



State of Wisconsin Classified Workforce & Affirmative Action Report

Fiscal Years 2017 and 2018

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, 2016 through June 30, 2018.

Division of Personnel Management

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State of Wisconsin

Classified Workforce & Affirmative Action Report Fiscal Years 2017 and 2018

**Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2018 (June 2018),
and including Affirmative Action statistics for Fiscal Years 2017 and 2018**

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Classified Workforce & Affirmative Action Report – Fiscal Years 2017 and 2018

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STATE OF WISCONSIN DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
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Malika S. Evanco, Division Administrator

Dear Reader:

It is my pleasure to present the Classified Workforce and Affirmative Action Report for fiscal year (FY) 2018.

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 FYs 2017 and 2018, statistics, and accomplishments.
- Provides a historical reference almanac on classified state employee demographics as of June 2018, and demographic changes over the past ten years (since 2008).
- 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 excludes unclassified, temporary, judicial, and legislative employees and employees in the University of Wisconsin System. There are two primary reasons. First, the permanent classified employees are the established “career” workforce of the executive branch and are responsible for carrying out the programs established by the governor and legislature. Second, the Division of Personnel Management does not administer personnel systems outside of the Executive Branch.

Trends revealed in this report include:

- The position vacancy rate of 11.9% in June 2018 greatly exceeds the 7.4% rate in June 2008. Even though there are 863.3 more budgeted positions in the classified workforce than 10 years ago, 910 fewer persons were actually employed in the classified workforce in June 2018 than in June 2008.
- The percentage of racial/ethnic minorities in the classified workforce continues to increase each year, reaching a new high of 13.4% in June 2018.
- The rate of employees separating from state service for any reason other than retirement increased consistently over the last five years, reaching an annual rate of 9.8%, the highest rate recorded since the first Workforce Report for FY 2002.
- In FY 2018 there were 3,880 new hires from outside state service, compared with 2,211 ten years ago in FY 2008.
- In FY 2018, the percentage of employees immediately eligible for normal retirement is 7.3%, down from 7.8% ten years ago in June 2008.

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,

Malika S. Evanco
Administrator

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2018 CLASSIFIED WORKFORCE AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

Profile of the Permanent Classified Workforce - June 2018 compared with June 2008 Excluding University of Wisconsin Classified Employees¹

	<u>2018</u>	<u>2008¹</u>
Count of job classifications for the classified service	1,560	1,735
Number of budgeted permanent classified positions	32,269.7	31,406.4
Number of full-time-equivalent permanent classified employees	28,804.7	29,200.1
Headcount of permanent classified employees	29,240	30,150
Percentage of vacant positions	11.9%	7.4%
Percentage represented by a labor union	1.7%	84.7%
Percentage with protective occupation status	28.0%	27.3%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	45.8%	41.6%
Average age	44.8	45.9
Average years of state service	11.5	13.6
Percentage with single state health insurance coverage	29.3%	27.1%
Percentage with family state health insurance coverage	57.4%	64.7%
Average annualized full-time salary based on hourly rate	\$53,793	\$48,990
Median annualized full-time salary based on hourly rate	\$49,442	\$45,668
Percent racial/ethnic minorities	13.4%	9.8%
Percent women	51.7%	49.7%
Percent persons with disabilities ²	5.2%	6.4%
Original new hires into permanent classified positions	3,880	2,211
Annual Turnover Rate		
Rate of retirements from state service	3.8%	2.6%
Rate of layoffs	0.03%	0.2%
Rate of involuntary discharges	1.5%	0.7%
Rate of all other separations (resignations, disability, death)	8.2%	3.4%
Total rate of all separations from state service	13.6%	7.0%
Percent eligible for normal retirement ³ immediately	7.3%	7.8%
Percent eligible for normal retirement ³ within 5 years	21.5%	22.8%
Percent eligible for normal retirement ³ within 10 years	37.4%	40.9%

¹2008 data excludes over 9,000 UW System classified employees from that time, for better comparison with FY 2018 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 FY 2017 and 2018.
- It illuminates the demographic characteristics of the permanent classified workforce as of June 2018 and shows comparisons with the workforce in June 2008, 10 years earlier.
- It quantifies key personnel transactions that occurred during FY 2017 and 2018.
- It exhibits the potential for employee retirements now and in the near future.

Scope of Report

This report focuses on the roughly 28,240 permanent classified employees in the executive branch of state government, which is the core workforce responsible 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 including faculty, academic staff, administrators, research assistants and student assistants. However, effective July 1, 2015, legislation was implemented that removed all UW employees from the classified service.
- Employees of state authorities (who are generally not considered state employees)

Data Sources and Limitations

The data for this report comes from the PeopleSoft system in place since December 2015, and the legacy payroll and Personnel Management Information System (PMIS).

As indicated above, the UW System no longer has classified employees. All associated data was removed from the report to allow for an “apples to apples” 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.

Key Facts About the Composition of the Permanent Classified Workforce

Substantial increase in vacant positions compared to 2008. In June 2018, about 3,830 authorized permanent classified positions were vacant, compared to about 2,327 in June 2008. In percentage

terms, 11.9% of classified positions were vacant in June 2018. This rate is 60% greater than the June 2008 rate of 7.4%. (See Table 2)

Decrease in the number of permanent classified employees. At the end of fiscal year (FY) 2018, the state employed 28,804.7 full-time-equivalent permanent classified employees, about 395 less than 10 years previously in June 2008 (excluding UW employees). In these last 10 years, the agency with the largest decreases in FTE employees were the Departments of Corrections and Natural Resources, at minus 647 and minus 302, respectively. On the other hand, the largest growth was in the Departments of Revenue and Justice, at plus 127 and plus 118, respectively. In percentage terms, the largest growth was in the Board on Aging & Long Term Care (+48%). Three other larger agencies grew by more than 20% in the past ten years: Military Affairs and Employee Trust Funds at 25% each, and the Department of Justice at 22%. The largest percentage decrease (for agencies with more than 10 employees) was the Technical College System Board at -27%. (See Table 3)

Corrections and public security jobs are prominent. The Department of Corrections, with over 9,000 employees, has nearly 1/3 of the permanent classified workforce. In the Executive Branch, 28% of employees are formally considered to be in “protective” occupations. The four classifications with the most employees are all “protective:” Correctional Officer, Correctional Sergeant, Probation and Parole Agent-Senior, and Psychiatric Care Technician-Advanced. (See Tables 1, 9, and Statistical Highlights)

Reduced average years of state service. The average duration of state service dropped by more than two years from 13.6 in June 2008 to 11.5 in June 2018. (See Table 4)

A nearly statewide workforce. Classified state employees live and work in every Wisconsin county except Menominee. (See Table 10)

More older and younger employees, less in 40's and 50's. Compared to 10 years previously in 2008, there are now more employees age 62 and older, and also many more employees at the younger end of the age scale (22 to 36). By contrast, for the predominant cohort ages 46 to 57, there were many more employees in 2008 than in 2018. The overall effect is that the age distribution in 2018 is “flatter” or more spread-out than in 2008, which will help limit the risk of a retirement “bubble.” (See Chart 5)

Typical pay rates. For classified employees, the median pay rate was \$23.77/hour, and the average rate was \$25.86/hour. Rounded to the nearest dollar, the two most common individual pay rates were \$18 and \$20/hour. (See Chart 13)

Health Insurance. In June 2018, 86.6% of employees had a state health insurance plan. There were nearly twice as many family plans as single plans (57.4% to 29.3%). (See Table 9)

Equal Employment Opportunity and Affirmative Action

Racial/ethnic minorities continue to increase as percentage of classified employees. The percentage of racial/ethnic minorities among state employees continues to increase each year for at least the last 10 years, reaching 13.4% at the end of FY 2018. (See Tables 15 and 16)

Minority state employees exceed percentage in employed labor force in Eastern region of Wisconsin. In the southeast urban counties of Wisconsin, racial/ethnic minorities compose 34.6% of the classified workforce, compared to 27.4% in the regional employed workforce. For all other regions of the state, minority state employees are fewer than the percentage of minorities in the regional employed labor force. (See Table 16 and Appendix E)

Minorities are most highly concentrated among Personal Care Aides. Racial/ethnic minorities make up over 45% of employees in the Personal Care Aides job group. The next two highest concentrations

of minorities are among Social Services Professionals (22.3%) and Production Laborers (20.8%). The job groups where minorities are least represented are Physical, Natural and Social Science Supervisors (3.4%) and Natural Science and Laboratory Technicians (2.7%). (See Table 24)

The percentage of women remains constant. Women account for 51.7% of the classified work force in 2018, 2% higher than the 49.7% in 2008. Three agencies with more than 100 employees consist of more than 75% women: Children and Families and Veterans Affairs at 78.2%, and the State Public Defender Office at 77.2%. The percentage of women in the classified workforce (51.7%) is also higher than in the Wisconsin employed labor force (48.2%). (See Table 18 and Chart 19)

Increase in the number of employees with disabilities. The percentage of classified employees with a self-reported disability increased to 5.2% in 2018, compared to 4.6% at the end of FY 2016. However, this percentage is still down from 2008 when the percentage of employees with a disability was 6.4%. It is estimated that 5.1% of the Wisconsin employed labor force are persons with disabilities. (See Table 18)

Personnel Transactions and Separations from State Service

Nearly 15 new hires per business day. In fiscal year 2018, there were 3,880 new hires into permanent classified positions. (This does not include hires of people moving between state positions.) New hires were every age from 17 through 67, with a few at higher ages. The median age of new hires was 32.5, with the 7 most common ages for new hires being all the ages in the range from age 22 to age 28. (See Table 37 and Chart 39)

Most employees retire by age 62. Of 1,129 retirements in Fiscal Year 2018, both the average and median age at retirement was about 60.6. The four most common retirement ages, in order starting with the most common, were 62, 65, 59 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 Table 38 and Charts 39 and 40)

High Turnover in the Department of Veterans Affairs. Excluding very small agencies, Veterans Affairs had the highest rate of voluntary separations from state service at 14.8%, and also the highest rate of involuntary separations at 4.2%. (See Table 41)

High Turnover of Personal Care Aides. The job group of Personal Care Aides had by far the highest annual rate of separations from state service, at 41.2%, including the highest rate for both subcategories of voluntary and involuntary separations. (See Table 42)

The rate of separations is leveling off after several years of increases. The overall rate of separations from state service was 13.6% in FY 2018, down slightly from FY 2017 and up slightly from FY 2016, but much higher than any previous years back to at least 2004. However, the rate of non-retirement separations has more than tripled since a low point in FY 2010. (See Table 42 and Chart 43)

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 available for this report. This report calculates retirement eligibility based solely on years of state service. Therefore, actual rates of retirement eligibility are greater than the estimates shown in this report.

One in every four employees will be eligible for normal retirement within five years. As of June 2018, 7.3% of the classified workforce, or 2,133 employees, were already eligible for normal

retirement under the Wisconsin Retirement System. Projecting 5 years forward, 21.5% of June 2018 employees will have attained eligibility for normal retirement by June 2023. Among agencies with at least 100 employees, the Office of the Commissioner of Insurance has the highest rate of retirement eligibility, with 14% immediately eligible. Projecting five years ahead, 26% of Department of Administration and Commissioner of Insurance current employees will have attained normal retirement eligibility, with the Historical Society close behind at 25%. (See Table 46)

Retirement-eligible group smaller than in past years. The percentages of employees immediately eligible for normal retirement, or within five years, are lower than in June 2008 and June 2012. (See Table 47)

Conclusion

The size of the classified workforce is 1.4% smaller than 10 years ago in 2008. However, the annual rate of separations from state service is nearly double, at 13.6% compared to 7.1%, due especially to the continuous rise in the rate of non-retirement separations over the past eight years.

Minority representation in the classified workforce reached a new high of 13.4%. However, for equal employment opportunity/affirmative action, the greatest challenges remain the same as those identified in previous years: (1) reaching out to the growing minority--and particularly Hispanic--labor force, (2) improving the retention of minority employees, and (3) exploring opportunities to recruit and retain employees with disabilities.

The percentage of employees eligible for immediate normal retirement at 7.3% is a full 1% lower than in 2016 and represents a continued gradual decline since it was 9.2% in 2010. This is due to a younger overall workforce with a much larger number of employees under age 40 than 10 years ago, even as there are also more employees over age 60 than 10 years ago.

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 2018 snapshot.
- Classifications with the most new original hires in fiscal years 2017 and 2018.
- The eligibility of agency employees for retirement now and in the near future.
- Summary statistics of employees who left state service in fiscal years 2017 and 2018.
- Equal Employment Opportunity/Affirmative Action program accomplishments.

Board on Aging & Long Term Care

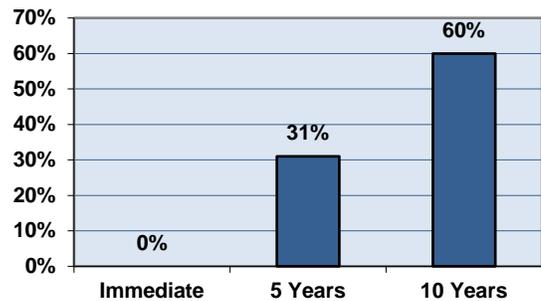
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	42
Full-time-equivalent employees	41.5
Average years of state service	10.3
Average age of employees	52.6
Percent racial/ethnic minorities	11.9%
Percent women	85.7%
Percent persons with disabilities*	2.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	23.8%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.8%
Percent in Supervisory* position	7.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$21.32
Median hourly pay rate	\$20.35

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined	
Ombudsman Services Specialist	5
Volunteer Coordinator	3
Aging and Long Term Care-Lead	1
Medigap Insurance Specialist	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	1	2.6%	1	2.6%	3	7.7%	5	12.8%
Fiscal Year 2018	0	0.0%	1	2.4%	1	2.4%	2	4.8%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Since its creation as a state agency in 1981, the Board on Aging and Long Term Care (BOALTC) has been sensitive to the need for diversity amongst its employees. While many of the skill sets that are necessary for effective advocacy are considered by some to be heavily gender weighted, the BOALTC has achieved success in attracting applicants of each gender, persons over sixty, veterans and a variety of ethnic backgrounds. To achieve success, the Board has actively sought advice and worked collaboratively with Department of Administration – Division of Personnel Management to make every effort to attract a diverse group of applicants to fill open positions. This emphasis has, in recent history, played an integral part in continuing the BOALTC’s commitment to maintaining a diverse workforce.

Other activities aimed at maintaining an informed and respectful workplace environment include management staff attending recently updated new supervisor training and hosting a guest speaker on the effects of “unconscious bias” in our daily work.

Department of Administration

Profile of the Classified Workforce as of June 2018

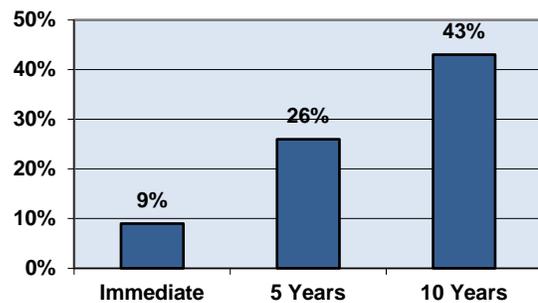
Count of permanent classified employees	906
Full-time-equivalent employees	901.53
Average years of state service	12.9
Average age of employees	48.8
Percent racial/ethnic minorities	11.8%
Percent women	39.4%
Percent persons with disabilities*	8.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	29.2%
Percent in "protective" occupation	4.1%
Percent in Executive/Management position	10.6%
Percent in Supervisory* position	13.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.44
Median hourly pay rate	\$33.00

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Police Officer	16
IS Enterprise Technical Svcs Spec	9
Exec Policy & Budget Analyst-Entry	9
Financial Specialist-Senior	9
Engineering Specialist-Management	8
Program and Policy Analyst	8

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	49	5.6%	11	1.2%	50	5.7%	110	12.5%
Fiscal Year 2018	68	7.6%	13	1.5%	43	4.8%	124	13.9%

Definitions:

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Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Administration (DOA) strives to recruit and hire highly qualified members from the underutilized target groups. Currently we have strategic recruitment plans (also AA Plan goals) in two areas: Job Group 28 - Architects and Engineers and Job Group 247- Public Safety. Through outreach and focused efforts, DOA has consistently increased the percentage of racial and ethnic minority employees since 2014. As of FY17, DOA is no longer underutilized for:

- Women in the job group for Administrators/Senior Executives.
- Minorities in job groups for Managers.
- Minorities in the job groups that include IS Professional, Policy Planning and Research Professionals, IS Support, Program and Service Technicians, and for Administrative Support Staff.

DOA has also created an Ambassador Program to assist new employees through the new hire transition process, specifically, assisting new employees with becoming comfortable and familiar with the workplace culture, technology, and the physical space.

Department of Agriculture, Trade and Consumer Protection

Profile of the Classified Workforce as of June 2018

Count of permanent classified employees 575
 Full-time-equivalent employees 571.2

Average years of state service 11.3
 Average age of employees 45.5

Percent racial/ethnic minorities 4.2%
 Percent women 50.6%
 Percent persons with disabilities* 6.3%

*disabilities are voluntarily self-reported

Percent overtime-eligible per FLSA 40.3%
 Percent in "protective" occupation 0.0%
 Percent in Executive/Management position 4.9%
 Percent in Supervisory* position 13.7%
 (*but not considered Executive/Management)

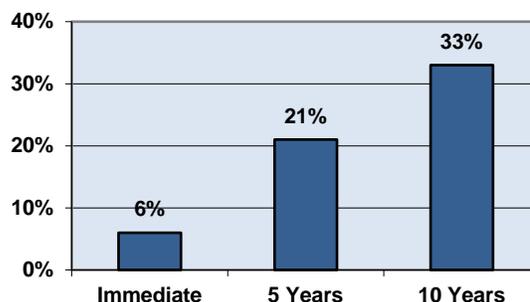
Average hourly pay rate \$27.23
 Median hourly pay rate \$26.85

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Meat Safety Inspector-Entry 25
 Food & Dairy Sanitarian 14
 IS Systems Development Svcs Specialist 6
 Consumer Protection Investigator-Adv 6
 Grain Weighing Technician 6

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	42	7.3%	12	2.1%	25	4.4%	79	13.8%
Fiscal Year 2018	26	4.5%	12	2.1%	23	4.0%	61	10.5%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Agriculture, Trade and Consumer Protection (DATCP) has expanded educational efforts for increased cultural awareness. A Food Truck day was coordinated by the DATCP Affirmative Action Advisory Committee (AAAC) and held in June 2018 to promote local vendors featuring various ethnic food options. In addition, this event was an opportunity for DATCP staff to learn about the AAAC.

DATCP’s AAAC has identified, coordinated, and, in September 2018, will host a training opportunity for staff on the topic of Unconscious Bias.

DATCP continues to monitor and plan outreach and recruitment efforts to promote DATCP employment to broad and inclusive networks. Efforts are underway to research and utilize expanded industry specific resources and to maintain a central repository for recruitment and networking outlets.

Department of Children and Families

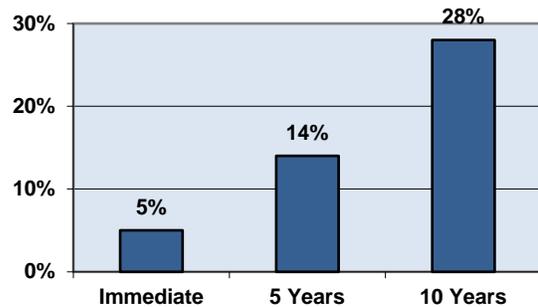
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	753
Full-time-equivalent employees	742.7
Average years of state service	9.5
Average age of employees	44.5
Percent racial/ethnic minorities	27.1%
Percent women	78.2%
Percent persons with disabilities*	5.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	31.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.6%
Percent in Supervisory* position	14.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.04
Median hourly pay rate	\$26.00

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined	
Initial Assessment Specialist	77
Program and Policy Analyst-Adv	19
Licensing/Certification Specialist	13
License/Permit Program Associate	11
Child Care Subsidy Specialist	10
Operations Program Associate	10

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	77	10.8%	11	1.5%	22	3.1%	110	15.4%
Fiscal Year 2018	64	8.7%	9	1.2%	23	3.1%	96	13.0%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Children and Families (DCF) is not underutilized in any of its 20 Job Groups for women or minorities and exceeds the state agency W-2 hiring goal of 2% with a W-2 hiring rate of 9%. DCF continues to prioritize veterans' employment initiatives and recruitment of people with disabilities. All job announcements include the non-competitive process for veterans, and names on the non-competitive register are forwarded to supervisors for vacant positions.

Two of DCF's 2018 AA Plan goals are to address the employment needs of foster youth and to rebuild the AAAC. DCF has launched a new AAAC whose first initiative is to expand employment opportunities for Wisconsin's foster youth and youth aging out of foster care. The opportunity to develop the skills needed to enter the workforce is an important step toward independent living. DCF's AAAC is working to increase the number of foster youths employed in paid internships and LTE positions at state agencies enterprise-wide and to improve recruitment of foster youth for the Summer Affirmative Action Internship Program (SAAIP). The new AAAC Committee is also working on building connections to DCF's Trauma-Informed Culture Initiative, to better support employees' physical and emotional health so that they have the capacity and compassion needed to help the families we serve.

Department of Corrections

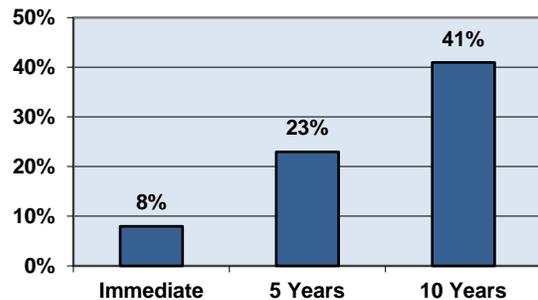
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	9,190
Full-time-equivalent employees	9,093.97
Average years of state service	11.7
Average age of employees	43.2
Percent racial/ethnic minorities	11.2%
Percent women	44.2%
Percent persons with disabilities*	3.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	75.3%
Percent in "protective" occupation	63.5%
Percent in Executive/Management position	1.1%
Percent in Supervisory* position	10.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$22.73
Median hourly pay rate	\$20.62

Job Classifications with the Most New Hires

<u>Fiscal Years 2017 and 2018 Combined</u>	
Correctional Officer	1,300
Probation and Parole Agent	224
Office Operations Associate	129
Youth Counselor	94
Nurse Clinician 2	86
Corrections Food Service Leader 2	80

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	730	7.8%	164	1.8%	359	3.9%	1,253	13.5%
Fiscal Year 2018	778	8.4%	187	2.0%	335	3.6%	1,300	14.0%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Corrections (DOC) has been able to reach several goals listed in the current Affirmative Action Plan. The following includes two examples of current AA Plan goals met:

1. Enhance Summer Affirmative Action Internship Program (SAAIP).

DOC wanted to increase the number of interns compared to previous years and this goal was met. Thanks to support and encouragement from the Secretary’s Office in DOC, leadership within DOC hired interns through this program.

2. Develop Internal Mediator Training.

DOC wanted to create its own internal training to keep up and increase the number of mediators available to the program throughout the state. This was a huge cost savings and it has also helped increase the number of mediators available in areas throughout the state to assist in resolving workplace disputes in a timely manner. With shared services in place, this training may also be able to help other agencies enterprise-wide.

Department of Employee Trust Funds

Profile of the Classified Workforce as of June 2018

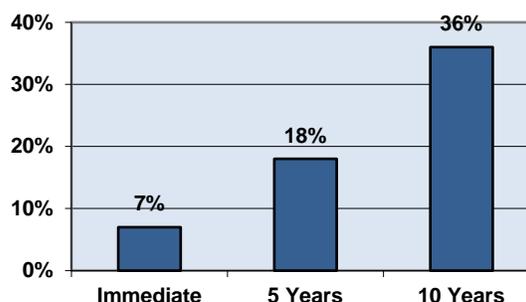
Count of permanent classified employees	246
Full-time-equivalent employees	243.45
Average years of state service	12.1
Average age of employees	47.7
Percent racial/ethnic minorities	11.4%
Percent women	65.9%
Percent persons with disabilities*	3.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	18.3%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.9%
Percent in Supervisory* position	10.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.84
Median hourly pay rate	\$29.00

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Trust Funds Specialist	10
IS Business Automation Specialist	5
Accountant-Journey	4
IS Supervisor 2	2
Employee Ben Plan Policy Advisor-Adv	2
Auditor-Adv	2

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	3	1.2%	3	1.2%	14	5.6%	20	8.0%
Fiscal Year 2018	15	6.1%	0	0.0%	18	7.3%	33	13.4%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Inclusion, Diversity, Equity and Advancement (IDEA) committee at the Department of Employee Trust Funds (ETF) has made efforts to increase awareness of diversity topics has organized various activities/events to engage staff. The committee recently underwent a restructuring which included the creation of two sub-committees (Inclusivity and Diversity). The Inclusivity Sub-Committee has a focus on organizing agency wide events to continue to develop a culture of inclusion, sense of community/belonging and camaraderie among staff. The Diversity Sub-Committee has a focus on the diversity/AA aspect of the ETF AA Plan. The following progress has been made:

- Participation in the Summer Affirmative Action Internship Program every year. Three interns were hired in 2017 and two were selected in 2018.
- Delivered a presentation to the ETF Leadership Team about how they can become more involved.
- Sponsored a Lunch & Learn session titled, “[In]visible Disability”
- Hosted a bi-monthly lunchtime event that gave staff an opportunity to connect by encouraging more collegial interaction between work units and employees.
- Assisted with the planning of a Cultural Potluck in a joint effort with the Department of Revenue’s Diversity/AA Committee.
- Ongoing partnership with the Lincoln Elementary School in Madison.

Department of Financial Institutions

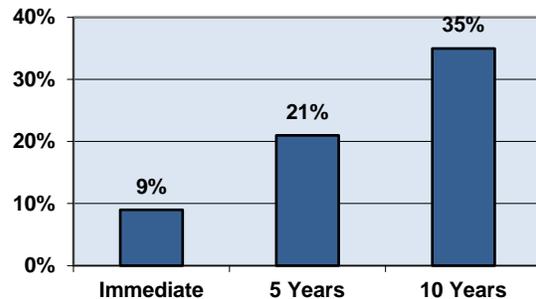
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	120
Full-time-equivalent employees	119.54
Average years of state service	11.8
Average age of employees	45.0
Percent racial/ethnic minorities	10.8%
Percent women	52.5%
Percent persons with disabilities*	5.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	31.7%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	9.2%
Percent in Supervisory* position	9.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.86
Median hourly pay rate	\$32.91

Job Classifications with the Most New Hires

<u>Fiscal Years 2017 and 2018 Combined</u>	
Financial Examiner	11
Operations Program Associate	3
IS Systems Development Svcs Cns/Admin	1
IS Technical Services-Senior	1
Paralegal	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	6	5.2%	2	1.7%	6	5.2%	14	12.1%
Fiscal Year 2018	8	6.8%	2	1.7%	4	3.4%	14	11.8%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The number of racial minorities in the Department of Financial Institutions' (DFI) workforce has continued to increase over the last eight-year period. DFI is no longer considered to be underutilized for ethnic/racial minorities in Job Group 16 – Fiscal, which is also the only statistically relevant Job Group in which DFI has employees. This trend was expected, given the re-evaluation of the Financial Examiner hiring process. DFI streamlined this recruitment process by creating standardized templates that every Division uses for this type of recruitment. This process includes clearly defining the minimum qualifications and the job qualifications that would make an applicant well qualified, along with other benchmarks, interview questions, all approved by Department of Administration - Division of Personnel Management. In addition, DFI has expanded recruitment efforts by working with the UW system schools and minority publications.

The percentage of women employed at DFI is still 3% above the baseline of Workforce Development labor statistics referenced, even considering the decline over the last eight years. DFI will continue to monitor this demographic to determine if action is necessary to address any concerns. DFI is underutilized for women in Job Group 16-Fiscal. This is the only statistically relevant job group that DFI is underutilized in.

Department of Health Services

Profile of the Classified Workforce as of June 2018

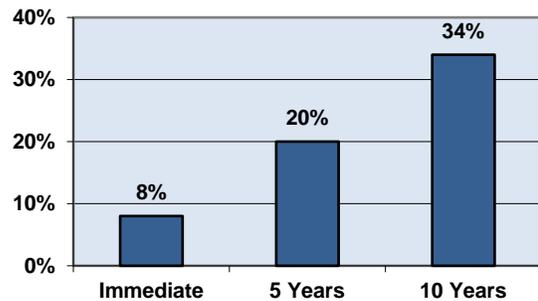
Count of permanent classified employees	5,700
Full-time-equivalent employees	5,566.99
Average years of state service	10.5
Average age of employees	44.4
Percent racial/ethnic minorities	21.3%
Percent women	65.4%
Percent persons with disabilities*	2.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	53.8%
Percent in "protective" occupation	19.9%
Percent in Executive/Management position	2.3%
Percent in Supervisory* position	10.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.79
Median hourly pay rate	\$22.46

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Resident Care Technician-Objective	409
Psychiatric Care Technician	267
Nurse Clinician 2	154
Psychiatric Care Technician-Advanced	131
Income Maintenance Specialist	129
Custodian	61

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	594	10.5%	144	2.5%	237	4.2%	975	17.2%
Fiscal Year 2018	576	10.1%	175	3.1%	179	3.1%	930	16.4%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Recruiting, developing, and training employees with diverse experiences, skills, and characteristics is key for fostering a workplace that attracts and retains top talent. An equitable, inclusive, and diverse workplace will decrease underutilization and benefit the customers we serve.

In our 2017-2020 Affirmative Action Plan, DHS identified a goal to build an inclusive and solid diversity internship program. To accomplish this goal, DHS has taken and will continue to promote internships through the following:

- DHS participated in and hired through the Summer Affirmative Action Internship Program (SAAIP), the MMSD and DVR Transitional Supported Student Program, as well as other academic-based internships within the respective Divisions and Facilities.
- DHS outreached to actively recruit at Job Fairs, career events, Veterans events, onsite recruiting, round-table events, and using digital recruiting platforms.
- DHS continues to collaborate and partner with EEO/AA councils, committees, and organizations.
- DHS developed training and growth opportunities and best practices that are policy driven.

Department of Justice

Profile of the Classified Workforce as of June 2018

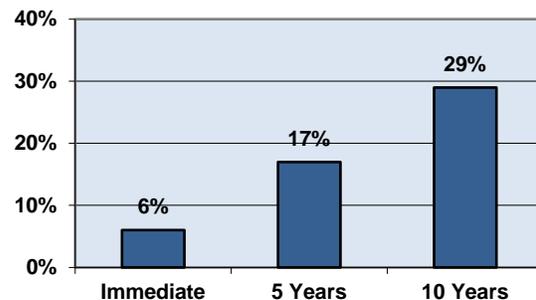
Count of permanent classified employees	650
Full-time-equivalent employees	641.5
Average years of state service	10.5
Average age of employees	42.7
Percent racial/ethnic minorities	8.8%
Percent women	58.6%
Percent persons with disabilities*	3.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	38.2%
Percent in "protective" occupation	16.5%
Percent in Executive/Management position	3.4%
Percent in Supervisory* position	11.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.11
Median hourly pay rate	\$31.46

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Special Agent	19
Assistant Attorney General	14
Legal Associate	10
Forensic Program Technician	10
Criminal Analyst	9
Program and Policy Analyst-Advanced	5

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	32	5.0%	2	0.3%	15	2.3%	49	7.6%
Fiscal Year 2018	35	5.4%	2	0.3%	21	3.2%	58	8.9%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Justice (DOJ) Diversity Advisory Committee has been very active with efforts to raise awareness and held several successful events including:

- Speaker presentations on Inclusion and Intersectionality, Human Trafficking, as well as a monthly series of TED Talks on diversity and inclusion topics.
- Heritage potluck luncheon to showcase the diverse backgrounds of DOJ staff through cuisine.
- DOJ Career Program – a five-day program for Madison area high school students that provides an extensive look at the variety of careers available at the DOJ through presentations and participation in a mock criminal case from investigation through prosecution.

A supplemental full-day orientation was implemented and is held quarterly for new employees, so they can hear from leaders across DOJ's divisions about their mission and work and to provide new employees with more in-depth training on various processes and policies including EEO/AA topics. We continue to refine the presentation material and have recently added a segment for the Diversity Advisory Council. The DOJ also participated in the Summer Affirmative Action Internship Program (SAAIP) over the past two years and has hired seven interns through this program.

Department of Military Affairs

Profile of the Classified Workforce as of June 2018

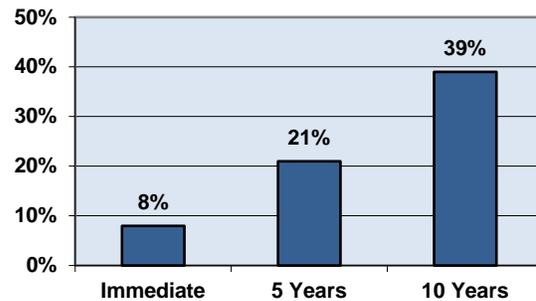
Count of permanent classified employees	458
Full-time-equivalent employees	456.1
Average years of state service	9.3
Average age of employees	45.8
Percent racial/ethnic minorities	3.9%
Percent women	25.3%
Percent persons with disabilities*	13.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	66.8%
Percent in "protective" occupation	30.6%
Percent in Executive/Management position	2.0%
Percent in Supervisory* position	11.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$21.84
Median hourly pay rate	\$18.93

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Military Affairs Security Officer	38
Fire/Crash Rescue Specialist	14
Cadet Specialist-Objective	14
Facilities Maintenance Specialist-Adv	8
Facilities Repair Worker-Advanced	7
Emergency Government Specialist	6

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	44	9.9%	3	0.7%	17	3.8%	64	14.4%
Fiscal Year 2018	36	8.0%	9	2.0%	20	4.4%	65	14.4%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Military Affairs’ (DMA) Affirmative Action Plan for 2017-2020 identified four 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 number of qualified females and minorities in the candidate pool for recruitments within job group 247 – Public Safety. One of the efforts made to attract a larger, more diverse, and qualified candidate pool was to increase the pay range for key positions. During FY18, for all certifications within these classifications, the percentage of qualified candidates which represent minority groups made up 17.5% of the applicant pool. This marks an increase from previous years.

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 laws, and policies.

Department of Natural Resources

Profile of the Classified Workforce as of June 2018

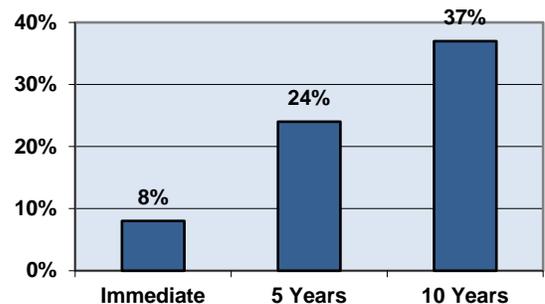
Count of permanent classified employees	2,211
Full-time-equivalent employees	2,191.37
Average years of state service	13.6
Average age of employees	45.0
Percent racial/ethnic minorities	4.8%
Percent women	33.7%
Percent persons with disabilities*	3.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	27.7%
Percent in "protective" occupation	20.0%
Percent in Executive/Management position	5.0%
Percent in Supervisory* position	13.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.77
Median hourly pay rate	\$27.93

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Forester-Senior	31
Conservation Warden	27
Park Ranger	25
Nat Res Customer Services Rep	18
Air Management Engineer	11
Fisheries Biologist-Senior	10

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	78	3.6%	11	0.5%	118	5.5%	207	9.6%
Fiscal Year 2018	53	2.4%	8	0.4%	111	5.1%	172	7.9%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Natural Resources (DNR) recognizes the value of diversity and inclusion as a business strategy to attract and retain highly qualified and motivated employees. Our customer base is diverse in terms of demographics, as well as environmental and recreational interests. By embracing diversity, we can ensure that all Wisconsinites feel welcome to use and enjoy the natural resources and services of the DNR

The DNR Diversity Team is actively engaged in several efforts to raise awareness and promote understanding and acceptance among staff, customers and the public.

- The team produces articles for a monthly feature called Focus on Diversity in the employee newsletter. Topics have included unconscious bias, sexual assault awareness, LGBTQ+ pride, disability employment, and recognition of several racial/ethnic groups.
- The team is assisting with the research and development of the training for supervisors and staff.
- In addition, the team is currently developing materials and media promotions to recognize and celebrate staff that embody and promote a diverse and inclusive work environment. These items will be used internally and externally for educational and recruitment efforts.

Department of Public Instruction

Profile of the Classified Workforce as of June 2018

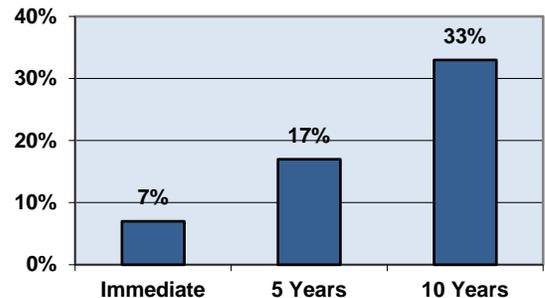
Count of permanent classified employees	605
Full-time-equivalent employees	573.98
Average years of state service	10.6
Average age of employees	46.9
Percent racial/ethnic minorities	9.3%
Percent women	69.3%
Percent persons with disabilities*	12.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	27.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	7.1%
Percent in Supervisory* position	4.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.86
Median hourly pay rate	\$29.27

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Education Consultant	27
Office Operations Associate	14
Teacher	12
Education Specialist	12
School Administration Consultant	11
Child Care Counselor 1	10

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	56	9.2%	2	0.3%	36	5.9%	94	15.5%
Fiscal Year 2018	39	6.5%	6	1.0%	35	5.8%	80	13.3%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

In the 2017-2020 Affirmative Action Plan, The Department of Public Instruction (DPI) identified two areas on which to focus during the plan period: 1) the number of minorities in Job Group 063 (Health Care Professionals) and 2) the recruiting of veterans to meet the statewide goal. While DPI faced challenges due to the location and skill requirements of the Job Group 063, its targeted recruitment efforts have resulted in appointing a minority candidate for one of the two professional health care positions recruitments. Additionally, by providing the agency created *Embracing Diversity* training to all staff, increasing discussions regarding equity as it relates to race, and utilizing various recruitment resources to search for highly qualified and diverse applicants, it is hoped that the DPI will employ a more diverse workforce.

DPI is working with DPM on developing a veteran targeted recruitment effort for hard to fill positions. In addition to intensifying efforts for veterans, DPI also recently had a Perspectives on Equity series that focused specifically on veterans. DPI is committed to supporting open dialogue about racial, cultural, and physically-based inequities that impact our work at DPI, the field of education, and beyond.

Department of Revenue

Profile of the Classified Workforce as of June 2018

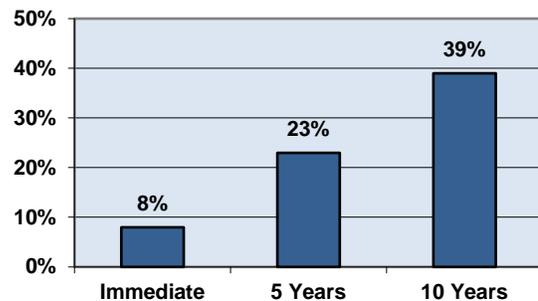
Count of permanent classified employees	1,092
Full-time-equivalent employees	1,084.1
Average years of state service	11.6
Average age of employees	47.0
Percent racial/ethnic minorities	15.8%
Percent women	52.0%
Percent persons with disabilities*	17.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	33.2%
Percent in "protective" occupation	0.9%
Percent in Executive/Management position	3.0%
Percent in Supervisory* position	8.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.77
Median hourly pay rate	\$27.10

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Revenue Agent	77
Revenue Field Auditor	39
Revenue Auditor	19
Revenue Tax Specialist	13
Property Assessment Specialist	10
Tax Representative 1	5

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	46	4.2%	20	1.8%	47	4.3%	113	10.4%
Fiscal Year 2018	67	6.1%	16	1.5%	48	4.4%	131	12.0%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Revenue (DOR) remains committed to hiring diverse and capable employees. DOR continues its efforts to hire individuals with disabilities and conducts significant community outreach and agency-wide promotion. In FY18, DOR hired five limited-term employees (LTEs) through the TeamWorks Program, a partnership with Madison-area high school's Vocational Transition Programs with funding support from the Department of Workforce Development's Division of Vocational Rehabilitation. This program has provided the participating students with valuable job training while simultaneously increasing diversity awareness among DOR employees. One of the TeamWorks program participants was hired into a full-time permanent position.

DOR also continues its efforts in hiring veterans with disabilities. Extensive outreach efforts have resulted in the hiring of 12 veterans with disabilities, including one permanent and one LTE.

Finally, DOR continues to participate in the SAAIP program. In FY18, two interns were hired.

Department of Safety and Professional Services

Profile of the Classified Workforce as of June 2018

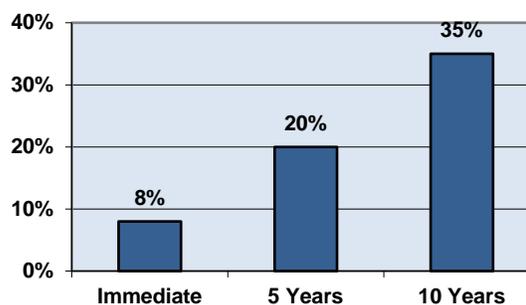
Count of permanent classified employees	203
Full-time-equivalent employees	202.39
Average years of state service	9.6
Average age of employees	46.8
Percent racial/ethnic minorities	7.4%
Percent women	48.3%
Percent persons with disabilities*	7.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	58.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	1.5%
Percent in Supervisory* position	8.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.46
Median hourly pay rate	\$27.30

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

License/Permit Program Associate	15
Consumer Protection Investigator	14
Operations Program Associate	11
Office Operations Associate	9
Plumbing Plan Reviewer	5
Consultant-Building Systems-Senior	4

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	19	9.5%	3	1.5%	7	3.5%	29	14.6%
Fiscal Year 2018	15	7.6%	6	3.0%	8	4.0%	29	14.6%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Safety & Professional Services (DSPS) continues to take additional steps to enhance its AA/EEO program and maintain a recruitment strategy for all classifications to ensure a diverse workforce. The additional steps include:

- Coordinated with the DOT to develop an AA Internship program with a recruitment plan to attract diverse candidates with skills and qualifications that align with DSPS’ specific job needs.
- Continuing a strong relationship with the Division of Vocational Rehabilitation (DVR) by offering limited term employment opportunities to DVR consumers.
- The AA Officer’s continued involvement in the recruitment process for underutilized positions.
- DSPS implemented a Balanced Panel policy for interview and selection, monitored by the AA Officer.
- DSPS’ AA Advisory Committee (AAAC) continually works to promote diversity awareness among all DSPS employees. The AAAC hosts monthly awareness events and has a segment in the monthly employee newsletter.

Department of Transportation

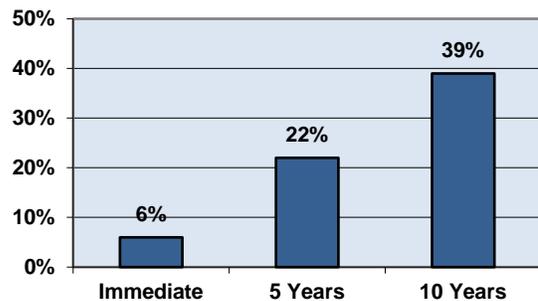
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	3,105
Full-time-equivalent employees	3,074.45
Average years of state service	13.2
Average age of employees	45.6
Percent racial/ethnic minorities	11.7%
Percent women	37.9%
Percent persons with disabilities*	4.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	42.9%
Percent in "protective" occupation	15.1%
Percent in Executive/Management position	2.0%
Percent in Supervisory* position	12.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.51
Median hourly pay rate	\$27.87

Job Classifications with the Most New Hires

<u>Fiscal Years 2017 and 2018 Combined</u>	
Transportation Customer Rep-Senior	101
DMV Customer Service Rep	101
State Patrol Inspector 1	91
Civil Engineer-Transportation	32
Law Enforcement Dispatcher	15
Program & Policy Analyst-Advanced	12

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	149	4.6%	31	1.0%	135	4.1%	315	9.7%
Fiscal Year 2018	197	6.2%	33	1.0%	142	4.5%	372	11.7%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

To recruit and retain more diverse sworn staff, State Patrol Recruiters out of the Southeast Region (Milwaukee and Waukesha) continue to focus a lot of their attention on the minority communities and organizations in their area. The recruiters out of the North Central Region have been doing some additional recruiting at the College of the Menominee Nation and Menominee Tribal School.

To ensure a smooth transition of disability accommodation equipment to the new Hill Farms State Office Building in early 2018, all equipment assigned to employees for accommodation purposes was inventoried prior to the move. Most employees had the equipment they needed by the time they arrived at the new building, and Medical Coordinators followed up with those who did not within the first couple of days of their move. There were some types of accommodation equipment that were allowed in the old building that were not allowed in the new building (i.e. space heaters, special office furniture). The Medical Coordinators worked with the employees, their supervisors and the DOA Building & Grounds Superintendent to find viable alternatives.

Department of Veterans Affairs

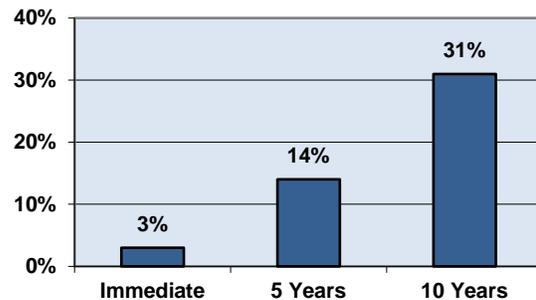
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	1,158
Full-time-equivalent employees	1,096.9
Average years of state service	9.1
Average age of employees	45.3
Percent racial/ethnic minorities	11.2%
Percent women	78.2%
Percent persons with disabilities*	8.5%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	69.4%
Percent in "protective" occupation	0.9%
Percent in Executive/Management position	2.1%
Percent in Supervisory* position	6.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$21.00
Median hourly pay rate	\$16.88

Job Classifications with the Most New Hires

<u>Fiscal Years 2017 and 2018 Combined</u>	
Nursing Assistant 2	170
Nursing Assistant 1	88
Food Service Assistant 2	39
Nurse Clinician 2	35
Licensed Practical Nurse	28
Cemetery Caretaker-Senior	16

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	208	17.1%	63	5.2%	34	2.8%	305	25.1%
Fiscal Year 2018	173	14.8%	49	4.2%	36	3.1%	258	22.1%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Veterans Affairs continues to work on behalf of Wisconsin’s veterans community. The Department strives to improve recruitment outreach opportunities and has upgraded to include numerous job fairs with mock interviews, open houses, radio events and reaching out to high schools and technical colleges. Our recruitment efforts are focused on increasing the number of minorities, persons with disabilities, and veterans. We will continue to explore recruitment opportunities to promote the agency and provide a public awareness of opportunities within the agency.

The Equity and Diversity committee at our central office is being re-established. The agency is developing a structure and will implement an annual work plan and promote training and educational opportunities throughout the agency. The Equity and Diversity Committee at our Veterans Home, King location, continues with monthly events on campus. A Cultural Fair was held in November.

The committees will continue to promote the Affirmative Action Plan and create opportunities for applicants and employees.

Department of Workforce Development

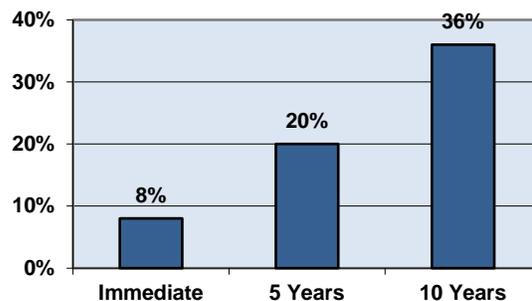
Profile of the Classified Workforce as of June 2018

Count of permanent classified employees	1,446
Full-time-equivalent employees	1,434.7
Average years of state service	11.4
Average age of employees	47.3
Percent racial/ethnic minorities	19.4%
Percent women	64.7%
Percent persons with disabilities*	11.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	51.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	9.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.42
Median hourly pay rate	\$22.97

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined	
Employment Security Assistant 3	67
Unemployment Benefit Specialist	59
Vocational Rehab Counselor-in-Training	52
Employment and Training Specialist	48
Vocational Rehabilitation Prog Assoc	14
Vocational Rehabilitation Counselor	12

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	124	8.5%	13	0.9%	63	4.3%	200	13.7%
Fiscal Year 2018	90	6.2%	24	1.6%	50	3.4%	164	11.2%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Workforce Development (DWD) has had some successes meeting goals of the AA Plan. Two of the main successes include Google Analytics and Web-Ex AA/EEO Trainings.

Google Analytics DWD has continued to expand its use of Google Analytics for staffing and recruitment analysis. DWD collects data monthly allowing the staffing/recruitment section to do targeted research on where job ads are most successful for each individual recruitment including effective places to recruit more women, racial and ethnic minorities, and persons with disabilities.

Web-Ex AA/EEO Trainings DWD has conducted 18 web-based trainings. Web-Ex allows the trainings to be viewable throughout the state as opposed to in-person only, regardless of accessibility or mobility concerns. In addition, DWD offered a two-day 2018 Leadership Conference focused on Respectful Workplace and Harassment Free Workplace.

Educational Communications Board

Profile of the Classified Workforce as of June 2018

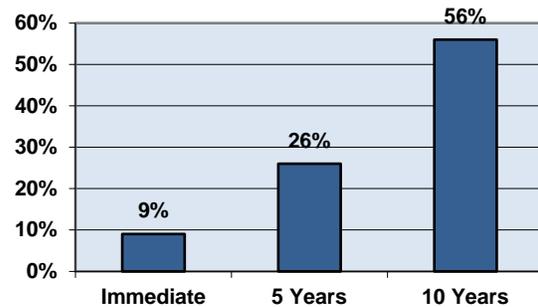
Count of permanent classified employees	34
Full-time-equivalent employees	33.6
Average years of state service	16.1
Average age of employees	50.0
Percent racial/ethnic minorities	2.9%
Percent women	23.5%
Percent persons with disabilities*	8.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	70.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	0.0%
Percent in Supervisory* position	20.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.08
Median hourly pay rate	\$25.93

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Electronics Tech Media-Intermediate	3
Media Telecom Tech	1
Communications Specialist	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	2	6.0%	0	0.0%	1	3.0%	3	9.0%
Fiscal Year 2018	2	6.0%	0	0.0%	2	6.0%	4	11.9%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Educational Communications Board (ECB) has been working toward the goals expressed in its Affirmative Action Plan by:

- Promoting vacancies to female, minority, and veteran populations through direct personal contact and organizational outlets;
- Identifying emerging talent through partnerships with the Wisconsin Technical College System, Madison Media Institute, and other educational entities; and
- Participating in local and statewide career fairs where face-to-face contact can be initiated with potential candidates from underrepresented populations.

ECB has been incrementally able to increase the number of female applicants and found broader interest in open positions when advertised through veteran's channels where there is a talent pool with technical experience more aligned with agency needs. ECB has also been working with various programs at Madison College and Madison Media Institute to find interns and hire LTE's. ECB has been able to offer a couple of positions to students, one of which was ultimately able to be hired on a permanent basis.

Office of the Commissioner of Insurance

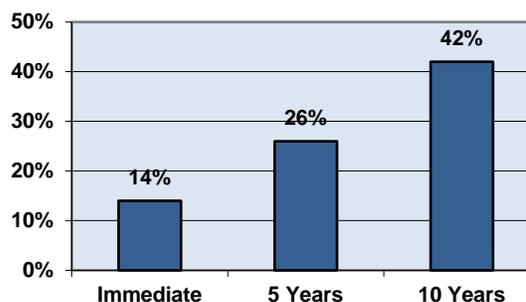
Profile of the Classified Workforce as of June 2017

Count of permanent classified employees	125
Full-time-equivalent employees	124
Average years of state service	12.9
Average age of employees	49.1
Percent racial/ethnic minorities	16.8%
Percent women	56.8%
Percent persons with disabilities*	4.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	29.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	7.2%
Percent in Supervisory* position	12.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.95
Median hourly pay rate	\$30.82

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined	
Insurance Financial Examiner	4
Insurance Examiner	3
Consumer Complaint Program Associate	2
Office Operations Associate	1
Consumer Protection Investigator	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	1	0.7%	0	0.0%	7	5.2%	8	5.9%
Fiscal Year 2018	4	3.1%	2	1.5%	6	4.6%	12	9.2%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of the Commissioner of Insurance (OCI) continues to strengthen its Equal Employment Opportunity and Affirmative Action (EEO/AA) Programs. Highlights over the last two years include:

- The Commissioner and Deputy Commissioner strongly support EEO/AA practices, events, and trainings.
- The AA Advisory Committee (AAAC) is active and continues to promote interaction amongst employees and the community. They have had representation at local job fairs; held food, clothing, and supply drives for Elvehjem Elementary School (their grade school partner); and they regularly hold at least two potluck events to promote employee engagement.
- OCI has continued to have a strong connection with the Community Work Services program and typically utilizes four to six employees in their workplace.
- OCI has consistently provided internships through the Summer Affirmative Action Internship Program (SAAIP).
- OCI is working with DPM/DOA Human Resources to increase outreach emphasis in recruiting women, veterans, and within tribal communities.

Office of the State Public Defender

Profile of the Classified Workforce as of June 2018

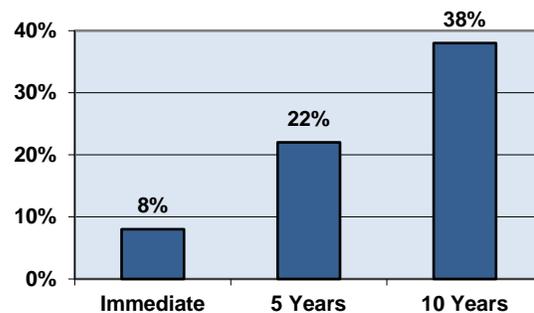
Count of permanent classified employees	241
Full-time-equivalent employees	234.5
Average years of state service	13.2
Average age of employees	46.0
Percent racial/ethnic minorities	14.5%
Percent women	77.2%
Percent persons with disabilities*	5.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	82.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.5%
Percent in Supervisory* position	10.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$22.01
Median hourly pay rate	\$20.40

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Legal Secretary	34
Public Defender Investigator	7
Office Operations Associate	3
Client Services Specialist-Objective	3
Legal Associate	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	12	5.2%	1	0.4%	15	6.5%	28	12.1%
Fiscal Year 2018	20	8.5%	1	0.4%	6	2.5%	27	11.4%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

In an ongoing effort to educate employees on diversity and biases present in our work environment, an Implicit Bias Training was created and delivered to all State Public Defender (OSPD) employees in each of the OSPD’s 13 regions across the state. This training consisted of 7 hours where participants learned what implicit bias is, where it comes from, how to address it, how to re-train our brains, as well as specific approaches for use in handling a client’s case.

Upon completion of staff training, OSPD has provided a shorter version of the training to other local Public Defender Organizations, county human service staff, and juvenile detention staff. Moving forward, the training will be provided to a variety of organizations across the country. Stakeholders in the criminal and juvenile justice system are interested in learning more about Implicit Bias and how to address it particularly as Wisconsin remains a national leader in racial disparity.

Public Service Commission

Profile of the Classified Workforce as of June 2018

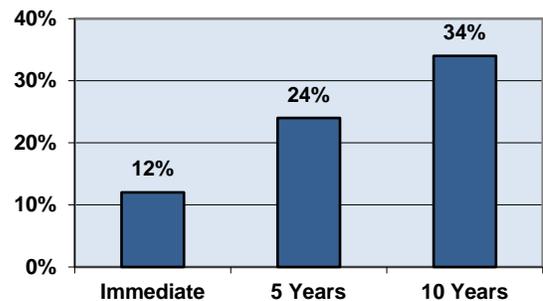
Count of permanent classified employees	123
Full-time-equivalent employees	123
Average years of state service	12.1
Average age of employees	44.7
Percent racial/ethnic minorities	15.4%
Percent women	46.3%
Percent persons with disabilities*	4.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	27.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	8.9%
Percent in Supervisory* position	6.5%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.03
Median hourly pay rate	\$33.70

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Program and Policy Analyst	4
Public Utility Auditor	4
Public Service Engineer-Senior	3
Grants Specialist	2
Program & Policy Analyst-Advanced	2
Public Utility Financial Analyst-Senior	2

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	9	7.7%	1	0.9%	8	6.9%	18	15.5%
Fiscal Year 2018	6	5.0%	1	0.8%	5	4.2%	12	10.0%

Definitions:

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Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Public Service Commission (PSC) continues to strengthen its Equal Employment Opportunity and Affirmative Action (EEO/AA) Programs. Some of the current practices in place at PSC includes:

- Offering diversity training to all employees, and when applicable, conducting separate supervisor training with additional content geared toward supervisory positions.
- Maintaining a four-hour diversity training requirement for supervisors, which is monitored and noted on their employee annual evaluations.
- Providing a very robust new employee orientation to all employees, with additional sessions to assist new supervisors.
- Supporting a work-life balance approach to help retain employees.

PSC is conducting analysis on its workforce composition to determine potential recruitment, retention, and diversity issues and opportunities. According to preliminary data, the PSC has no underutilization in statistically relevant job groups and the Commission is proud to report that it is not specifically listed on the Statewide Job Group Underutilization Table that became effective on July 1, 2017. Also, PSC has completed its goal to create a brochure for use as a recruiting tool.

Wisconsin Historical Society

Profile of the Classified Workforce as of June 2018

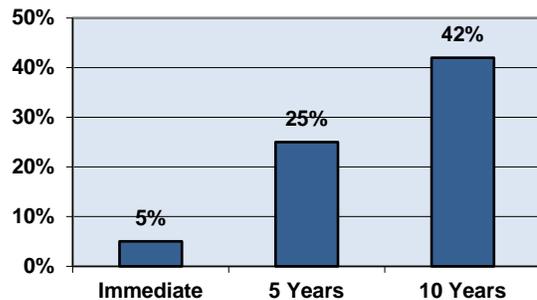
Count of permanent classified employees	114
Full-time-equivalent employees	111.75
Average years of state service	12.3
Average age of employees	49.4
Percent racial/ethnic minorities	5.3%
Percent women	52.6%
Percent persons with disabilities*	0.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	14.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	11.4%
Percent in Supervisory* position	13.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.73
Median hourly pay rate	\$26.50

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Archivist	3
Historic Site Manager	3
Curator	2
Archeologist	2
Education Specialist	2
Historic Preservation Specialist	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	6	5.3%	0	0.0%	6	5.3%	12	10.6%
Fiscal Year 2018	8	7.0%	1	0.9%	7	6.2%	16	14.1%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The goal of the Wisconsin Historical Society is to develop and foster a workplace culture that embraces diversity initiatives and leads to increased recruitment and retention of racial/ethnic minorities, women, and persons with disabilities.

Some of the actions taken to reach our goal include:

- The creation of a monthly Diversity & Inclusion Highlights newsletter to share important events and information to support our AA Plan Goal.
- Partnering with the Diversity, Inclusion and Equity Team (DIET) to promote and sponsor Lunch & Learn events supporting inclusion, diversity, and AA Plan goals.
- Providing regular inclusion, diversity, and equity updates at monthly all staff meetings.

WI Technical College System Board

Profile of the Classified Workforce as of June 2018

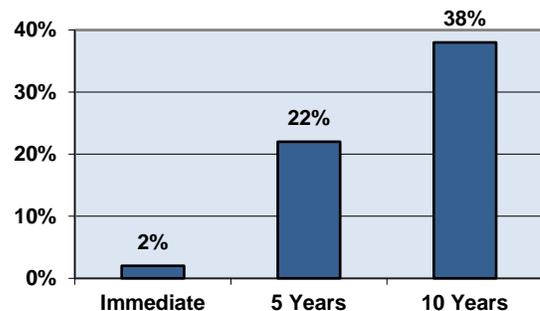
Count of permanent classified employees	45
Full-time-equivalent employees	45
Average years of state service	13.0
Average age of employees	46.3
Percent racial/ethnic minorities	8.9%
Percent women	64.4%
Percent persons with disabilities*	8.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	8.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	13.3%
Percent in Supervisory* position	0.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.80
Median hourly pay rate	\$33.24

Job Classifications with the Most New Hires

Fiscal Years 2017 and 2018 Combined

Education Consultant	2
Program and Policy Analyst	1
Executive Staff Assistant	1
Research Analyst-Senior	1
Operations Program Associate	1
Grants Specialist-Advanced	1

Eligibility for Normal Retirement as of June 2018



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2017	4	7.4%	0	0.0%	1	1.9%	5	9.3%
Fiscal Year 2018	2	4.1%	3	6.1%	3	6.1%	8	16.3%

Definitions:

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

Voluntary Separations: resignations (not including retirements)

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The main goal in the Wisconsin Technical College System Board's (WTCSB) 2017-2020 Affirmative Action Plan is “to enhance our work culture by promoting inclusivity and respecting diversity. Educating staff regarding minority, gender, veteran and disability issues and having open dialogue will be used to achieve this goal.” There were many action steps identified to meet this goal. One of those steps was for the Enrichment and Diversity Committee (EDC) at WTCSB to “provide enrichment speakers to expand knowledge of diversity to staff”. Some of the highlights from last year were:

- **September 2017 – Service Animals and Student Services:** During this event speakers shared college perspective on students with service animals.
- **November 2017 – Veterans & the VA:** Speakers shared their experience in the service, their work with the VA, and veteran education benefits.
- **December 2017 – Identity & Privilege:** Speakers walked the group through self-reflection activities, discussed concepts of identity and privilege and how it impacts our workplace, personal life, and the community.
- **March 2018 – Bias & the Bike:** This workshop focused on defining different forms of bias and exploring how bias develops in all of us and shows up in society and our work.
- **May 2018 – Bridges out of Poverty:** This workshop discusses views of poverty and exploration into the “hidden rules” at play in society around class that may be invisible or difficult for some to see.

Section 2

WORKFORCE COMPOSITION

Section 2 provides general descriptive statistics of the state-employed permanent classified workforce. This section first considers the total number of authorized positions and the number of these positions that are vacant, but the remainder of the report focuses on the demographics of persons actually working for the state.

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

This section concludes with a single table that provides a comprehensive count of persons considered to be state employees, including those not part of the permanent classified workforce, and also those persons who work for state authorities but do not have formal standing as state employees.

Classified employees of the University of Wisconsin System were included in past reports up through Fiscal Year 2014, but with legislation that became effective July 1, 2015, all UW employees were removed from the classified service.

DID YOU KNOW . . . ?

- Twenty executive branch state agencies have more than 100 classified employees.
- There are about 395 fewer classified employees than 10 years ago.
- The Departments of Justice, Revenue, and Veterans Affairs have each added over 100 employees in the last 10 years.
- The eight most common employee ages are 47 through 54.
- About 87% of classified employees have selected state health insurance coverage.
- Classified state employees live and work in every county in Wisconsin except Menominee.

Table 1
BUDGETED CLASSIFIED POSITIONS BY AGENCY: 2018 and 2008
Budgeted Full-Time-Equivalent Permanent Positions--Vacant and Filled

Agency	2018	2008	10-Year Change	10-Year % Change
Corrections	10,196.3	10,327.1	-130.8	-1%
Health Services	6,247.0	5,853.2	393.8	7%
Transportation	3,479.8	3,411.9	67.9	2%
Natural Resources	2,537.1	2,729.8	-192.7	-7%
Workforce Development	1,618.1	1,888.6	-270.6	-14%
Veterans Affairs	1,280.2	1,097.4	182.8	17%
Revenue	1,135.0	1,104.7	30.3	3%
Administration	1,059.3	1,013.7	45.7	5%
Children & Families	784.0	-	-	-
Justice	676.2	577.0	99.1	17%
Public Instruction	632.0	613.0	19.0	3%
Ag, Trade & Consumer Prot	623.5	570.4	53.1	9%
Military Affairs	488.3	405.1	83.2	21%
Employee Trust Funds	266.2	204.6	61.6	30%
State Public Defender	237.7	218.0	19.7	9%
Safety & Professional Services	223.1	-	-	-
Public Service Commission	139.3	151.0	-11.8	-8%
Commissioner of Insurance	136.0	131.0	5.0	4%
Financial Institutions	132.5	132.0	0.5	0%
WI Historical Society	132.0	132.3	-0.3	0%
WI Technical College System Bd	51.0	77.3	-26.3	-34%
Bd on Aging & Long Term Care	42.5	34.0	8.5	25%
Educational Comm Board	40.7	47.7	-7.0	-15%
Tourism	30.0	36.4	-6.4	-18%
Elections Commission	23.8	-	-	-
Labor & Industry Rev Comm	14.7	-	-	-
Higher Education Aids Bd	9.0	9.5	-0.5	-5%
Public Lands Board	8.5	7.5	1.0	13%
People with Dev Disabilities Bd	7.0	7.8	-0.8	-10%
Ethics Commission	7.0	-	-	-
Child Abuse & Neglect Prev Bd	6.0	-	-	-
Employment Relations Comm	5.0	20.5	-15.5	-76%
Secretary of State	1.0	4.5	-3.5	-78%
Grand Total	32,269.7	31,406.4	863.3	2.7%

Sources: PeopleSoft, June 2018; PMIS, June 2008

Note: This table includes only agencies with classified positions in 2018. However, the Grand Total for 2008 includes 600.4 permanent classified positions from the following agencies that no longer exist, that have been subsumed into another agency, or no longer have classified employees: Arts Board, Commerce, Government Accountability Board, Investment Board, Lower WI State Riverway Bd, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

Note: The total classified positions for 2008 excludes the UW System, for better comparison with 2018 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
VACANT CLASSIFIED POSITIONS BY AGENCY: 2018 and 2008
Budgeted Full-Time-Equivalent Filled Positions
Sorted by 2018 Vacant Positions

Agency	2018 Vacant Positions	2018 Vacancy Rate	2008 Vacant Positions	2008 Vacancy Rate
Corrections	1,194.9	11.7%	545.6	5.3%
Health Services	826.8	13.2%	514.5	8.8%
Transportation	413.4	11.9%	167.2	4.9%
Natural Resources	358.7	14.1%	236.4	8.7%
Workforce Development	196.4	12.1%	207.4	11.0%
Veterans Affairs	187.3	14.6%	115.3	10.5%
Administration	161.8	15.3%	92.8	9.1%
Revenue	97.9	8.6%	115.3	10.4%
Public Instruction	59.0	9.3%	28.8	4.7%
Ag, Trade & Consumer Prot	52.3	8.4%	33.3	5.8%
Children & Families	51.4	6.6%	-	-
Justice	44.7	6.6%	44.0	7.6%
Military Affairs	44.2	9.1%	40.5	10.0%
Employee Trust Funds	25.8	9.7%	23.6	11.5%
Safety & Professional Services	20.8	9.3%	-	-
WI Historical Society	20.3	15.4%	16.5	12.5%
Public Service Commission	15.3	11.0%	9.0	6.0%
Commissioner of Insurance	15.0	11.0%	3.0	2.3%
Financial Institutions	11.0	8.3%	7.2	5.5%
Educational Comm Board	7.1	17.4%	2.0	4.2%
WI Technical College System Bd	6.0	11.8%	17.3	22.4%
State Public Defender	5.1	2.1%	12.5	5.7%
Tourism	5.0	16.7%	3.7	10.0%
Labor & Industry Rev Comm	4.0	27.2%	-	-
Higher Education Aids Bd	2.5	27.8%	0.5	5.3%
Bd on Aging & Long Term Care	1.0	2.4%	5.5	16.2%
Elections Commission	1.0	4.2%	-	-
Ethics Commission	1.0	14.3%	-	-
Employment Relations Comm	1.0	20.0%	1.0	4.9%
Public Lands Board	0.0	0.0%	1.5	20.0%
People with Dev Disabilities Bd	0.0	0.0%	2.5	32.3%
Child Abuse & Neglect Prev Bd	0.0	0.0%	-	-
Secretary of State	0.0	0.0%	0.0	0.0%
Grand Total	3,830.4	11.9%	2,327.4	7.4%

Sources: PeopleSoft, June 2018; PMIS, June 2008

Note: This table includes only agencies with classified positions in 2018. However, the Grand Total for 2008 includes 80.7 classified position vacancies from the following agencies that no longer exist, that have been subsumed into another agency, or no longer have classified employees: Arts Board, Commerce, Government Accountability Board, Investment Board, Lower WI State Riverway Bd, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

Note: This table excludes the UW System. Effective July 1, 2015, UW System no longer has classified employees and all UW employees are considered unclassified state employees.

Table 3
PERMANENT CLASSIFIED EMPLOYEES BY AGENCY: 2018 and 2008
Full-Time-Equivalent Filled Positions

Agency	2018	2008	10-Year Change	10-Year % Change
Corrections	9,094.0	9,741.3	-647.3	-7%
Health Services	5,567.0	5,503.7	63.3	1%
Transportation	3,074.5	3,247.9	-173.4	-5%
Natural Resources	2,191.4	2,493.2	-301.8	-12%
Workforce Development	1,434.7	1,641.6	-206.9	-13%
Veterans Affairs	1,096.9	995.9	101.0	10%
Revenue	1,084.1	957.5	126.6	13%
Administration	901.5	961.9	-60.4	-6%
Children and Families	742.7	-	-	-
Justice	641.5	523.8	117.7	22%
Public Instruction	574.0	579.3	-5.3	-1%
Ag, Trade & Consumer Protctn	571.2	532.1	39.1	7%
Military Affairs	456.1	363.8	92.3	25%
Employee Trust Funds	243.5	194.4	49.1	25%
State Public Defender Office	234.5	205.6	28.9	14%
Safety & Professional Services	202.4	-	-	-
Commissioner of Insurance	124.0	128.0	-4.0	-3%
Public Service Commission	123.0	136.0	-13.0	-10%
Financial Institutions	119.5	122.8	-3.3	-3%
Historical Society	111.8	117.6	-5.8	-5%
Technical College System Board	45.0	62.0	-17.0	-27%
Bd on Aging & Long Term Care	41.5	28.0	13.5	48%
Educational Communications Bd	33.6	43.7	-10.1	-23%
Tourism	25.0	32.8	-7.8	-24%
Elections Commission	22.8	-	-	-
Labor & Industry Review Comm	10.7	-	-	-
Bd of Commiss of Public Lands	8.5	6.0	2.5	42%
Bd for People with Dev Disab	7.0	4.8	2.2	46%
Higher Educational Aids Board	6.5	8.5	-2.0	-24%
Child Abuse & Neglect Prev Bd	6.0	-	-	-
Ethics Commission	5.0	-	-	-
Employment Relations Comm	4.0	19.5	-15.5	-79%
Secretary of State	1.0	4.5	-3.5	-78%
Grand Total	28,804.7	29,200.1	-395.4	-1.4%

Sources: PeopleSoft, June 2018; PMIS, June 2008

Note: This table includes only agencies with classified employees in 2018. However, the Grand Total for 2008 includes permanent classified employees from the following agencies that no longer exist, that have been subsumed into another agency, or no longer have classified employees: Arts Board, Commerce, Government Accountability Board, Investment Board, Lower WI State Riverway Bd, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

Note: The total classified employees for 2008 excludes 9,325 FTE employed by the UW System, for better comparison with 2018 non-UW agencies. Effective July 1, 2015, UW System no longer has classified employees and all UW employees are considered unclassified state employees.

Table 4
AVERAGE AGE AND YEARS OF SERVICE BY AGENCY
Permanent Classified Employees

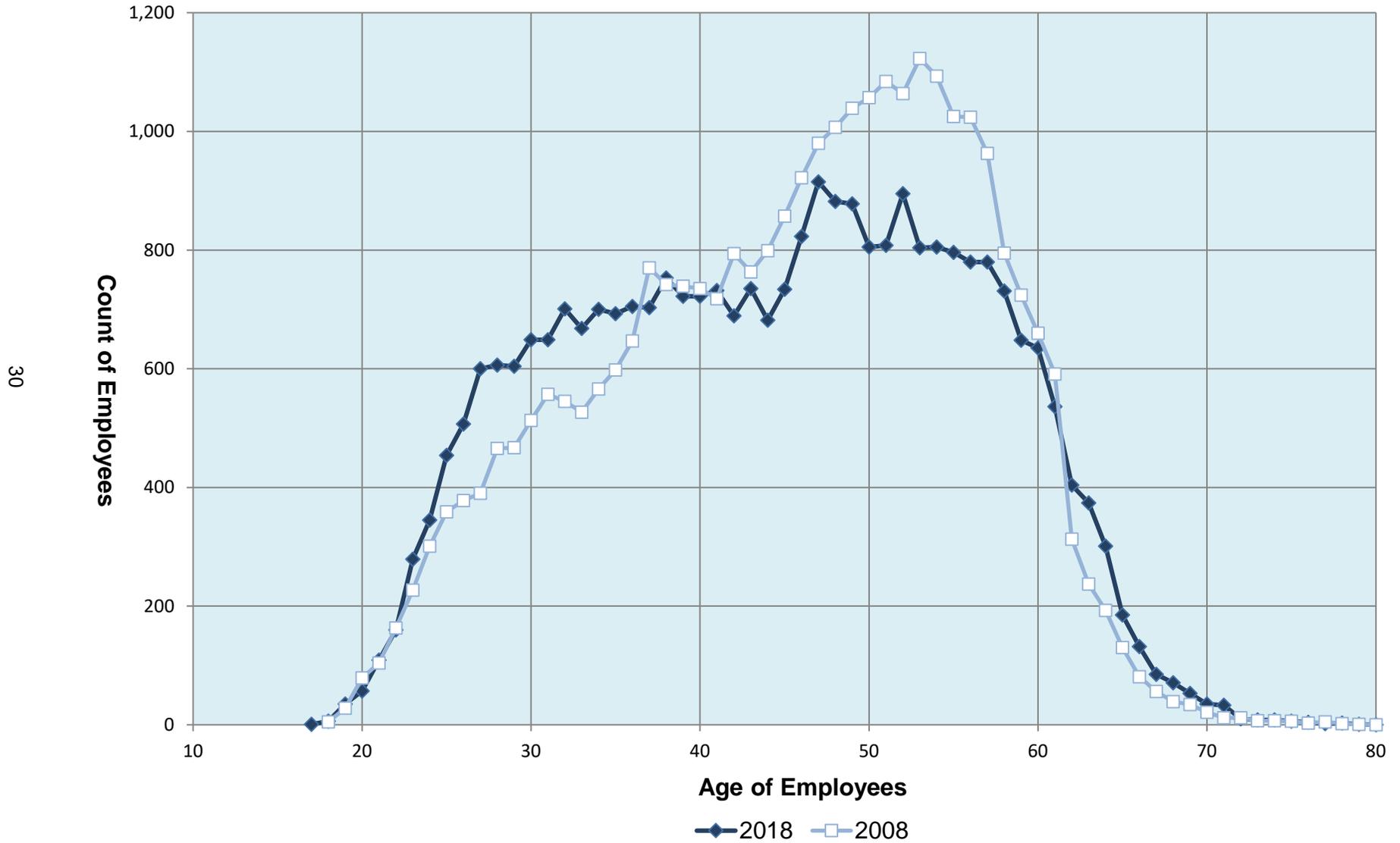
Agency	Average Age		Average Years of Service	
	2018	2008	2018	2008
Administration	48.8	49.2	12.9	15.2
Ag, Trade & Consumer Protctn	45.5	48.5	11.3	15.4
Bd for People with Dev Disab	43.1	53.4	11.1	16.6
Bd of Commiss of Public Lands	54.5	49.8	16.3	13.0
Bd on Aging & Long Term Care	52.6	49.1	10.3	10.0
Child Abuse & Neglect Prev Bd	49.2	-	10.1	-
Children and Families	44.5	-	9.5	-
Commissioner of Insurance	49.1	48.7	12.9	15.7
Corrections	43.2	43.2	11.7	11.5
Educational Communications Bd	50.0	49.4	16.1	17.3
Elections Commission	43.7	-	8.2	-
Employee Trust Funds	47.7	48.6	12.1	15.1
Employment Relations Comm	60.0	54.4	29.5	20.0
Ethics Commission	37.9	-	11.1	-
Financial Institutions	45.0	49.7	11.8	17.7
Health Services	44.4	45.9	10.5	12.7
Higher Educational Aids Board	49.3	48.2	15.6	16.4
Historical Society	49.4	50.2	12.3	14.4
Justice	42.7	46.5	10.5	15.1
Labor & Industry Review Comm	54.6	-	20.3	-
Military Affairs	45.8	47.2	9.3	12.1
Natural Resources	45.0	47.4	13.6	16.9
Public Instruction	46.9	48.6	10.6	13.8
Public Service Commission	44.7	51.4	12.1	19.7
Revenue	47.0	49.8	11.6	17.8
Safety & Professional Services	46.8	-	9.6	-
Secretary of State	*	48.8	31.7	15.1
State Public Defender Office	46.0	46.9	13.2	13.5
Technical College System Board	46.3	52.9	13.0	20.0
Tourism	41.2	47.2	12.8	14.0
Transportation	45.6	46.5	13.2	15.8
Veterans Affairs	45.3	44.5	9.1	10.2
Workforce Development	47.3	49.9	11.4	16.7
Grand Total	44.8	45.9	11.5	13.6

*Only one classified employee - age not shown
Sources: PeopleSoft, June 2018; PMIS, June 2008

Note: This table includes only agencies with classified employees in 2018. However, the Grand Total for 2008 includes permanent classified employees from the following agencies that no longer exist, that have been subsumed into another agency, or no longer have classified employees: Arts Board, Commerce, Government Accountability Board, Investment Board, Lower WI State Riverway Bd, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer, and the UW System.

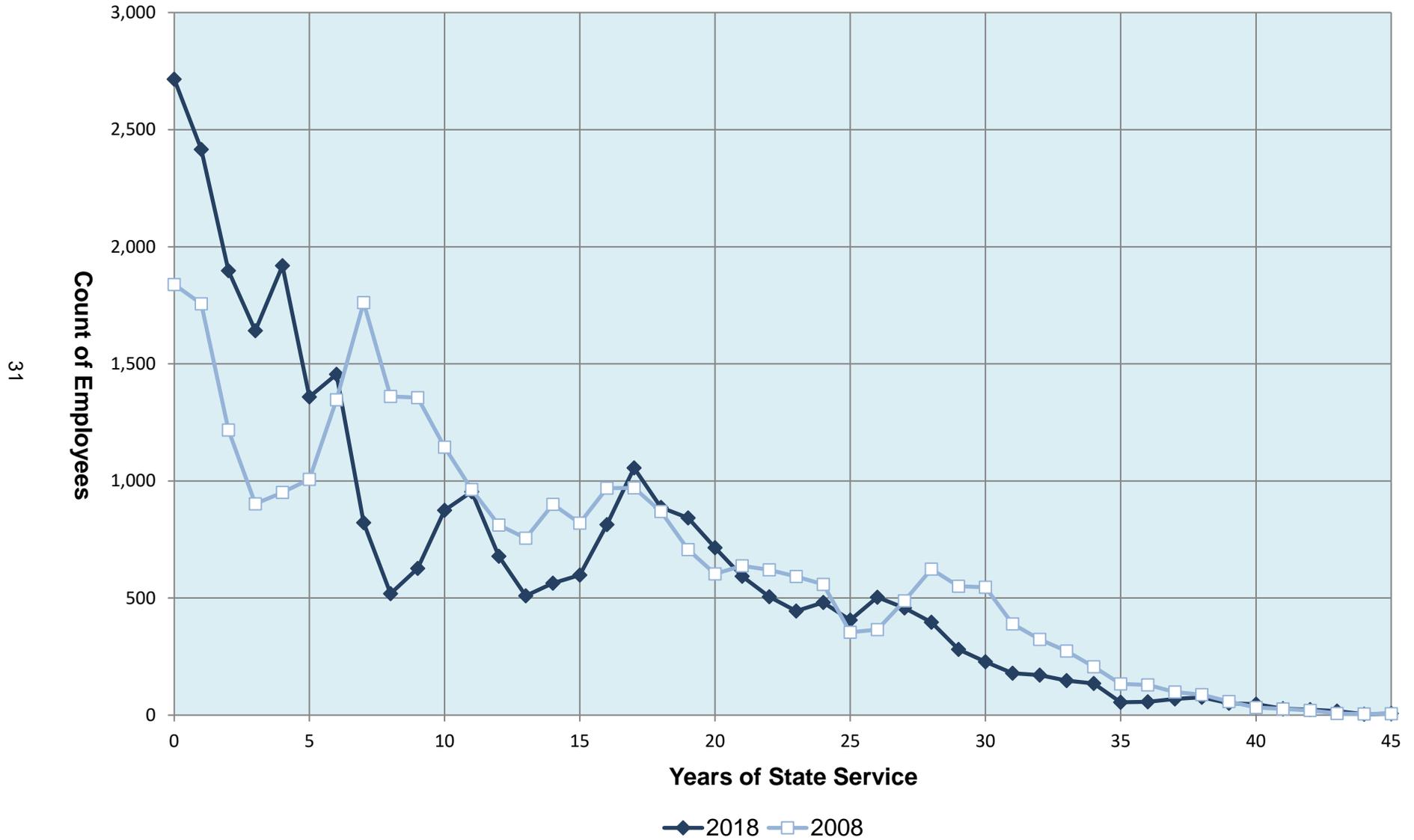
Note: The total classified employees for 2008 excludes 9,325 FTE employed by the UW System, for better comparison with 2018 non-UW agencies. Effective July 1, 2015, UW System no longer has classified employees and all UW employees are considered unclassified state employees.

Chart 5
AGE DISTRIBUTION OF PERMANENT CLASSIFIED EMPLOYEES: 2018 and 2008
Excludes UW System



Source: PeopleSoft, June 2018; PMIS, June 2008

Chart 6
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2018 and 2008
 Excludes UW System



Source: PeopleSoft, 2018; PMIS, 2016

Table 7
PERMANENT CLASSIFIED EMPLOYEES BY STATUTORY BARGAINING UNIT
Count of Employees

Bargaining Unit	2018 Count	Representation Status as of June 2018
Administrative Support	2,639	Not Represented
Blue Collar & Non-Building Trades	1,203	Not Represented
Building Trades Crafts	113	Represented for base wage negotiations
Education	639	Not Represented
Engineering	1,135	Not Represented
Fiscal & Staff Services	4,324	Not Represented
Law Enforcement	71	Not Represented
Legal	246	Not Represented
Patient Care	1,114	Not Represented
Patient Treatment	80	Not Represented
Public Safety Employees	381	Represented for wages, benefits & working conditions
Research, Statistics & Analysis	67	Not Represented
Science	1,148	Not Represented
Security and Public Safety	5,854	Not Represented
Social Services	3,515	Not Represented
Technical	1,888	Not Represented
<i>Not eligible for representation</i>	4,823	Not Represented
Grand Total	29,240	

Collective bargaining units are established under s. 111.825, Wis. Stats.
Source: PeopleSoft, June 2018

Table 8
UNCLASSIFIED EMPLOYEES BY STATUTORY BARGAINING UNIT
Excluding UW System Unclassified Employee Bargaining Units
Count of Employees

Bargaining Unit ¹	2018 Count	Representation Status as of June 2018
Assistant District Attorneys	356	Represented for base wage negotiations
Assistant State Public Defenders	305	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.

Note: There exist thirty-nine statutorily-designated unclassified employee bargaining units in the University of Wisconsin-Madison or in the remainder of the UW System. Only two of these units, both representing building trades crafts employees, were represented as of June 2018.

Source: PeopleSoft, June 2018

Table 9
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	274	30%	482	53%	150	17%
Ag, Trade & Consumer Protctn	161	28%	338	59%	76	13%
Bd for People with Dev Disab	1	14%	5	71%	1	14%
Bd of Commiss of Public Lands	5	56%	4	44%	0	0%
Bd on Aging & Long Term Care	15	36%	21	50%	6	14%
Child Abuse & Neglect Prev Bd	2	33%	4	67%	0	0%
Children and Families	229	30%	418	56%	106	14%
Commissioner of Insurance	52	42%	61	49%	12	10%
Corrections	2,546	28%	5,449	59%	1,195	13%
Educational Communications Bd	13	38%	16	47%	5	15%
Elections Commission	9	39%	12	52%	2	9%
Employee Trust Funds	65	26%	143	58%	38	15%
Employment Relations Comm	0	0%	4	100%	0	0%
Ethics Commission	0	0%	3	60%	2	40%
Financial Institutions	40	33%	59	49%	21	18%
Health Services	1,859	33%	3,072	54%	769	13%
Higher Educational Aids Board	3	43%	4	57%	0	0%
Historical Society	37	32%	61	54%	16	14%
Justice	197	30%	354	54%	99	15%
Labor & Industry Review Comm	1	9%	9	82%	1	9%
Military Affairs	112	24%	236	52%	110	24%
Natural Resources	594	27%	1,350	61%	267	12%
Public Instruction	193	32%	324	54%	88	15%
Public Service Commission	38	31%	60	49%	25	20%
Revenue	370	34%	587	54%	135	12%
Safety & Professional Services	57	28%	108	53%	38	19%
Secretary of State	<i>very small agency--data suppressed to protect privacy</i>					
State Public Defender Office	70	29%	128	53%	43	18%
Technical College System Board	12	27%	30	67%	3	7%
Tourism	8	32%	13	52%	4	16%
Transportation	802	26%	1,947	63%	356	11%
Veterans Affairs	316	27%	682	59%	160	14%
Workforce Development	478	33%	792	55%	176	12%
Grand Total	8,559	29.3%	16,777	57.4%	3,904	13.4%

Note: The data for this table includes permanent classified employees only, and therefore does not represent all health insurance plans carried by agency employees.

Source: PeopleSoft, June 2018

Table 10
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2018

County	Employees Working in County	Employees Residing in County	County	Employees Working in County	Employees Residing in County
Adams	17	82	Marinette	9	64
Ashland	48	35	Marquette	2	148
Barron	48	85	Menominee	0	0
Bayfield	19	65	Milwaukee	2243	2,392
Brown	869	713	Monroe	159	297
Buffalo	11	16	Oconto	10	87
Burnett	26	25	Oneida	246	240
Calumet	8	124	Outagamie	219	562
Chippewa	680	546	Ozaukee	8	119
Clark	11	116	Pepin	3	14
Columbia	328	734	Pierce	11	25
Crawford	195	154	Polk	24	38
Dane	11,611	8,480	Portage	40	236
Dodge	1,373	817	Price	29	45
Door	40	46	Racine	1,587	1,263
Douglas	133	115	Richland	6	61
Dunn	30	85	Rock	173	628
Eau Claire	523	493	Rusk	18	39
Florence	9	6	St. Croix	62	462
Fond du Lac	493	1,192	Sauk	70	37
Forest	7	13	Sawyer	36	70
Grant	305	289	Shawano	395	227
Green	14	196	Sheboygan	90	89
Green Lake	13	245	Taylor	14	48
Iowa	44	138	Trempealeau	18	81
Iron	8	18	Vernon	23	100
Jackson	349	218	Vilas	38	60
Jefferson	42	459	Walworth	178	222
Juneau	873	543	Washburn	137	102
Kenosha	135	349	Washington	62	234
Kewaunee	8	43	Waukesha	832	829
La Crosse	253	283	Waupaca	853	656
Lafayette	24	29	Waushara	291	282
Langlade	301	30	Winnebago	1,986	1,640
Lincoln	39	235	Wood	174	174
Manitowoc	233	105	<i>Out of State</i>	17	265
Marathon	57	282			
Totals				29,240	29,240

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

Source: PeopleSoft, June 2018

Table 11
MOST POPULOUS CLASSIFICATION TITLES -TOP 40
June 2018

Rank	Classification Title	Full Time Equivalent Employees
1.	Correctional Officer	2,779.0
2.	Correctional Sergeant	1,421.0
3.	Probation and Parole Agent-Senior	771.4
4.	Psychiatric Care Technician-Advanced	549.0
5.	Office Operations Associate	547.8
6.	Nurse Clinician 2	531.7
7.	Probation and Parole Agent	391.0
8.	Psychiatric Care Technician	389.4
9.	Program and Policy Analyst-Advanced	378.8
10.	Resident Care Technician-Objective	341.6
11.	Teacher	311.6
12.	Civil Engineer-Transportation-Advanced	308.6
13.	Nursing Assistant 2	299.0
14.	Income Maintenance Specialist	253.0
15.	Civil Engineer-Transportation-Senior	231.3
16.	Operations Program Associate	195.5
17.	Social Worker-Corrections-Senior	192.9
18.	Financial Specialist-Senior	188.2
19.	Supervising Officer 2	183.0
20.	IS Business Automation Specialist	177.5
21.	Licensed Practical Nurse	170.5
22.	Attorney	170.2
23.	Resident Care Technician-Advanced	163.1
24.	Corrections Food Service Leader 2	160.0
25.	IS Systems Development Services Specialist	155.3
26.	Facilities Maintenance Specialist-Advanced	151.8
27.	Revenue Agent	149.6
28.	State Patrol Trooper	145.0
29.	Employment and Training Specialist	143.8
30.	Conservation Warden	140.0
31.	Transportation Specialist-Advanced	139.0
32.	Forester-Senior	137.0
33.	Custodian	135.6
34.	Human Services Program Coordinator-Senior	131.6
35.	Nursing Supervisor	126.9
36.	Supervising Officer 1	125.0
37.	Corrections Field Supervisor	123.0
38.	Education Consultant	120.6
39.	Vocational Rehabilitation Counselor	117.0
40.	Food Service Assistant 2	115.2

Note: Of the 1,560 classification titles, 36% of all permanent classified employees serve in the 20 most populous titles and 46% in these top 40 classifications.

Source: PeopleSoft, June 2018

Table 12
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY
Full-Time-Equivalent Permanent Classified Employees

Administration	Employees		
Attorney	46.3	Corrections Unit Supervisor	49.0
IS Ent Technical Svcs Spec	38.0	Treatment Specialist 1	49.0
IS Ent Technical Svcs Cns Adm	36.0	Financial Specialist-Sen	46.0
Program And Policy Analyst-Adv	25.0	Licensed Practical Nurse	43.9
Police Officer	23.0	Corrections Program Supervisor	42.0
Admin Manager	20.0	Secretary Confidential	38.0
HVAC Refrig Spec-Adv	19.0	Facilities Repair Worker-Adv	37.0
Legal Associate	18.5		
Management Information Chief	18.0	Educational Comm Board	Employees
Architect Engineer Management	16.0	Media Telecom Tech-Sen	9.0
IS Ent Network Svcs Spec	16.0	Electronics Tech Media-Sen	6.0
Ag, Trade & Consumer Protection	Employees	Elections Commission	Employees
Meat Safety Inspector-Obj	41.0	Elections Specialist-Entry	6.0
Food Scientist-Adv	37.0	Training Officer	4.0
Envir Health Sanitarian-Sen	27.0		
Meat Safety Inspector-Entry	21.0	Employee Trust Funds	Employees
Weights Measures Petro Spec-Sen	21.0	Trust Funds Specialist-Obj	38.5
Envir Health Sanitarian-Entry	19.0	Trust Funds Specialist-Adv	31.0
License Permit Prog Assoc	14.7	Trust Funds Specialist	27.6
Envir Enforcement Spec-Sen	13.0	Emply Ben Plan Pol Advisor-Adv	15.1
Board on Aging & Long Term Care	Employees	Employment Relations Comm	Employees
Ombudsman Services Specialist	20.0	Attorney Confidential	2.0
Medigap Insurance Spec	6.0		
		Ethics Commission	Employees
Child Abuse & Neglect Prev Bd	Employees	Ethics Specialist-Sen	3.0
Human Services Prog Coor-Sen	1.0		
		Financial Institutions	Employees
Children & Families	Employees	Financial Examiner-Sen	17.0
Initial Assess Spec-Sen	64.6	Financial Examiner	13.0
Licensing Cert Specialist	61.5		
Program And Policy Analyst-Adv	57.5	Health Services	Employees
Initial Assess Spec	50.0	Psychiatric Care Tech-Adv	549.0
Human Services Area Coor	37.0	Psychiatric Care Tech	389.4
Human Services Supervisor	30.0	Resident Care Tech-Obj	341.6
Child Care Subsidy Spec-Obj	22.0	Nurse Clinician 2	290.0
Initial Assess Supervisor	21.0	Income Maint Spec	253.0
DCF Manager	20.0	Resident Care Tech-Adv	163.1
IS Systms Devmnt Svcs Spec	19.0	Human Services Prog Coor-Sen	126.1
License Permit Prog Assoc	17.0	Office Operations Associate	100.5
Operations Program Associate	16.0	Correctional Officer	84.0
		Program And Policy Analyst-Adv	83.8
Commissioner of Insurance	Employees	Custodian	75.6
Insurance Financial Exam-Adv	13.0	Nursing Consultant 1	73.8
Insurance Financial Exam-Jrny	13.0	Resident Care Supervisor	67.3
Insurance Examiner-Adv	12.0	Nursing Supervisor	64.2
		Therapist-Sen	60.7
Corrections	Employees	Disability Claims Reviewer	59.8
Correctional Officer	2,695.0	Therapy Assistant-Obj	52.3
Correctional Sergeant	1,391.0	Food Service Assistant 2	50.2
Probation And Parole Agent-Sen	771.4	Psychiatric Care Supervisor	49.0
Probation And Parole Agent	391.0	Health Services Specialist	48.0
Office Operations Associate	348.2	Licensed Practical Nurse	48.0
Teacher	226.0	Disability Determin Spec-Entry	43.0
Social Worker-Corrections-Sen	192.9	Operations Program Associate	41.6
Supervising Officer 2	177.0	IS Business Auto Spec	41.5
Nurse Clinician 2	146.8		
Correctional Food Service Leader 2	127.0	Higher Education Aids Board	Employees
Supervising Officer 1	125.0	Grants Specialist	2.0
Correctional Field Supervisor	123.0		
Youth Counselor	80.0	Justice	Employees
Facilities Main Spec-Adv	75.0	Asst Attorney General	70.3
Psychological Associate	67.6	Special Agent-Senior	69.0
Correctional Communication Oper	62.0	DNA Analyst-Sen	43.0
Program Support Supervisor-Doc	60.0	Legal Associate	19.8
Social Worker-Corrections	56.5	Program And Policy Analyst-Adv	19.3
Youth Counselor Advanced	50.8	Special Agent	19.0
Offender Records Assoc	50.0	Paralegal-Adv	16.6

Table 12 - continued
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY

Labor and Industry Review Comm	Employees
Attorney	6.7
Military Affairs	
Fire-Crsh Resc Spec	59.0
Mil Affairs Sec Officer	48.0
Facilities Main Spec-Adv	32.0
Cadet Specialist Obj	14.0
Emergency Govt Spec	14.0
Natural Resources	
Conservation Warden	140.0
Forester-Sen	136.0
Fisheries Technician-Adv	73.0
Forestry Specialist	66.9
Forestry Technician-Adv	62.0
Nat Res Program Manager	61.0
Nat Res Manager	54.0
Wildlife Biologist-Sen	45.5
Wildlife Technician-Adv	45.0
Hydrogeologist-Adv	44.4
Fisheries Biologist-Sen	44.0
Water Supply Specialist-Sen	41.0
Ranger	38.0
Nat Res Region Team Supervisor	36.0
Water Resources Mgt Spec-Sen	34.5
Nat Res Property Supervisor	34.0
Water Resources Mgt Spec-Adv	34.0
Park Ranger	33.0
People w/ Develop'l Disabilities Bd	
Program And Policy Analyst	3.0
Public Instruction	
Education Consultant	96.6
Teacher	47.1
School Admin Consultant	34.8
Education Admin Director	33.0
Education Specialist	31.3
Public Lands Board	
BCPL Chief Investment Officer	1.0
Public Service Commission	
Program And Policy Analyst-Adv	15.0
Public Service Engineer-Adv	10.0
Public Service Engineer-Sen	7.0
Admin Manager	6.0
Public Utility Auditor-Sen	5.0
Revenue	
Revenue Agent	149.6
Revenue Auditor 1	109.7
Revenue Auditor 2	84.2
Revenue Auditor 3	80.3
Revenue Agent 3	42.0
Revenue Auditor 5	37.4
Revenue Auditor 4	32.0
Revenue Management Supervisor	27.0
Revenue Administrative Manager	25.0
Property Assessment Spec-Adv	23.0
Revenue Field Agent 4	22.0
Safety & Professional Services	
License Permit Prog Assoc	32.9
Building Inspector-Obj	10.0
Plumbing Plan Reviewer	10.0
Attorney	9.0
Operations Program Associate	9.0
Consultant-Building Systems-Sen	8.0
Consumer Protection Investigator	8.0

Secretary of State	Employees
Records Management Program Supv	1.0
State Public Defender Office	
Legal Secretary	93.3
Public Defender Investigator-Sen	37.3
Legal Associate	13.4
Client Services Spec-Sen	13.0
Regional Office Administrator	12.0
Tourism	
Communications Spec	4.0
Economic Dev Consultant	4.0
Marketing Specialist	4.0
Transportation	
Civil Engineer-Transpr-Adv	308.6
Civil Engineer-Transpr-Sen	231.3
State Patrol Trooper	145.0
Transportation Specialist-Adv	139.0
DMV Customer Service Rep-Adv	100.0
DMV Customer Service Rep-Sen	95.2
Transpr Cust Rep-Adv	85.9
Transpr Cust Rep-Sen	85.6
Civil Engineer-Transpr Supv	83.0
DMV Customer Service Rep	76.7
Program And Policy Analyst-Adv	66.7
Civil Engineer-Transpr	58.0
State Patrol Trooper 3	55.0
State Patrol Sergeant	54.0
State Patrol Trooper 2	54.0
DOT Supervisor	52.0
State Patrol Inspector	50.0
DMV Customer Service Rep-Lead	48.0
Veterans Affairs	
Nursing Assistant 2	296.0
Nurse Clinician 2	87.1
Licensed Practical Nurse	78.6
Food Service Assistant 2	64.0
Custodian	36.0
Nursing Assistant 1	29.8
Nursing Supervisor	28.8
Therapy Assistant-Obj	26.8
Medical Program Asst-Assoc	24.0
WI Historical Society	
Curator	13.0
Archivist	10.0
Historic Preservation Spec	9.0
Archeologist	7.5
Librarian	6.5
Historic Site Manager	6.0
WI Technical College System	
Education Consultant	18.0
Technical College System Admr	3.0
Workforce Development	
Employment and Training Specialist	143.8
Voc Rehab Counselor	117.0
Unemploy Benefits Spec	66.0
Unemploy Benefits Spec-Sen	56.0
Emplmt Security Asst 3	55.4
Vocational Rehab Counselor-In Trng	53.0
Program And Policy Analyst-Adv	43.0
Workforce Development Prog Mgr	40.0
Attorney	34.2
Unemploy Compensation Assoc 2	31.5
Vocational Rehab Prog Assoc	31.0
IS Business Auto Spec	28.0

Chart 13
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2018

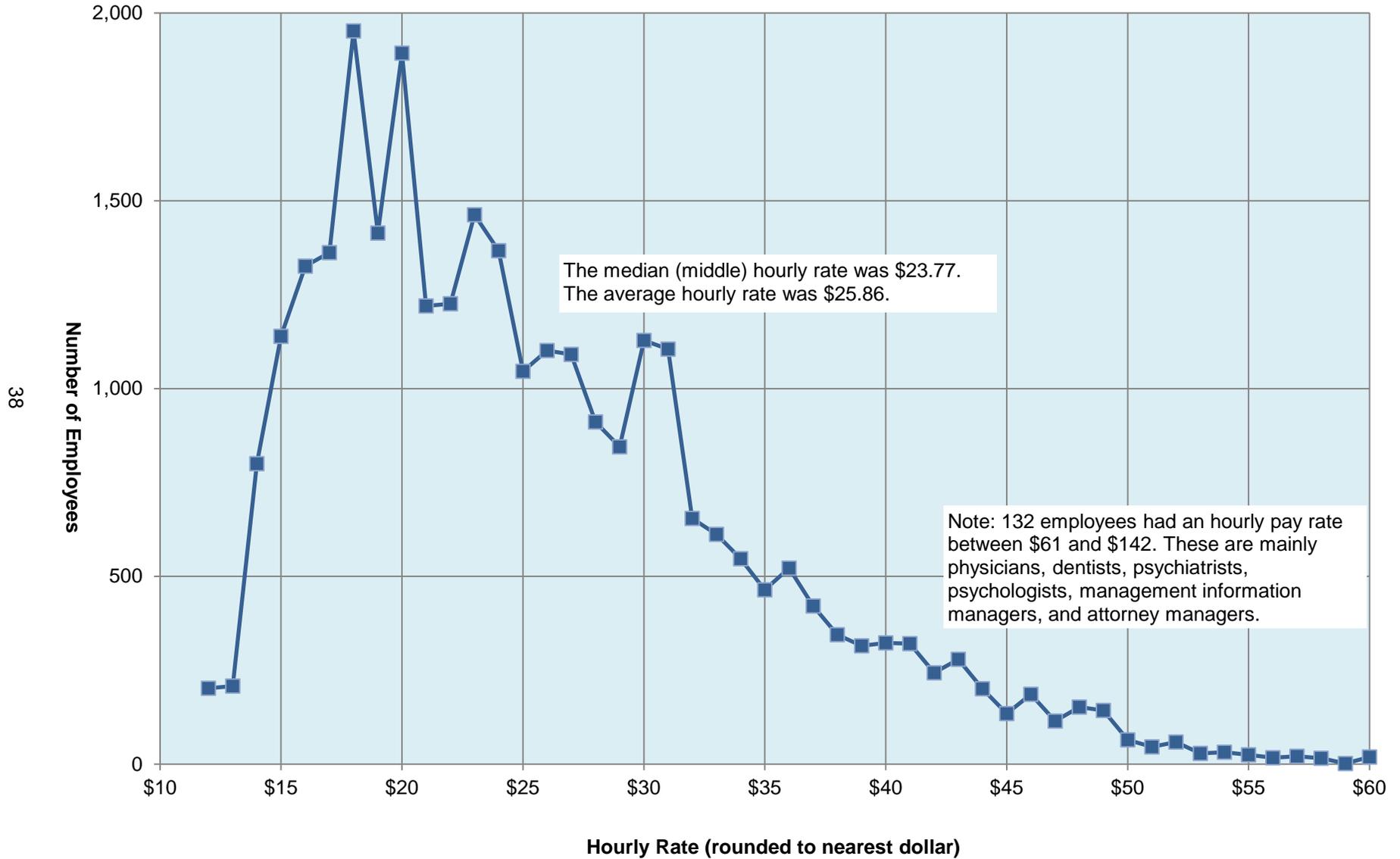


Table 14
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT

Executive Branch

Employees¹ (actual headcount except budgeted FTE for UW)

- 29,240 Permanent Classified Employees (*the focus of this report*)
- 1,209 Unclassified Employees (executives, investment board, unclassified attorneys)
 - 76 Elected Officials (District Attorneys and Constitutional Officers)
- 5,205 Limited Term Employees
 - 119 Classified Project Employees
- 32,259 UW System 2016-17 budgeted FTE positions, all faculty and staff except graduate assistants
- 3,103 UW System 2016-17 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)
- 147.8 Director of State Courts and 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

Employees² (actual count of employees)

- 132.0 Elected Senators and Representatives
- 386.0 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.

Employees

- 8,600 University of Wisconsin Hospital & Clinics Authority (based on 1/23/2018 online posting)
- 113 Wisconsin Economic Development Corporation (WEDC)³
 - 4 Wisconsin Health and Educational Facilities Authority (based on 2018 Annual Report)
- 149 Wisconsin Housing and Economic Development Authority (based on 2017 Annual Report)
 - The Aerospace and Fox River Navigational System authorities do not employ permanent staff.*

¹ June 2018; Sources: PeopleSoft except 2016-17 UW System Fact Book for UW System

² Authorized positions; Source: 2017-2018 Blue Book, compiled by the Legislative Reference Bureau

³ WEDC data is from its FY 2018 CAFR indicating 102 permanent and 9 temporary/project employees.

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 2008 through 2018.
- The percentage of women in permanent classified state jobs is significantly greater than the estimated percentage of women in the total Wisconsin employed labor force.
- The Department of Children & Families is the agency with the highest percentage of racial/ethnic minority employees, at 27.1%.
- The top three job groups with the highest minority representation are: Personal Care Aides (45.7%), Social Services Professionals (22.3%), and Production Laborers (20.8%).
- The job group with the highest percentage of persons with disabilities (18.9%) is Program Specialists.
- Women hold 58.2% of EEO job category “Professional” positions.
- Minority men are by far the most concentrated in Protective Services jobs at 8.2% of workers, while minority women are most concentrated in Administrative Support jobs at 14.1%.
- The percentage of people who identify as Black in the state classified workforce significantly exceeds their estimated percentage in the Wisconsin employed labor force.
- In the Eastern region of Wisconsin, the State employs more than twice as many Black women as Black men.
- The percentage of employees reporting having a disability is 5.2%, which is about the same as the estimated percentage of persons with disabilities in the Wisconsin employed labor force.

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 generally include data for fiscal years 2017 and 2018 and sometimes comparison with 2008. The report complies with the annual reporting requirement to the Governor and Legislature on the state affirmative action program accomplishments.

As of June 2018, racial/ethnic minorities comprised 13.4% of the permanent classified workforce, continuing an upward trend of steady increases from a rate of 9.2% in 2008. Since the last report, the largest increase in percent of total state employees has been for people who identify as Black, who increased from 6.6% in 2016 to 6.9% in 2018. During the same time the percentage of people who identify as American Indian or Alaskan Native has remained at 0.6%, while people who identify as Asian or Pacific Islander and those identifying as Hispanic have increased slightly from 2.7% to 2.9% and 2.8% to 3.0% respectively. Overall, all groups combined have a statistically significant increase in the last 10 years of approximately 3.5%.

Women account for 51.7% of the classified workforce in 2018, slightly higher than the 49.9 % in 2008. Chart 19 depicts the employment gains and losses of women by agency in 2018 as compared to 2008. Similarly, Chart 20 compares 2008 and 2018 percentage gains and losses of racial/ethnic classified minority employees by agency.

Percentage of employees that reported having a disability in 2018 experienced a slight increase over the biennium at 5.2% as compared to the 2016 total of 4.6%.

OVERVIEW OF AFFIRMATIVE ACTION (AA) PROGRAMS

Affirmative Action Programs are recruitment and hiring efforts which assist agency workforces to mirror the overall labor pool of qualified candidates from which it draws its applicants. These recruitment and hiring efforts target qualified members of the labor pool who have historically been discriminated against because of race, gender, veteran or disability status. There is a growing recognition that a diverse workforce is good business, and adds a variety of backgrounds, ideas and viewpoints which increase the overall quality of work performed. A diverse, representative workforce in state government should be reflective of the people it serves.

Expanded Certification Program - Expanded certification is a statewide affirmative action program used to address the issues of workforce underutilization. It ensures equal opportunity for racial/ethnic minorities, women, veterans and persons with disabilities when they are substantially underutilized in the state workforce. The expanded certification program allows the Division of Personnel Management, Bureau of Merit Recruitment and Selection (BMRS) to

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

include names of qualified women or racial/ethnic minorities, veterans, spouses of certain veterans and persons with a disability to the certified list when appropriate.

Noncompetitive appointment for certain disabled veterans – Qualified veterans with a 30% or more service-connected disability are eligible for non-competitive appointment to permanent positions in classified civil service under s.230.275, Wis. Stats.

Enterprise Recruiting Program – This program was established to help create a diverse, highly qualified group of affirmative action targeted applicants (racial/ethnic minorities, women, veterans and persons with disabilities) for all positions.

Summer Affirmative Action Internship Program (SAAIP) - The Summer Affirmative Action Internship Program places qualified, diverse students in intern positions within state agencies. SAAIP assists state agencies 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. The DPM Outreach Services Section conducts targeted recruitment, coordinates the referral process, provides technical assistance, and sponsors the SAAIP Employment Seminar for student participants.

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 minority or women employees 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.

Wisconsin Works (W-2) Program – Each agency with more than 100 authorized permanent full-time equivalent positions must prepare and implement an annual plan of action to employ persons who, at the time of certification receive aid or benefits from the state. BEI monitors and reports on progress made in this area.

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

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAMS

Wisconsin state government 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 Professional Executive Committee – The Executive Committee represents the interests of all state agency EEO/AA professionals 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 racial/ethnic minorities, women, veterans, and persons with disabilities.

EEO/AA Planning - All state agencies with 30 or more permanent classified employees are required to prepare Affirmative Action Plans. The plans are intended to assist in ensuring equal employment opportunities and eliminating the present effects of past discrimination for racial/ethnic minorities, women, veterans and persons with disabilities in each agency.

EEO/AA Program Certification - BEI requires that state agencies meet all the eligibility criteria to attain program certification. These criteria include: appointment of an AA Officer; recruitment and selection process; creation of an AA Advisory Committee; policies on interview panel, harassment, reasonable accommodations, internal discrimination and harassment complaint procedures; personal demographic information survey; and the posting of the EEO-AA policy statement and W-2 plans.

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.

EEO Training - EEO training courses are a customized one-hour EEO/AA training program provided by BEI upon request by a state agency. EEO training courses include “Essentials of an Effective AA Advisory Committee,” “Reasonable Accommodations” and “Unconscious Bias.”

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

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 DOA Division of Personnel Management website.

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

EEO-4 Report - BEI reports biennially to the federal Equal Employment Opportunity Commission (EEOC) on the Wisconsin state government 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.

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, universities and technical colleges with outstanding initiatives and best practices in affirmative action and diversity.

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.

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, Wisc.Jobs.

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 bases for the hiring decisions and includes the number of total hires who were veterans, persons with disabilities, racial/ethnic minorities, and women in the classified and project appointments.

Table 15a
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2017 and June 2018

Agency	Year	Count of Employees	Racial/Ethnic Minorities												Persons with Disabilities ¹		Persons with Severe Disabilities			
			Women		Total Racial/Ethnic Minorities		Amer Indian Alaskan Nat		Asian/Pac Islander		Black		Hispanic		Unknowns		#	%	#	%
			#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Administration	2018	906	357	39.4%	107	11.8%	3	0.3%	42	4.6%	42	4.6%	20	2.2%	10	1.1%	79	8.7%	27	3.0%
	2017	880	348	39.5%	97	11.0%	3	0.3%	34	3.9%	42	4.8%	18	2.0%	8	0.9%	80	9.1%	24	2.7%
Ag, Trade & Consumer Protctn	2018	575	291	50.6%	24	4.2%	2	0.3%	11	1.9%	6	1.0%	5	0.9%	3	0.5%	36	6.3%	6	1.0%
	2017	587	292	49.7%	24	4.1%	1	0.2%	13	2.2%	7	1.2%	3	0.5%	3	0.5%	43	7.3%	5	0.9%
Bd for People with Dev Disab	2018	7	6	85.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	2	28.6%
	2017	7	5	71.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	0	0.0%
Bd of Commiss of Public Lands	2018	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%
	2017	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%
Bd on Aging & Long Term Care	2018	42	36	85.7%	5	11.9%	0	0.0%	1	2.4%	3	7.1%	1	2.4%	0	0.0%	1	2.4%	0	0.0%
	2017	41	35	85.4%	4	9.8%	0	0.0%	1	2.4%	2	4.9%	1	2.4%	0	0.0%	1	2.4%	0	0.0%
Child Abuse & Neglect Prev Bd	2018	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%	0	0.0%
	2017	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%	0	0.0%
Children and Families	2018	753	589	78.2%	204	27.1%	4	0.5%	30	4.0%	136	18.1%	34	4.5%	8	1.1%	42	5.6%	8	1.1%
	2017	724	572	79.0%	182	25.1%	4	0.6%	33	4.6%	113	15.6%	32	4.4%	7	1.0%	47	6.5%	9	1.2%
Commissioner of Insurance	2018	125	71	56.8%	21	16.8%	1	0.8%	12	9.6%	3	2.4%	5	4.0%	0	0.0%	6	4.8%	1	0.8%
	2017	135	75	55.6%	27	20.0%	4	3.0%	15	11.1%	3	2.2%	5	3.7%	0	0.0%	10	7.4%	2	1.5%
Corrections	2018	9,190	4,064	44.2%	1,027	11.2%	50	0.5%	105	1.1%	584	6.4%	288	3.1%	86	0.9%	351	3.8%	97	1.1%
	2017	9,347	4,001	42.8%	1,037	11.1%	47	0.5%	111	1.2%	601	6.4%	278	3.0%	64	0.7%	372	4.0%	54	0.6%
Educational Communications Bd	2018	34	8	23.5%	1	2.9%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	1	2.9%	3	8.8%	2	5.9%
	2017	33	7	21.2%	1	3.0%	0	0.0%	0	0.0%	1	3.0%	0	0.0%	1	3.0%	2	6.1%	2	6.1%
Elections Commission	2018	23	11	47.8%	1	4.3%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2017	22	12	54.5%	2	9.1%	1	4.5%	0	0.0%	1	4.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Employee Trust Funds	2018	246	162	65.9%	28	11.4%	1	0.4%	13	5.3%	8	3.3%	6	2.4%	0	0.0%	9	3.7%	5	2.0%
	2017	248	155	62.5%	34	13.7%	1	0.4%	17	6.9%	9	3.6%	7	2.8%	0	0.0%	11	4.4%	4	1.6%
Employment Relations Comm	2018	4	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	1	25.0%
	2017	5	3	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%
Ethics Commission	2018	5	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2017	6	2	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%
Financial Institutions	2018	120	63	52.5%	13	10.8%	1	0.8%	7	5.8%	2	1.7%	3	2.5%	1	0.8%	7	5.8%	1	0.8%
	2017	117	61	52.1%	12	10.3%	1	0.9%	4	3.4%	4	3.4%	3	2.6%	2	1.7%	8	6.8%	1	0.9%
Health Services	2018	5,700	3,730	65.4%	1,214	21.3%	43	0.8%	275	4.8%	716	12.6%	180	3.2%	26	0.5%	119	2.1%	32	0.6%
	2017	5,675	3,686	65.0%	1,207	21.3%	40	0.7%	268	4.7%	721	12.7%	178	3.1%	18	0.3%	124	2.2%	28	0.5%
Higher Educational Aids Board	2018	7	5	71.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	0	0.0%
	2017	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%
Historical Society	2018	114	60	52.6%	6	5.3%	2	1.8%	2	1.8%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%
	2017	113	63	55.8%	6	5.3%	1	0.9%	2	1.8%	2	1.8%	1	0.9%	0	0.0%	2	1.8%	0	0.0%

¹Disabled includes both persons with severe and non-severe disabilities. Disabilities are self-reported by employees.
Source: PeopleSoft June 2017, June 2018

Table 15b
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2017 and June 2018

Agency	Year	Count of Employees	Racial/Ethnic Minorities														Persons with Disabilities ¹		Persons with Severe Disabilities	
			Women		Total Racial/Ethnic Minorities		Amer Indian Alaskan Nat		Asian/ Pac Islander		Black		Hispanic		Unknowns		#		#	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Justice	2018	650	381	58.6%	57	8.8%	1	0.2%	15	2.3%	18	2.8%	23	3.5%	5	0.8%	25	3.8%	6	0.9%
	2017	658	383	58.2%	63	9.6%	3	0.5%	16	2.4%	20	3.0%	24	3.6%	5	0.8%	28	4.3%	2	0.3%
Labor & Industry Review Comm	2018	11	10	90.9%	2	18.2%	0	0.0%	1	9.1%	1	9.1%	0	0.0%	0	0.0%	1	9.1%	0	0.0%
	2017	12	10	83.3%	1	8.3%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	1	8.3%	0	0.0%
Military Affairs	2018	458	116	25.3%	18	3.9%	2	0.4%	6	1.3%	4	0.9%	6	1.3%	1	0.2%	60	13.1%	19	4.1%
	2017	447	116	26.0%	24	5.4%	2	0.4%	7	1.6%	8	1.8%	7	1.6%	1	0.2%	57	12.8%	1	0.2%
Natural Resources	2018	2,211	746	33.7%	107	4.8%	14	0.6%	35	1.6%	24	1.1%	34	1.5%	45	2.0%	86	3.9%	35	1.6%
	2017	2,137	712	33.3%	102	4.8%	14	0.7%	34	1.6%	25	1.2%	29	1.4%	16	0.7%	100	4.7%	34	1.6%
Public Instruction	2018	605	419	69.3%	56	9.3%	3	0.5%	17	2.8%	22	3.6%	14	2.3%	0	0.0%	73	12.1%	7	1.2%
	2017	602	411	68.3%	53	8.8%	3	0.5%	16	2.7%	21	3.5%	13	2.2%	0	0.0%	73	12.1%	2	0.3%
Public Service Commission	2018	123	57	46.3%	19	15.4%	0	0.0%	11	8.9%	3	2.4%	5	4.1%	1	0.8%	5	4.1%	2	1.6%
	2017	116	55	47.4%	17	14.7%	0	0.0%	9	7.8%	2	1.7%	6	5.2%	1	0.9%	6	5.2%	2	1.7%
Revenue	2018	1,092	568	52.0%	173	15.8%	5	0.5%	58	5.3%	79	7.2%	31	2.8%	15	1.4%	188	17.2%	18	1.6%
	2017	1,087	570	52.4%	172	15.8%	4	0.4%	60	5.5%	75	6.9%	33	3.0%	15	1.4%	179	16.5%	18	1.7%
Safety & Professional Services	2018	203	98	48.3%	15	7.4%	3	1.5%	2	1.0%	7	3.4%	3	1.5%	3	1.5%	16	7.9%	4	2.0%
	2017	194	99	51.0%	17	8.8%	1	0.5%	3	1.5%	9	4.6%	4	2.1%	1	0.5%	18	9.3%	2	1.0%
Secretary of State	2018	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%
	2017	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%
State Public Defender Office	2018	241	186	77.2%	35	14.5%	1	0.4%	5	2.1%	14	5.8%	15	6.2%	0	0.0%	14	5.8%	2	0.8%
	2017	231	177	76.6%	37	16.0%	2	0.9%	4	1.7%	16	6.9%	15	6.5%	0	0.0%	12	5.2%	1	0.4%
Technical College System Bd	2018	45	29	64.4%	4	8.9%	0	0.0%	1	2.2%	0	0.0%	3	6.7%	0	0.0%	4	8.9%	0	0.0%
	2017	53	36	67.9%	5	9.4%	0	0.0%	0	0.0%	2	3.8%	3	5.7%	1	1.9%	5	9.4%	0	0.0%
Tourism	2018	25	18	72.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%
	2017	25	17	68.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%
Transportation	2018	3,105	1,177	37.9%	363	11.7%	25	0.8%	103	3.3%	127	4.1%	108	3.5%	27	0.9%	135	4.3%	35	1.1%
	2017	3,233	1,218	37.7%	378	11.7%	29	0.9%	113	3.5%	133	4.1%	103	3.2%	23	0.7%	151	4.7%	24	0.7%
Veterans Affairs	2018	1,158	905	78.2%	130	11.2%	4	0.3%	30	2.6%	65	5.6%	31	2.7%	7	0.6%	98	8.5%	36	3.1%
	2017	1,178	932	79.1%	122	10.4%	3	0.3%	29	2.5%	60	5.1%	30	2.5%	3	0.3%	99	8.4%	26	2.2%
Workforce Development	2018	1,446	935	64.7%	280	19.4%	10	0.7%	57	3.9%	149	10.3%	64	4.4%	23	1.6%	161	11.1%	52	3.6%
	2017	1,472	956	64.9%	293	19.9%	10	0.7%	55	3.7%	161	10.9%	67	4.6%	22	1.5%	174	11.8%	33	2.2%
Grand Total	2018	29,240	15,112	51.7%	3,910	13.4%	176	0.6%	839	2.9%	2,015	6.9%	880	3.0%	264	0.9%	1,523	5.2%	398	1.4%
Grand Total	2017	29,410	15,026	51.1%	3,917	13.3%	174	0.6%	845	2.9%	2,038	6.9%	860	2.9%	192	0.7%	1,607	5.5%	274	0.9%

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

Source: PeopleSoft June 2017, June 2018

**Table 16
RACIAL/ETHNIC MINORITY EMPLOYEES BY REGION COMPARED WITH WISCONSIN LABOR FORCE**

Region See map in Appendix E	Total Minorities ¹			Amer Indian/Alaskan Nat			Asian/Pacific Islander			Black			Hispanic		
	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men
Central															
# Minorities	395	195	200	44	20	24	126	76	50	95	34	61	130	65	65
% Minorities	6.0%	3.0%	3.0%	0.7%	0.3%	0.4%	1.9%	1.2%	0.8%	1.4%	0.5%	0.9%	2.0%	1.0%	1.0%
Est. % in Labor Force	10.0%			1.0%			2.4%			0.8%			3.5%		
Total Employees	6,587														
Eastern															
# Minorities	1,750	1,198	552	32	17	15	123	71	52	1,235	894	341	360	216	144
% Minorities	34.6%	23.7%	10.9%	0.6%	0.3%	0.3%	2.4%	1.4%	1.0%	24.4%	17.7%	6.7%	7.1%	4.3%	2.8%
Est. % in Labor Force	27.4%			0.4%			2.8%			10.7%			9.1%		
Total Employees	5,061														
Northern															
# Minorities	49	21	28	15	8	7	10	3	7	6	5	1	18	5	13
% Minorities	4.2%	1.8%	2.4%	1.3%	0.7%	0.6%	0.9%	0.3%	0.6%	0.5%	0.4%	0.1%	1.5%	0.4%	1.1%
Est. % in Labor Force	7.7%			3.6%			0.6%			0.4%			1.3%		
Total Employees	1,164														
Southern															
# Minorities	1,592	887	705	66	37	29	534	313	221	648	347	301	344	190	154
% Minorities	11.7%	6.5%	5.2%	0.5%	0.3%	0.2%	3.9%	2.3%	1.6%	4.7%	2.5%	2.2%	2.5%	1.4%	1.1%
Est. % in Labor Force	13.8%			0.3%			3.0%			2.7%			4.7%		
Total Employees	13,665														
Western															
# Minorities	124	54	70	19	11	8	46	22	24	31	6	25	28	15	13
% Minorities	4.5%	2.0%	2.5%	0.7%	0.4%	0.3%	1.7%	0.8%	0.9%	1.1%	0.2%	0.9%	1.0%	0.5%	0.5%
Est. % in Labor Force	5.9%			0.4%			1.6%			0.6%			1.8%		
Total Employees	2,763														
All Regions Total															
Total Minorities	3,910	2,355	1,555	176	93	83	839	485	354	2,015	1,286	729	880	491	389
% Minorities	13.4%	8.1%	5.3%	0.6%	0.3%	0.3%	2.9%	1.7%	1.2%	6.9%	4.4%	2.5%	3.0%	1.7%	1.3%
Est. % in Labor Force	16.0%			0.7%			2.5%			4.5%			5.3%		
Total In-state Employees	29,240														

¹ "Total Minorities" in the WI labor force includes persons that identify as two or more races, or in 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.

Note: Seventeen employees working out of state were assigned to the nearest WI region. For Wisconsin Regional Map, see Appendix E.

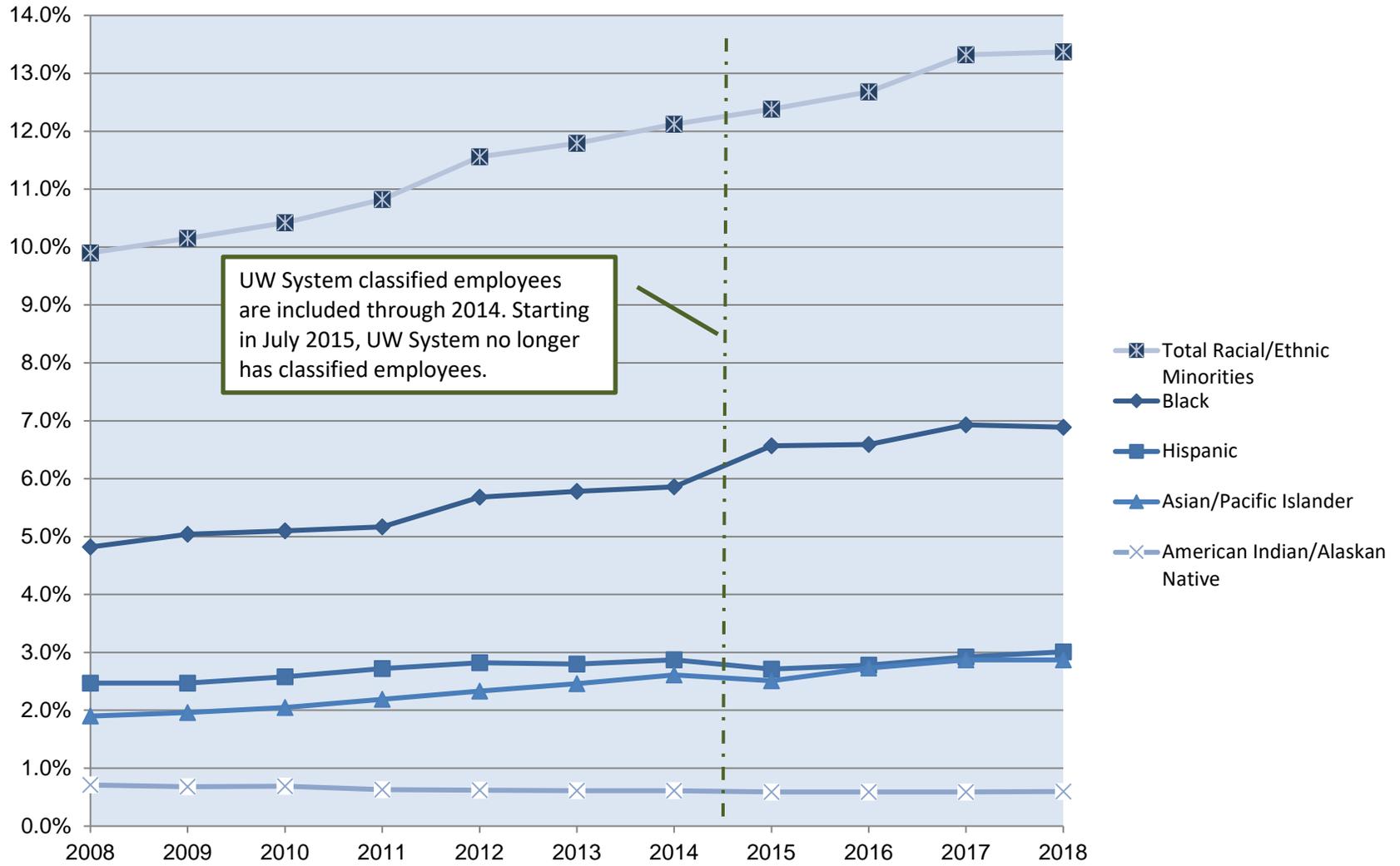
Note: Racial/ethnic data is not available for 264 classified state employees. These employees are not considered minorities for this table and report.

Note: Gender break-outs for WI labor force minority groups are no longer available in the estimates published by the Department of Workforce Development. Gender subtotals for state employees are retained here for analysis purposes.

Sources: Permanent classified state employee data from PeopleSoft, June 2018;

WI Labor Force data is from the US Census Bureau - American Community Survey (ACS) 2012-2016 5-Year Estimate (Table C24010A-G.I) - Compiled by the WI Dept of Workforce Development - Office of Economic Advisors

Chart 17
RACIAL/ETHNIC MINORITY EMPLOYMENT TRENDS: 2008-2018
Percentage of Permanent Classified Workforce



Source: PMIS, June of each year 2008-2015; PeopleSoft, June 2016-2018

Table 18
AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION: 2018 and 2008
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				
2018	3,910	13.4%*	16.0%*	18.7%
2008	2,947	9.8%*	12.0%*	14.0%
Black				
2018	2,015	6.9%*	4.5%*	6.7%
2008	1,578	5.2%	4.4%	5.7%
Hispanic				
2018	880	3.0%*	5.3%*	6.9%
2008	643	2.1%*	4.1%*	4.5%
Asian / Pacific Islander				
2018	839	2.9%	2.5%	3.0%
2008	494	1.6%	1.5%	2.0%
American Indian / Alaskan Native				
2018	176	0.6%	0.7%	1.2%
2008	232	0.8%	0.8%	0.8%
Female				
2018	15,112	51.7%*	48.2%*	50.3%
2008	14,985	49.7%*	47.5%*	50.4%
Total Persons with Disabilities²				
2018	1,523	5.2%	5.1%	na
2008	1,929	6.4%	na	na

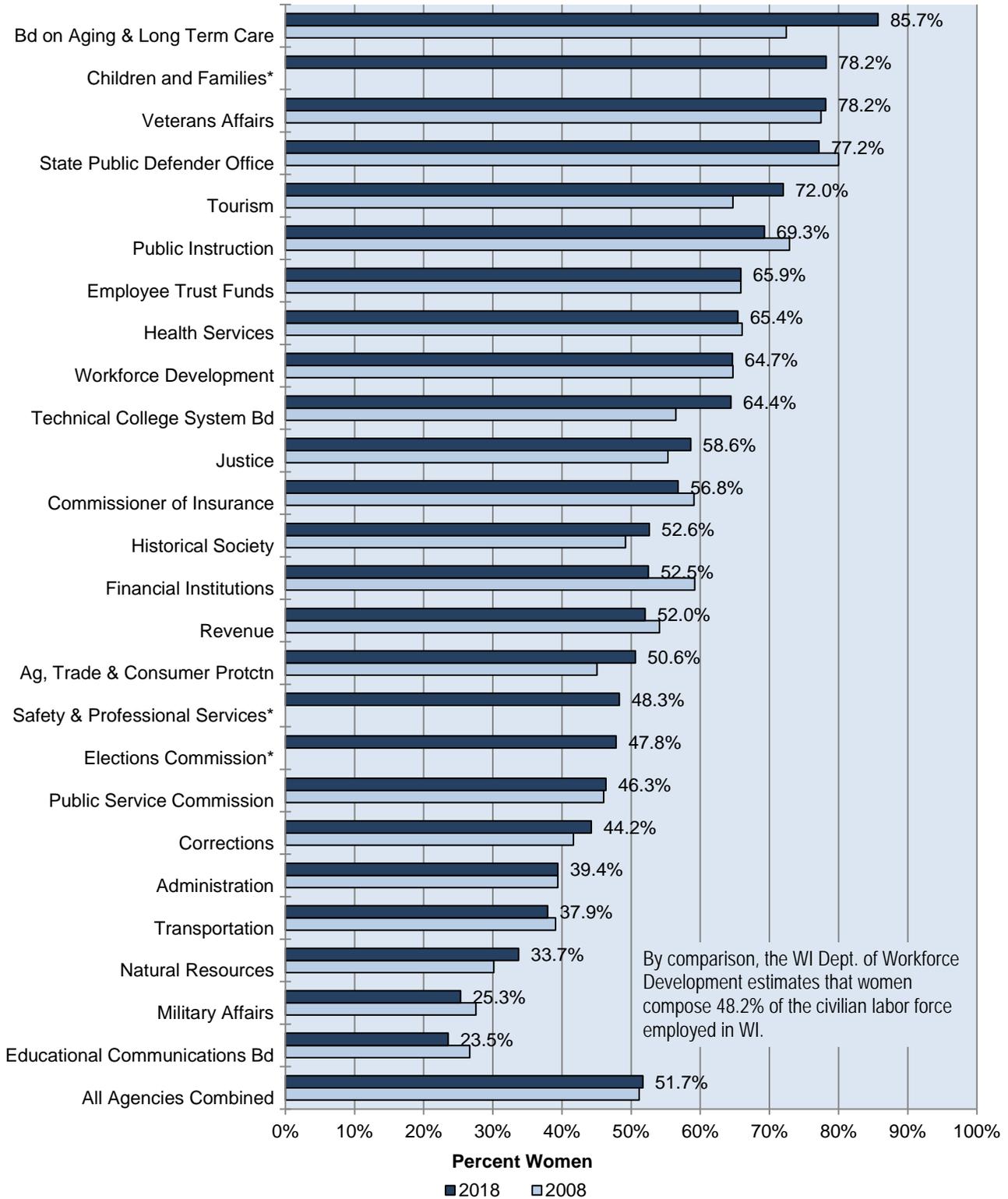
* Statistically significant difference (at p<.05) between the percentage among state employees and the corresponding percentage in the state labor force. See Appendix C for technical notes.

¹ Labor Force in 2018 represents all employed civilians age 16+. Labor Force in 2008 represents all persons age 16+ who are either employed or looking for work. The inconsistency is due to differences in available data from the WI DWD. Racial/Ethnic minority and persons with disabilities percentages in the labor force are based on the American Community Survey 5-Year Estimates as published by the WI DWD Office of Economic Advisors. The 16.0% of minorities in the employed labor force includes two reporting groups not utilized by the State for reporting: "Some other race alone," and "Two or more races."

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

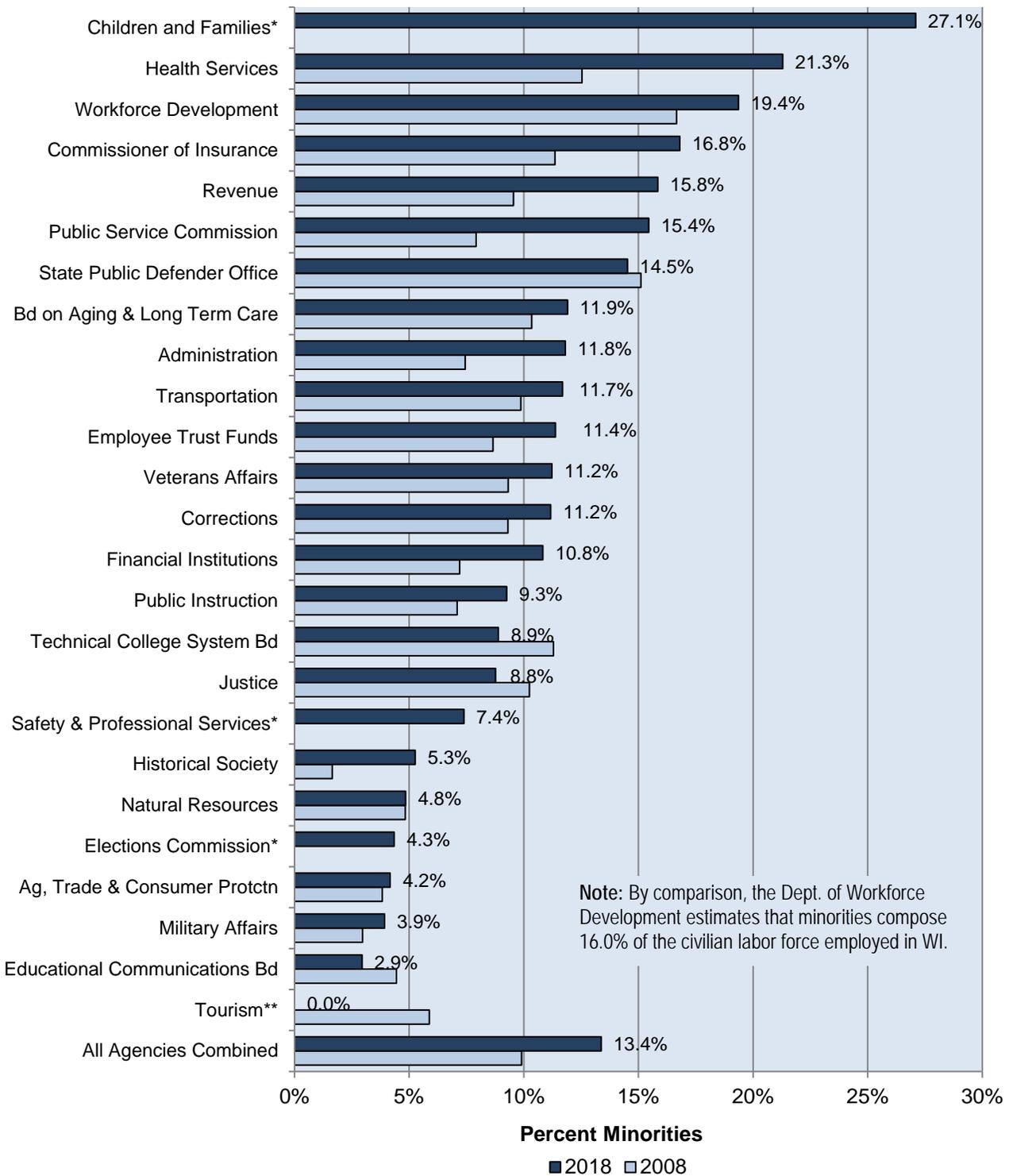
Sources: PeopleSoft June 2018, PMIS June 2008. Wisconsin population demographics are U.S. Census Bureau estimates for 2017, and WI DWD population estimates at publication of the 2008 Workforce Report.

Chart 19
PERCENTAGE OF WOMEN BY AGENCY: 2018 and 2008
Permanent Classified Employees
Agencies with at least 20 employees



*Children and Families, Safety & Professional Services, and the Elections Commission did not exist in 2008.
 UW System classified employee data is included in the 2008 All Agencies Combined total. UW no longer has classified employees.

Chart 20
PERCENTAGE OF RACIAL/ETHNIC MINORITIES BY AGENCY: 2018 and 2008
Permanent Classified Employees
Agencies with at least 20 employees

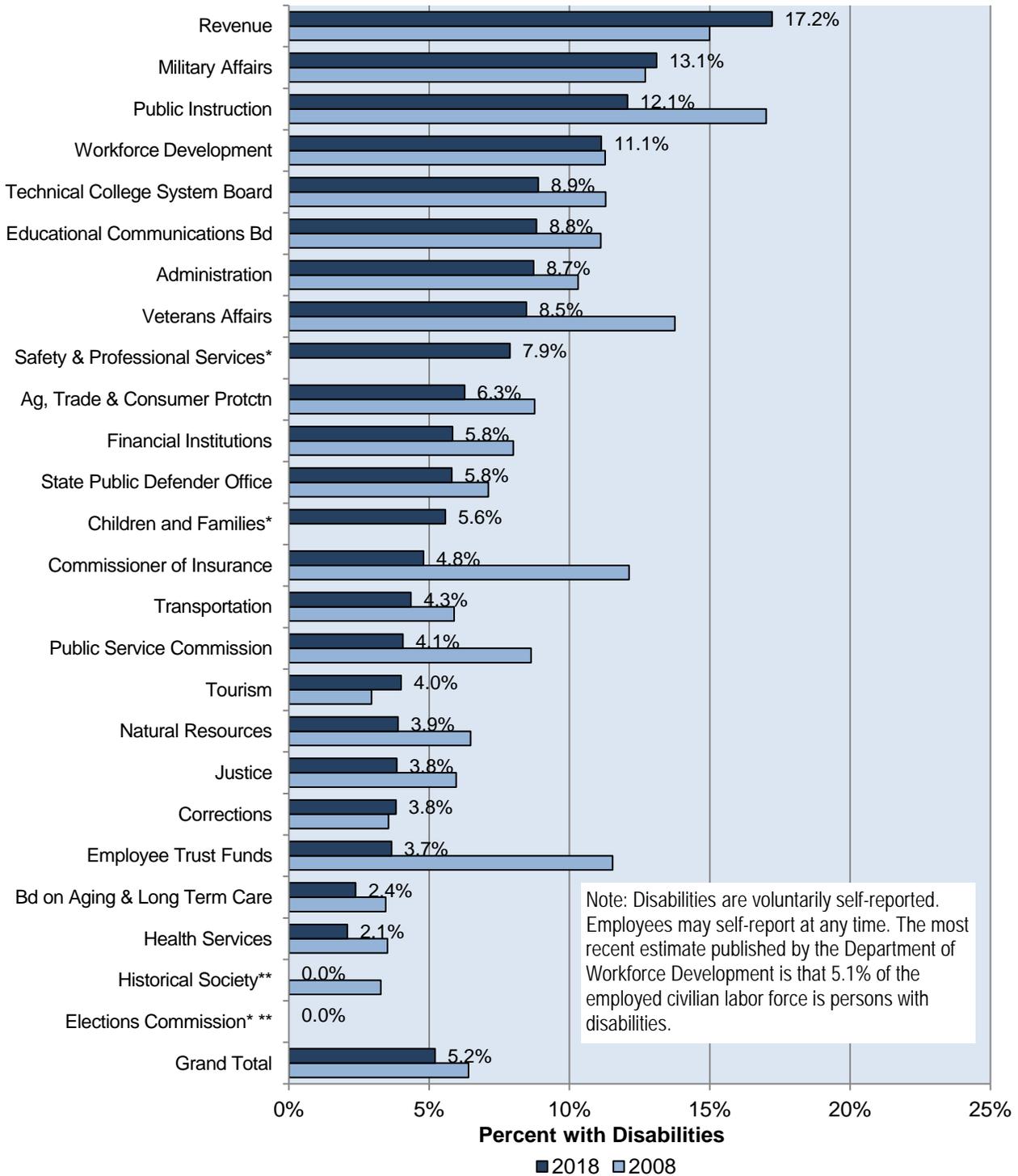


*Children & Families, Safety & Professional Services, and the Elections Commission did not exist in 2008.

**The department of Tourism did not have any racial/ethnic minorities employed in June 2018.

UW classified employee data is included in the 2008 All Agencies Combined total. UW no longer has classified employees.

Chart 21
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2018 and 2008
Permanent Classified Employees
Agencies with at least 20 employees



* Safety & Professional Services, Children and Families, and the Elections Commission did not exist in 2008.
 ** The Historical Society and Elections Commission did not have any persons with disabilities in June 2018.

Table 22
RANKING AGENCIES ON RACIAL/ETHNIC MINORITY EMPLOYMENT: 2017-2018
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2017 Rank	Total Minorities	% Minorities
Children and Families	1	182	25.1%
Health Services	2	1,207	21.3%
Workforce Development	3	293	19.9%
Revenue	4	172	15.8%
Transportation	5	378	11.7%
Corrections	6	1,037	11.1%
Administration	7	97	11.0%
Veterans Affairs	8	122	10.4%
Justice	9	63	9.6%
Public Instruction	10	53	8.8%
Natural Resources	11	102	4.8%
Ag, Trade & Consumer Protctn	12	24	4.1%

Agency	2018 Rank	Total Minorities	% Minorities	Net 1-Year % Change
Children and Families	1	204	27.1%	2.0%
Health Services	2	1,214	21.3%	0.0%
Workforce Development	3	280	19.4%	-0.5%
Revenue	4	173	15.8%	0.0%
Administration	5	107	11.8%	0.8%
Transportation	6	363	11.7%	0.0%
Veterans Affairs	7	130	11.2%	0.9%
Corrections	8	1,027	11.2%	0.1%
Public Instruction	9	56	9.3%	0.5%
Justice	10	57	8.8%	-0.8%
Natural Resources	11	107	4.8%	0.1%
Ag, Trade & Consumer Protctn	12	24	4.2%	0.1%

Medium Agencies (100-499 employees)

Agency	2017 Rank	Total Minorities	% Minorities
Commissioner of Insurance	1	27	20.0%
State Public Defender Office	2	37	16.0%
Public Service Commission	3	17	14.7%
Employee Trust Funds	4	34	13.7%
Financial Institutions	5	12	10.3%
Safety & Professional Services	6	17	8.8%
Military Affairs	7	24	5.4%
Historical Society	8	6	5.3%

Agency	2018 Rank	Total Minorities	% Minorities	Net 1-Year % Change
Commissioner of Insurance	1	21	16.8%	-3.2%
Public Service Commission	2	19	15.4%	0.8%
State Public Defender Office	3	35	14.5%	-1.5%
Employee Trust Funds	4	28	11.4%	-2.3%
Financial Institutions	5	13	10.8%	0.6%
Safety & Professional Services	6	15	7.4%	-1.4%
Historical Society	7	6	5.3%	0.0%
Military Affairs	8	18	3.9%	-1.4%

Small Agencies (15-99 employees)

Agency	2017 Rank	Total Minorities	% Minorities
Bd on Aging & Long Term Care	1	4	9.8%
Technical College System Board	2	5	9.4%
Elections Commission	3	2	9.1%
Educational Communications Bd	4	1	3.0%
Tourism	5	0	0.0%

Agency	2018 Rank	Total Minorities	% Minorities	Net 1-Year % Change
Bd on Aging & Long Term Care	1	5	11.9%	2.1%
Technical College System Board	2	4	8.9%	-0.5%
Elections Commission	3	1	4.3%	-4.7%
Educational Communications Bd	4	1	2.9%	-0.1%
Tourism	5	0	0.0%	0.0%

Note: 192 employees in 2017, and 264 employees in 2018, did not have a race/ethnicity identified--these are treated as non-minorities in this report.
Source: PeopleSoft, June 2017 and June 2018

Table 23
RANKING AGENCIES ON EMPLOYMENT OF PERSONS WITH DISABILITIES: 2017-2018
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2017 Rank	Total PWD	% PWD
Revenue	1	179	16.5%
Public Instruction	2	73	12.1%
Workforce Development	3	174	11.8%
Administration	4	80	9.1%
Veterans Affairs	5	99	8.4%
Ag, Trade & Consumer Protctn	6	43	7.3%
Children and Families	7	47	6.5%
Natural Resources	8	100	4.7%
Transportation	9	151	4.7%
Justice	10	28	4.3%
Corrections	11	372	4.0%
Health Services	12	124	2.2%

Agency	2018 Rank	Total PWD	% PWD	Net 1-Year % Change
Revenue	1	188	17.2%	0.7%
Public Instruction	2	73	12.1%	-0.1%
Workforce Development	3	161	11.1%	-0.7%
Administration	4	79	8.7%	-0.4%
Veterans Affairs	5	98	8.5%	0.1%
Ag, Trade & Consumer Protctn	6	36	6.3%	-1.1%
Children and Families	7	42	5.6%	-0.9%
Transportation	8	135	4.3%	-0.3%
Natural Resources	9	86	3.9%	-0.8%
Justice	10	25	3.8%	-0.4%
Corrections	11	351	3.8%	-0.2%
Health Services	12	119	2.1%	-0.1%

Medium Agencies (100-499 employees)

Agency	2017 Rank	Total PWD	% PWD
Military Affairs	1	57	12.8%
Safety & Professional Services	2	18	9.3%
Commissioner of Insurance	3	10	7.4%
Financial Institutions	4	8	6.8%
State Public Defender Office	5	12	5.2%
Public Service Commission	6	6	5.2%
Employee Trust Funds	7	11	4.4%
Historical Society	8	2	1.8%

Agency	2018 Rank	Total PWD	% PWD	Net 1-Year % Change
Military Affairs	1	60	13.1%	0.3%
Safety & Professional Services	2	16	7.9%	-1.4%
Financial Institutions	3	7	5.8%	-1.0%
State Public Defender Office	4	14	5.8%	0.6%
Commissioner of Insurance	5	6	4.8%	-2.6%
Public Service Commission	6	5	4.1%	-1.1%
Employee Trust Funds	7	9	3.7%	-0.8%
Historical Society	8	0	0.0%	-1.8%

Small Agencies (15-99 employees)

Agency	2017 Rank	Total PWD	% PWD
Technical College System Board	1	5	9.4%
Educational Communications Bd	2	2	6.1%
Tourism	3	1	4.0%
Bd on Aging & Long Term Care	4	1	2.4%
Elections Commission	5	0	0.0%

Agency	2018 Rank	Total PWD	% PWD	Net 1-Year % Change
Technical College System Board	1	4	8.9%	-0.5%
Educational Communications Bd	2	3	8.8%	2.8%
Tourism	3	1	4.0%	0.0%
Bd on Aging & Long Term Care	4	1	2.4%	-0.1%
Elections Commission	5	0	0.0%	0.0%

Disabilities are voluntarily self-reported. Employees may self-report at any time.
 Source: PeopleSoft, June 2017 and June 2018

Table 24a
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2018 and 2017
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Administrative Support	2018	2,769	463	16.7%	2217	80.1%	190	6.9%
	2017	2,812	464	16.5%	2,287	81.3%	223	7.9%
Administrative Support-Fiscal	2018	451	37	8.2%	368	81.6%	35	7.8%
	2017	438	42	9.6%	352	80.4%	38	8.7%
Administrators-Senior Executives	2018	537	36	6.7%	258	48.0%	35	6.5%
	2017	526	42	8.0%	257	48.9%	32	6.1%
Architect/Engineer Supervisors	2018	116	8	6.9%	33	28.4%	5	4.3%
	2017	122	8	6.6%	35	28.7%	4	3.3%
Architect & Engineers	2018	1,186	93	7.8%	249	21.0%	48	4.0%
	2017	1,285	98	7.6%	273	21.2%	55	4.3%
Business & Program Area Supervisors	2018	354	35	9.9%	240	67.8%	21	5.9%
	2017	355	37	10.4%	231	65.1%	20	5.6%
Business & Professionals	2018	295	32	10.8%	213	72.2%	12	4.1%
	2017	312	34	10.9%	223	71.5%	16	5.1%
Claims Determination	2018	415	65	15.7%	309	74.5%	25	6.0%
	2017	432	68	15.7%	317	73.4%	30	6.9%
Craft and Trade	2018	131	5	3.8%	1	0.8%	3	2.3%
	2017	128	4	3.1%	4	3.1%	5	3.9%
Education and Training	2018	687	53	7.7%	390	56.8%	53	7.7%
	2017	691	51	7.4%	402	58.2%	53	7.7%
Education Supervisors	2018	26	3	11.5%	16	61.5%	2	7.7%
	2017	28	3	10.7%	18	64.3%	1	3.6%
Environmental Specialists	2018	834	32	3.8%	297	35.6%	34	4.1%
	2017	807	33	4.1%	278	34.4%	40	5.0%
Financial Supervisors	2018	160	17	10.6%	110	68.8%	13	8.1%
	2017	161	19	11.8%	112	69.6%	12	7.5%
Fiscal	2018	1,692	258	15.2%	968	57.2%	178	10.5%
	2017	1,660	256	15.4%	923	55.6%	178	10.7%
Food Production	2018	393	39	9.9%	286	72.8%	16	4.1%
	2017	397	37	9.3%	289	72.8%	17	4.3%
Health and Social Services Supervisors	2018	521	97	18.6%	387	74.3%	19	3.6%
	2017	504	89	17.7%	364	72.2%	19	3.8%

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

Table 24b
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2018 and 2017
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Health Care Professionals	2018	1,287	125	9.7%	1064	82.7%	26	2.0%
	2017	1,279	124	9.7%	1,062	83.0%	23	1.8%
Health Care Technicians	2018	1,792	272	15.2%	1,160	64.7%	44	2.5%
	2017	1,777	251	14.1%	1,172	66.0%	47	2.6%
Inspectors, Investigators and Compliance	2018	348	32	9.2%	153	44.0%	23	6.6%
	2017	356	34	9.6%	151	42.4%	29	8.1%
IS Professionals	2018	1,286	175	13.6%	467	36.3%	87	6.8%
	2017	1,273	166	13.0%	462	36.3%	84	6.6%
IS Support, Program & Service Technicians	2018	109	11	10.1%	23	21.1%	9	8.3%
	2017	112	10	8.9%	30	26.8%	8	7.1%
Legal Professionals and Paralegal	2018	380	49	12.9%	216	56.8%	17	4.5%
	2017	364	51	14.0%	207	56.9%	19	5.2%
Mechanical and Maintenance Supervisors	2018	143	5	3.5%	26	18.2%	22	15.4%
	2017	135	4	3.0%	24	17.8%	24	17.8%
Mechanical Equipment, Maintenance Repair	2018	388	15	3.9%	14	3.6%	29	7.5%
	2017	393	15	3.8%	15	3.8%	30	7.6%
Mid-Level Supervisors	2018	1,014	99	9.8%	511	50.4%	48	4.7%
	2017	992	97	9.8%	500	50.4%	53	5.3%
Natural Science and Laboratory Technicians	2018	226	6	2.7%	51	22.6%	8	3.5%
	2017	243	6	2.5%	55	22.6%	10	4.1%
Personal Care Aides	2018	562	257	45.7%	436	77.6%	16	2.8%
	2017	539	247	45.8%	401	74.4%	12	2.2%
Physical, Natural and Social Science Supervisors	2018	176	6	3.4%	44	25.0%	5	2.8%
	2017	166	7	4.2%	43	25.9%	5	3.0%
Physicians and Health Care Practitioners	2018	97	17	17.5%	35	36.1%	2	2.1%
	2017	102	19	18.6%	34	33.3%	2	2.0%
Policy, Planning and Research	2018	729	98	13.4%	439	60.2%	46	6.3%
	2017	696	94	13.5%	401	57.6%	40	5.7%
Power Plant	2018	101	5	5.0%	1	1.0%	5	5.0%
	2017	93	6	6.5%	0	0.0%	3	3.2%
Production Laborers	2018	231	48	20.8%	119	51.5%	12	5.2%
	2017	233	41	17.6%	109	46.8%	13	5.6%

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

Table 24c
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2018 and 2017
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Program Specialist	2018	285	52	18.2%	170	59.6%	54	18.9%
	2017	292	52	17.8%	182	62.3%	61	20.9%
Property Management	2018	99	5	5.1%	55	55.6%	2	2.0%
	2017	108	8	7.4%	61	56.5%	2	1.9%
Protective Services Supervisors	2018	625	54	8.6%	134	21.4%	29	4.6%
	2017	594	53	8.9%	129	21.7%	34	5.7%
Public Relations and Media Technicians	2018	112	5	4.5%	47	42.0%	5	4.5%
	2017	115	5	4.3%	43	37.4%	7	6.1%
Public Safety	2018	5,246	606	11.6%	1,108	21.1%	213	4.1%
	2017	5,458	621	11.4%	1,104	20.2%	213	3.9%
Science Professionals	2018	264	18	6.8%	175	66.3%	9	3.4%
	2017	253	20	7.9%	168	66.4%	8	3.2%
Service, Quality Control & Compliance Supervisors	2018	202	14	6.9%	92	45.5%	6	3.0%
	2017	199	18	9.0%	90	45.2%	7	3.5%
Social Services Professionals	2018	2,971	663	22.3%	2,230	75.1%	117	3.9%
	2017	2,980	683	22.9%	2,218	74.4%	130	4.4%
All Job Groups Combined	2018	29,240	3,910	13.4%	15,112	51.7%	1,523	5.2%
	2017	29,410	3,917	13.3%	15,026	51.1%	1,607	5.5%

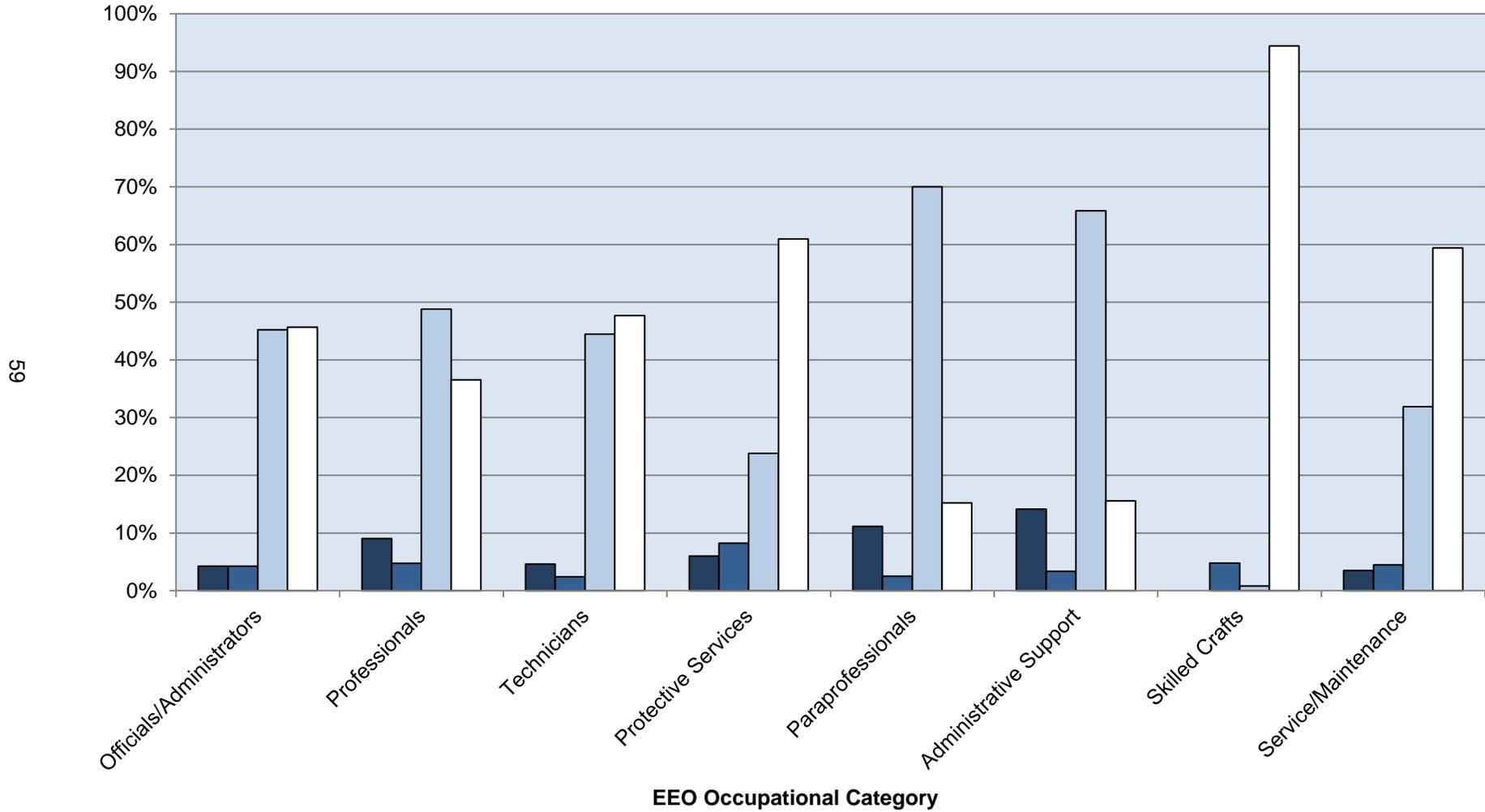
*Disabilities are self-reported by employees. Employees may self-report at any time.

Note. 192 employees in 2017, and 264 employees in 2018, did not have a race/ethnicity identified--these are treated as non-minorities in this report.

Note: A new set of Job Groups was implemented by the OSER Division of Affirmative Action in July 2014. Previously, there were 50 job groups; now there are 41.

Sources: PeopleSoft, June 2017 and June 2018

Chart 25
ETHNIC MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
Permanent Classified Employees - June 2018



Source: PeopleSoft, June 2018
 For numeric detail, see the next page.

■ Minority Women ■ Minority Men ■ White Women □ White Men

Table 26
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2016-2018
Permanent Classified Employees

EEO Job Category	Total Employees #	Total Women		Total Men		Racial/Ethnic Minorities						Persons With Disabilities					
		#	%	#	%	Total		Women		Men		Total		Women		Men	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators																	
2016	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%
2017	1,458	729	50.0%	729	50.0%	131	9.0%	68	4.7%	63	4.3%	78	5.3%	24	1.6%	54	3.7%
2018	1,504	746	49.6%	758	50.4%	128	8.5%	64	4.3%	64	4.3%	80	5.3%	25	1.7%	55	3.7%
Net 2-Year Change			0.5%		-0.5%		-0.3%		-0.3%		0.0%		0.9%		0.5%		0.5%
Professionals																	
2016	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%
2017	13,820	7,939	57.4%	5,881	42.6%	1,924	13.9%	1,238	9.0%	686	5.0%	817	5.9%	383	2.8%	434	3.1%
2018	13,814	8,041	58.2%	5,773	41.8%	1,903	13.8%	1,248	9.0%	655	4.7%	766	5.5%	361	2.6%	405	2.9%
Net 2-Year Change			1.0%		-1.0%		0.5%		0.5%		0.0%		0.4%		0.3%		0.1%
Technicians																	
2016	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%
2017	1,210	596	49.3%	614	50.7%	84	6.9%	55	4.5%	29	2.4%	56	4.6%	15	1.2%	41	3.4%
2018	1,147	568	49.5%	579	50.5%	81	7.1%	53	4.6%	28	2.4%	51	4.4%	15	1.3%	36	3.1%
Net 2-Year Change			0.2%		-0.2%		0.3%		0.5%		-0.2%		0.3%		0.1%		0.2%
Protective Services																	
2016	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%
2017	7,882	2,302	29.2%	5,580	70.8%	1,086	13.8%	439	5.6%	647	8.2%	292	3.7%	40	0.5%	252	3.2%
2018	7,725	2,319	30.0%	5,406	70.0%	1,099	14.2%	463	6.0%	636	8.2%	290	3.8%	41	0.5%	249	3.2%
Net 2-Year Change			1.6%		-1.6%		1.2%		0.8%		0.4%		1.3%		0.1%		1.2%
Paraprofessionals																	
2016	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%
2017	1,485	1,217	82.0%	268	18.0%	212	14.3%	175	11.8%	37	2.5%	109	7.3%	80	5.4%	29	2.0%
2018	1,506	1,234	81.9%	272	18.1%	206	13.7%	168	11.2%	38	2.5%	107	7.1%	76	5.0%	31	2.1%
Net 2-Year Change			-0.3%		0.3%		0.2%		0.3%		-0.1%		0.7%		0.3%		0.4%
Administrative Support																	
2016	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%
2017	2,326	1,910	82.1%	416	17.9%	401	17.2%	323	13.9%	78	3.4%	182	7.8%	127	5.5%	55	2.4%
2018	2,290	1,845	80.6%	445	19.4%	401	17.5%	324	14.1%	77	3.4%	155	6.8%	106	4.6%	49	2.1%
Net 2-Year Change			-1.2%		1.2%		1.1%		0.6%		0.5%		-0.3%		-0.3%		0.1%
Skilled Crafts																	
2016	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%
2017	244	4	1.6%	240	98.4%	12	4.9%	0	0.0%	12	4.9%	9	3.7%	1	0.4%	8	3.3%
2018	251	2	0.8%	249	99.2%	12	4.8%	0	0.0%	12	4.8%	9	3.6%	1	0.4%	8	3.2%
Net 2-Year Change			-0.8%		0.8%		1.9%		0.0%		1.9%		-0.5%		0.0%		-0.5%
Service/Maintenance																	
2016	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%
2017	985	329	33.4%	656	66.6%	67	6.8%	25	2.5%	42	4.3%	64	6.5%	8	0.8%	56	5.7%
2018	1,003	357	35.6%	646	64.4%	80	8.0%	35	3.5%	45	4.5%	65	6.5%	9	0.9%	56	5.6%
Net 2-Year Change			2.9%		-2.9%		1.5%		1.1%		0.4%		0.7%		0.0%		0.7%
All Combined																	
2016	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%
2017	29,410	15,026	51.1%	14,384	48.9%	3,917	13.3%	2,323	7.9%	1,594	5.4%	1,607	5.5%	678	2.3%	929	3.2%
2018	29,240	15,112	51.7%	14,128	48.3%	3,910	13.4%	2,355	8.1%	1,555	5.3%	1,523	5.2%	634	2.2%	889	3.0%
Net 2-Year Change			0.8%		-0.8%		0.7%		0.5%		0.2%		0.6%		0.2%		0.4%

Source: PeopleSoft June 2016, June 2017, and June 2018

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. Employees that have not identified a primary race/ethnicity are treated as non-minorities in this report. These include 106 employees in 2016, 192 in 2017, and 264 in 2018.

Table 27
EMPLOYMENT OF RACIAL/ETHNIC MINORITY GROUPS BY GENDER AND EEO JOB CATEGORY: 2016-2018
Permanent Classified Employees

EEO Job Category	Total Employees #	Black				Hispanic				Asian/Pacific Islander				American Indian/Alaskan Native											
		Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%						
Officials/Administrators																									
2016	1,413	64	4.5%	34	2.4%	30	2.1%	17	1.2%	10	0.7%	7	0.5%	31	2.2%	17	1.2%	14	1.0%	12	0.8%	3	0.2%	9	0.6%
2017	1,458	69	4.7%	35	2.4%	34	2.3%	18	1.2%	11	0.8%	7	0.5%	31	2.1%	17	1.2%	14	1.0%	13	0.9%	5	0.3%	8	0.5%
2018	1,504	60	4.0%	29	1.9%	31	2.1%	21	1.4%	12	0.8%	9	0.6%	35	2.3%	19	1.3%	16	1.1%	12	0.8%	4	0.3%	8	0.5%
2-Year Net Change			-0.5%		-0.5%		-0.1%		0.2%		0.1%		0.1%		0.1%		0.1%		0.1%		-0.1%		0.1%		-0.1%
Professionals																									
2016	13,682	886	6.5%	614	4.5%	272	2.0%	363	2.7%	218	1.6%	145	1.1%	489	3.6%	286	2.1%	203	1.5%	81	0.6%	50	0.4%	31	0.2%
2017	13,820	937	6.8%	656	4.7%	281	2.0%	377	2.7%	223	1.6%	154	1.1%	528	3.8%	308	2.2%	220	1.6%	82	0.6%	51	0.4%	31	0.2%
2018	13,814	915	6.6%	655	4.7%	260	1.9%	375	2.7%	224	1.6%	151	1.1%	527	3.8%	315	2.3%	212	1.5%	86	0.6%	54	0.4%	32	0.2%
2-Year Net Change			0.1%		0.3%		-0.1%		0.1%		0.0%		0.0%		0.2%		0.2%		0.1%		0.0%		0.0%		0.0%
Technicians																									
2016	1,260	32	2.5%	18	1.4%	14	1.1%	23	1.8%	17	1.3%	6	0.5%	20	1.6%	15	1.2%	5	0.4%	10	0.8%	2	0.2%	8	0.6%
2017	1,210	31	2.6%	18	1.5%	13	1.1%	22	1.8%	18	1.5%	4	0.3%	22	1.8%	17	1.4%	5	0.4%	9	0.7%	2	0.2%	7	0.6%
2018	1,147	35	3.1%	20	1.7%	15	1.3%	22	1.9%	19	1.7%	3	0.3%	18	1.6%	13	1.1%	5	0.4%	6	0.5%	1	0.1%	5	0.4%
2-Year Net Change			0.5%		0.3%		0.2%		0.1%		0.3%		-0.2%		0.0%		-0.1%		0.0%		-0.3%		-0.1%		-0.2%
Protective Services																									
2016	7,794	597	7.7%	258	3.3%	339	4.3%	228	2.9%	77	1.0%	151	1.9%	145	1.9%	58	0.7%	87	1.1%	47	0.6%	14	0.2%	33	0.4%
2017	7,882	645	8.2%	285	3.6%	360	4.6%	251	3.2%	86	1.1%	165	2.1%	146	1.9%	56	0.7%	90	1.1%	44	0.6%	12	0.2%	32	0.4%
2018	7,725	644	8.3%	302	3.9%	342	4.4%	264	3.4%	91	1.2%	173	2.2%	143	1.9%	54	0.7%	89	1.2%	48	0.6%	16	0.2%	32	0.4%
2-Year Net Change			0.7%		0.6%		0.1%		0.5%		0.2%		0.3%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
Paraprofessionals																									
2016	1,540	113	7.3%	98	6.4%	15	1.0%	49	3.2%	31	2.0%	18	1.2%	39	2.5%	31	2.0%	8	0.5%	7	0.5%	7	0.5%	0	0.0%
2017	1,485	114	7.7%	99	6.7%	15	1.0%	52	3.5%	37	2.5%	15	1.0%	41	2.8%	34	2.3%	7	0.5%	5	0.3%	5	0.3%	0	0.0%
2018	1,506	110	7.3%	94	6.2%	16	1.1%	52	3.5%	37	2.5%	15	1.0%	38	2.5%	31	2.1%	7	0.5%	6	0.4%	6	0.4%	0	0.0%
2-Year Net Change			0.0%		-0.1%		0.1%		0.3%		0.4%		-0.2%		0.0%		0.0%		-0.1%		-0.1%		-0.1%		0.0%
Administrative Support																									
2016	2,458	206	8.4%	186	7.6%	20	0.8%	118	4.8%	88	3.6%	30	1.2%	63	2.6%	45	1.8%	18	0.7%	16	0.7%	14	0.6%	2	0.1%
2017	2,326	206	8.9%	173	7.4%	33	1.4%	121	5.2%	95	4.1%	26	1.1%	56	2.4%	40	1.7%	16	0.7%	18	0.8%	15	0.6%	3	0.1%
2018	2,290	203	8.9%	169	7.4%	34	1.5%	127	5.5%	102	4.5%	25	1.1%	58	2.5%	42	1.8%	16	0.7%	13	0.6%	11	0.5%	2	0.1%
2-Year Net Change			0.5%		-0.2%		0.7%		0.7%		0.9%		-0.1%		0.0%		0.0%		0.0%		-0.1%		-0.1%		0.0%
Skilled Crafts																									
2016	247	6	2.4%	0	0.0%	6	2.4%	1	0.4%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2017	244	6	2.5%	0	0.0%	6	2.5%	5	2.0%	0	0.0%	5	2.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%
2018	251	6	2.4%	0	0.0%	6	2.4%	5	2.0%	0	0.0%	5	2.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%
2-Year Net Change			0.0%		0.0%		0.0%		1.6%		0.0%		1.6%		0.0%		0.0%		0.0%		0.4%		0.0%		0.4%
Service/Maintenance																									
2016	1,016	33	3.2%	7	0.7%	26	2.6%	16	1.6%	8	0.8%	8	0.8%	16	1.6%	9	0.9%	7	0.7%	1	0.1%	0	0.0%	1	0.1%
2017	985	30	3.0%	10	1.0%	20	2.0%	14	1.4%	5	0.5%	9	0.9%	21	2.1%	10	1.0%	11	1.1%	2	0.2%	0	0.0%	2	0.2%
2018	1,003	42	4.2%	17	1.7%	25	2.5%	14	1.4%	6	0.6%	8	0.8%	20	2.0%	11	1.1%	9	0.9%	4	0.4%	1	0.1%	3	0.3%
2-Year Net Change			0.9%		1.0%		-0.1%		-0.2%		-0.2%		0.0%		0.4%		0.2%		0.2%		0.3%		0.1%		0.2%
All Combined																									
2016	29,410	1,937	6.6%	1,215	4.1%	722	2.5%	815	2.8%	449	1.5%	366	1.2%	803	2.7%	461	1.6%	342	1.2%	174	0.6%	90	0.3%	84	0.3%
2017	29,410	2,038	6.9%	1,276	4.3%	762	2.6%	860	2.9%	475	1.6%	385	1.3%	845	2.9%	482	1.6%	363	1.2%	174	0.6%	90	0.3%	84	0.3%
2018	29,240	2,015	6.9%	1,286	4.4%	729	2.5%	880	3.0%	491	1.7%	389	1.3%	839	2.9%	485	1.7%	354	1.2%	176	0.6%	93	0.3%	83	0.3%
2-Year Net Change			0.3%		0.3%		0.0%		0.2%		0.2%		0.1%		0.1%		0.1%		0.0%		0.0%		0.0%		0.0%

Source: PeopleSoft June 2016, June 2017, and June 2018

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. Employees that have not identified a primary race/ethnicity are treated as non-minorities in this report. These include 106 employees in 2016, 192 in 2017, and 264 in 2018.

Table 28
PERSONNEL TRANSACTIONS BY RACIAL/ETHNIC GROUP, GENDER, & PERSONS WITH DISABILITIES
Permanent Classified Employees
Fiscal Year 2018

Personnel Transaction		Total	White	All Racial/ Ethnic Minorities	Black	Asian/ Pacific Islander	Hispanic	American Indian/ Alaskan Native	Persons ¹ with Disabilities	Persons w/ Severe Disabilities	
June 2018	Men	14,128	12,412	1,555	729	354	389	83	889	283	
	%	48.3%	42.4%	5.3%	2.5%	1.2%	1.3%	0.3%	3.0%	1.0%	
	Women	15,112	12,654	2,355	1,286	485	491	93	634	115	
	%	51.7%	43.3%	8.1%	4.4%	1.7%	1.7%	0.3%	2.2%	0.4%	
Total		29,240	25,066	3,910	2,015	839	880	176	1,523	398	
	%	100%	85.7%	13.4%	6.9%	2.9%	3.0%	0.6%	5.2%	1.4%	
	New Hires	Men	1,575	1,272	254	121	54	65	14	61	5
		%	40.6%	32.8%	6.5%	3.1%	1.4%	1.7%	0.4%	1.6%	0.1%
Women		2,305	1,677	585	387	83	98	17	48	6	
%		59.4%	43.2%	15.1%	10.0%	2.1%	2.5%	0.4%	1.2%	0.2%	
Total		3,880	2,949	839	508	137	163	31	109	11	
	%	100%	76.0%	21.6%	13.1%	3.5%	4.2%	0.8%	2.8%	0.3%	
	Promotion	Men	613	518	82	38	19	19	6	28	5
		%	51.0%	43.1%	6.8%	3.2%	1.6%	1.6%	0.5%	2.3%	0.4%
Women		590	491	92	38	19	29	6	28	3	
%		49.0%	40.8%	7.6%	3.2%	1.6%	2.4%	0.5%	2.3%	0.2%	
Total		1,203	1,009	174	76	38	48	12	56	8	
	%	100%	83.9%	14.5%	6.3%	3.2%	4.0%	1.0%	4.7%	0.7%	
	Reclassification	Men	432	367	60	19	18	20	3	29	6
		%	50.1%	42.5%	7.0%	2.2%	2.1%	2.3%	0.3%	3.4%	0.7%
Women		431	349	80	31	21	25	3	19	2	
%		49.9%	40.4%	9.3%	3.6%	2.4%	2.9%	0.3%	2.2%	0.2%	
Total		863	716	140	50	39	45	6	48	8	
	%	100%	83.0%	16.2%	5.8%	4.5%	5.2%	0.7%	5.6%	0.9%	
	Discharged- Probation	Men	98	62	33	18	6	8	1	4	1
		%	40.2%	25.4%	13.5%	7.4%	2.5%	3.3%	0.4%	1.6%	0.4%
Women		146	73	73	61	6	6	0	5	1	
%		59.8%	29.9%	29.9%	25.0%	2.5%	2.5%	0.0%	2.0%	0.4%	
Total		244	135	106	79	12	14	1	9	2	
	%	100.0%	55.3%	43.4%	32.4%	4.9%	5.7%	0.4%	3.7%	0.8%	
	Discharged- Permanent	Men	62	43	19	13	4	2	0	3	0
		%	33.2%	23.0%	10.2%	7.0%	2.1%	1.1%	0.0%	1.6%	0.0%
Women		125	61	62	56	1	4	1	4	0	
%		66.8%	32.6%	33.2%	29.9%	0.5%	2.1%	0.5%	2.1%	0.0%	
Total		187	104	81	69	5	6	1	7	0	
	%	100.0%	55.6%	43.3%	36.9%	2.7%	3.2%	0.5%	3.7%	0.0%	
	Layoffs	Men	2	2	0	0	0	0	0	0	0
		%	22.2%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Women		7	5	2	1	0	1	0	1	0	
%		77.8%	55.6%	22.2%	11.1%	0.0%	11.1%	0.0%	11.1%	0.0%	
Total		9	7	2	1	0	1	0	1	0	
	%	100%	77.8%	22.2%	11.1%	0.0%	11.1%	0.0%	11.1%	0.0%	
	Voluntary Separation	Men	1,008	822	181	91	44	36	10	49	13
		%	44.0%	35.9%	7.9%	4.0%	1.9%	1.6%	0.4%	2.1%	0.6%
Women		1,283	940	335	208	63	55	9	27	5	
%		56.0%	41.0%	14.6%	9.1%	2.7%	2.4%	0.4%	1.2%	0.2%	
Total		2,292	1,762	516	299	107	91	19	76	18	
	%	100.0%	76.9%	22.5%	13.0%	4.7%	4.0%	0.8%	3.3%	0.8%	
	Retirement	Men	584	538	44	20	9	11	4	53	10
		%	51.7%	47.7%	3.9%	1.8%	0.8%	1.0%	0.4%	4.7%	0.9%
Women		545	496	49	27	9	10	3	53	9	
%		48.3%	43.9%	4.3%	2.4%	0.8%	0.9%	0.3%	4.7%	0.8%	
Total		1,129	1,034	93	47	18	21	7	106	19	
	%	100.0%	91.6%	8.2%	4.2%	1.6%	1.9%	0.6%	9.4%	1.7%	

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

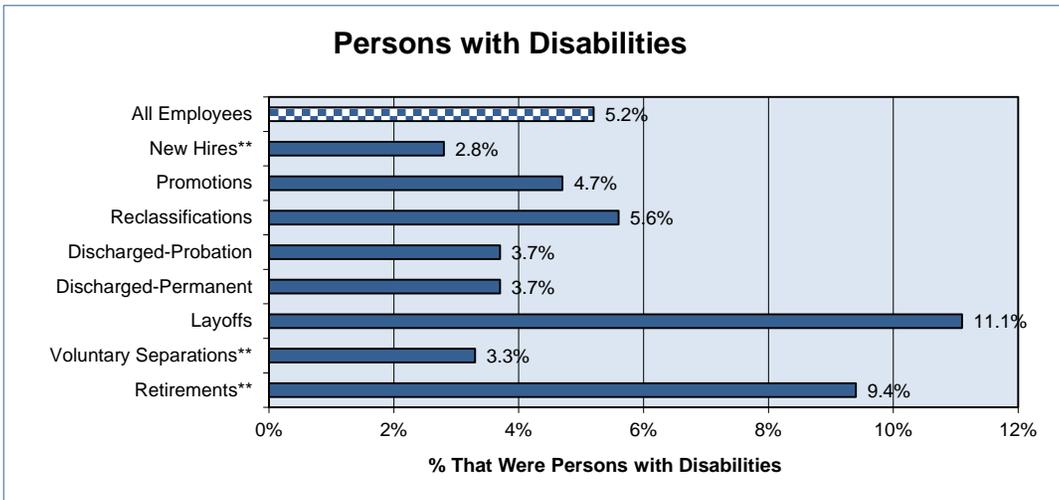
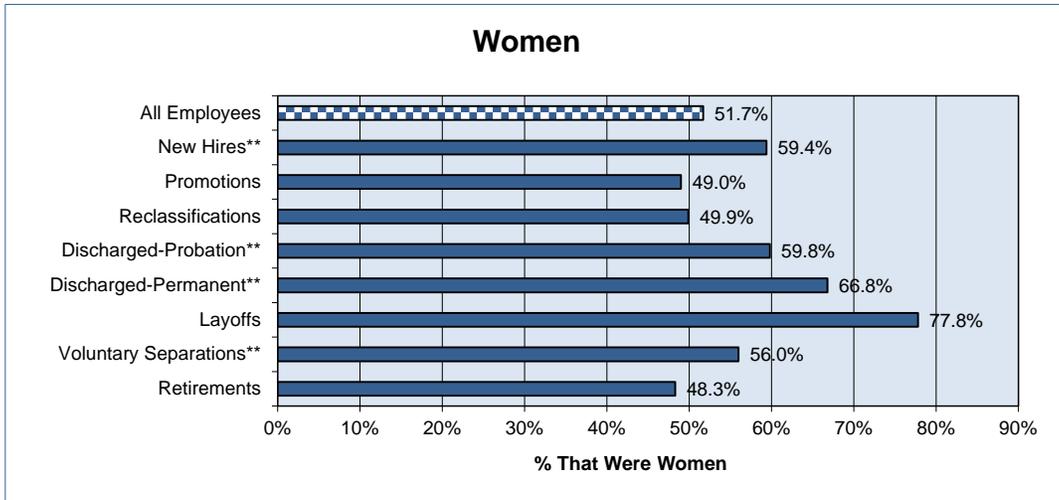
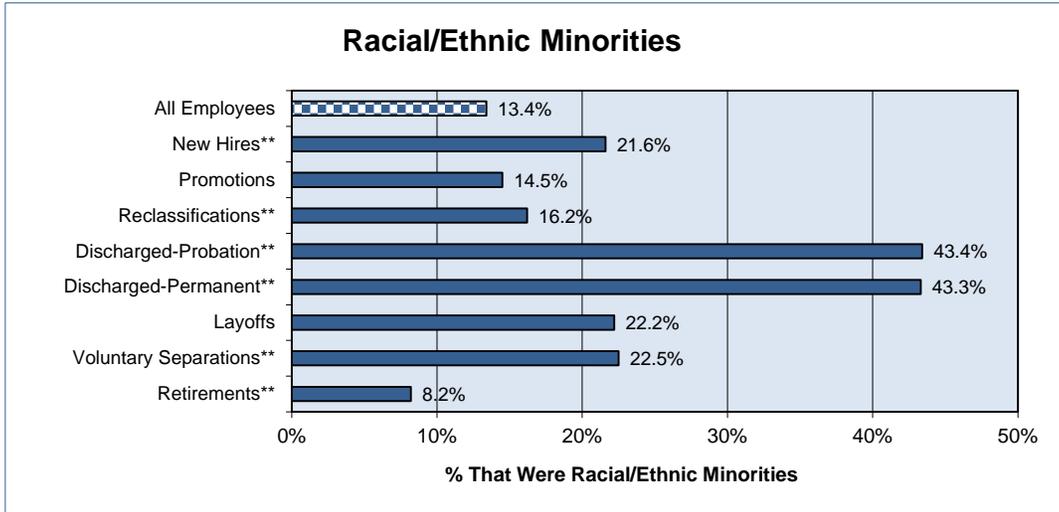
Note. Race/ethnicity is unspecified for 264 employees as of June 2018. These are not counted as whites or minorities, so total employees is greater than whites plus minorities.

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: PeopleSoft

Chart 29
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Permanent Classified Employees
Fiscal Year 2018



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

Source: PeopleSoft

Table 30
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2018

Group Category	2018 Annualized Pay Rate ¹	2018 Rank	Change in Rank from 2008
Asian/Pacific Islander men	\$61,537	1	+1
Asian/Pacific Islander men and women	59,001	2	+5
American Indian/Alaskan Native men	57,165	3	-2
Asian/Pacific Islander women	57,150	4	+9
White men	55,933	5	-1
All men	55,505	6	-1
White men and women	54,463	7	+2
American Indian/Alaskan Native men and women	54,382	8	0
Men with disabilities	54,122	9	-6
All employees	53,793	10	0
White women	53,021	11	+3
Men and women with disabilities	52,938	12	-6
Racial/ethnic minority men	52,312	13	-1
All women	52,193	14	+1
American Indian/Alaskan Native women	51,898	15	+2
Women with disabilities	51,278	16	-5
Hispanic men	50,584	17	+2
Racial/ethnic minority men and women	49,693	18	0
Hispanic men and women	48,441	19	+3
Black men	48,202	20	-4
Racial/ethnic minority women	47,965	21	0
Hispanic women	46,746	22	+2
Black men and women	45,956	23	-3
Black women	44,680	24	-1

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 2018

Table 31
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2018

Officials/Administrators	Count	Rate
Asian/Pacific Islander	35	\$115,438
Amer Indian/Alaskan Native	12	\$99,023
All Minority Groups	128	\$97,537
Men	758	\$96,516
All Employees	1,504	\$92,997
White	1,367	\$92,510
Black	60	\$89,918
Persons w/ Disabilities	80	\$89,852
Women	746	\$89,421
Hispanic	21	\$88,629

Professionals	Count	Rate
Asian/Pacific Islander	527	\$66,643
Men	5,773	\$64,877
White	11,789	\$62,354
All Employees	13,814	\$61,722
Persons w/ Disabilities	766	\$59,544
Women	8,041	\$59,457
Amer Indian/Alaskan Native	86	\$58,148
Hispanic	375	\$58,051
All Minority Groups	1,903	\$57,970
Black	915	\$52,924

Technicians	Count	Rate
Amer Indian/Alaskan Native	6	\$48,897
Persons w/ Disabilities	51	\$48,075
Men	579	\$45,920
White	1,057	\$43,880
All Employees	1,147	\$43,808
Black	35	\$42,538
All Minority Groups	81	\$42,478
Women	568	\$41,654
Hispanic	22	\$41,652
Asian/Pacific Islander	18	\$41,234

Protective Services	Count	Rate
Men	5,406	\$45,059
Amer Indian/Alaskan Native	48	\$44,857
White	6,550	\$44,558
All Employees	7,725	\$43,795
Persons w/ Disabilities	290	\$43,484
Hispanic	264	\$40,907
Women	2,319	\$40,851
Asian/Pacific Islander	143	\$39,551
All Minority Groups	1,099	\$39,366
Black	644	\$38,282

Paraprofessionals	Count	Rate
White	1,283	\$40,614
Men	272	\$40,360
All Employees	1,506	\$40,197
Women	1,234	\$40,161
Persons w/ Disabilities	107	\$39,703
Amer Indian/Alaskan Native	6	\$39,693
Hispanic	52	\$39,647
All Minority Groups	206	\$37,858
Black	110	\$37,588
Asian/Pacific Islander	38	\$35,897

Administrative Support	Count	Rate
Amer Indian/Alaskan Native	13	\$38,257
Persons w/ Disabilities	155	\$35,637
Men	445	\$35,491
White	1,865	\$35,233
Hispanic	127	\$35,181
All Employees	2,290	\$35,093
Women	1,845	\$34,996
All Minority Groups	401	\$34,547
Asian/Pacific Islander	58	\$34,430
Black	203	\$33,948

Skilled Crafts	Count	Rate
Asian/Pacific Islander	0	n/a
Black	6	\$69,499
All Minority Groups	12	\$64,569
Women	2	\$63,679
All Employees	251	\$63,204
Men	249	\$63,201
White	239	\$63,134
Hispanic	5	\$61,959
Persons w/ Disabilities	9	\$57,285
Amer Indian/Alaskan Native	1	\$48,027

Service/Maintenance	Count	Rate
Persons w/ Disabilities	65	\$38,087
Amer Indian/Alaskan Native	4	\$38,039
Men	646	\$36,828
White	916	\$35,447
All Employees	1,003	\$34,974
Hispanic	14	\$31,687
Women	357	\$31,616
All Minority Groups	80	\$29,607
Asian/Pacific Islander	20	\$29,047
Black	42	\$28,377

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

Note: 264 employees have not specified their race/ethnicity and are therefore excluded from race/ethnicity groupings.

Source data: PeopleSoft, June 2018

Table 32
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 2018

Officials/Administrators	Count	Rate ¹
Asian/Pacific Islander	35	\$116,190
Amer Indian/Alaskan Native	12	\$99,103
All Minority Groups	128	\$98,008
Men	758	\$96,445
All Employees	1,504	\$92,997
White	1,367	\$92,456
Black	60	\$90,268
Persons w/ Disabilities	80	\$89,556
Women	746	\$89,494
Hispanic	21	\$89,149

Professionals	Count	Rate ¹
Asian/Pacific Islander	527	\$67,974
Men	5,773	\$64,688
White	11,789	\$62,162
All Employees	13,814	\$61,722
Women	8,041	\$59,593
Hispanic	375	\$59,105
All Minority Groups	1,903	\$59,020
Amer Indian/Alaskan Native	86	\$58,434
Persons w/ Disabilities	766	\$58,411
Black	915	\$53,917

Technicians	Count	Rate ¹
Amer Indian/Alaskan Native	6	\$47,623
Persons w/ Disabilities	51	\$45,757
Men	579	\$45,587
All Employees	1,147	\$43,808
White	1,057	\$43,776
Black	35	\$43,763
Hispanic	22	\$43,694
All Minority Groups	81	\$43,675
Asian/Pacific Islander	18	\$42,169
Women	568	\$41,995

Protective Services	Count	Rate ¹
Men	5,406	\$44,650
White	6,550	\$44,238
Amer Indian/Alaskan Native	48	\$43,916
Persons w/ Disabilities	290	\$43,879
All Employees	7,725	\$43,795
Hispanic	264	\$42,517
Asian/Pacific Islander	143	\$41,990
Women	2,319	\$41,803
All Minority Groups	1,099	\$41,000
Black	644	\$39,977

Paraprofessionals	Count	Rate ¹
Men	272	\$40,988
White	1,283	\$40,429
All Employees	1,506	\$40,197
Women	1,234	\$40,023
Hispanic	52	\$40,013
Amer Indian/Alaskan Native	6	\$39,640
All Minority Groups	206	\$38,819
Black	110	\$38,719
Persons w/ Disabilities	107	\$38,480
Asian/Pacific Islander	38	\$37,381

Administrative Support	Count	Rate ¹
Amer Indian/Alaskan Native	13	\$37,732
Men	445	\$36,011
Hispanic	127	\$35,877
Asian/Pacific Islander	58	\$35,491
All Minority Groups	401	\$35,173
All Employees	2,290	\$35,093
White	1,865	\$35,079
Women	1,845	\$34,871
Persons w/ Disabilities	155	\$34,821
Black	203	\$34,476

Skilled Crafts	Count	Rate ¹
Asian/Pacific Islander	0	n/a
Black	6	\$70,491
All Minority Groups	12	\$65,534
Hispanic	5	\$63,751
Men	249	\$63,213
All Employees	251	\$63,204
White	239	\$63,087
Women	2	\$62,096
Persons w/ Disabilities	9	\$57,807
Amer Indian/Alaskan Native	1	\$44,557

Service/Maintenance	Count	Rate ¹
Amer Indian/Alaskan Native	4	\$39,679
Persons w/ Disabilities	65	\$37,312
Men	646	\$36,843
White	916	\$35,373
All Employees	1,003	\$34,974
Women	357	\$31,591
Hispanic	14	\$31,578
All Minority Groups	80	\$30,310
Black	42	\$29,498
Asian/Pacific Islander	20	\$29,289

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

Source data: PeopleSoft, June 2018

Table 33
W-2 HIRES INTO PERMANENT POSITIONS - BY AGENCY, EXCLUDING UW

Agency or Campus	FY12	FY 13	FY 14	FY15	FY16	FY17	FY18	7-Year Total
Health Services	51	73	124	81	105	99	80	613
Corrections	32	16	26	32	29	32	114	281
Veterans Affairs	7	40	51	48	49	30	22	247
Workforce Development	17	17	28	12	8	33	16	131
Transportation	8	10	34	19	10	8	22	111
Children & Families	3	9	12	7	12	9	17	69
Revenue	6	3	8	11	4	7	11	50
Agriculture, Trade & Consumer Protection	-	5	6	2	5	1	-	19
State Public Defender Office	-	3	2	2	4	5	3	19
Military Affairs	-	3	2	4	5	3	1	18
Public Instruction	2	5	4	2	1	3	-	17
Administration	1	2	5	4	-	1	3	16
Natural Resources	1	1	1	-	4	1	2	10
Employee Trust Funds	1	2	-	1	-	-	-	4
All other non-UW agencies combined	4	3	3	3	6	6	6	31
Total W-2 Hires	133	192	306	228	242	238	297	1636

Table 34
W-2 HIRES INTO PERMANENT POSITIONS - BY JOB CLASSIFICATION*

Classification	FY12	FY 13	FY 14	FY15	FY16	FY17	FY18	7-Year Total
Resident Care Technician	21	42	65	40	33	31	39	271
Nursing Assistant series	5	21	30	32	36	28	16	168
Income Maintenance Specialist	14	17	22	-	32	32	10	127
Custodian	14	13	37	20	3	2	4	93
Office Associate/Operations Associate	7	11	16	8	13	7	21	83
Psychiatric Care Technician	7	5	5	17	14	16	17	81
Nurse Clinician	-	3	18	11	9	10	8	59
Employment Security Assistant	5	5	12	4	4	18	10	58
DMV Customer Service Representative	-	1	19	8	8	5	16	57
Licensed Practice Nurse	5	12	10	10	6	-	-	43
Food Service Assistant series	2	7	7	3	6	5	10	40
Initial Assessment Specialist	-	-	6	2	5	4	7	24
Social Worker (various types)	3	5	3	4	3	2	3	23
Unemployment Benefit Specialist	8	3	-	4	1	4	3	23
Youth Counselor	7	1	3	4	2	1	5	23
Revenue Agent	1	1	4	4	2	3	6	21
Financial Specialist series	4	4	5	2	4	1	-	20
Operations Program Associate	-	-	4	3	3	1	8	19
Child Care Program/Subsidy Specialist	1	2	3	1	5	4	1	17
Corrections Communication Operator	-	-	2	3	4	3	3	15
All other classifications combined	53	74	97	94	49	61	110	538

*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 35

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 3,489 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
1996	119

Year	Internships
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
2017	77
2018	84
TOTAL	3,489

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 Fiscal Year 2018, there were 3,880 new original hires into the permanent classified workforce, which is an average of nearly 75 new hires each week.
- The Department of Corrections, with 1,219 new hires, accounted for 31.4% 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, followed by 65 and 59.
- The highest rate of non-retirement voluntary separations at 22.5% was among employees in the job group of Personal Care Aides.
- The highest rate of involuntary discharges at 16.2% was also among employees in the job group of Personal Care Aides.
- The rate of non-retirement separations from state service of 9.7% for fiscal year 2018 was more than triple the rate in fiscal year 2010 (2.8%).

**Table 36
WISC.JOBS RECRUITMENT HIGHLIGHTS**



THE OFFICIAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

WISC.JOBS DATA HIGHLIGHTS

- Wisc.Jobs receives an average of nearly 8,200 site visits per day, and an average of over 57,000 page visits per day.
- Agencies posted more than 3,200 job announcements on Wisc.Jobs in fiscal year 2018.
- Wisc.Jobs has more than 2,700 visitors with 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 on the right, the trend over the last five years has been about 42 applications received per job published on Wisc.Jobs.

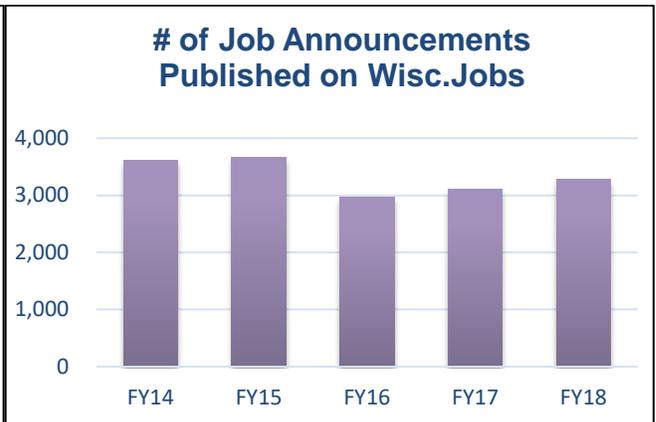
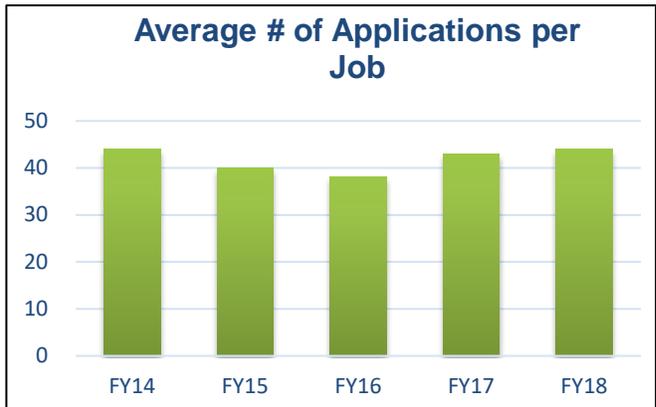


Table 37
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2018
Permanent Classified Employees - 6/25/2017 through 6/23/2018

Agency	June 2018 Count of Employees	New Original Hires	Promotions	Reclassifications	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Unfit for Duty	Voluntary Separations	Retirements
Administration	906	135	38	26	2	4	-	7	68	43
Ag, Trade & Consumer Prot	575	63	17	26	5	1	3	3	26	23
Bd for People with Dev Disab	7	3	-	-	-	-	-	-	1	1
Bd of Commiss of Public Lands	9	1	-	-	-	-	-	-	1	-
Bd on Aging & Long Term Care	42	3	-	-	-	1	-	-	-	1
Child Abuse & Neglect Prev Bd	6	-	-	-	-	-	-	-	-	-
Children and Families	753	123	25	36	2	5	-	2	64	23
Commissioner of Insurance	125	8	19	11	-	1	-	1	4	6
Corrections	9,190	1,219	478	131	60	90	-	37	778	335
Educational Communications Bd	34	5	-	1	-	-	-	-	2	2
Elections Commission	23	6	1	1	-	-	-	-	3	-
Employee Trust Funds	246	21	6	14	-	-	-	-	15	18
Employment Relations Comm	4	-	-	-	-	-	1	-	-	-
Ethics Commission	5	1	-	-	-	-	-	-	1	-
Financial Institutions	120	13	3	6	-	1	-	1	8	4
Health Services	5,700	969	239	37	81	62	-	32	576	179
Higher Educational Aids Board	7	1	-	-	-	-	-	-	1	2
Historical Society	114	17	2	-	-	1	-	-	8	7
Justice	650	58	20	21	-	1	-	1	35	21
Labor & Industry Review Comm	11	2	-	-	-	1	-	-	-	-
Military Affairs	458	73	18	2	-	3	1	5	36	20
Natural Resources	2,211	240	86	32	3	2	-	3	53	111
Public Instruction	605	76	23	5	1	4	-	1	39	35
Public Service Commission	123	18	4	5	-	1	-	-	6	5
Revenue	1,092	124	31	132	2	12	-	2	67	48
Safety & Professional Services	203	48	8	2	-	4	-	2	15	8
Secretary of State	1	-	-	-	-	-	-	-	-	-
State Public Defender Office	241	25	10	8	-	1	-	-	20	6
Technical College System Bd	45	3	1	1	-	-	3	-	2	3
Tourism	25	3	-	-	-	-	-	-	2	-
Transportation	3,105	230	82	296	7	19	-	7	197	142
Veterans Affairs	1,158	235	23	17	15	25	1	8	173	36
Workforce Development	1,446	157	69	53	9	5	-	10	90	50
Grand Total	29,240	3,880	1,203	863	187	244	9	122	2,291	1,129

Source: PeopleSoft.

Table 38
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees - Fiscal Year 2018
Sorted by New Hires, Most to Least

Job Group	June 2018 Count of Employees	New Hires	Retirements	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Unfit for Duty	Voluntary Separations
Public Safety	5,246	757	169	33	71	-	23	520
Administrative Support	2,769	551	136	13	34	2	16	253
Health Care Technicians	1,792	407	40	34	22	1	13	253
Social Services Professionals	2,971	338	85	26	19	-	12	212
Personal Care Aides	562	265	14	41	43	-	5	124
Fiscal	1,692	200	74	5	11	-	5	106
Health Care Professionals	1,287	192	33	4	6	-	3	136
Food Production	393	115	18	4	6	-	5	62
IS Professionals	1,286	115	49	-	3	-	9	66
Policy Planning and Research	729	103	21	1	1	-	-	54
Education and Training	687	92	43	3	1	1	-	50
Environmental Specialist	834	84	35	2	-	-	3	12
Mechanical Equipment-Maintenance, Repair	388	62	23	3	3	-	2	30
Production Laborers	231	60	7	1	6	-	3	35
Administrative Support - Fiscal	451	59	25	1	4	-	4	34
Inspectors, Investigators, and Compliance	348	50	14	5	1	2	3	21
Claims Determination	415	48	9	4	4	-	2	34
Architects and Engineers	1,186	45	65	1	1	-	3	56
Legal Professionals and Paralegals	380	35	17	-	-	1	1	15
Business Professionals	295	31	10	-	-	-	1	19
Mid-Level Supervisors	1,014	31	50	-	2	-	1	27
Program Specialists	285	31	6	1	-	-	2	16
Natural Science and Laboratory Technicians	226	27	10	-	-	-	-	9
Craft and Trade	131	18	9	-	-	-	1	4
Health and Social Services Supervisors	521	18	20	1	1	-	-	28
Public Relations and Media Technicians	112	18	2	-	-	1	-	11
Science Professionals	264	16	6	-	-	-	-	8
Administrators-Senior Executives	537	15	28	-	1	1	1	17
Business and Program Area Supervisors	354	15	15	1	-	-	1	15
Mechanical and Maintenance Supervisors	143	14	8	1	-	-	-	7
Power Plant	101	13	5	-	-	-	-	7
Service, Quality Control and Compliance Supvs	202	12	6	1	1	-	1	11
Physicians and Health Care Practitioners	97	11	7	-	-	-	1	6
IS Support, Program and Service Technicians	109	10	9	-	2	-	-	4
Protective Services Supervisors	625	6	28	1	-	-	1	8
Physical, Natural and Social Science Supvs	176	5	15	-	-	-	-	5
Property Management	99	5	5	-	-	-	-	8
Financial Supervisors	160	4	4	-	1	-	-	1
Educational Supervisors	26	2	5	-	-	-	-	3
Architect/Engineer Supervisors	116	-	4	-	-	-	-	4
Grand Total	29,240	3,880	1,129	187	244	9	122	2,291

Source: PeopleSoft

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

Chart 39
AGE OF NEW HIRES IN FISCAL YEAR 2018
Permanent Classified Employees

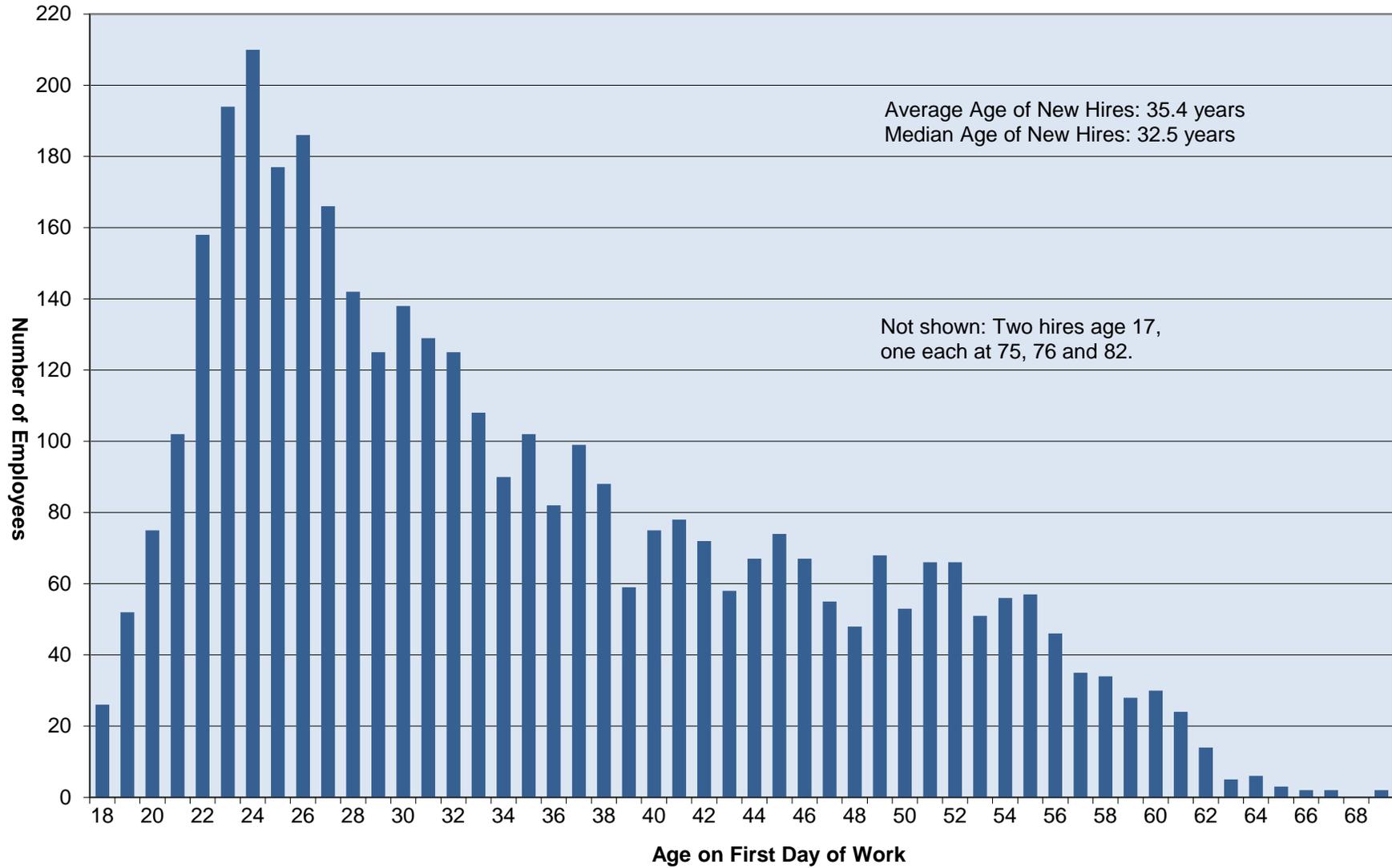
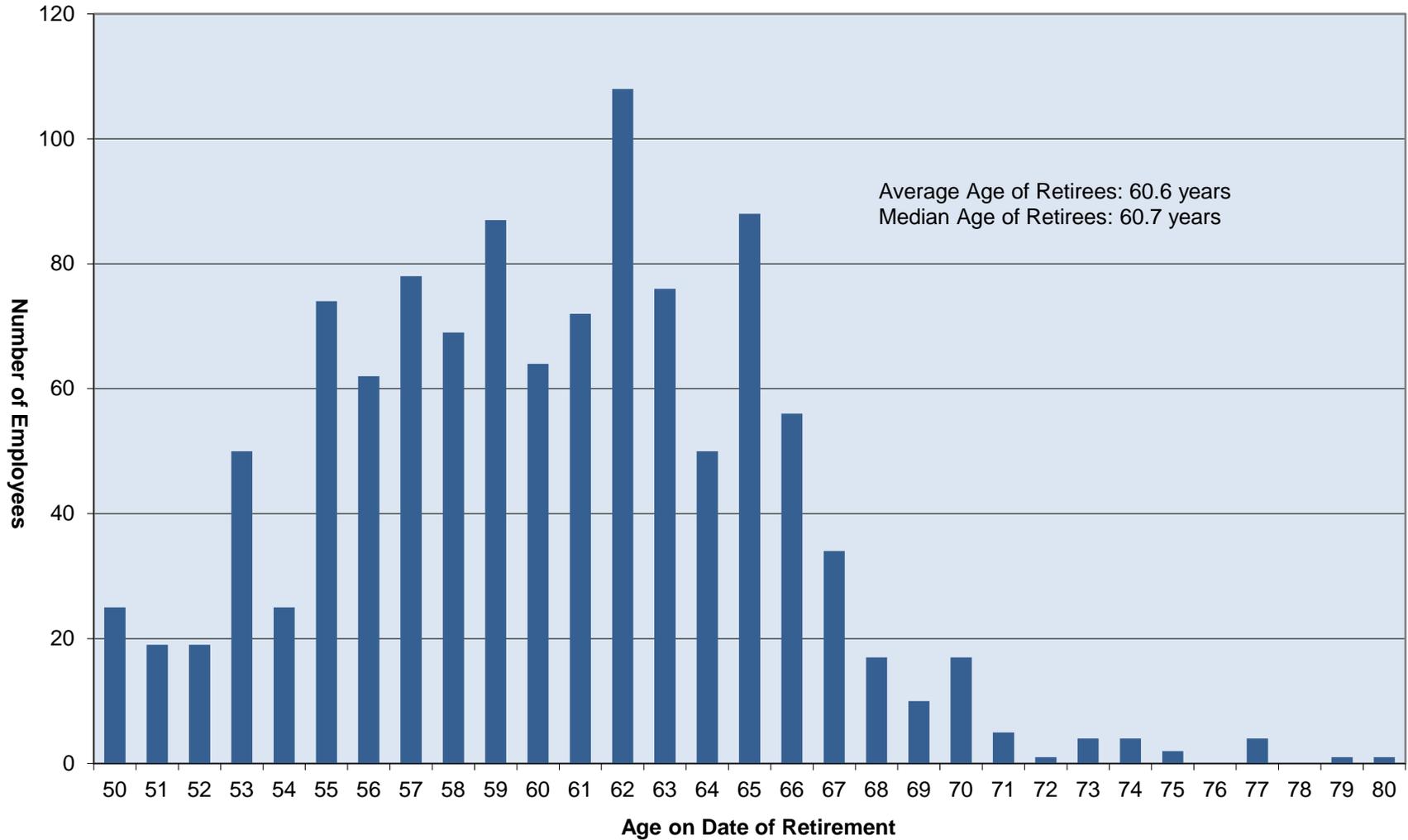


Chart 40
AGE OF RETIREES IN FISCAL YEAR 2018
Permanent Classified Employees



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

Table 41
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2018
Permanent Classified Employees

Agency	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administration	68	7.6%	13	1.5%	43	4.8%	124	13.9%
Ag, Trade & Consumer Protctn	26	4.5%	12	2.1%	23	4.0%	61	10.5%
Bd for People with Dev Disab	1	14.3%	0	0.0%	1	14.3%	2	28.6%
Bd of Commiss of Public Lands	1	11.1%	0	0.0%	0	0.0%	1	11.1%
Bd on Aging & Long Term Care	0	0.0%	1	2.4%	1	2.4%	2	4.8%
Child Abuse & Neglect Prev Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Children and Families	64	8.7%	9	1.2%	23	3.1%	96	13.0%
Commissioner of Insurance	4	3.1%	2	1.5%	6	4.6%	12	9.2%
Corrections	778	8.4%	187	2.0%	335	3.6%	1,300	14.0%
Educational Communications Bd	2	6.0%	0	0.0%	2	6.0%	4	11.9%
Elections Commission	3	13.3%	0	0.0%	0	0.0%	3	13.3%
Employee Trust Funds	15	6.1%	0	0.0%	18	7.3%	33	13.4%
Employment Relations Comm	0	0.0%	1	22.2%	0	0.0%	1	22.2%
Ethics Commission	1	18.2%	0	0.0%	0	0.0%	1	18.2%
Financial Institutions	8	6.8%	2	1.7%	4	3.4%	14	11.8%
Health Services	576	10.1%	175	3.1%	179	3.1%	930	16.4%
Higher Educational Aids Board	1	12.5%	0	0.0%	2	25.0%	3	37.5%
Historical Society	8	7.0%	1	0.9%	7	6.2%	16	14.1%
Justice	35	5.4%	2	0.3%	21	3.2%	58	8.9%
Labor & Industry Review Comm	0	0.0%	1	8.7%	0	0.0%	1	8.7%
Military Affairs	36	8.0%	9	2.0%	20	4.4%	65	14.4%
Natural Resources	53	2.4%	8	0.4%	111	5.1%	172	7.9%
Public Instruction	39	6.5%	6	1.0%	35	5.8%	80	13.3%
Public Service Commission	6	5.0%	1	0.8%	5	4.2%	12	10.0%
Revenue	67	6.1%	16	1.5%	48	4.4%	131	12.0%
Safety & Professional Services	15	7.6%	6	3.0%	8	4.0%	29	14.6%
Secretary of State	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State Public Defender Office	20	8.5%	1	0.4%	6	2.5%	27	11.4%
Technical College System Board	2	4.1%	3	6.1%	3	6.1%	8	16.3%
Tourism	2	8.0%	0	0.0%	0	0.0%	2	8.0%
Transportation	197	6.2%	33	1.0%	142	4.5%	372	11.7%
Veterans Affairs	173	14.8%	49	4.2%	36	3.1%	258	22.1%
Workforce Development	90	6.2%	24	1.6%	50	3.4%	164	11.2%
Grand Total	2,291	7.8%	562	1.9%	1,129	3.8%	3,982	13.6%

Source: PeopleSoft

Fiscal Year 2018 includes the period from June 25, 2017 through June 23, 2018.

Definitions:

"Separation" means terminating from executive branch state service altogether, and therefore does not include job changes within an agency or movements between agencies.

Voluntary Separations: resignations (not including retirements). In previous reports included quits without notice, but these are now considered involuntary as job abandonment.

Involuntary Separations: discharges, job abandonment, layoffs, unfit for duty, death

Retirements: separation to access WRS pension benefit

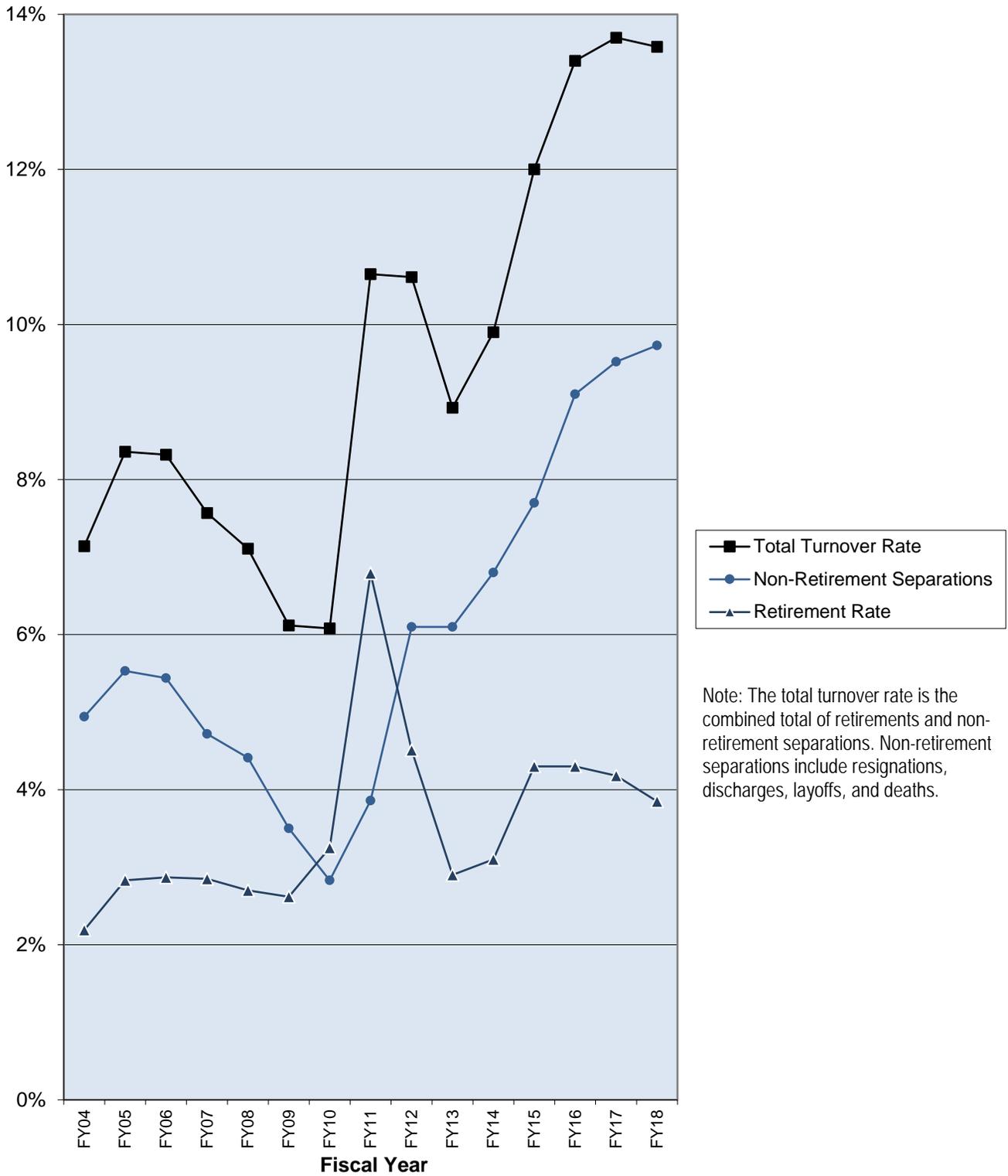
Table 42
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2018
Permanent Classified Employees

Job Group	Av er ag	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
		#	%	#	%	#	%	#	%
Administrative Support		253	9.1%	65	2.3%	136	4.9%	454	16.3%
Administrative Support-Fiscal		34	7.6%	9	2.0%	25	5.6%	68	15.3%
Administrators-Senior Executives		17	3.2%	3	0.6%	28	5.3%	48	9.0%
Architect/Engineer Supervisors		4	3.4%	0	0.0%	4	3.4%	8	6.7%
Architects and Engineers		56	4.5%	5	0.4%	65	5.3%	126	10.2%
Business and Program Area Supervisors		15	4.2%	2	0.6%	15	4.2%	32	9.0%
Business Professionals		19	6.3%	1	0.3%	10	3.3%	30	9.9%
Claims Determination		34	8.0%	10	2.4%	9	2.1%	53	12.5%
Craft and Trade		4	3.1%	1	0.8%	9	6.9%	14	10.8%
Education Supervisors		3	11.1%	0	0.0%	5	18.5%	8	29.6%
Education/Training		50	7.3%	5	0.7%	43	6.2%	98	14.2%
Environmental Specialists		12	1.5%	5	0.6%	35	4.3%	52	6.3%
Financial Supervisors		1	0.6%	1	0.6%	4	2.5%	6	3.7%
Fiscal		106	6.3%	21	1.3%	74	4.4%	201	12.0%
Food Production		62	15.7%	15	3.8%	18	4.6%	95	24.1%
Health and Social Services Supervisors		28	5.5%	2	0.4%	20	3.9%	50	9.8%
Health Care Professionals		136	10.6%	13	1.0%	33	2.6%	182	14.2%
Health Care Technicians		253	14.2%	70	3.9%	40	2.2%	363	20.3%
Inspectors, Investigators, and Compliance		21	6.0%	11	3.1%	14	4.0%	46	13.1%
IS Professionals		66	5.2%	12	0.9%	49	3.8%	127	9.9%
IS Support, Program and Service Technicians		4	3.6%	2	1.8%	9	8.1%	15	13.6%
Legal Professionals and Paralegals		15	4.0%	2	0.5%	17	4.6%	34	9.1%
Mechanical Equipment, Maintenance, Repair		30	7.7%	8	2.0%	23	5.9%	61	15.6%
Mechanical and Maintenance Supervisors		7	5.0%	1	0.7%	8	5.8%	16	11.5%
Mid-Level Supervisors		27	2.7%	3	0.3%	50	5.0%	80	8.0%
Natural Science and Laboratory Technicians		9	3.8%	0	0.0%	10	4.3%	19	8.1%
Personal Care Aides		124	22.5%	89	16.2%	14	2.5%	227	41.2%
Physical, Natural and Social Science Supervisors		5	2.9%	0	0.0%	15	8.8%	20	11.7%
Physicians and Health Care Practitioners		6	6.0%	1	1.0%	7	7.0%	14	14.1%
Policy, Planning and Research		54	7.6%	2	0.3%	21	2.9%	77	10.8%
Power Plant		7	7.2%	0	0.0%	5	5.2%	12	12.4%
Production Laborers		35	15.1%	10	4.3%	7	3.0%	52	22.4%
Program Specialists		16	5.5%	3	1.0%	6	2.1%	25	8.7%
Property Management		8	7.7%	0	0.0%	5	4.8%	13	12.6%
Protective Services Supervisors		8	1.3%	2	0.3%	28	4.6%	38	6.2%
Public Relations and Media Technicians		11	9.7%	1	0.9%	2	1.8%	14	12.3%
Public Safety		520	9.7%	127	2.4%	169	3.2%	816	15.2%
Science Professionals		8	3.1%	0	0.0%	6	2.3%	14	5.4%
Service, Quality Control & Compliance Supervisors		11	5.5%	3	1.5%	6	3.0%	20	10.0%
Social Services Professionals		212	7.1%	57	1.9%	85	2.9%	354	11.9%
		2,291	7.8%	562	1.9%	1,129	3.8%	3,982	13.6%

Source: PeopleSoft, for the period from June 25, 2017 through June 23, 2018.

Note: In prior workforce reports, job abandonments were counted among voluntary separations. Now they are considered involuntary.

Chart 43
HISTORICAL RATES OF SEPARATIONS FROM STATE SERVICE
Permanent Classified Employees Excluding UW System



Source: Data compiled from PMIS, Payroll, and PeopleSoft

Section 5

RETIREMENT ELIGIBILITY

Section 5 provides statistics on the eligibility of permanent classified employees for normal retirement* now, within five years, and within ten years. Retirement eligibility is tabulated by agency and job group. Some classifications consist entirely or mostly of employees in jobs with “protective occupation” status, and by state statute these employees may retire at a younger age and with fewer years of service than other employees. The job groups that consist primarily of protective occupation classifications such as correctional officers and law enforcement are identified by italicized text in the tables.

DID YOU KNOW . . . ?

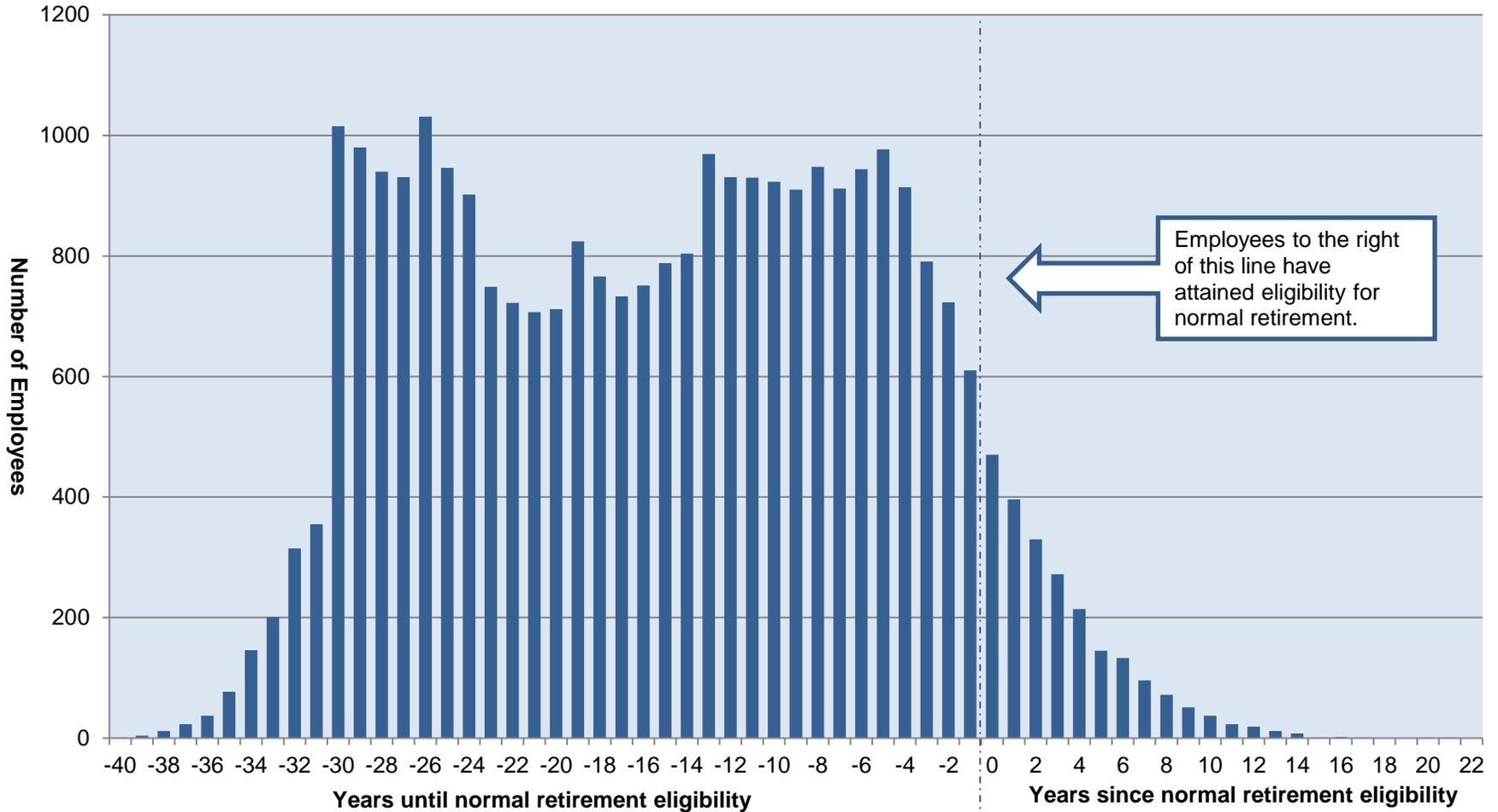
- At the end of fiscal year 2018, at least 2,133 classified employees, or 7.3% of the workforce, were already eligible for normal retirement. An additional 4,168 employees are projected to become eligible within five years.
- Among agencies with at least 100 employees, only two have more than 10% of their employees currently eligible for normal retirement: the Commissioner of Insurance at 14%, and the Public Service Commission at 12%.
- Among agencies with at least 100 employees, Veterans Affairs has the lowest percentage (3.0%) currently eligible for normal retirement.
- Four agencies with at least 100 employees have about 25% of employees eligible for normal retirement immediately or within five years:
 - 26% - Administration
 - 26% - Commissioner of Insurance
 - 25% - Historical Society
 - 24% - Natural Resources
 - 24% - 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 54 regardless of years of service.
- For general employees, age 57 and 30 years of service, or age 65 regardless of years of service.
- For elected and executive employees, age 57 and 30 years of service, or age 62 regardless of years of service (changing to age 65 if entering the category 1/1/2017 or later).

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

Chart 44
DISTRIBUTION OF EMPLOYEES FOR NORMAL RETIREMENT ELIGIBILITY
Permanent Classified Employees - Based on June 30, 2018



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 that have additional WI Retirement System creditable service outside of state service will be eligible for normal retirement sooner than indicated in this chart. The definition of normal retirement can be found in Appendix A.

Table 45
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	187	7%	592	21%	1,041	38%
Administrative Support - Fiscal	61	14%	125	28%	205	45%
Administrators-Senior Executives	57	11%	173	32%	290	54%
Architect/Engineer Supervisors	4	3%	32	28%	63	54%
Architects and Engineers	84	7%	280	24%	443	37%
Business and Program Area Supervisors	25	7%	83	23%	134	38%
Business Professionals	21	7%	45	15%	83	28%
Claims Determination	16	4%	45	11%	108	26%
Craft and Trade	8	6%	25	19%	54	41%
Education and Training	43	6%	144	21%	275	40%
Educational Supervisors	2	8%	5	19%	10	38%
Environment Specialists	40	5%	152	18%	256	31%
Financial Supervisors	8	5%	35	22%	74	46%
Fiscal	104	6%	316	19%	542	32%
Food Production	14	4%	73	19%	162	41%
Health and Social Services Supervisors	24	5%	100	19%	210	40%
Health Care Professionals	49	4%	203	16%	405	31%
<i>Health Care Technicians</i>	166	9%	375	21%	597	33%
Inspectors, Investigators, and Compliance	20	6%	55	16%	96	28%
IS Professionals	94	7%	289	22%	516	40%
IS Support Program and Service Technicians	13	12%	31	28%	59	54%
Legal Professionals and Paralegals	40	11%	89	23%	130	34%
Mechanical and Maintenance Supervisors	11	8%	37	26%	75	52%
Mechanical Equipment, Maintenance, Repair	27	7%	109	28%	190	49%
Mid-Level Supervisors	83	8%	264	26%	475	47%
Natural Science and Laboratory Technicians	25	11%	63	28%	87	38%
Personal Care Aides	16	3%	64	11%	122	22%
Physical, Natural, and Social Science Supvs	15	9%	42	24%	75	43%
Physicians and Health Care Practitioners	8	8%	32	33%	53	55%
Policy, Planning, and Research	42	6%	108	15%	193	26%
Power Plant	4	4%	23	23%	50	50%
Production Laborers	15	6%	56	24%	99	43%
Program Specialist	32	11%	72	25%	122	43%
Property Management	9	9%	26	26%	45	45%
<i>Protective Services Supervisors</i>	48	8%	158	25%	297	48%
Public Relations and Media Technicians	5	4%	19	17%	41	37%
<i>Public Safety</i>	558	11%	1,406	27%	2,196	42%
Science Professionals	14	5%	42	16%	67	25%
Service, Quality Control & Compliance Supvs	7	3%	39	19%	89	44%
Social Services Professionals	134	5%	474	16%	909	31%
Grand Total	2,133	7.3%	6,301	21.5%	10,938	37.4%

See Appendix A for definition of "normal retirement."

¹Job groups in italics are composed of mostly "protective occupation" employees, who have earlier eligibility for normal retirement. The group *Health Care Technicians* is 53% protective and 47% non-protective employees. The group *Social Services Professionals* is 40% protective employees. A new set of Job Groups was implemented July 2014.

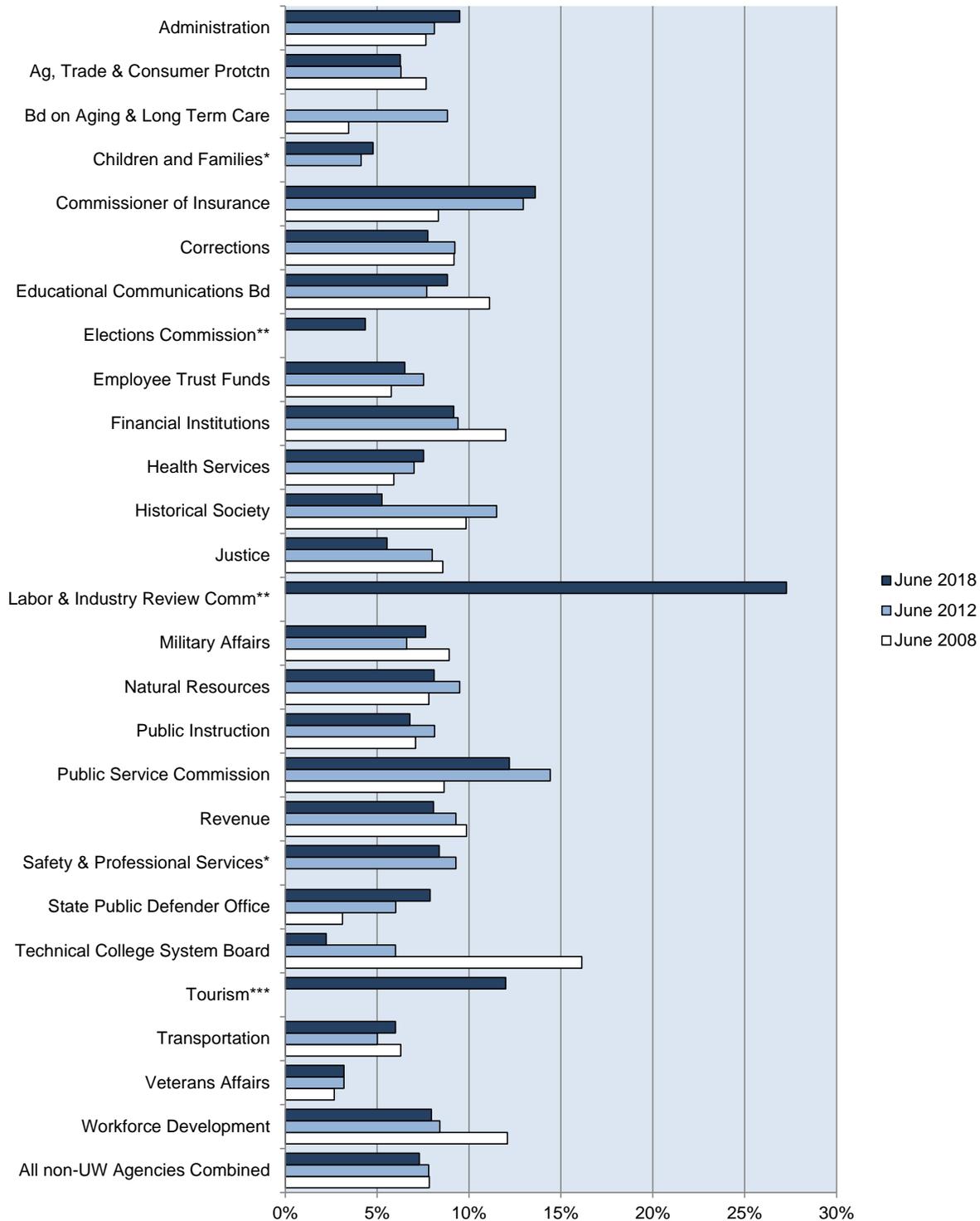
Table 46
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees

Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administration	86	9%	237	26%	393	43%
Ag, Trade & Consumer Protctn	36	6%	121	21%	191	33%
Bd for People with Dev Disab	0	0%	1	14%	2	29%
Bd of Commiss of Public Lands	0	0%	5	56%	7	78%
Bd on Aging & Long Term Care	0	0%	13	31%	25	60%
Child Abuse & Neglect Prev Bd	0	0%	0	0%	1	17%
Children and Families	36	5%	107	14%	212	28%
Commissioner of Insurance	17	14%	32	26%	53	42%
Corrections	712	8%	2,149	23%	3,779	41%
Educational Communications Bd	3	9%	9	26%	19	56%
Elections Commission	1	4%	4	17%	5	22%
Employee Trust Funds	16	7%	44	18%	88	36%
Employment Relations Comm	3	75%	3	75%	3	75%
Ethics Commission	0	0%	1	20%	1	20%
Financial Institutions	11	9%	25	21%	42	35%
Health Services	429	8%	1,148	20%	1,936	34%
Higher Educational Aids Board	1	14%	2	29%	3	43%
Historical Society	6	5%	29	25%	48	42%
Justice	36	6%	110	17%	187	29%
Labor & Industry Review Comm	3	27%	6	55%	8	73%
Military Affairs	35	8%	96	21%	177	39%
Natural Resources	179	8%	529	24%	824	37%
Public Instruction	41	7%	103	17%	198	33%
Public Service Commission	15	12%	30	24%	42	34%
Revenue	88	8%	252	23%	421	39%
Safety & Professional Services	17	8%	41	20%	71	35%
Secretary of State	1	100%	1	100%	1	100%
State Public Defender Office	19	8%	52	22%	91	38%
Technical College System Board	1	2%	10	22%	17	38%
Tourism	3	12%	6	24%	10	40%
Transportation	186	6%	680	22%	1,202	39%
Veterans Affairs	37	3%	162	14%	356	31%
Workforce Development	115	8%	293	20%	525	36%
Grand Total	2,133	7.3%	6,301	21.5%	10,938	37.4%

Note: Normal retirement for general (non-protective status employees) is the attainment of both age 57 and 30 years of service, or age 65 regardless of years of service. Normal retirement for protective status employees is the attainment of both age 53 and 25 years of service, or age 54 regardless of years of service. In any case, the employee must be vested with 5 years of service. Retirement projections are based on age and years of service as of June 30, 2018.

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

Chart 47
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 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.

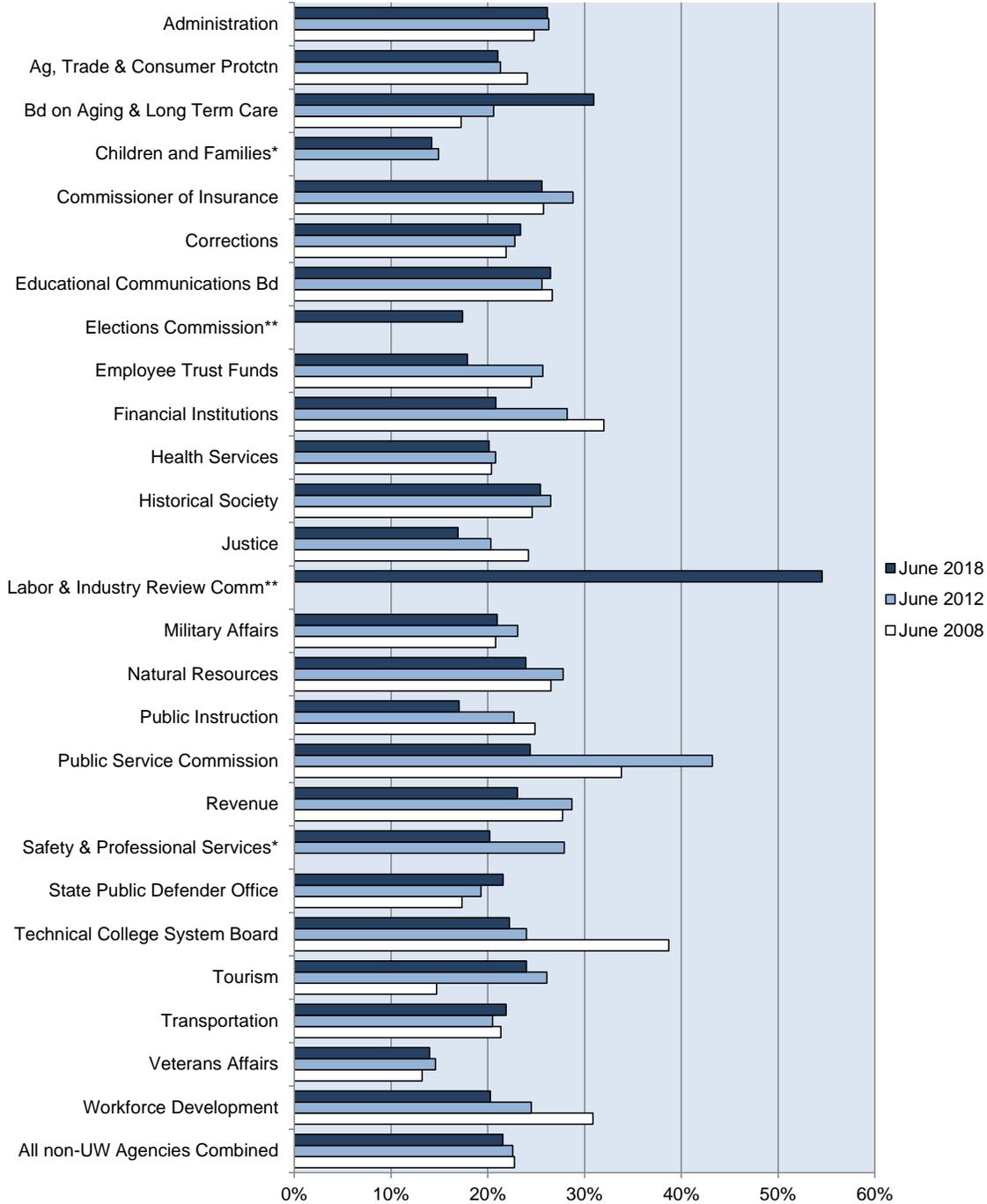
Note: Employees of the UW System are excluded from the 2008 and 2012 data to provide better historical comparison.

* *Children and Families and Safety & Professional Services did not exist in 2008.*

** *The Elections Commission was created in 2016. Although the Labor and Industry Review Commission has existed since 1977, in previous reports its data was assigned to the Department of Workforce Development.*

*** *Tourism did not have any retirement-eligible employees in 2008 or 2012.*

Chart 48
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 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 2008 and 2012 data to provide better historical comparison.

* Children and Families and Safety & Professional Services did not exist in 2008.

**The Elections Commission was created in 2016. Although the Labor and Industry Review Commission has existed since 1977, in previous reports its data was assigned to the Department 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 disability groups either in the classified civil service determined by grouping classifications according to similar responsibilities, pay ranges, nature of work, other factors recognized in the job evaluation process, and any other factors the division considers relevant, or in similar functional groups in the unclassified service, and the proportion of members of racial and ethnic, gender or disability groups in the relevant labor pool; (c) eliminating present effects of past discrimination" (s. ER 1.02[2], Wis. Adm. Code).

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

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

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

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

Classified employee: An employee included in the classified service comprised of all positions not included in the unclassified service. *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.

Also, disabled veterans as defined in s. 230.03(9m), Wis. Stats.

From s. ER 43.02(4m), Wis. Adm. Code. *See also the definition of "severely disabled employee."*

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

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

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

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

Normal retirement: Although any state employee vested in the WI Retirement System may retire at age 55 (age 50 for protective occupation employees), retirement eligibility in this report is based on “normal” retirement. Normal retirement is the ability to retire with no age-based discount to the retirement benefit, i.e., 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.”

Original Appointment: “...the appointment of a person who has not attained permanent status in class or permanent status, or the appointment of a current or former employee on a basis other than a demotion, promotion, reinstatement, restoration, or transfer to a classified position in which permanent status can be attained.

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 the system used for position and personnel data prior to the implementation of the Oracle PeopleSoft system in December 2015.

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

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

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

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

- (a) It is attributable to a mental or physical impairment or combination of mental and physical impairments.

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

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

Unclassified: All state officers elected by the people, officials and employees appointed by the governor, all employees of the University of Wisconsin System, most division administrator positions, 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, employees must meet one of two vesting laws based on when they first began WRS employment:

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

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

Voluntary Separation: A non-retirement separation from working for the state by the active choice of the employee, and includes all separation reasons other than retirement, layoff, discharge, death, job abandonment, and unfit for duty. Movement between different executive branch state jobs is not considered a separation. While retirements are generally voluntary, for purposes of analysis in this report retirements are 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 18 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 5.2% of all permanent classified employees and were 2.8% of all New Hires. Are these percentages significantly different? We construct a 95% CI for the percentage of persons with disabilities ($n=1,523$, $d=29,240$, $ll=5.0\%$, $ul=5.5\%$), and another CI for the percentage of new hires that were persons with disabilities ($n=109$, $d=3,880$, $ll=2.3\%$, $ul=3.4\%$). 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 5.0% to 5.5% and 2.3% to 3.4% do not overlap, and therefore the difference between 2.8% of new hires with disabilities and 5.2% in the workforce may be considered significant. In fact, because the two confidence intervals do not even come close to overlapping, especially in comparison to the width of the confidence intervals themselves, we can very strongly infer that the difference between 2.8% of new hires with disabilities and the overall prevalence of 5.2% in the workforce is not due to random chance.

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 2.8%. In the same chart, we note that 9.4% of retirees were persons with disabilities, meaning that retirees were significantly more likely 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 will typically be younger than retirees, and younger on average than the workforce in general, 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

