1281

Table 32
W-2 HIRES INTO PERMANENT POSITIONS - BY JOB CLASSIFICATION*

Classification	FY10	FY11	FY12	FY 13	FY 14	FY15	FY16	7-Year Total
Resident Care Technician	15	22	21	42	65	40	33	238
Nursing Assistant series	13	5	5	21	30	32	36	142
Custodian	8	12	14	13	37	20	3	107
Income Maintenance Specialist	-	-	14	17	22	-	32	85
Office Associate/ Operations Associate	6	7	7	11	16	8	13	68
Psychiatric Care Technician	2	2	7	5	5	17	14	52
Licensed Practice Nurse	3	2	5	12	10	10	6	48
Nurse Clinician	-	-	-	3	18	11	9	41
Employment Security Assistant	2	5	5	5	12	4	4	37
DMV Customer Service Representative	-	-	-	1	19	8	8	36
Food Service Assistant series	-	2	2	7	7	3	6	27
Social Worker (various types)	2	6	3	5	3	4	3	26
Financial Specialist series	1	1	4	4	5	2	4	21
Unemployment Benefit Specialist	1	2	8	3	-	4	1	19
Youth Counselor	-	2	7	1	3	4	2	19
Operations Program Associate	2	3	-	-	4	3	3	15
Revenue Agent	3	-	1	1	4	4	2	15
Child Care Program/Subsidy Specialist	1	-	1	2	3	1	5	13
Corrections Communication Operator	1	3	-	-	2	3	4	13
Initial Assessment Specialist	-	-	-	-	6	2	5	13
All other classifications combined	37	58	53	74	97	94	49	462

*Data in this table includes University of Wisconsin W-2 hires through Fiscal Year 2015.

W-2 Program Statutory Mandate

Section 230.147 Wis. Stats., requires state agencies with 100 or more full-time equivalent (FTE) positions to annually prepare and submit to the Division of Personnel Management (DPM) plans to hire customers of the Wisconsin Works (W-2)* program, and to report on achievement of program goals. Agencies with fewer than 100 FTE positions are encouraged to participate in the W-2 employment program.

The goals of the W-2 employment program are to ensure that W-2 customers are: (1) employed in state service in the same ratio as the ratio of persons receiving W-2 to the state civilian labor force; and (2) enabled to become economically self-sufficient.

*The Wisconsin Works (W-2) program is available to parents of minor children whose family income is below 115% of the Federal Poverty Level. W-2 assists clients with employment and training to achieve self-sufficiency.

Table 33

AFFIRMATIVE ACTION INTERNSHIPS WITH STATE AGENCIES

Summer Affirmative Action Internship Program

The Summer Affirmative Action Internship Program (SAAIP) presents opportunities for well-qualified, diverse students to participate in a valuable internship program within state agencies and on UW campuses. SAAIP assists state agencies and universities in promoting equal employment opportunity by providing them with a pool of women, racial/ethnic minorities, and students with disabilities. The program provides students with practical, on-the-job experience, training and exposure to employment with the state of Wisconsin.

To participate in the SAAIP program, students must be enrolled in a 2 or 4-year accredited college or university. Since the program's inception in 1974, a total of 3,328 students have been placed in more than 30 different state agencies and university campuses throughout the state.

Year	Internships
1974	14
1975	20
1976	60
1977	90
1978	100
1979	60
1980	60
1981	30
1982	32
1983	47
1984	62
1985	72
1986	74
1987	80
1988	94
1989	129
1990	134
1991	114
1992	119
1993	121
1994	128
1995	104

Year	Internships
1996	119
1997	117
1998	121
1999	123
2000	106
2001	92
2002	44
2003	16
2004	45
2005	61
2006	73
2007	69
2008	85
2009	84
2010	102
2011	64
2012	62
2013	54
2014	72
2015	36
2016	39
TOTAL	3,328

Section 4

PERSONNEL TRANSACTIONS AND SEPARATIONS FROM STATE SERVICE

Section 4 provides statistics on the Wisc.Jobs employment website, 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 . . . ?

- In FY 2016, there were 3,245 new original hires into the permanent classified workforce, which is an average of about 62 new hires each week.
- The Department of Corrections, with 1,091 new hires, accounted for 33.6% of all original hires into the permanent classified workforce.
- The average age of a new hire was 35 years old.
- The most common age at retirement was 62.
- The highest rate of non-retirement voluntary separations at 27% was among employees in the job group of Personal Care Aides.
- The highest rate of involuntary discharges at 7.2% was also among employees in the job group of Personal Care Aides.
- The rate of non-retirement separations from state service of 9.2% for fiscal year 2016 was more than triple the rate in fiscal year 2010.



THE OFFICIAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

WISC.JOBS DATA HIGHLIGHTS

- Wisc.Jobs receives an average of over 8,200 visits per day, and visitors view an average 57,000 pages per day.
- Agencies posted almost 3,000 job announcements on Wisc.Jobs in fiscal year 2016.
- Visitors to Wisc.Jobs have more than 4,500 active E-Notify searches currently in-place. Through the E-Notify feature, they will be e-mailed when jobs of interest are posted.

APPLICATIONS TO STATE EMPLOYMENT

As shown in the chart to the right, the trend over the last five years has been fewer applications per job posted on Wisc.Jobs.

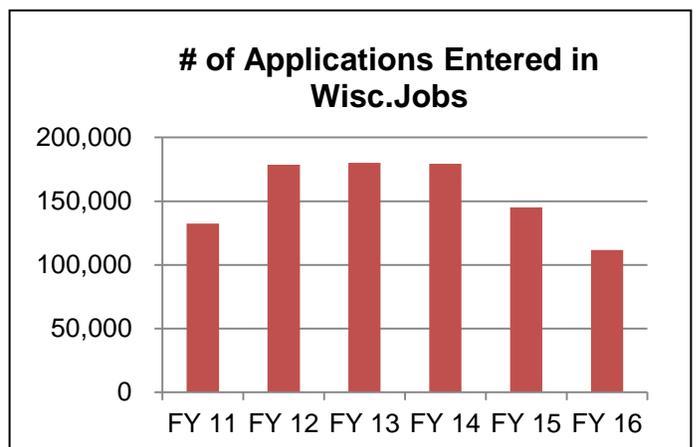
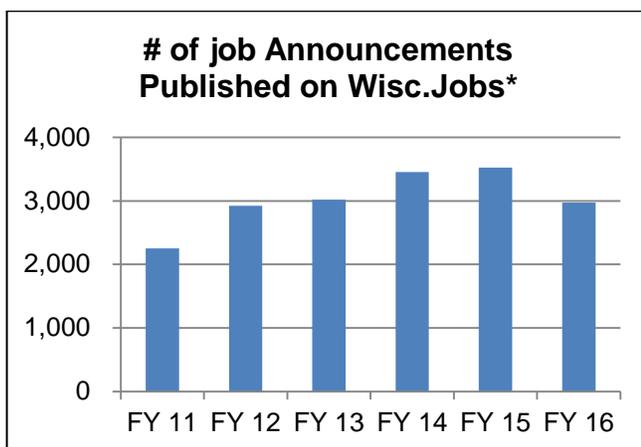
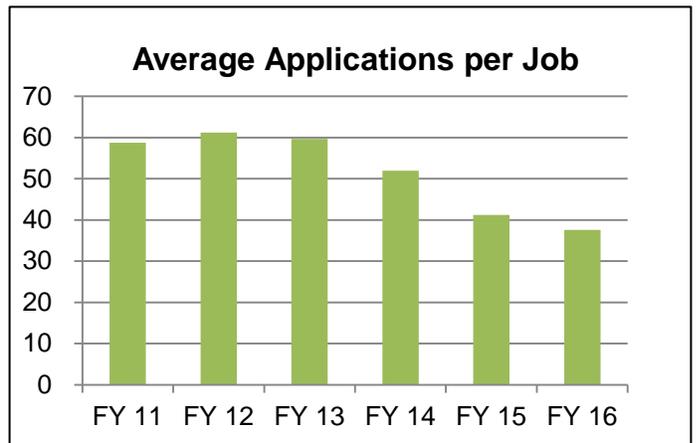


Table 34
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2016
Permanent Classified Employees - 6/28/2015 through 6/25/2016

Agency	June 2016 Count of Employees	New Original Hires	Promotions	Reclassifications	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Work Disability	Voluntary Separations	Retirements
Administration	883	61	26	17	2	3	-	1	47	46
Ag, Trade & Consumer Prot	561	51	18	31	2	5	-	1	22	26
Bd on Aging & Long Term Care	37	3	-	-	-	-	-	-	-	1
Child Abuse & Neglect Prev Bd	6	3	-	-	-	-	-	-	-	-
Children and Families	702	89	33	17	2	6	-	1	65	19
Commissioner of Insurance	136	16	3	15	1	-	-	-	12	8
Corrections	9,259	1,091	371	55	84	50	1	13	787	395
Educational Communications Bd	34	1	-	1	-	-	1	-	1	3
Employee Trust Funds	249	16	4	22	1	1	-	-	6	13
Employment Relations Comm	6	-	-	-	-	-	-	-	-	1
Financial Institutions	115	18	4	17	-	1	-	1	7	9
Government Accountability Bd	30	3	-	-	-	-	-	-	4	1
Health Services	5,676	777	241	179	56	58	1	8	599	238
Higher Educational Aids Board	9	1	-	-	-	-	-	-	-	-
Justice	625	85	20	34	3	3	-	1	45	26
Labor & Industry Review Comm	17	1	-	-	-	-	2	-	-	4
Lower WI State Riverway Board	1	-	-	-	-	-	-	-	-	-
Military Affairs	441	72	16	6	3	1	-	-	30	20
Natural Resources	2,193	95	37	29	3	4	3	3	67	111
People with Dev Disabilities Bd	7	-	-	-	-	-	-	-	-	-
Public Instruction	610	49	17	3	1	4	-	3	43	25
Public Lands Board	8	-	-	-	-	-	-	-	1	-
Public Service Commission	117	9	5	6	-	-	-	-	6	13
Revenue	1,085	158	34	77	3	12	-	3	36	52
Safety & Professional Services	204	34	6	6	1	3	-	-	11	20
Secretary of State	1	-	-	-	-	-	1	-	-	-
State Public Defender Office	230	18	8	11	1	1	-	2	16	8
Tourism	22	3	-	1	-	-	-	1	1	1
Transportation	3,277	217	56	244	19	3	1	1	152	112
Veterans Affairs	1,248	262	12	47	37	17	-	1	215	40
WI Historical Society	113	4	-	-	-	-	1	-	5	5
WI Technical College System Bd	55	9	5	4	-	1	-	-	4	4
Workforce Development	1,453	99	32	72	9	4	-	3	80	59
Grand Total	29,410	3,245	948	894	228	177	11	43	2,262	1,260

Source: PeopleSoft and PMIS.

Note. Numerous reallocations from personnel management surveys were improperly recorded as reclassifications in the payroll system. The data in this table reflects correction of this data.

Table 35
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees - Fiscal Year 2016
Sorted by New Hires, Most to Least

Job Group	June 2016 Count of Employees	New Hires	Retirements	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Work Disability	Voluntary Separations
Public Safety	5,331	785	208	48	26	1	4	531
Health Care Technicians	1,883	358	59	47	30	0	3	303
Administrative Support	2,966	355	186	29	21	3	6	206
Social Services Professionals	2,949	311	72	27	15	0	2	239
Fiscal	1,643	228	74	7	12	0	1	79
Personal Care Aides	556	209	20	15	27	0	1	161
Health Care Professionals	1,213	158	41	11	10	0	5	127
IS Professionals	1,242	87	61	4	7	1	4	49
Food Production	398	76	20	8	3	0	1	45
Policy, Planning and Research	664	62	22	0	1	0	1	50
Education and Training	692	59	44	2	0	0	0	47
Claims Determination	452	56	12	0	7	0	0	31
Architects and Engineers	1,304	51	39	2	0	1	1	40
Environmental Specialists	818	46	33	1	0	0	0	31
Mechanical Equipment-Maintenance, Repair	401	46	27	2	1	0	0	31
Administrative Support - Fiscal	428	43	34	3	0	0	1	24
Production Laborers	251	38	15	2	2	0	0	31
Inspectors, Investigators, and Compliance	364	37	22	1	2	0	1	12
Legal Professionals and Paralegals	377	31	24	1	1	1	3	19
Mid-Level Supervisors	928	25	52	0	2	0	2	21
Program Specialists	276	23	10	5	1	0	1	16
Health and Social Services Supervisors	507	19	16	1	1	0	1	27
Natural Science and Laboratory Technicians	260	19	12	1	2	3	0	11
Science Professionals	245	18	5	0	0	0	0	10
Physicians and Health Care Practitioners	108	14	5	0	0	0	0	3
Administrators-Senior Executives	546	12	32	2	0	1	0	19
Public Relations and Media Technicians	116	11	6	2	1	0	0	11
Business Professionals	295	10	13	1	2	0	0	20
Craft and Trade	131	10	4	0	0	0	0	4
Property Management	111	9	3	1	1	0	0	7
Business and Program Area Supervisors	352	7	7	0	0	0	0	8
Service, Quality Control and Compliance Supvs	188	7	16	1	0	0	0	7
Mechanical and Maintenance Supervisors	134	6	10	1	2	0	1	5
IS Support, Program and Service Technicians	119	5	6	2	0	0	2	7
Power Plant	91	4	5	0	0	0	1	7
Architect/Engineer Superivors	124	3	2	0	0	0	0	3
Protective Services Supervisors	583	3	26	1	0	0	0	12
Financial Supervisors	160	2	6	0	0	0	0	6
Physical, Natural and Social Science Supvs	173	1	10	0	0	0	1	2
Educational Supervisors	31	1	1	0	0	0	0	0
Grand Total	29,410	3,245	1,260	228	177	11	43	2,262

Source: PeopleSoft

Note. A new set of Job Groups was implemented July 2014.

Chart 36
AGE OF NEW HIRES IN FISCAL YEAR 2016
Permanent Classified Employees

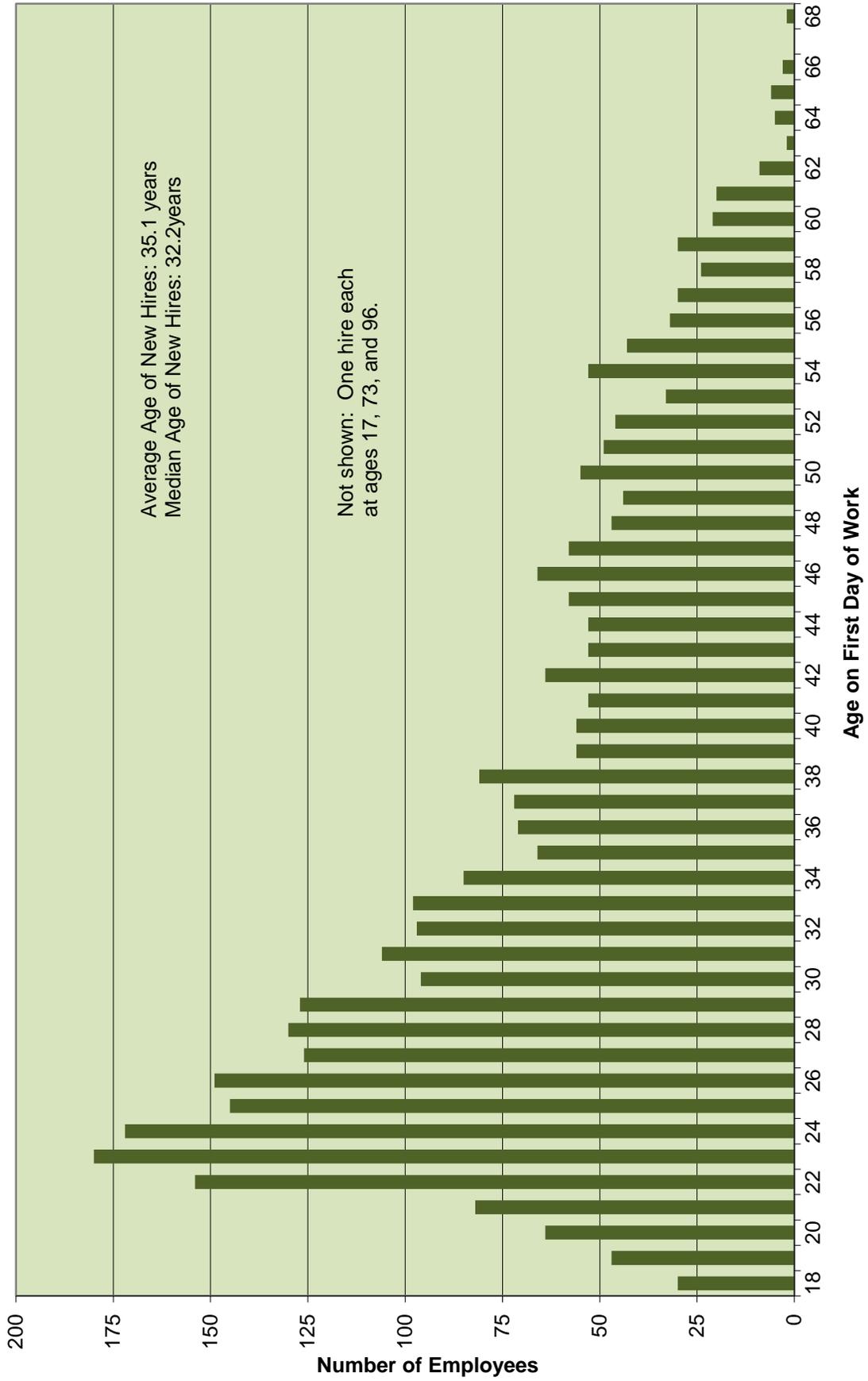
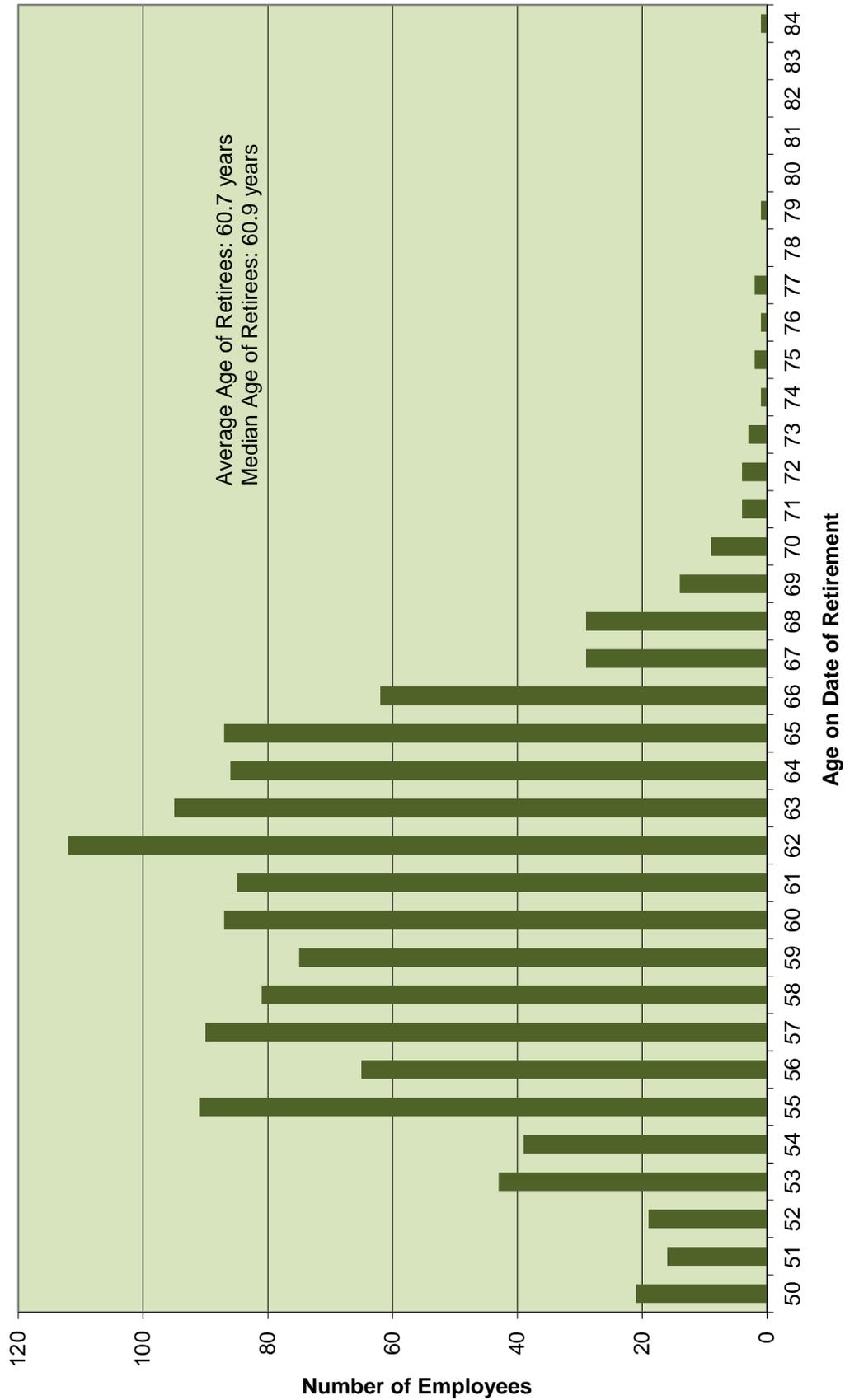


Chart 37
AGE OF RETIREES IN FISCAL YEAR 2016
Permanent Classified Employees



Note: There were six retirements prior to age 50. Retirements can occur before age 50 for disability.

Table 38
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2016
Permanent Classified Employees

Agency	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administration	47	5.3%	6	0.7%	45	5.1%	98	11.1%
Ag, Trade & Consumer Prot	22	3.9%	8	1.4%	26	4.6%	56	10.0%
Bd on Aging & Long Term Care	0	0.0%	0	0.0%	1	2.7%	1	2.7%
Child Abuse & Neglect Prev Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Children and Families	65	9.3%	9	1.3%	19	2.7%	93	13.2%
Commissioner of Insurance	12	8.8%	1	0.7%	8	5.8%	21	15.3%
Corrections	787	8.4%	148	1.6%	395	4.2%	1,330	14.2%
Educational Comm Board	1	2.8%	1	2.8%	3	8.5%	5	14.1%
Employee Trust Funds	6	2.4%	2	0.8%	13	5.3%	21	8.6%
Employment Relations Comm	0	0.0%	0	0.0%	1	18.2%	1	18.2%
Financial Institutions	7	6.0%	2	1.7%	9	7.7%	18	15.3%
Government Accountability Bd	4	12.7%	0	0.0%	1	3.2%	5	15.9%
Health Services	599	10.4%	123	2.1%	238	4.1%	960	16.7%
Higher Education Aids Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Justice	45	7.3%	7	1.1%	26	4.2%	77	12.4%
Labor & Industry Rev Comm	0	0.0%	2	11.8%	4	23.5%	6	35.3%
Lower WI St Riverway Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Affairs	30	7.1%	4	0.9%	20	4.7%	54	12.7%
Natural Resources	67	3.0%	13	0.6%	111	5.0%	191	8.6%
People with Disabilities Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public Instruction	43	7.0%	8	1.3%	25	4.0%	77	12.5%
Public Lands Board	1	11.8%	0	0.0%	0	0.0%	1	11.8%
Public Service Commission	6	5.1%	0	0.0%	13	11.1%	19	16.2%
Revenue	36	3.4%	18	1.7%	52	4.9%	106	10.1%
Safety & Professional Services	11	5.4%	4	2.0%	20	9.8%	35	17.2%
Secretary of State	0	0.0%	1	66.7%	0	0.0%	1	66.7%
State Public Defender	16	6.8%	4	1.7%	8	3.4%	28	12.0%
Tourism	1	4.7%	1	4.7%	1	4.7%	3	14.0%
Transportation	152	4.6%	24	0.7%	113	3.4%	289	8.7%
Treasurer	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Veterans Affairs	215	17.0%	55	4.3%	40	3.2%	310	24.5%
WI Historical Society	5	4.4%	1	0.9%	5	4.4%	11	9.6%
WI Technical College System	4	7.6%	1	1.9%	4	7.6%	9	17.1%
Workforce Development	80	5.3%	16	1.1%	59	3.9%	155	10.2%
Grand Total	2,262	7.6%	459	1.5%	1,260	4.2%	3,981	13.4%

Source: WISPER and PeopleSoft

FY 2016 includes the period from June 28, 2015 through June 25, 2016.

Definitions:

"Separation" means terminating from classified state service, and does not include job changes within an agency, movement to a classified position in a different agency, or leave to take an unclassified position.

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, layoffs, work-related disability, death

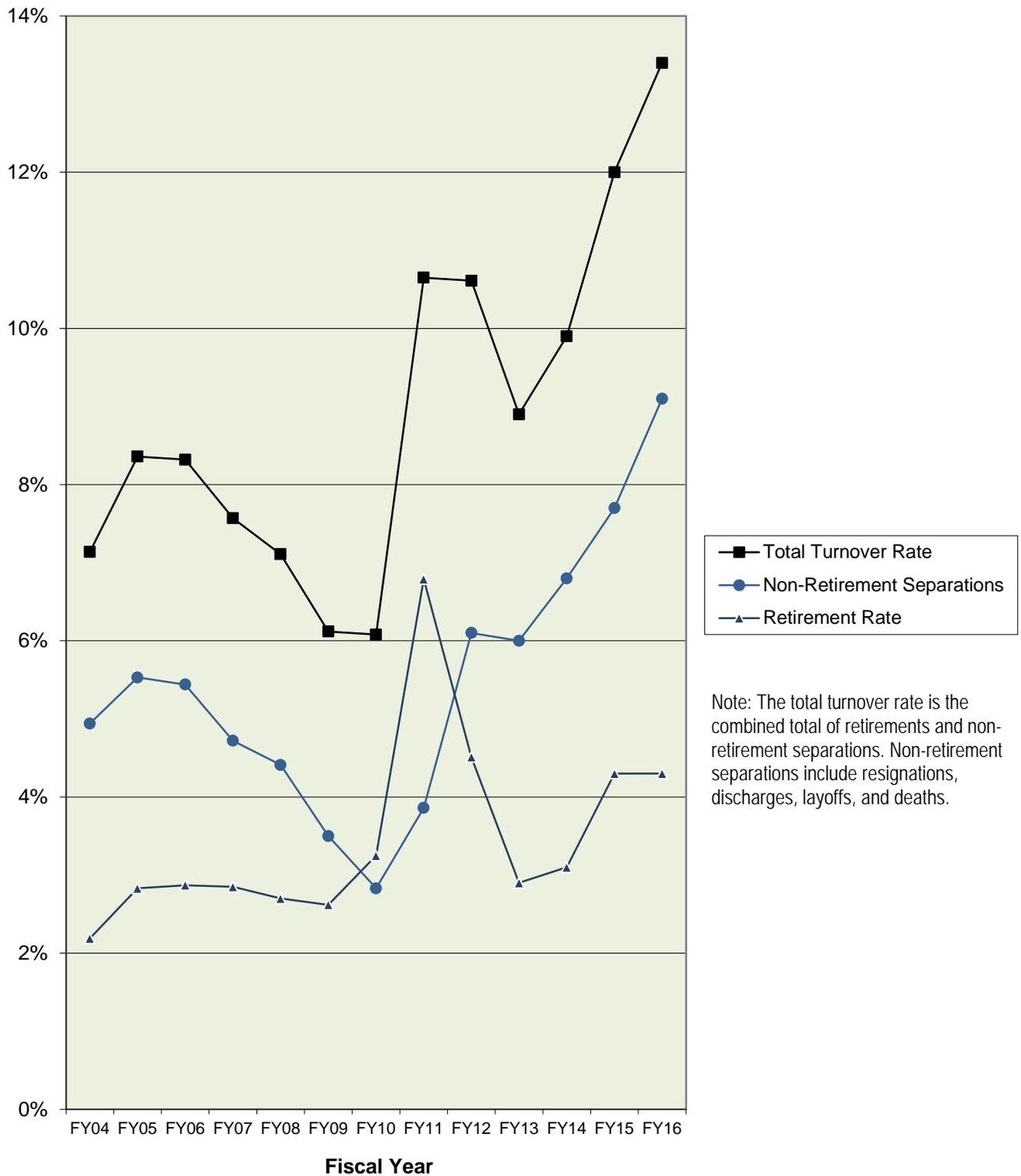
Retirements: separation to access WRS pension benefit

Table 39
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2016
Permanent Classified Employees

Job Group	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administrative Support	206	6.7%	59	1.9%	186	6.1%	451	14.8%
Administrative Support-Fiscal	24	5.4%	4	0.9%	34	7.7%	62	14.0%
Administrators-Senior Executives	19	3.6%	3	0.6%	32	6.0%	54	10.1%
Architect/Engineer Supervisors	3	2.5%	0	0.0%	2	1.6%	5	4.1%
Architects and Engineers	40	3.0%	4	0.3%	39	2.9%	83	6.2%
Business and Program Area Supervisors	8	2.3%	0	0.0%	6	1.7%	14	4.0%
Business Professionals	20	6.2%	3	0.9%	13	4.0%	36	11.1%
Claims Determination	31	6.9%	7	1.6%	12	2.7%	50	11.1%
Craft and Trade	4	3.1%	0	0.0%	4	3.1%	8	6.1%
Education Supervisors	0	0.0%	0	0.0%	1	3.3%	1	3.3%
Education/Training	47	6.7%	2	0.3%	44	6.3%	93	13.3%
Environmental Specialists	31	3.8%	1	0.1%	33	4.0%	65	7.9%
Financial Supervisors	6	3.7%	0	0.0%	6	3.7%	12	7.3%
Fiscal	79	4.9%	20	1.3%	74	4.6%	173	10.8%
Food Production	45	11.2%	12	3.0%	20	5.0%	77	19.2%
Health and Social Services Supervisors	27	5.3%	3	0.6%	16	3.1%	46	9.0%
Health Care Professionals	127	10.3%	26	2.1%	41	3.3%	194	15.8%
Health Care Technicians	303	15.8%	80	4.2%	59	3.1%	442	23.0%
Inspectors, Investigators, and Compliance	12	3.5%	4	1.2%	22	6.3%	38	11.0%
IS Professionals	49	3.9%	16	1.3%	61	4.9%	126	10.1%
IS Support, Program and Service Technicians	7	5.5%	4	3.1%	6	4.7%	17	13.3%
Legal Professionals and Paralegals	19	5.1%	6	1.6%	24	6.4%	49	13.1%
Mechanical and Maintenance Supervisors	5	3.8%	4	3.0%	10	7.5%	19	14.3%
Mechanical Equipment, Maintenance, Repair	31	7.7%	3	0.7%	27	6.7%	61	15.1%
Mid-Level Supervisors	21	2.3%	4	0.4%	52	5.6%	77	8.3%
Natural Science and Laboratory Technicians	11	4.1%	6	2.2%	12	4.5%	29	10.8%
Personal Care Aides	161	27.0%	43	7.2%	20	3.4%	224	37.6%
Physical, Natural and Social Science Supervisors	2	1.2%	1	0.6%	10	5.8%	13	7.5%
Physicians and Health Care Practitioners	3	2.8%	0	0.0%	5	4.7%	8	7.5%
Policy, Planning and Research	50	7.5%	2	0.3%	22	3.3%	74	11.2%
Power Plant	7	7.5%	1	1.1%	5	5.3%	13	13.9%
Production Laborers	31	11.9%	4	1.5%	15	5.8%	50	19.3%
Program Specialists	17	6.1%	7	2.5%	10	3.6%	34	12.3%
Property Management	7	6.2%	2	1.8%	3	2.6%	12	10.6%
Protective Services Supervisors	12	2.0%	1	0.2%	26	4.4%	39	6.6%
Public Relations and Media Technicians	10	8.3%	3	2.5%	6	5.0%	19	15.8%
Public Safety	531	9.8%	79	1.5%	208	3.9%	818	15.1%
Science Professionals	10	4.2%	0	0.0%	5	2.1%	15	6.2%
Service, Quality Control & Compliance Supervisors	7	3.7%	1	0.5%	17	8.9%	25	13.1%
Social Services Professionals	239	8.1%	44	1.5%	72	2.4%	355	12.0%
Total	2,262	7.6%	459	1.5%	1,260	4.2%	3,981	13.4%

Note: The "average count in job group" is one-half the sum of the fiscal year 2015 and fiscal year 2016 year-end counts.
Source: PMIS and PeopleSoft, for the period from June 28, 2015 through June 25, 2016.

Chart 40
HISTORICAL RATES OF SEPARATIONS FROM STATE SERVICE
Permanent Classified Employees Excluding UW System



Note: The total turnover rate is the combined total of retirements and non-retirement separations. Non-retirement separations include resignations, discharges, layoffs, and deaths.

Source: Data compiled from PMIS, WISPER, and PeopleSoft

Section 5

RETIREMENT ELIGIBILITY

Section 5 provides statistics on the eligibility of permanent classified employees for retirement* now, within five years, and within ten years. Retirement eligibility is tabulated by agency, job group, and civil service classification. 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 are identified by italicized text in the tables.

DID YOU KNOW . . . ?

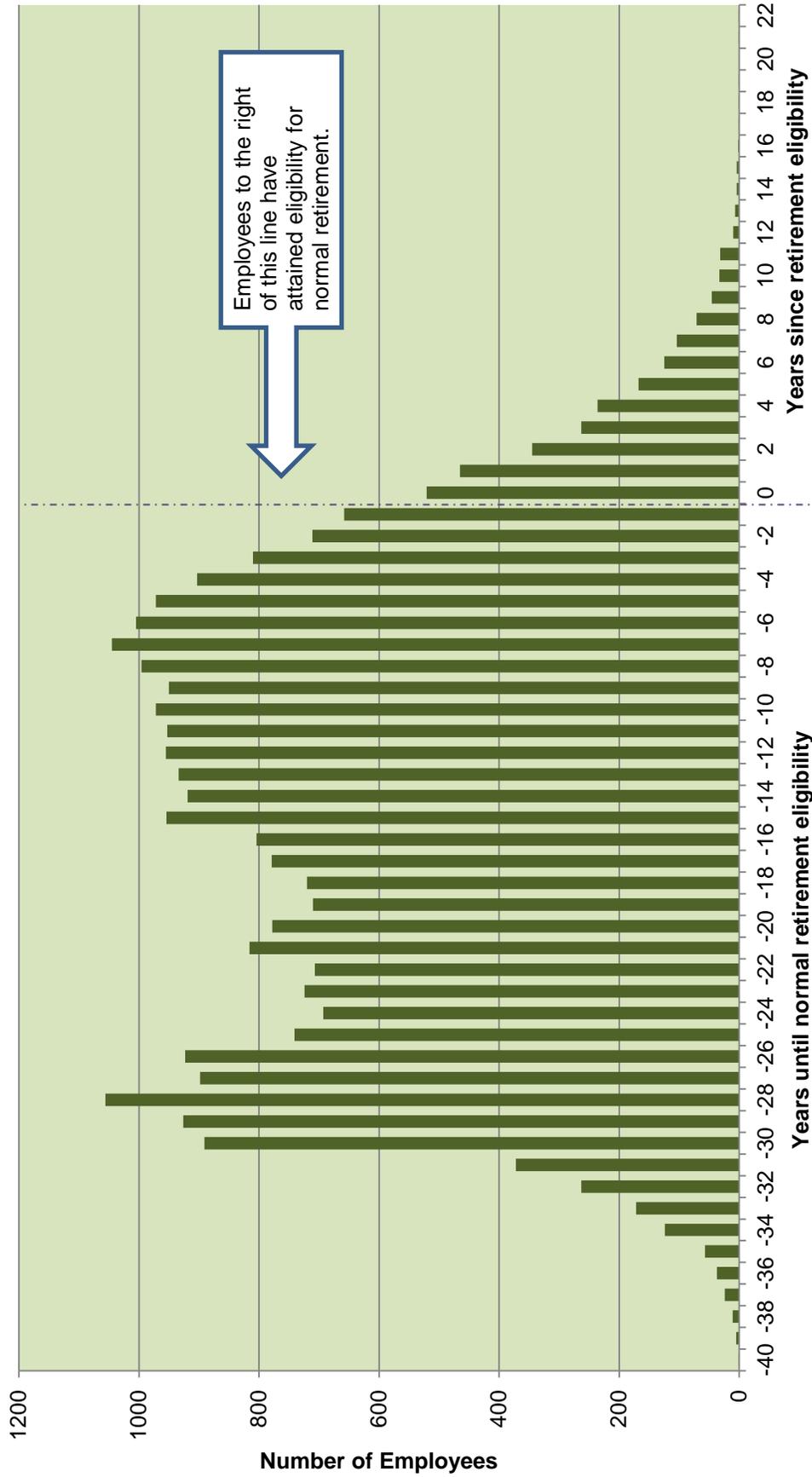
- At the end of fiscal year 2016, at least 2,441 classified employees, or 8.3% of the workforce, were already eligible for normal retirement. An additional 4,054 employees are projected to become eligible within five years.
- Among agencies with at least 100 employees, the Public Service Commission has the highest rate of normal retirement eligibility with 15% (21 employees) immediately eligible.
- Four agencies with at least 100 employees have nearly 30% of employees eligible for normal retirement immediately or within five years:
 - 29% - WI Historical Society
 - 29% - Commissioner of Insurance
 - 28% - Administration
 - 28% - Public Service Commission

*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 65 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. The retirement eligibility calculations in this report assume all employees are vested.

Chart 41
DISTRIBUTION OF EMPLOYEES FOR NORMAL RETIREMENT ELIGIBILITY
 Permanent Classified Employees - Based on June 30, 2016



Example: An employee in the column labeled -8 on the horizontal axis will be eligible for normal retirement within 7 to 8 years.

Note: Retirement eligibility in this chart is based on age and years of state service, only. Therefore, employees who 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.

Table 42
ELIGIBILITY FOR NORMAL RETIREMENT BY JOB GROUP
Permanent Classified Employees

Job Group ¹	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administrative Support	233	8%	676	23%	1,183	40%
Administrative Support-Fiscal	48	11%	127	30%	198	46%
Administrators-Senior Executives	62	11%	172	32%	299	55%
Architect/Engineer Supervisors	6	5%	27	22%	66	53%
Architects and Engineers	89	7%	281	22%	486	37%
Business and Program Area Supervisors	17	6%	52	18%	94	32%
Business Professionals	28	8%	85	24%	141	40%
Claims Determination	18	4%	48	11%	112	25%
Craft and Trade	11	8%	29	22%	55	42%
Education Supervisors	48	7%	159	23%	284	41%
Education/Training	3	10%	13	42%	18	58%
Environmental Specialists	58	7%	160	20%	288	35%
Financial Supervisors	9	6%	25	16%	67	42%
Fiscal	141	9%	331	20%	572	35%
Food Production	11	3%	69	17%	157	39%
Health and Social Services Supervisors	51	4%	205	17%	399	33%
Health Care Professionals	188	10%	381	20%	620	33%
<i>Health Care Technicians</i>	33	7%	100	20%	214	42%
Inspectors, Investigators, and Compliance	27	7%	80	22%	120	33%
IS Professionals	108	9%	297	24%	517	42%
IS Support, Program and Service Technicians	20	17%	39	33%	69	58%
Legal Professionals and Paralegals	42	11%	105	28%	151	40%
Mechanical and Maintenance Supervisors	43	11%	131	33%	214	53%
Mechanical Equipment, Maintenance, Repair	12	9%	39	29%	76	57%
Mid-Level Supervisors	92	10%	258	28%	454	49%
Natural Science and Laboratory Technicians	19	7%	65	25%	98	38%
Personal Care Aides	18	3%	71	13%	125	22%
Physical, Natural and Social Science Supvs	25	14%	52	30%	82	47%
Physicians and Health Care Practitioners	13	12%	41	38%	63	58%
Policy, Planning and Research	44	7%	105	16%	196	30%
Power Plant	3	3%	20	22%	52	57%
Production Laborers	16	6%	56	22%	109	43%
Program Specialists	29	11%	67	24%	115	42%
Property Management	11	10%	21	19%	47	42%
<i>Protective Services Supervisors</i>	61	10%	167	29%	304	52%
Public Relations and Media Technicians	4	3%	22	19%	34	29%
<i>Public Safety</i>	623	12%	1,345	25%	2,297	43%
Science Professionals	16	7%	45	18%	73	30%
Service, Quality Control & Compliance Supvs	8	4%	36	19%	78	41%
Social Services Professionals	153	5%	493	17%	936	32%
Grand Total	2,441	8.3%	6,495	22.1%	11,463	39.0%

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 51% protective and 49% non-protective employees. The Job Groups have been revised since the preceding FY 2014 report.

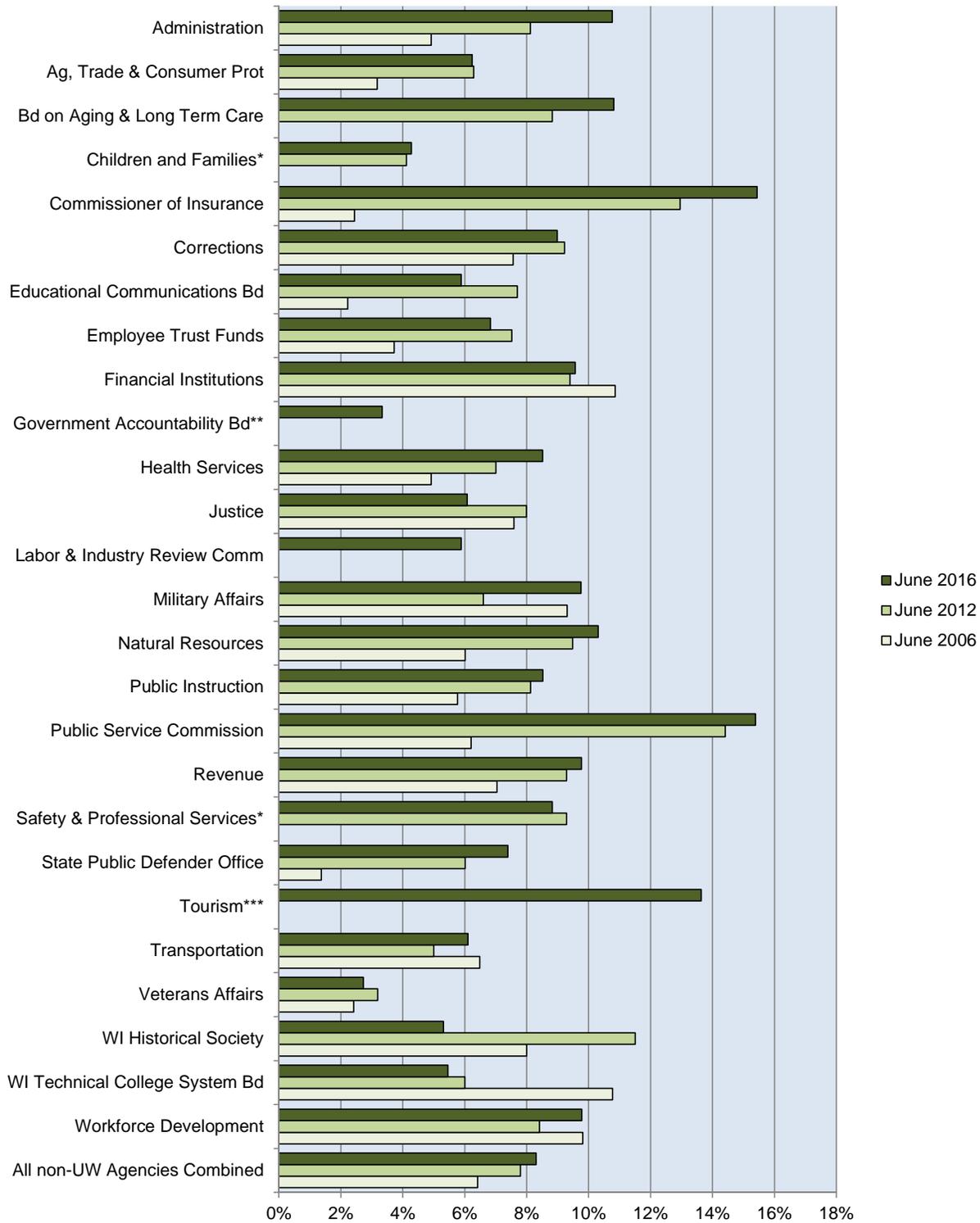
Table 43
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees

Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administration	95	11%	249	28%	408	46%
Ag, Trade & Consumer Prot	35	6%	127	23%	218	39%
Bd on Aging & Long Term Care	4	11%	11	30%	22	59%
Child Abuse & Neglect Prev Bd	0	0%	0	0%	1	17%
Children and Families	30	4%	115	16%	203	29%
Commissioner of Insurance	21	15%	39	29%	63	46%
Corrections	832	9%	2,120	23%	3,887	42%
Educational Communications Bd	2	6%	11	32%	19	56%
Employee Trust Funds	17	7%	51	20%	91	37%
Employment Relations Comm	1	17%	2	33%	2	33%
Financial Institutions	11	10%	28	24%	45	39%
Government Accountability Bd	1	3%	5	17%	6	20%
Health Services	483	9%	1,195	21%	2,026	36%
Higher Educational Aids Board	2	22%	4	44%	5	56%
Justice	38	6%	112	18%	202	32%
Labor & Industry Review Comm	1	6%	8	47%	11	65%
Lower WI State Riverway Board	0	0%	0	0%	0	0%
Military Affairs	43	10%	107	24%	186	42%
Natural Resources	226	10%	567	26%	930	42%
People with Dev Disabilities Bd	0	0%		0%	3	43%
Public Instruction	52	9%	130	21%	208	34%
Public Lands Board	0	0%	3	38%	6	75%
Public Service Commission	18	15%	33	28%	50	43%
Revenue	106	10%	261	24%	439	40%
Safety & Professional Services	18	9%	49	24%	79	39%
Secretary of State	0	0%	1	100%	1	100%
State Public Defender Office	17	7%	53	23%	96	42%
Tourism	3	14%	5	23%	9	41%
Transportation	200	6%	691	21%	1,283	39%
Veterans Affairs	34	3%	154	12%	352	28%
WI Historical Society	6	5%	33	29%	53	47%
WI Technical College System Bd	3	5%	9	16%	20	36%
Workforce Development	142	10%	322	22%	539	37%
Grand Total	2,441	8.3%	6,495	22.1%	11,463	39.0%

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. Retirement projections are based on age and years of service as of June 30, 2016.

Note: Retirement eligibility is projected based 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.

Chart 44
IMMEDIATE RETIREMENT ELIGIBILITY HISTORICAL COMPARISON
Percentage of Employees Eligible for Immediate Normal Retirement
Agencies with at least 10 Permanent Classified Employees



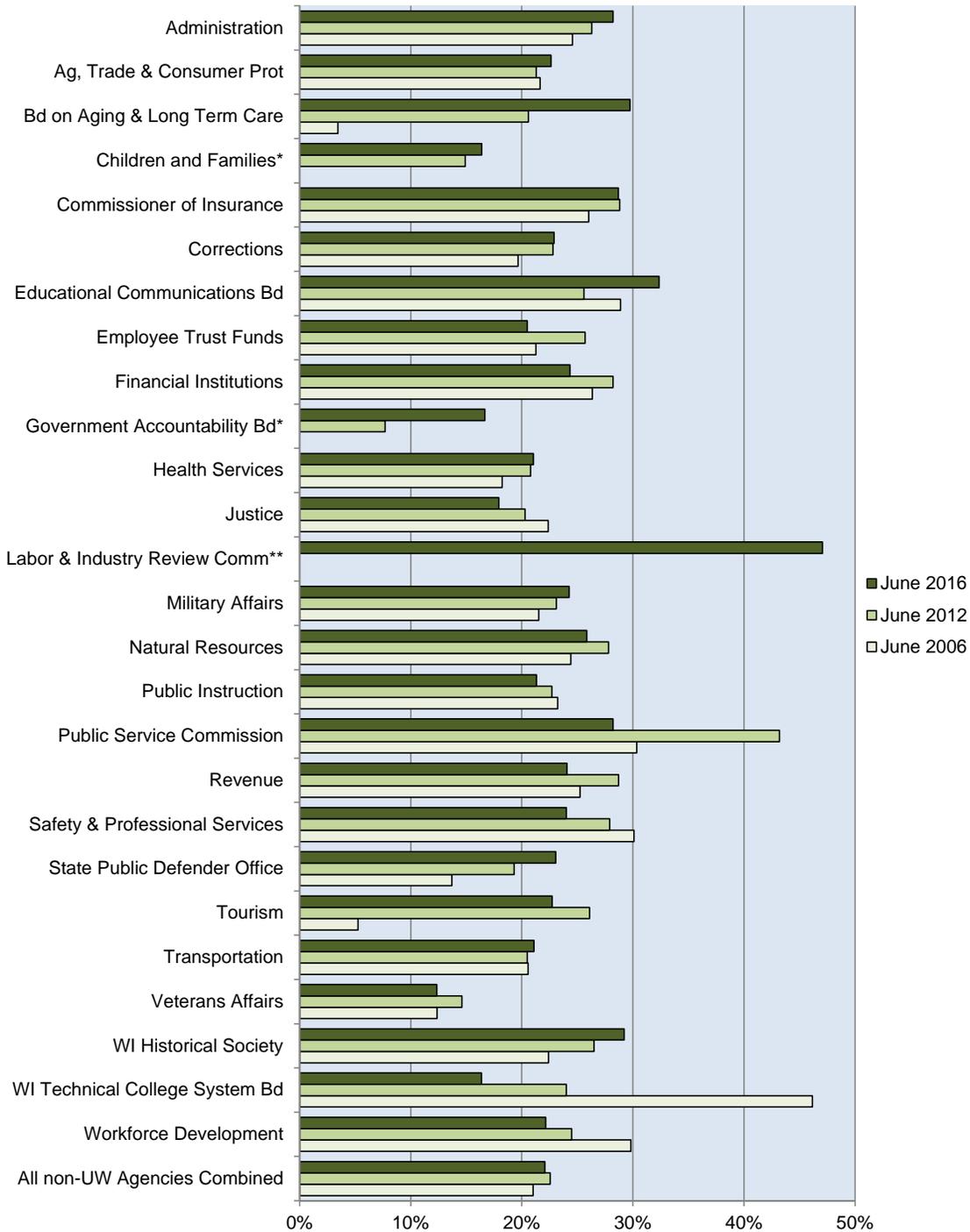
Note: Retirement eligibility is projected based on age and years of state service. Some employees have WI Retirement System service from other employers; therefore the actual percentage of employees eligible for retirement may be greater than indicated.
 Note: Employees of the UW System are excluded from the 2006 and 2012 data to provide better historical comparison.

* Children and Families and Safety & Professional Services did not exist in 2006.

**Government Accountability Bd did not exist in 2006 and did not have any retirement-eligible employees in 2012.

*** Tourism did not have any retirement-eligible employees in 2006 or 2012.

Chart 45
RETIREMENT WITHIN FIVE YEARS HISTORICAL COMPARISON
Percent of Employees Eligible for Normal Retirement Within 5 Years
Agencies with at least 10 Permanent Classified Employees



Note: Retirement eligibility is projected based 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 2006 and 2012 data to provide better historical comparison.

* Children and Families, the Government Accountability Bd. and the Department of Safety and Professional Services did not exist in 2006.

** Prior to this report, statistics for the Labor & Industry Review Commission were included under the Dep't. of Workforce Development.

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 handicap 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 department considers relevant, or in similar functional groups in the unclassified service, and the proportion of members of racial and ethnic, gender or handicap 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.

Classification/class title: "(1) The director 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. See ss. 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; or
- (c) Are perceived as having such an impairment.

(s. ER 43.02(5m), Wis. Adm. Code.) See also the definition of "severely disabled employee."

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.

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 amount 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, overtime premiums, and premiums for temporary supervisory responsibilities.

Involuntary Separation: A separation from working for the state initiated by the employer, and includes layoff, discharge, death, and work-related disability. 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 required training and skills, responsibility, pay range and nature of work.

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 1044 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., no 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”.

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 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 used for a portion of this report, however it has been replaced with the State's PeopleSoft system; State Transforming Agency Resources, system. The purpose of PMIS was to provide the Governor, the Legislature, and the Division of Personnel Management (DPM) with the most up-to-date information pertaining to authorized positions, payroll, and related items covering civil service employment. PMIS included positions in all executive branch agencies except the University of Wisconsin System, the Court system, and the Legislature (exceptions: Retirement Research Committee and Legislative Audit Bureau). PMIS was created by statute and maintained by the Secretary of the Department of Administration.

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 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.

Retirement eligibility: See above for definition of "Normal retirement."

Separation from state service: Termination from employment with the state. Movement between positions within an agency or between state agencies, or between the classified and unclassified service, 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." (s.230.04(9r)(a)2).

Unclassified: All state officers elected by the people, officials and employees appointed by the governor, the faculty and academic staff in the University of Wisconsin System, most division administrator positions, 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 fewer 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, some 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 choice of the employee, and includes all separation reasons other than retirement, layoff, discharge, death, and work-related disability. Movement between different state jobs is not considered a separation. While retirements are voluntary, for purposes of analysis in this report retirements are treated as a separate category from voluntary separations.

Appendix B

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) JOB CATEGORIES

1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or 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 Workers: 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 than normally is required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers 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-typist, 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 Workers: 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: EEOC Form 164, State and Local Government Information (EEO-4) Instruction Booklet

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 16 and Chart 29. Previous editions had additional statistical tests to identify significant changes in the demographics of employees in the various job groups over a ten-year period, but these historical comparisons are no longer possible because of the implementation of a new set of job groups in July 2015.

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:

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

As an example, we can note in the bottom section of Chart 29 that persons with disabilities are 4.6% of all permanent classified employees, and were 2.3% of all New Hires. Are these percentages significantly different? We construct a 95% CI for the percentage of persons with disabilities ($n=1,353$, $d=29,410$, $ll=4.4\%$, $ul=4.8\%$), and another CI for the percentage of new hires that were persons with disabilities ($n=76$, $d=3,244$, $ll=1.9\%$, $ul=2.9\%$). 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 4.4% to 4.8% and 1.9% to 2.9% do not overlap, and therefore the difference between 2.3% of new hires with disabilities and 4.6% in the workforce may be considered significant.

However, it is important to recognize that this significant difference is not sufficient to indicate a bias against hiring persons with disabilities. We do not know what percentage of qualified applicants were persons with disabilities—perhaps this number was even lower than 2.3%. In the same chart, we note that 9.8% of retirees were persons with disabilities, meaning that retirees were more than twice as likely as employees in general to have a recorded disability. This is consistent with older employees being more likely than younger employees to report having a disability. Since new hires on average will be younger than retirees, it is not surprising if new hires have a lower rate of disabilities. In evaluating any statistically significant outcome, it is important to consider additional factors that were not accounted for in the statistical test itself.

Appendix D

RACE/ETHNIC IDENTIFICATION

The concept of race as used by the Equal Employment Opportunity Commission does not denote clear-cut scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person may be counted in more than one race/ethnic category.

NOTE: The category “HISPANIC,” while not a race identification, is included as a separate race/ethnic category because of the employment discrimination often encountered by this group; for this reason do not include HISPANIC under either “white” or “black.”

For the purposes of the report, the following race/ethnic categories will be used:

- a. **White (not of Hispanic origin):** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b. **Black (not of Hispanic origin):** All persons having origins in any of the Black racial groups of Africa.
- c. **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- d. **Asian or Pacific Islander:** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e. **American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Source: EEOC Form 164, State and Local Government Information (EEO-4) Instruction Booklet

Appendix E

MAP OF WISCONSIN BY REGION

