



State of Wisconsin Classified Workforce & Affirmative Action Report

Fiscal Years 2019 and 2020

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, 2018 through June 30, 2020.

Division of Personnel Management

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State of Wisconsin

Classified Workforce & Affirmative Action Report

Fiscal Years 2019 and 2020

Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2020 (June 2020),
and including Affirmative Action statistics for Fiscal Years 2019 and 2020

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Current and recent previous reports may be accessed at:

https://dpm.wi.gov/Pages/Public_Resources/StatisticsDataReports.aspx

Classified Workforce & Affirmative Action Report – Fiscal Years 2019 and 2020

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STATE OF WISCONSIN DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
Joel Brennan, Secretary
Malika S. Evanco, Division Administrator

Dear Reader:

It is my pleasure to present the Classified Workforce and Affirmative Action Report for Fiscal Year (FY) 2020. This report focuses on the roughly 29,220 permanent classified employees in the executive branch of state government, which is the core workforce responsible for agency programs and operations.

This report:

- 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.
- Provides statutorily mandated affirmative action reporting for FY 2019 and 2020.
- Illuminates the demographic characteristics of the permanent classified workforce as of June 2020 and shows comparisons with the workforce in June 2010, 10 years earlier.
- Quantifies key personnel transactions that occurred during FY 2019 and 2020.
- Exhibits the potential for employee retirements now and in the near future.
- Satisfies the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature regarding equity and inclusion/affirmative action goals, recommended actions for the future, employee diversity statistics, and diversity, equity and inclusion accomplishments.
- Provides a historical reference almanac on classified state employee demographics as of June 2020, and comparison of these demographics with June 2010.
- 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.

Report Trends:

- The number of filled positions June 2020 is just 77 more than in June 2010, equal to 0.3% more. The position vacancy rate of 11.9% in June 2020 exceeds the 10.3% rate in June 2010. The Department of Veterans Affairs closed FY 2020 with an extraordinarily high vacancy rate of 31.2%, compared to 7.1% in 2010.
- The percentage of racial and ethnic minorities in the classified workforce continues to increase each year, reaching a new high of 14.6% in June 2020, but continues to lag the proportion of 17.6% minorities in the employed WI labor force. By contrast, the percentage of women in the workforce (51.7%) exceeds the WI labor force percentage of 48.1%.
- In FY 2020 12.3% of employees separated from state service. This was the lowest rate since FY 2015, perhaps affected by the start of the COVID-19 pandemic, but still double the 6.1% rate of separations in FY 2010.
- In FY 2020 there were 3,855 new hires from outside state service, compared with 1,108 in FY 2010.
- As of June 2020, the percentage of employees immediately eligible for normal retirement is 7.1%, down from 9.4% ten years ago in June 2010, reflective of a workforce that on average is younger with less tenure in state service.

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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2020 CLASSIFIED WORKFORCE AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

Profile of the Permanent Classified Workforce - June 2020 compared with June 2010 Excluding University of Wisconsin Classified Employees¹

	<u>2020</u>	<u>2010¹</u>
Count of job classifications for the classified service	1,468	1,725
Number of budgeted permanent classified positions	32,333.4	31,884.3
Number of full-time-equivalent permanent classified employees	28,808.1	28,731.0
Headcount of permanent classified employees	29,220	29,630
Percentage of vacant positions	11.9%	10.3%
Percentage represented by a labor union	1.7%	85.1%
Percentage with protective occupation status	28.0%	28.1%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	46.8%	41.7%
Average age	44.7	46.5
Average years of state service	11.2	14.1
Percentage with single state health insurance coverage	29.4%	25.6%
Percentage with family state health insurance coverage	56.8%	66.9%
Average annualized full-time salary based on hourly rate	\$59,030	\$51,221
Median annualized full-time salary based on hourly rate	\$54,080	\$47,765
Percent racial and ethnic minorities	14.6%	10.2%
Percent women	51.7%	50.0%
Percent persons with disabilities ²	5.8%	5.7%
Original new hires into permanent classified positions	3,855	1,108
Annual Turnover Rate		
Rate of retirements from state service	3.6%	3.3%
Rate of layoffs	0.0%	0.2%
Rate of involuntary discharges	1.8%	0.5%
Rate of all other separations (resignations, disability, death)	7.0%	2.1%
Total rate of all separations from state service	12.3%	6.1%
Percent eligible for normal retirement ³ immediately	7.1%	9.4%
Percent eligible for normal retirement ³ within 5 years	21.2%	25.0%
Percent eligible for normal retirement ³ within 10 years	36.7%	42.9%

¹2010 data excludes over 9,000 UW System classified employees from that time, for better comparison with the FY 2020 executive branch. Since July 2015 the UW System no longer has classified employees.

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 and equity and inclusion reporting for FY 2019 and 2020.
- It illuminates the demographic characteristics of the permanent classified workforce as of June 2020, and shows comparisons with the workforce in June 2010, 10 years earlier.
- It quantifies key personnel transactions that occurred during FY 2019 and 2020.
- It exhibits the potential for employee retirements now and in the near future.

Scope of Report

This report focuses on the roughly 29,220 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 and unclassified service.
- Employees of state authorities (who are generally not considered state employees)

Data Sources, Limitations, and Reporting Changes

The data for this report comes from the PeopleSoft STAR system, and the legacy payroll and Personnel Management Information System (PMIS).

As indicated above, the UW System no longer has classified employees. For comparisons of the current workforce with the workforce ten years ago in 2010, UW data is removed 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 except in a few cases where changes have been made:

- Racial and ethnic categories have been modified to report a new category of Two or More Races, to report Native Hawaiian/Pacific Islander separately from Asian, and to report in the category of Hispanic any person who identified in two or more categories but one was Hispanic.

- Previous reports counted an individual twice if they held two separate permanent positions. In this report individuals are counted only once when “headcount” is being considered. There are typically only about 20 to 30 employees with multiple positions.

Key Facts About the Composition of the Permanent Classified Workforce

Noteworthy changes in budgeted and vacant positions compared to 2010. In June 2020 there were 32,333.4 budgeted classified positions, which is about 449 more than in June 2010, equaling a 1.4% increase. In June 2020, 3,860 classified positions were vacant or 11.9%. This compares to a 10.3% vacancy rate in June 2010. In net, there were 77.1 more full-time-equivalent (fte) persons working in 2020 than in 2010. Among agencies with at least 25 positions, the largest percentage increases in positions were Safety & Professional Services (108%) and Administration (41%). The increase for Administration is mainly due to the implementation of shared services and the reassignment of all cabinet agency human resources and payroll staff to the Department of Administration, Division of Personnel Management. The largest percentage reductions in budgeted positions were for the WI Technical College System Board (-34%) and the Educational Communications Board (-15%). (See Tables 1, 2 and 3)

Exceptionally high vacancy rate in Veterans Affairs. In June 2020, Veterans Affairs had a position vacancy rate of 31.2%, amounting to nearly 400 vacant positions. The next highest vacancy rates among agencies with at least 20 positions were Health Services (12.8%), Corrections (12.7%), and Administration (12.6%). (See Table 3)

Corrections and public security jobs are prominent. The Department of Corrections, with about 9,000 employees, has nearly 1/3 of the permanent classified workforce. In the Executive Branch, 28% of employees are considered to be in “protective” occupations, responsible for public safety. The four classifications with the most employees are all “protective”: Correctional Officer, Correctional Sergeant, Psychiatric Care Technician-Advanced, and Probation and Parole Agent-Senior. (See Statistical Highlights and Tables 3 and 11)

Minimal union representation. In June 2020, 1.7% of employees were represented by one of three certified unions. In June 2010, 85.1% of employees were represented. (See Statistical Highlights and Tables 7 and 8)

Reduced average years of state service. The average duration of state service dropped by nearly three years (or 25%) from 14.1 in June 2010 to 11.2 in June 2020. There are currently several thousand more employees with six or less years of service than there were in 2010. The average age has also dropped from 46.5 to 44.7. (See Table 4 and Chart 6)

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

Typical pay rates. For classified employees, the median pay rate was \$26.00/hour, and the average rate was \$28.38/hour. Rounded to the nearest dollar, the two most common individual pay rates were \$23 and \$25/hour. (See Chart 13)

Health Insurance. In June 2020, 86.2% of employees had a state health insurance plan. There were nearly twice as many family plans as single plans (56.8% to 29.4%). By comparison, in June 2010, 92.5% of employees had state health insurance, with a greater proportion of family plans (66.9% to 25.6%). (See Table 9)

Equal Employment Opportunity and Affirmative Action

Racial and ethnic minorities continue to increase as percentage of classified employees. As of June 2020, racial and ethnic minorities comprised 14.6% of the permanent classified workforce, a notably slow-moving upward

trend from a rate of 10.2% in 2010. In this same ten-year period, the percentage of employees who identify as Black increased from 5.6% in 2010 to 7.0%, employees who identify as Hispanic/Latino increased from 2.2% to 3.5%, and employees who identify as Asian increased from 1.7% to 2.8%. By contrast, American Indian or Alaskan Native employees have decreased from 0.7% to 0.5%. (See Chart 17 and Table 18)

Minority state employees exceed percentage in employed labor force only in Eastern region of Wisconsin. In the southeast urban counties of Wisconsin, racial and ethnic minorities compose 36.3% of the classified workforce, compared to 29.9% 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 for the data and Appendix E for the Map of Wisconsin by Region)

Black/African Americans exceed the percentage in the statewide labor force. In June 2020, Black/African Americans composed 7.0% of the permanent classified workforce. This significantly exceeds the 4.9% in the WI employed labor force. Ten years ago, Black/African Americans composed 5.6% of the permanent classified workforce, compared to 4.2% of the WI employed labor force. (See Table 18)

Racial and ethnic minorities are most highly concentrated among Personal Care Aides. Racial and ethnic minorities make up 47.7% of employees in the Personal Care Aides job group. The next two highest concentrations of minorities are among Social Services Professionals (22.6%) and Program Specialists (20.8%). The job groups where minorities are least represented are Mechanical and Maintenance Supervisors (3.3%) and Natural Science and Laboratory Technicians (3.5%). (See Table 24)

The percentage of women increases. Women account for 51.7% of the classified work force in 2020, up from 50.0% in 2010. Three agencies with more than 100 employees consist of more than 75% women: Children and Families (80.4%), the State Public Defender Office (77.6%), and Veterans Affairs (75.7%). The percentage of women in the classified workforce (51.7%) is significantly higher than in the Wisconsin employed labor force (48.1%). (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 5.8% in 2020, compared to 5.2% at the end of FY 2018. By comparison, the percentage in 2010 was 5.7%. It is estimated that 4.9% of the Wisconsin employed labor force are persons with disabilities. (See Table 18 and the FY 2018 report on the Division of Personnel Management website)

Personnel Transactions and Separations from State Service

Nearly 15 new employees hired per business day. In fiscal year 2020, there were 3,855 new hires into permanent classified positions, or an average of 14.8 per business day. (This does not include hires of people moving between state positions.) New hires were every age from 18 through 71. The median age of new hires was 33.0, with the 7 of the 8 most common ages for new hires being in the range from age 22 to age 29. (See Table 37 and Chart 39)

Most employees retire by age 62. Of the 1,038 retirements in Fiscal Year 2020, the average age at retirement was 60.3 and the median age was 61.0. The five most common retirement ages, in order starting with the most common, were 62, 61, 60, with 57 and 65 tied for fourth. (See Table 38 and Chart 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 15.0%. Health Services and Veterans Affairs had the highest rates of involuntary separations at 3.0% and 2.9%, respectively, again excluding very small agencies. (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 48.6%, including the highest rate for both subcategories of voluntary and

involuntary separations. The next-highest annual rate of separations was for Food Production at 24.2%. (See Table 42)

The rate of separations decreased after historic high rates. The overall rate of separations from state service was 12.3% in FY 2020, a lower rate than the previous four fiscal years and down from the peak rate of 13.8% in FY 2019. The start of the COVID-19 pandemic in the latter part of FY 2020 may have contributed to the lower separations rate. (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.

Twenty-one percent of employees will be eligible for normal retirement within five years. As of June 2020, 7.1% of the classified workforce, or 2,083 employees, were already eligible for normal retirement under the Wisconsin Retirement System. Projecting 5 years forward, 21.2% of June 2020 employees will have attained eligibility for normal retirement by June 2025. These numbers are lower than in June 2018, reflecting the general trend towards a younger workforce with less tenure in state service. Among agencies with at least 100 employees, Financial Institutions and the Office of the Commissioner of Insurance had the highest rate of immediate retirement eligibility at 11%. Among small agencies, three of the five classified employees of the Employment Relations Commission were already eligible for normal retirement. (See Table 46 and the FY 2018 Report on the Division of Personnel Management website)

Retirement-eligible group smaller than in past years. Compared to June 2010, the percentages of employees immediately eligible for normal retirement (7.1% vs 9.4%), or within five years (21.2% vs 25.0%), are now substantially lower. (See Charts 47 and 48)

Conclusion

The number of full-time-equivalent permanent classified employees working in June 2020 was just 0.3% greater than 10 years ago in 2010 (non-UW). However, despite the onset of the COVID-19 pandemic in the latter part of FY 2020, the annual rate of separations from state service was still double the FY 2010 rate, at 12.3% compared to 6.1%. The doubling reflects a continuous rise in the rate of non-retirement separations since 2010 until the decrease in FY 2020.

Minority representation in the classified workforce reached a new high of 14.6%. For racial and ethnic groups, Black/African American is the only group with significantly higher representation in the classified workforce than in the employed WI labor force.

In order to achieve diversity in the classified workforce, increased effectiveness is needed in the following areas: (1) recruitment within the growing minority - and particularly Hispanic - labor force, (2) improving the retention of minority employees for a career in state civil service, and (3) employment opportunities and career success for employees with disabilities.

The percentage of employees eligible for immediate normal retirement at 7.1% is markedly lower than 9.4% in 2010. This reflects the continuing trend towards a younger workforce with less tenure in civil service, as greater numbers of new hires are needed to replace the larger numbers of employees leaving state service in the last decade. Still, with 21.2% of the current workforce eligible for normal retirement within five years, agencies must remain diligent on succession planning.

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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 agency summaries include:

- Employee demographics from a June 2020 snapshot.
- Classifications with the most new original hires in fiscal years 2019 and 2020.
- The eligibility of agency employees for retirement now and in the near future.
- Summary statistics of employees who left state service in fiscal years 2019 and 2020.
- Equal Employment Opportunity/Affirmative Action program accomplishments.

Administration, Department of

Profile of the Classified Workforce as of June 2020

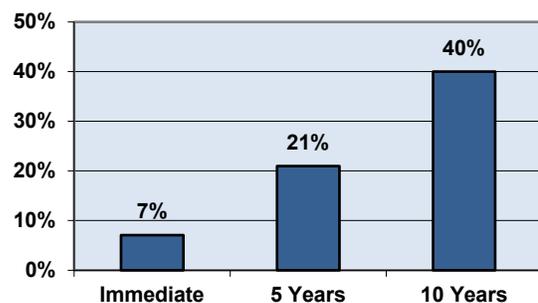
Count of permanent classified employees	1,238
Full-time-equivalent employees	1,232.25
Average years of state service	11.7
Average age of employees	47.4
Percent racial and ethnic minorities	12.3%
Percent women	50.1%
Percent persons with disabilities*	7.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	31.6%
Percent in "protective" occupation	3.1%
Percent in Executive/Management position	8.4%
Percent in Supervisory* position	11.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$34.62
Median hourly pay rate	\$34.35

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Payroll and Benefits Specialist	18
Human Resources Assistant	14
IS Enterprise Tech Svcs Specialist	12
IS Enterprise Technical Svcs Senior	12
Facilities Maintenance Specialist-Adv	12

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	73	6.8%	6	0.6%	55	5.1%	134	12.5%
Fiscal Year 2020	62	5.0%	5	0.4%	63	5.1%	130	10.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Administration continued to increase efforts to recruit and retain more diverse employees across the organization. Recruitment partnerships continued and expanded to network with community organizations to increase diverse applicants for both underutilized job groups within IT and Safety and Security along with all other job groups. The department's Affirmative Action Advisory Committee AAAC (IDEAS) also continued to work with HR and hiring managers on recruitment efforts.

The department required all employees to complete Diversity, Equity and Inclusion training during CY2020. Employees completed two online training modules called *Moving Beyond Compliance* and *Respectful Workplace: Harassment and Discrimination Prevention is Everybody's Business*.

IDEAS also hosted several events related to Diversity, Equity and Inclusion (DEI). These trainings and facilitated conversations were established to increase awareness and dialogue around DEI topics to support the growth and promote a culture of change within the department.

The Department also formed a Diversity, Equity and Inclusion Planning Committee to develop the agency's new Equity and Inclusion Plan. This detailed plan includes strategies and goals related to Recruitment, Retention and Agency Culture and will be in effect through June 2023. A separate DEI Steering Committee was formed to oversee and manage the implementation of the EI Plan.

Agriculture, Trade and Consumer Protection, Department of

Profile of the Classified Workforce as of June 2020

Count of permanent classified employees 580
 Full-time-equivalent employees 576.0

Average years of state service 11.0
 Average age of employees 45.1

Percent racial and ethnic minorities 5.2%
 Percent women 49.8%
 Percent persons with disabilities* 4.5%
 *disabilities are voluntarily self-reported

Percent overtime-eligible per FLSA 38.8%
 Percent in "protective" occupation 0.0%
 Percent in Executive/Management position 4.8%
 Percent in Supervisory* position 13.3%
 (*but not considered Executive/Management)

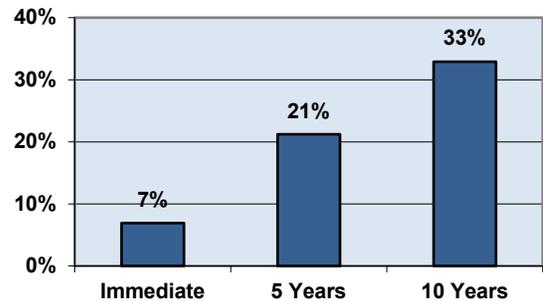
Average hourly pay rate \$29.70
 Median hourly pay rate \$29.10

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Meat Safety Inspector-Entry 18
 Weights & Measures Petro Spec-Ent. 8
 Consumer Protection Investigator 6
 License Permit Program Associate 5
 Environmental Health Sanitarian-Entry 5

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	26	4.5%	7	1.2%	22	3.8%	55	9.5%
Fiscal Year 2020	24	4.2%	4	0.7%	19	3.3%	47	8.1%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Agriculture, Trade and Consumer Protection (DATCP) has had a standing commitment to the expansion of recruitment, retention, and inclusivity within the workforce. DATCP is unique in that our workforce is fifty-fifty women and men; however, we continue to focus on building our workforce diversity.

During the 2017 – 2020 plan period, DATCP made it a major priority to showcase the department's employment opportunities through advertising positions in new and concentrated areas. DATCP also focused on hiring patterns of veterans and minorities within its divisions. The department started with the positions that were underutilized, which included the following job groups: Environmental Specialist, Physicians/Health Care Practitioners and Administrative Support-Fiscal. Being a smaller agency, DATCP invested in the retention of employees through trainings, including cross-training opportunities as well as exploring upward mobility from within the department. The department also focused on analyzing exit interviews to assess why employees were leaving the agency to find ways to help shape employee engagement and retention overall.

Board on Aging & Long Term Care

Profile of the Classified Workforce as of June 2020

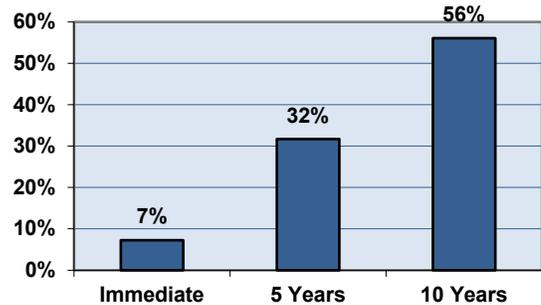
Count of permanent classified employees	41
Full-time-equivalent employees	40.5
Average years of state service	11.0
Average age of employees	53.7
Percent racial and ethnic minorities	9.8%
Percent women	92.7%
Percent persons with disabilities*	9.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	22.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.9%
Percent in Supervisory* position	9.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$22.64
Median hourly pay rate	\$21.61

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Medigap Insurance Specialist	4
Volunteer Coordinator	2
Ombudsman Services Specialist	1
Attorney Management	1

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	2	4.9%	0	0.0%	0	0.0%	2	4.9%
Fiscal Year 2020	1	2.5%	0	0.0%	1	2.5%	2	4.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Board on Aging and Long Term Care (BOALTC) has been committed and mindful of the need for diversity among its employees. We continue to work on building a culture that reflects diversity within our workforce and the communities and consumers we serve, which includes over 120,500 long-term care consumers age 65 and older and nearly 1.2 million Medicare beneficiaries. As an agency that provides consumer focused advocacy and education, we are on the forefront of helping to change and address injustices for the populations of consumers we serve, and therefore understand the value in representation. The BOALTC is strong in employee representation over the age of 50, females and veterans.

Activities aimed at maintaining an informed and respectful workplace include hosting guest speakers on the topics of implicit bias, generational diversity, and gender identity in the workplace (IDEAS Committee offering). Staff attend in-service twice per year and diversity training occurs at one of these events. All employees were also required and successfully completed two online training modules called Moving Beyond Compliance and Respectful Workplace: Harassment and Discrimination Prevention is Everybody's Business. Regardless of how long they have been in a supervisory position, BOALTC supervisors were also required and successfully completed the DOA Region 1 New Supervisor Development Training which included a discussion of hiring and selection, leadership, and diversity.

Children and Families, Department of

Profile of the Classified Workforce as of June 2020

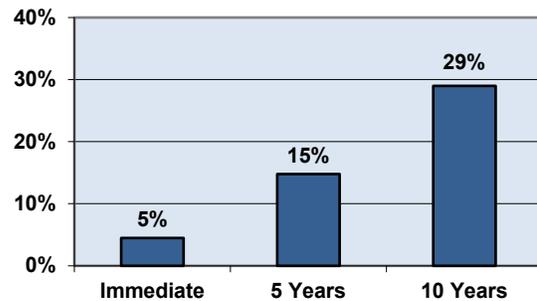
Count of permanent classified employees	708
Full-time-equivalent employees	700.4
Average years of state service	10.1
Average age of employees	44.7
Percent racial and ethnic minorities	27.8%
Percent women	80.4%
Percent persons with disabilities*	6.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	30.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.9%
Percent in Supervisory* position	15.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.66
Median hourly pay rate	\$28.64

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Initial Assessment Specialist	37
Child Care Subsidy Specialist-Entry	21
Program and Policy Analyst-Adv	14
License/Permit Program Associate	12
Program and Policy Analyst	9

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	82	11.1%	17	2.3%	19	2.6%	118	16.0%
Fiscal Year 2020	51	7.1%	9	1.3%	17	2.4%	77	10.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Children and Families (DCF) continues its strong commitment to the recruitment, selection and retention of a talented and diverse workforce. During the period of July 1, 2017 and June 30, 2020, DCF was not underutilized in any of its 20 Job Groups for women or minorities and exceeded 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 persons with disabilities. As part of the statewide Equity and Inclusion initiatives and in alignment with DCF's Ways of Working, DCF has developed an *Applicant and Workforce Demographics* dashboard that captures and analyzes the diversity of applicants throughout the recruitment and selection process. This dashboard allows DCF to see at what point diverse applicants start to drop off from the process.

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

- Broaden required skills and qualifications for positions to allow more diverse individuals to apply and be considered for positions
- Flexibility to expand the certification list of eligible candidates to include a more diverse pool of candidates
- Announce positions with broader options for work locations throughout the state in a remote work environment
- Review all positions prior to offer, if underutilized for women and/or minorities, to ensure we are hiring the most qualified candidate

Commissioner of Insurance, Office of

Profile of the Classified Workforce as of June 2020

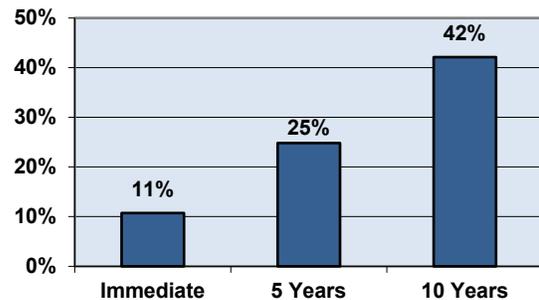
Count of permanent classified employees	121
Full-time-equivalent employees	119.83
Average years of state service	12.4
Average age of employees	48.8
Percent racial and ethnic minorities	21.5%
Percent women	55.4%
Percent persons with disabilities*	3.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	28.1%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	4.1%
Percent in Supervisory* position	11.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.23
Median hourly pay rate	\$32.20

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Insurance Financial Examiner	6
Operations Program Associate	3
Insurance Examiner	3
Office Operations Associate	2
Financial Specialist Senior	1

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	4	3.2%	1	0.8%	6	4.8%	11	8.8%
Fiscal Year 2020	5	4.1%	1	0.8%	5	4.1%	11	9.0%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Diversity/Environment

- Broaden staff's knowledge of differing cultures and backgrounds through training, awareness of activities and events, etc.
- Conduct a disability survey at OCI to better understand the changing needs of the OCI work force through self-identification and possible accommodation.

Retention

- Provide orientation to new employees, which includes information on reasonable accommodations, anti-harassment policy and internal discrimination complaint procedures, and where to find the agency AA plan and AA/EEO resources.
- Inform new employees of their rights and resources, possibly reducing complaints through knowledge and understanding.

Recruitment

- Identify and attend career fairs by job experts.
- Improve recruitment by reviewing the W2 program recruitments and programs that identify recruitment of disabled veterans and veterans.

Corrections, Department of

Profile of the Classified Workforce as of June 2020

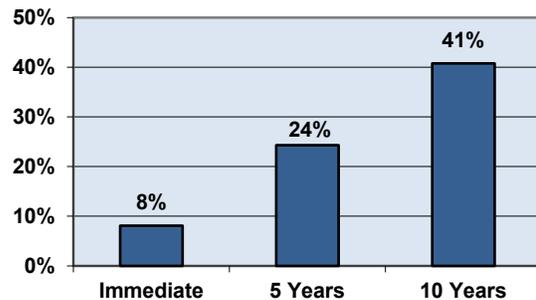
Count of permanent classified employees	9,075
Full-time-equivalent employees	8,976.67
Average years of state service	11.5
Average age of employees	43.2
Percent racial and ethnic minorities	13.0%
Percent women	44.9%
Percent persons with disabilities*	5.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	75.1%
Percent in "protective" occupation	63.8%
Percent in Executive/Management position	1.1%
Percent in Supervisory* position	10.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.17
Median hourly pay rate	\$23.47

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Correctional Officer	1,338
Probation and Parole Agent	238
Office Operations Associate	135
Youth Counselor	113
Nurse Clinician 2	91

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	823	9.1%	185	2.0%	293	3.2%	1,301	14.3%
Fiscal Year 2020	718	7.9%	200	2.2%	307	3.4%	1,225	13.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Corrections was able to reach the majority of the goals set in the 2017-2020 Affirmative Action Plan. Diversity and inclusion training sessions and resources were added to the course catalog. New sessions and resources were made available to all staff and supervisors throughout the Department. The topic of diversity and inclusion also continues to be foundational in the new employee forums as well as in new supervisor training.

The sessions developed and offered between 2017 and 2020 include:

- Respect and Inclusion – In this session, participants learn to identify the reasons why respect and inclusion are important, describe the difference between diversity & inclusion, define the illusion of inclusion, and identify five examples of how to make those who are different from you feel included and valued.
- Is it Humor or Is It Harassment? – This session is designed for line-staff and management in regard to managing the sensitivities of a racial, sexual, ethnic and religiously diverse workforce. In this session, participants learn strategies to address humor/harassment based on clear guidelines around what is and is not appropriate for the workplace.
- Bias in the Workplace – In this session, participants examine implicit bias and cognitive association and then practice strategies proven to reduce the harmful impacts of implicit bias and stereotyping.
- Understanding Bias & Privilege – This session is designed to provide participants an opportunity to explore bias and privilege with a focus on equitable solutions.
- What's My Role? Inclusivity as an Action – In this session, participants explore professional responsibilities around creating a safe, equitable workplace with an emphasis on identifying inclusive actions.

Educational Communications Board

Profile of the Classified Workforce as of June 2020

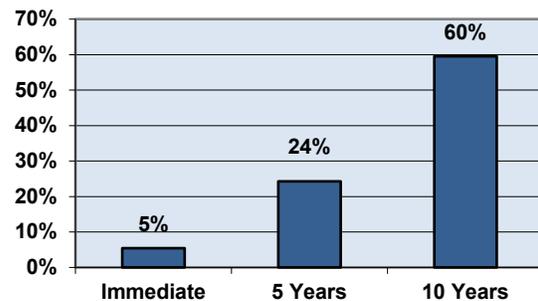
Count of permanent classified employees	37
Full-time-equivalent employees	36.6
Average years of state service	14.6
Average age of employees	47.9
Percent racial and ethnic minorities	8.1%
Percent women	18.9%
Percent persons with disabilities*	10.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	64.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	0.0%
Percent in Supervisory* position	21.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$29.01
Median hourly pay rate	\$30.21

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Media Telecommunications Tech	6
Operations Program Associate	2
IS Network Services Professional	1

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	2	5.8%	0	0.0%	2	5.8%	4	11.6%
Fiscal Year 2020	2	5.6%	0	0.0%	2	5.6%	4	11.1%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Educational Communications Board has been working toward the goals stated in its Affirmative Action Plan by:

- Communicating our AA/EEO goals to all those involved in the recruitment and hiring processes.
- Making direct outreach of job postings to females and populations of color.
- Actively participating in career fairs held locally and throughout the state aimed at ensuring that ECB personnel have direct face-to-face contact with potential candidates from underrepresented populations.
- Conducting ongoing training for ECB staff in the area of equity, affirmative action policies and harassment prevention to ensure a fair and safe work environment for all employees.

The agency's hiring managers, assisted by the DOA HR Region 1 team, has been working diligently to expand and increase the number of female, minority and veteran job applicants. Because the majority of ECB positions are technical in nature, we have found the most success among the veterans population where there is a talent pool with work experience most aligned with agency needs. The STEM pipeline remains weak among women and people of color which continues to be problematic.

Employee Trust Funds, Department of

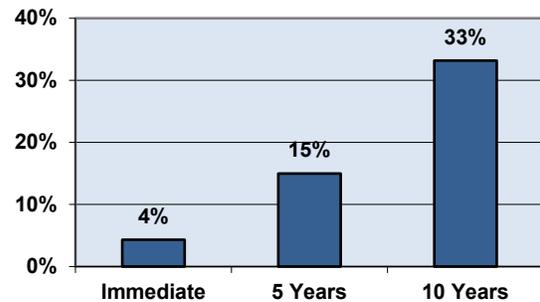
Profile of the Classified Workforce as of June 2020

Count of permanent classified employees	253
Full-time-equivalent employees	250.75
Average years of state service	11.9
Average age of employees	47.5
Percent racial and ethnic minorities	13.0%
Percent women	65.6%
Percent persons with disabilities*	4.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	11.1%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	7.1%
Percent in Supervisory* position	11.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$34.86
Median hourly pay rate	\$32.26

Job Classifications with the Most New Hires Fiscal Years 2019 and 2020 Combined

Trust Funds Specialist	7
Empl. Benefit Plan Policy Advisor-Adv	5
IS Technical Services - Senior	4
IS Business Automation Specialist	2
IS Business Automation Consult/Admin	2

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	8	3.2%	2	0.8%	9	3.6%	19	7.5%
Fiscal Year 2020	13	5.1%	1	0.4%	13	5.1%	27	10.6%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Inclusion, Diversity, Equity and Advancement (IDEA) committee at the Department of Employee Trust Funds (ETF) continues its efforts in increasing staff understanding and acceptance of working with individuals from different cultures, physical or mental disabilities, and generational and gender related differences.

The following progress has been made:

- Continue to participate in the Summer Affirmative Action Internship Program (SAAIP). Five interns were hired in 2019.
- Sponsored and coordinated agency wide training sessions on the topics of Alzheimer's/Dementia Awareness and Transgender Awareness.
- Offered Lunch & Learn sessions on the following topics: Asian Pacific Easy Recipes & Spring Roll Demo, [In]visible Disability and Traveling in Viet Nam.
- Coordinated the Lunar New Year celebration for staff.
- Developed and administered ETF's first Culture Survey.
- Presented an informative session on the origins and impact of "redlining" housing policies in Wisconsin. The session helped staff understand how these practices negatively impacted Black communities and other underrepresented groups.
- Sponsored and coordinated ETF's first Diversity Book Club and offered two books related to systemic racism for staff to read and discuss.
- Featured articles in the ETF online blog in honor of Black History Month, Women's History Month, Asian-Pacific American History Month and American Indian Heritage Month.

Financial Institutions, Department of

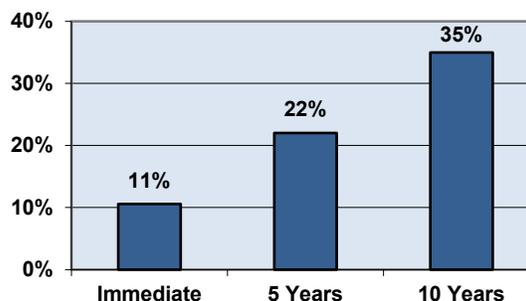
Profile of the Classified Workforce as of June 2020

Count of permanent classified employees	123
Full-time-equivalent employees	122.54
Average years of state service	10.9
Average age of employees	44.0
Percent racial and ethnic minorities	13.0%
Percent women	50.4%
Percent persons with disabilities*	4.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	36.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	10.6%
Percent in Supervisory* position	9.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.99
Median hourly pay rate	\$31.88

Job Classifications with the Most New Hires Fiscal Years 2019 and 2020 Combined

Financial Examiner	14
Records Program Associate	6
Securities Examiner	2
Executive Staff Assistant	2
Consumer Credit Examiner	2

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	7	5.8%	2	1.7%	5	4.1%	14	11.6%
Fiscal Year 2020	5	4.1%	2	1.7%	11	9.1%	18	14.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Financial Institutions continued to collect self-identification disability data from employees. This information then is available in PeopleSoft, which results in more accurate employee demographic data.

The department also partnered with the Division of Vocational Rehabilitation to provide opportunities to over five (5) individuals over the time period of the plan.

The department required all employees to complete Diversity, Equity and Inclusion training during CY2020. Employees completed two online training modules called *Moving Beyond Compliance* and *Respectful Workplace: Harassment and Discrimination Prevention is Everybody's Business*.

Executive Leadership worked with Region 1 Human Resources in the administration of the 2020 Employee Satisfaction Survey for the department. Results from the 2020 survey were compared to the results from the 2019 survey to gauge improvements in overall satisfaction of employees. The survey collected satisfaction data on several items related to diversity, inclusion and respect in the workplace.

The department also spent considerable time developing a comprehensive Equity and Inclusion Plan that focused on goals and strategies related to Recruitment, Retention and Agency Culture. This plan runs through June 2023 and expands efforts within DFI to foster a more inclusive work environment, as well addresses hiring strategies to increase diversity in the agency.

Health Services, Department of

Profile of the Classified Workforce as of June 2020

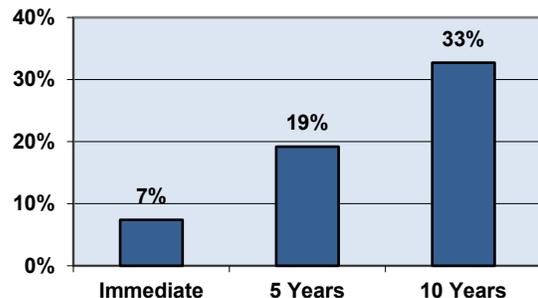
Count of permanent classified employees	5,728
Full-time-equivalent employees	5,598.07
Average years of state service	10.2
Average age of employees	44.3
Percent racial and ethnic minorities	22.6%
Percent women	64.9%
Percent persons with disabilities*	2.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	54.3%
Percent in "protective" occupation	21.1%
Percent in Executive/Management position	2.5%
Percent in Supervisory* position	10.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.65
Median hourly pay rate	\$25.47

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Resident Care Technician-Objective	421
Psychiatric Care Technician-Advanced	231
Psychiatric Care Technician	155
Income Maintenance Specialist	124
Nurse Clinician 2	118

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	601	10.6%	182	3.2%	194	3.4%	977	17.2%
Fiscal Year 2020	503	8.8%	172	3.0%	175	3.1%	850	14.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Goal 1: Build an inclusive and solid diversity internship program.

- **SAaip 2017-2019:** DHS hired 74 Interns through the Summer Affirmative Action Internship Program now called the State of Wisconsin Student Diversity Internship program throughout our nine divisions and offices and seven facilities.

DHS promoted Internships through the following sources:

- Attended Job Fairs and an AmeriCorps Event: Attended 51 Job Fairs to include Veteran Gateway Event, National Black Student Union (NBSU)-National Economic Opportunity Network (NEON) Corporate UW Whitewater Graduate School Fair, UW Spring 2018 Career and Internship Fair, Diversity Job Fairs, Hiring Blitzes at our 24/7 facilities and many others.

Goal 2: Bring Existing DHS Diversity workgroups together and revitalize the Affirmative Action Advisory Committee or CEDI (Committee on Equity, Diversity & Inclusion).

DHS BHR staff worked with BEI to establish a new Affirmative Action Advisory Committee (AAAC). In response to Executive Orders 17 and 59, DHS is working to combine several independent workgroups/committees focused on Diversity, Equity, and Inclusion to create a functional, agency-wide advisory body that will fulfill the role of the AAAC as well as work collaboratively with a planned Office of Health Equity.

Historical Society of Wisconsin

Profile of the Classified Workforce as of June 2020

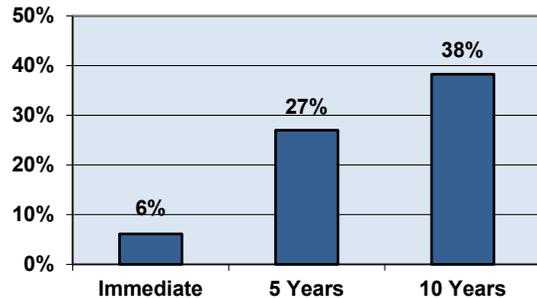
Count of permanent classified employees	115
Full-time-equivalent employees	112.95
Average years of state service	11.7
Average age of employees	48.4
Percent racial and ethnic minorities	6.1%
Percent women	54.8%
Percent persons with disabilities*	0.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	13.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	13.0%
Percent in Supervisory* position	15.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$29.28
Median hourly pay rate	\$27.61

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Education Specialist	4
Program and Policy Supervisor	2
Historical Society Manager	2
Archivist	2
Marketing Specialist	1

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	6	5.4%	0	0.0%	7	6.3%	13	11.6%
Fiscal Year 2020	3	2.7%	0	0.0%	5	4.5%	8	7.2%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

A primary goal for the Wisconsin Historical Society was to 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.

Actions:

- In 2019, the Society began a partnership with YWCA Madison to develop a plan focused on a purposeful and systemic change to increase the effectiveness of equity and inclusion in our workforce and for the communities we serve.
- The Diversity, Inclusion and Equity Team (DIET) sponsored quarterly speaker events and Lunch & Learn discussions that focused on supporting inclusion, diversity, and AA Plan goals
- Inclusion, diversity, and equity updates provided at monthly all staff meetings.

Justice, Department of

Profile of the Classified Workforce as of June 2020

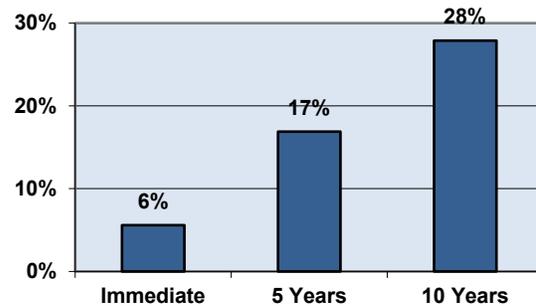
Count of permanent classified employees	675
Full-time-equivalent employees	664.75
Average years of state service	10.5
Average age of employees	42.7
Percent racial and ethnic minorities	9.0%
Percent women	57.0%
Percent persons with disabilities*	4.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	38.1%
Percent in "protective" occupation	16.6%
Percent in Executive/Management position	4.1%
Percent in Supervisory* position	10.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$36.16
Median hourly pay rate	\$34.50

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Assistant Attorney General	22
Legal Associate	17
Special Agent	14
Laboratory Technician 1	10
Criminal Analyst	7

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	41	6.3%	5	0.8%	20	3.1%	66	10.1%
Fiscal Year 2020	33	4.9%	3	0.4%	16	2.4%	52	7.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Justice continues efforts to improve diversity, equity, and inclusion and had success meeting goals of our 2017-2020 Affirmative Action (AA) plan for recruitment and retention of employees, as well as other related goals developed outside of our AA plan. Some highlights of our efforts and successes over the past three years include:

- Increased participation in diversity-focused internship programs including the Wisconsin State Bar's Diversity Clerkship Program and the State of Wisconsin's Student Diversity Internship Program (formerly known as the Summer Affirmative Action Internship).
- Increased outreach to diversity-focused organizations for recruitment, especially for Assistant Attorney General positions and Special Agent positions.
- Centralized our candidate interview and background process to provide a more uniform and consistent process for applicants and supervisors.
- Improved recruitment, selection, and compensation processes for LTE positions.
- In partnership with the Diversity Advisory Council, DOJ conducted an employee engagement survey assessing workplace and job satisfaction, including questions related to work environment and career development.
- With the help of DOJ's Diversity Advisory Council, provided training on implicit bias to all DOJ supervisors and any new employees hired in the 2020 calendar year.

Military Affairs, Department of

Profile of the Classified Workforce as of June 2020

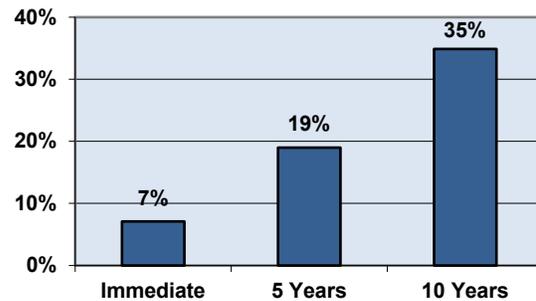
Count of permanent classified employees	490
Full-time-equivalent employees	488.1
Average years of state service	8.6
Average age of employees	45.3
Percent racial and ethnic minorities	6.3%
Percent women	25.7%
Percent persons with disabilities*	14.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	65.5%
Percent in "protective" occupation	29.6%
Percent in Executive/Management position	1.6%
Percent in Supervisory* position	12.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$24.12
Median hourly pay rate	\$22.65

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Military Affairs Security Officer	41
Fire/Crash Rescue Specialist	23
Cadet Specialist-Objective	15
Community Services Specialist	9
Facilities Maintenance Specialist-Adv	8

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	64	13.9%	11	2.4%	15	3.3%	90	19.5%
Fiscal Year 2020	46	9.6%	9	1.9%	16	3.4%	71	14.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Military Affairs' (DMA) Affirmative Action Plan for 2017-2020 identified three problem areas with recruitment of minorities and/or female applicants. There were two job groups where the department was close to meeting their goals.

One of the goals was to increase the number of qualified minorities and females in the candidate pool for recruitments within job group 44 – Policy, Planning, and Research. There was a 4% increase in the percentage of qualified minority candidates relative to previous years. The 2nd job group where the department met its goals was within job group 247 – Public Safety. There was a dramatic increase in the percentage of qualified minority candidates relative to previous years and the percentage of qualified female candidates stayed about the same. For job group 301 – Maintenance, there was a dramatic decrease in the percentage of qualified minority candidates relative to previous years, and a slight decrease in female candidates.

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.

Natural Resources, Department of

Profile of the Classified Workforce as of June 2020

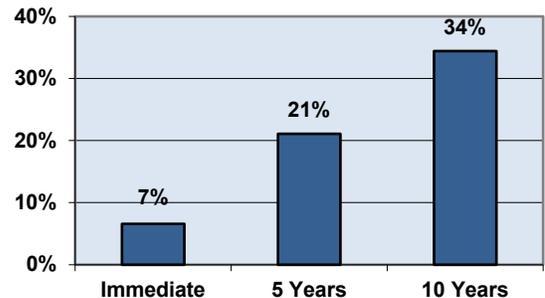
Count of permanent classified employees	2,253
Full-time-equivalent employees	2,235.63
Average years of state service	12.6
Average age of employees	44.1
Percent racial and ethnic minorities	5.2%
Percent women	34.8%
Percent persons with disabilities*	3.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	26.2%
Percent in "protective" occupation	18.0%
Percent in Executive/Management position	4.3%
Percent in Supervisory* position	14.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.17
Median hourly pay rate	\$30.49

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Forester-Senior	29
Conservation Warden	21
Nat Res Customer Services Rep	17
Fisheries Technician-Advanced	14
Wastewater Specialist-Senior	13

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	49	2.2%	14	0.6%	95	4.3%	158	7.1%
Fiscal Year 2020	55	2.5%	10	0.4%	96	4.3%	161	7.2%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Natural Resources (DNR) recognizes the value of diversity and inclusion as a business strategy in employee recruitment and retention. Employing staff that mirror the diversity of the people of the state, we can better connect with our highly diverse customer base. We embrace diversity and work to ensure that all Wisconsinites feel welcome to use and enjoy the natural resources and services of the DNR.

DNR has utilized the state's diversity internship program since its inception in 1974 to help attract diverse summer interns. The experience students gain through this program is invaluable in helping them obtain permanent employment with the state upon graduation. DNR has expanded career outreach with students and additional emphasis has been put on outreach in urban areas to reach more students of color. The team produces articles for a monthly feature in the employee newsletter called Focus on Diversity which has received many positive comments from management and staff alike. The team also developed promotional materials for educational outreach and recruitment efforts that recognize and celebrate staff that embody diversity at the DNR.

Public Instruction, Department of

Profile of the Classified Workforce as of June 2020

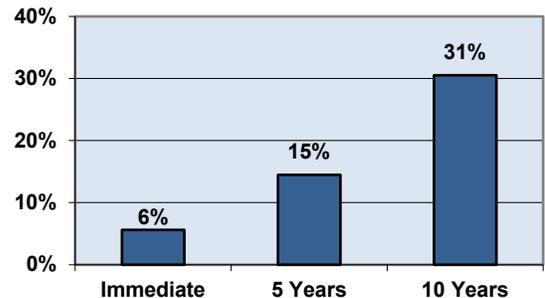
Count of permanent classified employees	587
Full-time-equivalent employees	562.60
Average years of state service	10.1
Average age of employees	46.5
Percent racial and ethnic minorities	10.4%
Percent women	68.8%
Percent persons with disabilities*	15.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	26.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	7.2%
Percent in Supervisory* position	4.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.88
Median hourly pay rate	\$31.88

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Education Consultant	24
Office Operations Associate	10
Child Care Counselor 1	10
Teacher	9
Education Specialist	9

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	44	7.5%	13	2.2%	28	4.7%	85	14.4%
Fiscal Year 2020	36	6.2%	6	1.0%	20	3.4%	62	10.7%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

For DPI's 2017-2020 Affirmative Action plan, the two goals included related to hiring diverse candidates. The first goal was to increase the hiring of minorities in Job Group 063 – Health Care Professionals and the second was to increase the hiring of veterans. The action steps for these goals revolved around recruitment efforts, applicant data monitoring, and cultural enrichment activities to increase diversity awareness.

In the last three years, we have used various recruiting efforts to increase our applicant and hiring diversity which included the following:

- Promoting and providing sign-on bonuses.
- Attending job fairs (an outreach technique that hadn't been done in many years at DPI).
- Creating a DPI-specific, promotional video featured in all of our job announcements.
- Working with WECAN to promote our hard-to-fill nursing positions.
- Modifying job announcements to include Vet Non-Competitive Appointment language.
- Working with the Veteran Coordinator at the Department of Veteran's Affairs to include more veteran applicants.
- Utilizing paid social media advertising.

Additionally, the Affirmative Action Committee developed and presented a Perspectives on Equity series that was, and still is, provided quarterly to all staff. The purpose of this series is to value diversity, encourage personal growth and support a positive climate. Events offer insight into the history, issues and lived experiences of historically marginalized groups, while each focus on a different topic.

Public Service Commission

Profile of the Classified Workforce as of June 2020

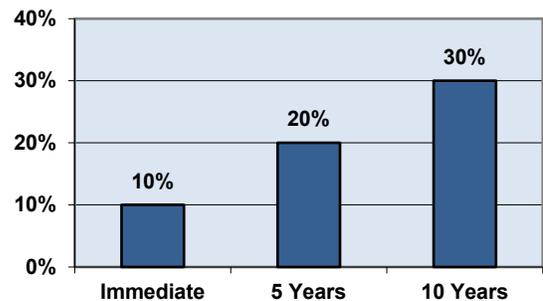
Count of permanent classified employees	120
Full-time-equivalent employees	120
Average years of state service	10.1
Average age of employees	43.5
Percent racial and ethnic minorities	16.7%
Percent women	39.2%
Percent persons with disabilities*	5.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	20.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.8%
Percent in Supervisory* position	7.5%
(*but not considered Executive/Management)	
Average hourly pay rate	\$35.28
Median hourly pay rate	\$35.27

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Public Service Engineer-Senior	8
Executive Staff Assistant	4
Records Program Associate-Adv	2
Public Utility Rate Analyst-Senior	2
Public Utility Auditor	2

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	10	8.5%	2	1.7%	7	6.0%	19	16.2%
Fiscal Year 2020	13	11.3%	0	0.0%	5	4.3%	18	15.6%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Public Service Commission's IDEAS Council (Inclusion, Diversity, Equity, Awareness, & Service) continued to be highly engaged with employees by developing a robust program to include webinars, trainings and monthly newsletters – which highlight and celebrate diversity each month.

The Commission also required all employees to complete Diversity, Equity and Inclusion training during CY2020. Employees completed two online training modules called *Moving Beyond Compliance* and *Respectful Workplace: Harassment and Discrimination Prevention is Everybody's Business*.

Management in the Public Service Commission worked with Region 1 Human Resources in the administration of the 2020 Employee Satisfaction Survey. Results from the 2020 survey were compared to the results from the 2019 survey to gauge improvements in overall satisfaction of employees.

Management in the Commission also continued to work with Region 1 Human Resources on recruitment efforts to increase diverse applicants for positions across the agency.

The Commission also developed a comprehensive Equity and Inclusion Plan that focuses on strategies and goals related to Recruitment, Retention and Agency Culture. This plan will be in effect through June 2023.

Revenue, Department of

Profile of the Classified Workforce as of June 2020

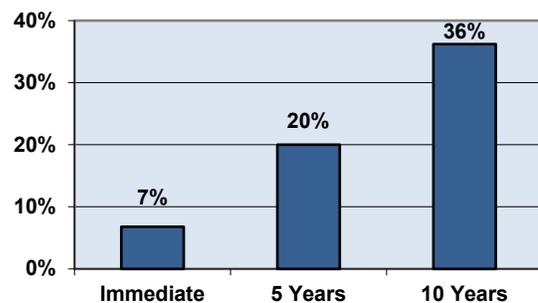
Count of permanent classified employees	1,089
Full-time-equivalent employees	1,083.7
Average years of state service	10.6
Average age of employees	46.4
Percent racial and ethnic minorities	18.1%
Percent women	51.0%
Percent persons with disabilities*	11.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	26.4%
Percent in "protective" occupation	0.9%
Percent in Executive/Management position	2.9%
Percent in Supervisory* position	8.5%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.97
Median hourly pay rate	\$28.99

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Revenue Agent	70
Revenue Auditor 1	64
Revenue Tax Specialist	19
Property Assessment Specialist	12
Property Assessment Technician 1	6

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	51	4.7%	16	1.5%	58	5.3%	125	11.5%
Fiscal Year 2020	63	5.8%	10	0.9%	45	4.2%	118	11.0%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Revenue (DOR) remains committed to hiring diverse and capable employees.

Programs and Internships

DOR continues to support the Student Summer Diversity Program (formerly State Affirmative Action Internship Program) each year in different areas of the Agency. In FY19, DOR had 11 internship positions which resulted in one hire. DOR was prepared for its most successful internship program in 2020 with the submission of 17 positions. Due to the pandemic, this program was cancelled.

In FY18, DOR hired five limited-term employees (LTEs) through the TeamWorks Program, a partnership with Madison area high schools' Vocational Transition Programs. This program has provided the participating students with valuable job training while simultaneously increasing diversity awareness among DOR employees. 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.

Internal Structure and Accountability

DOR's Diversity Advisory Council (DAC) has been very active and has continued to provide resources and learning opportunities on a monthly basis to increase awareness of diversity throughout the agency. Learning opportunities are often recorded so they are available to staff at remote locations or for those who cannot attend in person.

Outreach and Diversifying the Workforce

During FY19 DOR hired 38 individuals with disabilities. DOR continues its efforts in hiring veterans with disabilities. Extensive outreach efforts have resulted in the hiring of 13 veterans: of that 6 with disabilities.

Safety and Professional Services, Department of

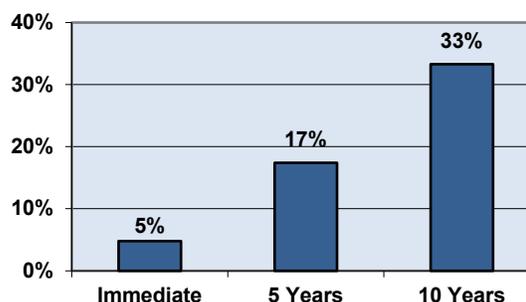
Profile of the Classified Workforce as of June 2020

Count of permanent classified employees	207
Full-time-equivalent employees	206.64
Average years of state service	7.5
Average age of employees	46.2
Percent racial and ethnic minorities	8.2%
Percent women	48.3%
Percent persons with disabilities*	9.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	58.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	0.5%
Percent in Supervisory* position	8.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.14
Median hourly pay rate	\$29.31

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined	
License/Permit Program Associate	29
Consumer Protection Investigator	8
Building Inspector-Objective	7
Operations Program Associate	5
Office Operations Associate	5

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	22	10.8%	2	1.0%	12	5.9%	36	17.7%
Fiscal Year 2020	13	6.3%	3	1.5%	11	5.3%	27	13.1%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Executive Management met regularly with Region 1 Human Resources management to learn of any employee issues and concerns. This allowed leadership to track issues and make employees aware of AA/EEO/Diversity programs.

The department successfully established new Hiring Review Processes to improve good faith efforts in diversifying the workforce. This included having balanced panels for all interview processes across the agency. The processes were updated slightly when HR Shared Services was implemented to include the Region 1 AA/EEO Officer reviews of hire recommendations and interview questions. All interview panels are provided briefing materials prior to the interviews so they are mindful of cultural differences, unconscious bias, and the importance of objectivity when conducting interviews.

The department required all employees to complete Diversity, Equity and Inclusion training during CY2020. Employees completed two online training modules called *Moving Beyond Compliance* and *Respectful Workplace: Harassment and Discrimination Prevention is Everybody's Business*.

The Department also formed a Diversity, Equity and Inclusion Committee to develop the agency's new Equity and Inclusion Plan. This comprehensive plan includes strategies and goals related to Recruitment, Retention and Agency Culture and will be in effect through June 2023. In the development of the EI Plan, the committee analyzed recruitment and retention data to help shape goals to address diversity hiring strategies.

State Public Defender Office

Profile of the Classified Workforce as of June 2020

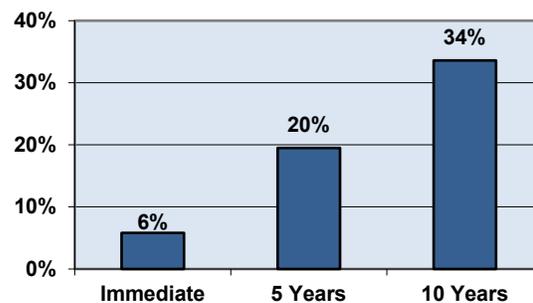
Count of permanent classified employees	241
Full-time-equivalent employees	234.6
Average years of state service	12.4
Average age of employees	45.5
Percent racial and ethnic minorities	14.1%
Percent women	77.6%
Percent persons with disabilities*	4.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	83.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.9%
Percent in Supervisory* position	10.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$23.86
Median hourly pay rate	\$22.60

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Legal Secretary	27
Public Defender Investigator	5
Client Services Specialist-Objective	3
Office Operations Associate	2
Program Assistant Supervisor-Adv	1

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	18	7.6%	1	0.4%	14	5.9%	33	13.9%
Fiscal Year 2020	17	7.2%	1	0.4%	5	2.1%	23	9.7%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The 2017-2020 Affirmative Action Plan for the State Public Defender (SPD), although not as robust as the most recent SPD Equity and Inclusion plan had some very specific highlights and challenges. Starting with the agency workforce analysis, the job categories that were underutilized for racial and ethnic minorities included Administrative Support, Admin Support-Fiscal, and IT professionals. One of our problem areas and goals was to address this underutilization. The agency succeeded in attracting and hiring a diverse group of individuals and these three categories are no longer underutilized. As a matter of fact, in 2020 the agency is listed as being underutilized in one area only, Legal Professionals and Paralegals. As of January 2021, SPD has a greater amount of woman and minorities in this category than men. This is a great success for our agency.

An area identified as a problem was our ability to attract and recruit diverse applicants for our administrative support positions throughout the agency. Looking at our two largest categories in this area, Legal Secretaries and Legal Associates, current data shows that approximately 14.5% are minorities. This makeup is very similar to the demographics of all Wisconsin state workers.

Another area identified as a challenge was our on-going efforts to attract minority attorneys so our agency could meet the diverse demands of our practice in Wisconsin. Based on current data, just over half of our attorneys are women and 16% are minorities. In comparison, the Wisconsin State Bar reports that of the 25,238 attorneys in WI, only 9,071 are women, less than half. Per the American Bar Association, 86% of lawyers are non-Hispanic white people. In comparison, roughly 60% of U.S. residents are non-Hispanic white people. SPD is proud of our efforts to attract and retain minority attorneys.

Technical College System Board

Profile of the Classified Workforce as of June 2020

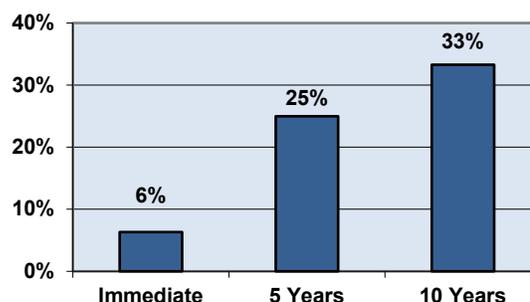
Count of permanent classified employees	48
Full-time-equivalent employees	48.0
Average years of state service	11.8
Average age of employees	46.3
Percent racial and ethnic minorities	16.7%
Percent women	66.7%
Percent persons with disabilities*	6.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	8.3%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	12.5%
Percent in Supervisory* position	0.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$34.96
Median hourly pay rate	\$35.24

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Education Consultant	6
Operations Program Associate	3
Technical College System Admin	1
IS Systems Development Svcs Sr	1

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	2	4.3%	1	2.2%	1	2.2%	4	8.6%
Fiscal Year 2020	0	0.0%	0	0.0%	2	4.2%	2	4.2%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Committee held meetings during the year to coordinate enrichment and diversity opportunities, including:

- **Woke Olympics Social Justice Arrogance Webinar:** This webinar, from the National Conference on Race and Ethnicity, centered around how “Woke Olympics” are contributing to and impacting the challenge of moving campuses to a more diverse, equitable and inclusive campus. Brenda Powles hosted the webinar with **six staff** in attendance.
- **Creating Accessible Documents:** The EDC, along with Lisa Sobczyk and Laura Plummer from DHS, hosted a Lunch & Learn presentation around creating accessible documentation—specifically PowerPoint. **Ten staff** members joined to learn about the basics of creating accessible documents.
- **Speaker David O’Conner DPI Native Americans Land Acknowledgements and Land Trust:** **Seventeen staff members** gathered for a Lunch & Learn on the importance of acknowledging the native land they are on before opening conferences and events. David shared with us why “acknowledgment is a simple and powerful way of showing respect, inviting and honoring the truth, and a step toward correcting the stories and practices that erase Indigenous peoples’ history and culture.”
- **Road map for Racial Equity Discussion Series:** Four discussion groups were held from December – February. The EDC along with colleagues from the Office of Student Success coordinated a group read of The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates. This roadmap directly connected to much of the work done within our system. An average of **nine staff members** attended each session.

Transportation, Department of

Profile of the Classified Workforce as of June 2020

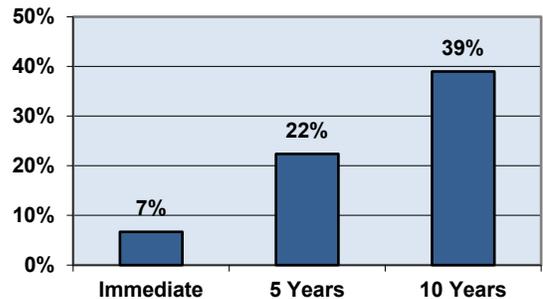
Count of permanent classified employees	3,030
Full-time-equivalent employees	2,997.8
Average years of state service	13.0
Average age of employees	45.6
Percent racial and ethnic minorities	12.6%
Percent women	36.8%
Percent persons with disabilities*	4.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	42.9%
Percent in "protective" occupation	15.2%
Percent in Executive/Management position	2.3%
Percent in Supervisory* position	12.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.68
Median hourly pay rate	\$29.73

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

DMV Customer Service Rep.	113
Transportation Cust Svcs Rep-Sen.	81
State Patrol Inspector 1	73
Civil Engineer-Transportation	41
Law Enforcement Dispatcher	21

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	164	5.4%	38	1.2%	115	3.8%	317	10.4%
Fiscal Year 2020	133	4.4%	27	0.9%	103	3.4%	263	8.7%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Transportation continued to increase efforts to recruit and retain more diverse sworn staff. Recruitment partnerships continued with current State Patrol staff networking with community organizations to increase diverse applicants. The department will analyze the makeup of the 66th Recruit Class in winter 2021 to identify successes and challenges with the efforts made. The department's Affirmative Action Advisory Committee also continued to work closely with State Patrol to support recruitment efforts and provide analytical data assistance.

The department required all employees to complete Diversity, Equity and Inclusion training during CY2020. Employees completed two online training modules called *Moving Beyond Compliance* and *Respectful Workplace: Harassment and Discrimination Prevention is Everybody's Business*.

The department's AAAC also developed and administered a diversity survey for all employees to complete. The survey allowed employees to provide their satisfaction with various aspects of diversity and inclusion across the agency. The results of the survey are being analyzed to help the AAAC develop and support DEI efforts and share feedback with Executive Leadership.

The Department also formed a Diversity, Equity and Inclusion Committee to develop the agency's new Equity and Inclusion Plan. This detailed plan includes strategies and goals related to Recruitment, Retention and Agency Culture and will be in effect through June 2023. A separate DEI Steering Committee was formed to oversee and manage the implementation of the EI Plan. In addition, the department approved the filling of a new position to focus on DEI efforts for the agency, including leading the efforts in the EI Plan.

Veterans Affairs, Department of

Profile of the Classified Workforce as of June 2020

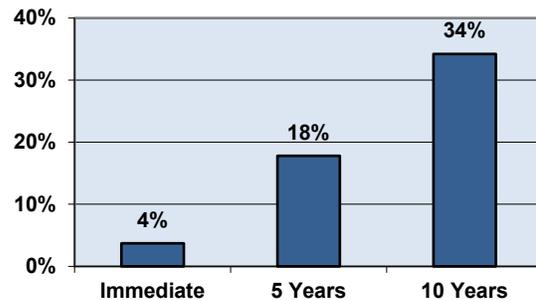
Count of permanent classified employees	910
Full-time-equivalent employees	870.2
Average years of state service	9.9
Average age of employees	47.1
Percent racial and ethnic minorities	11.0%
Percent women	75.7%
Percent persons with disabilities*	10.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	66.4%
Percent in "protective" occupation	1.1%
Percent in Executive/Management position	1.8%
Percent in Supervisory* position	8.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$23.60
Median hourly pay rate	\$19.76

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Nursing Assistant 2	50
Food Service Assistant 2	41
Nurse Clinician 2	40
Nursing Assistant 1	18
Licensed Practical Nurse	14

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	179	16.4%	45	4.1%	46	4.2%	270	24.8%
Fiscal Year 2020	145	15.0%	28	2.9%	48	5.0%	221	22.9%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Veterans Affairs (DVA) continues to work on behalf of Wisconsin's Veterans, their families and the Veteran community.

Outreach and Increasing Candidate Pools

DVA has included additional outreach efforts to attract more diverse candidates for open positions. Candidates to fill healthcare positions continue to be in shortage throughout the state. The Veterans Home in King, Wisconsin provides opportunities for individuals to enroll in Nursing Assistant classes to obtain their license and provide employment opportunities after completion of their certification.

Internal Structure and Accountability

The Cultivating Culture Committee was established and is meeting on a consistent basis. The committee has representation from all locations and includes people from different classifications. The Committee has been tasked with addressing issues such as equity, diversity, recognition, appreciation, involvement and input, morale, fun and wellness.

Training and Awareness

The Wisconsin Veterans Museum spotlighted the many faces of the diverse Veteran community with **I Am Not Invisible** exhibits across the state to increase awareness and dialogue about women veterans, as well as to open viewers' eyes to the myriad levels of expertise of the women veterans living in the State of Wisconsin. This included a presentation of the exhibit at the Capitol.

Workforce Development, Department of

Profile of the Classified Workforce as of June 2020

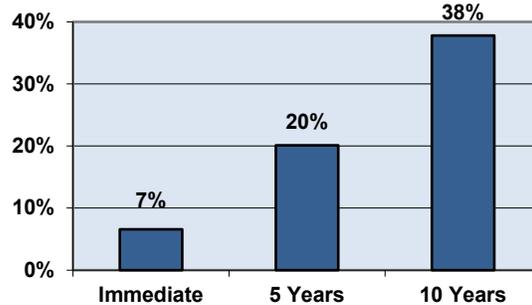
Count of permanent classified employees	1,443
Full-time-equivalent employees	1,423.6
Average years of state service	10.9
Average age of employees	47.5
Percent racial and ethnic minorities	20.4%
Percent women	64.7%
Percent persons with disabilities*	12.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	50.7%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.4%
Percent in Supervisory* position	9.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.09
Median hourly pay rate	\$24.85

Job Classifications with the Most New Hires

Fiscal Years 2019 and 2020 Combined

Unemployment Benefit Specialist	73
Employment Security Assistant 3	73
Employment and Training Specialist	24
Vocational Rehab Counselor-in-Training	20
Unemployment Compensation Assoc 1	15

Eligibility for Normal Retirement as of June 2020



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2019	90	6.3%	22	1.5%	44	3.1%	156	11.0%
Fiscal Year 2020	79	5.6%	18	1.3%	51	3.6%	148	10.4%

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 a pilot of the Employee Resource Group (ERG) and LGBTQ+ addition to recruitment language.

Pilot of Employee Resource Group (ERG) The DWD Employee Resource Group was formed as a response to anti-Asian sentiment and for a demonstrated need for more cultural competency among their Division of Vocational Rehabilitation (DVR) colleagues and managers. Ground rules set at the outset allow for group members to express their thoughts freely, without consequence. One of their goals is to provide DVR-specific diversity-related training to the rest of their DVR colleagues. A second goal is to carry the model forward to other divisions within the agency.

LGBTQ+ Addition to Recruitment Language A small but significant change, the DWD has expanded the language used for all recruitments to a broader and more inclusive LGBTQ+ statement:

DWD is an Equal Opportunity and Affirmative Action employer seeking a diverse and talented workforce. Veterans, women, people of color, people with disabilities, and LGTBQ+ are encouraged to apply. We provide reasonable accommodations to qualified applicants and employees with disabilities.

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. Note the headcounts for 2020 were calculated using distinct counts of employees (where employees are strictly counted only once, whereas the headcounts for 2010 were not (employees may have been counted more than once if they had multiple state jobs).

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

DID YOU KNOW . . . ?

- Twenty executive branch state agencies have more than 100 classified employees.
- There are about 77 (or 0.3%) more classified employees than 10 years ago.
- The Departments of Administration, Health Services, Justice, Military Affairs, and Revenue have each added over 100 employees in the last 10 years.
- The four most common employee ages are 48 through 51. In June 2010 the four most common ages were 52 through 55.
- About 86% of classified employees have selected state health insurance coverage, compared to 92.5% in 2010.
- Classified state employees live and work in every county in Wisconsin.

Table 1
BUDGETED CLASSIFIED POSITIONS BY AGENCY: 2020 and 2010
Budgeted Full-Time-Equivalent Permanent Positions--Vacant and Filled

Agency	2020	2010	10-Year Change	10-Year % Change
Corrections	10,172.7	10,517.4	-344.7	-3%
Health Services	6,270.2	5,667.1	603.1	11%
Transportation	3,231.1	3,463.8	-232.7	-7%
Natural Resources	2,507.6	2,679.2	-171.6	-6%
Workforce Development	1,600.1	1,625.5	-25.5	-2%
Administration	1,409.1	1,000.4	408.7	41%
Veterans Affairs	1,263.3	1,105.1	158.2	14%
Revenue	1,123.0	1,107.3	15.7	1%
Children & Families	773.4	672.2	101.2	15%
Justice	699.2	583.0	116.2	20%
Public Instruction	633.0	617.0	16.0	3%
Ag, Trade & Consumer Prot	615.3	578.3	37.0	6%
Military Affairs	528.3	433.1	95.2	22%
Employee Trust Funds	268.2	219.7	48.5	22%
State Public Defender	237.7	214.0	23.7	11%
Safety & Professional Services	224.1	107.8	116.3	108%
Public Service Commission	140.8	151.0	-10.3	-7%
Financial Institutions	132.5	128.5	4.0	3%
Commissioner of Insurance	129.8	142.0	-12.2	-9%
Historical Society	128.0	137.3	-9.3	-7%
Technical College System Bd	51.0	77.3	-26.3	-34%
Bd on Aging & Long Term Care	44.5	35.0	9.5	27%
Educational Comm Board	40.7	47.7	-7.0	-15%
Tourism	27.0	28.5	-1.5	-5%
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%
Child Abuse & Neglect Prev Bd	7.0	-	-	-
People with Dev Disabilities Bd	7.0	7.8	-0.8	-10%
Ethics Commission	7.0	-	-	-
Employment Relations Comm	5.0	21.0	-16.0	-76%
Secretary of State	1.0	5.5	-4.5	-82%
Grand Total	32,333.4	31,884.3	449.1	1.4%

Note: This table includes only agencies with classified positions in 2020. However, the Grand Total for 2010 includes 494.8 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, State Employment Relations, State Fair Park, and State Treasurer.

Note: The total classified positions for 2010 excludes the UW System, for better comparison with 2020 non-UW agencies. Effective July 1, 2015, UW System no longer has employees in the classified civil service.

Sources: PeopleSoft, June 2020; PMIS, June 2010; excludes surplus positions

Table 2
VACANT CLASSIFIED POSITIONS BY AGENCY: 2020 and 2010
Budgeted Full-Time-Equivalent Filled Positions
Sorted by 2020 Vacant Positions

Agency	2020 Vacant Positions	2020 Vacancy Rate	2010 Vacant Positions	2010 Vacancy Rate
Corrections	1,289.5	12.7%	645.5	6.1%
Health Services	803.6	12.8%	697.5	12.3%
Veterans Affairs	394.1	31.2%	78.5	7.1%
Natural Resources	280.0	11.2%	363.7	13.6%
Transportation	241.3	7.5%	380.3	11.0%
Workforce Development	180.5	11.3%	252.3	15.5%
Administration	177.8	12.6%	129.1	12.9%
Revenue	87.3	7.8%	156.8	14.2%
Children & Families	76.0	9.8%	99.1	14.7%
Public Instruction	70.4	11.1%	42.6	6.9%
Military Affairs	61.2	11.6%	40.6	9.4%
Justice	49.4	7.1%	75.4	12.9%
Ag, Trade & Consumer Prot	38.3	6.2%	90.9	15.7%
Safety & Professional Services	18.5	8.3%	11.3	10.4%
Employee Trust Funds	18.5	6.9%	15.9	7.2%
Public Service Commission	15.8	11.2%	27.0	17.9%
Historical Society	12.1	9.4%	23.8	17.3%
Financial Institutions	11.0	8.3%	11.8	9.2%
Commissioner of Insurance	10.0	7.7%	8.0	5.6%
Educational Comm Board	4.1	10.0%	7.5	15.7%
State Public Defender	4.1	1.7%	6.4	3.0%
Bd on Aging & Long Term Care	4.0	9.0%	2.5	7.1%
Technical College System Bd	3.0	5.9%	22.3	28.8%
Public Lands Board	3.0	35.3%	1.5	20.0%
Tourism	2.0	7.4%	4.5	15.6%
Elections Commission	2.0	8.4%	-	-
Labor & Industry Rev Comm	1.0	6.8%	-	-
Child Abuse & Neglect Prev Bd	1.0	14.3%	-	-
Employment Relations Comm	1.0	20.0%	0.5	2.4%
Higher Education Aids Bd	0.0	0.0%	1.5	15.8%
People with Dev Disabilities Bd	0.0	0.0%	2.0	25.8%
Ethics Commission	0.0	0.0%	-	-
Secretary of State	0.0	0.0%	0.0	0.0%
3,860.3	11.9%	3,281.9	10.3%	

Note: This table includes only agencies with permanent classified positions in 2020. However, the Grand Total for 2010 includes 83.3 classified position vacancies in 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, State Employment Relations, State Fair Park, and State Treasurer.

Note: The classified position vacancies for 2010 excludes the UW System, for better comparison with 2020 non-UW agencies. Effective July 1, 2015, UW System no longer has employees in the classified civil service.

Sources: PeopleSoft, June 2020; PMIS, June 2010

Table 3
PERMANENT CLASSIFIED EMPLOYEES BY AGENCY: 2020 and 2010
Full-Time-Equivalent Filled Positions

Agency	2020	2010	10-Year Change	10-Year % Change
Corrections	8,976.7	9,891.4	-914.7	-9%
Health Services	5,598.1	5,139.2	458.9	9%
Transportation	2,997.8	3,069.0	-71.2	-2%
Natural Resources	2,235.6	2,307.7	-72.1	-3%
Workforce Development	1,423.6	1,368.1	55.5	4%
Administration	1,232.3	862.4	369.9	43%
Revenue	1,083.7	945.7	138.0	15%
Veterans Affairs	870.2	1,034.1	-163.9	-16%
Children and Families	700.4	569.2	-	-
Justice	664.8	507.6	157.2	31%
Ag, Trade & Consumer Protctn	576.0	484.5	91.6	19%
Public Instruction	562.6	570.4	-7.8	-1%
Military Affairs	488.1	387.5	100.6	26%
Employee Trust Funds	250.8	202.8	48.0	24%
State Public Defender	234.6	204.8	29.9	15%
Safety & Professional Services	206.6	-	-	-
Financial Institutions	122.5	115.7	6.8	6%
Public Service Commission	120.0	124.0	-4.0	-3%
Commissioner of Insurance	119.8	134.0	-14.2	-11%
Historical Society	113.0	113.1	-0.1	0%
Technical College System Board	48.0	55.0	-7.0	-13%
Bd on Aging & Long Term Care	40.5	31.5	9.0	29%
Educational Communications Bd	36.6	39.2	-2.6	-7%
Elections Commission	27.8	-	-	-
Tourism	25.0	24.0	-	-
Labor & Industry Review Comm	12.7	-	-	-
Higher Educational Aids Board	9.0	8.0	1.0	13%
Bd for People with Dev Disab	7.0	5.8	1.3	22%
Ethics Commission	7.0	-	-	-
Child Abuse & Neglect Prev Bd	6.0	-	-	-
Bd of Commiss of Public Lands	5.5	6.0	-	-
Employment Relations Comm	5.0	20.5	-15.5	-76%
Secretary of State	1.0	5.5	-4.5	-82%
Grand Total	28,808.1	28,731.0	77.1	0.3%

Note: This table includes only agencies with classified employees in 2020. However, the Grand Total for 2010 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, Public Lands Board, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

Note: The total classified employees for 2010 excludes 9,460 FTE employed by the UW System, for better comparison with 2020 non-UW agencies. Effective July 1, 2015, UW System no longer has employees in the classified civil service.

Sources: PeopleSoft, June 2020; PMIS, June 2010

Table 4
AVERAGE AGE AND YEARS OF SERVICE BY AGENCY: 2020 and 2010
Permanent Classified Employees

Agency	Average Age		Average Years of Service	
	2020	2010	2020	2010
Administration	47.4	50.2	11.7	16.1
Ag, Trade & Consumer Protctn	45.1	49.1	11.0	16.0
Bd for People with Dev Disab	45.1	50.3	13.1	10.1
Bd of Commiss of Public Lands	53.1	-	18.7	-
Bd on Aging & Long Term Care	53.7	50.5	11.0	9.5
Child Abuse & Neglect Prev Bd	46.3	-	7.5	-
Children and Families	44.7	48.1	10.1	12.8
Commissioner of Insurance	48.8	49.7	12.4	16.2
Corrections	43.2	43.8	11.4	12.2
Educational Communications Bd	47.9	50.7	14.6	18.2
Elections Commission	44.9	-	7.9	-
Employee Trust Funds	47.5	48.6	11.9	14.4
Employment Relations Comm	57.6	54.6	29.1	20.3
Ethics Commission	36.6	-	10.1	-
Financial Institutions	44.0	50.2	10.9	18.8
Health Services	44.3	46.4	10.2	13.2
Higher Educational Aids Board	52.8	50.4	15.3	16.7
Historical Society	48.4	51.4	11.7	15.4
Justice	42.7	47.0	10.5	15.1
Labor & Industry Review Comm	52.4	-	12.6	-
Military Affairs	45.3	47.0	8.6	11.5
Natural Resources	44.1	48.5	12.6	17.8
Public Instruction	46.5	49.1	10.1	14.0
Public Service Commission	43.5	52.3	10.1	20.6
Revenue	46.4	50.2	10.6	17.8
Safety & Professional Services	46.2	-	7.5	-
Secretary of State	*	51.5	33.7	17.7
State Public Defender	45.5	47.1	12.4	14.0
Technical College System Board	46.3	52.7	11.8	20.7
Tourism	42.7	49.5	13.0	16.3
Transportation	45.5	47.4	13.0	16.5
Veterans Affairs	47.1	44.7	9.9	10.2
Workforce Development	47.5	50.2	10.9	16.7
Grand Total	44.7	46.5	11.2	14.1

*Only one classified employee in the Secretary of State office - age not shown

Note: This table includes only agencies with classified employees in 2020. However, the Grand Total for 2010 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, Public Lands Board, Regulation & Licensing, State Employment Relations, State Fair Park, and State Treasurer.

Note: The total average age and average years of service for 2010 excludes 9,460 FTE employed by the UW System, for better comparison with 2020 non-UW agencies. Effective July 1, 2015, UW System no longer has employees in the classified civil service.

Sources: PeopleSoft, June 2020; PMIS, June 2010

Chart 5
AGE DISTRIBUTION OF PERMANENT CLASSIFIED EMPLOYEES: 2020 and 2010
Excludes UW System



Chart 6
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2020 and 2010
Excludes UW System

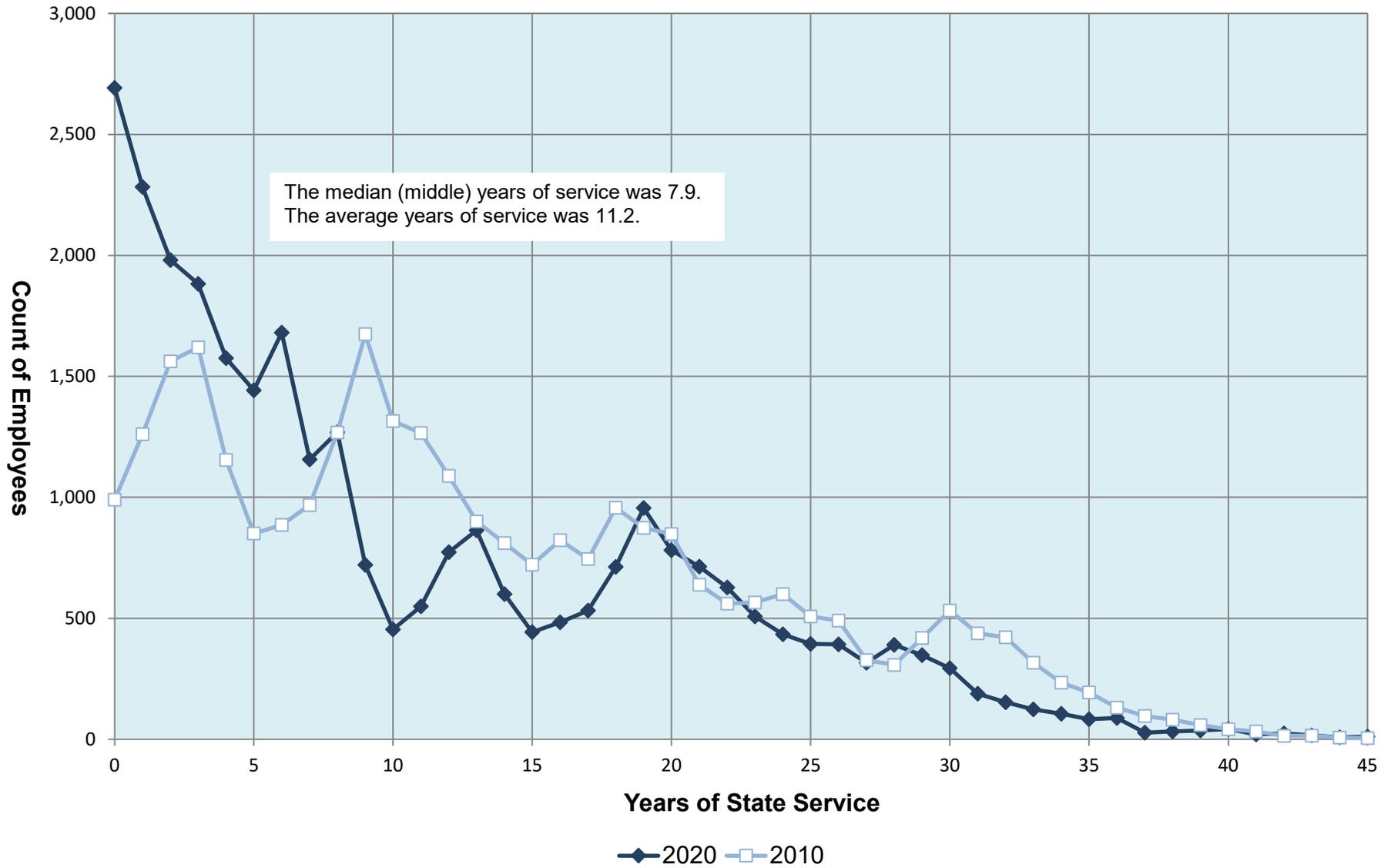


Table 7
PERMANENT CLASSIFIED EMPLOYEES BY STATUTORY BARGAINING UNIT: 2020 and 2010
Excludes UW System

Bargaining Unit	2020 Count	% of Workforce	2010 Count	% of Workforce	Representation Status as of June 2020
Administrative Support	2,509	8.6%	2,916	9.8%	Not Represented
Blue Collar & Non-Building Trades	1,153	3.9%	1,367	4.6%	Not Represented
Building Trades Crafts	121	0.4%	122	0.4%	Represented for base wage negotiations only
Education	618	2.1%	715	2.4%	Not Represented
Engineering	1,129	3.9%	1,063	3.6%	Not Represented
Fiscal & Staff Services	4,487	15.4%	3,490	11.8%	Not Represented
Law Enforcement	72	0.2%	785	2.6%	Not Represented
Legal	250	0.9%	267	0.9%	Not Represented
Patient Care	1,129	3.9%	1,091	3.7%	Not Represented
Patient Treatment	74	0.3%	101	0.3%	Not Represented
Public Safety Employees*	378	1.3%	n/a	n/a	Represented for wages, benefits & working conditions
Research, Statistics & Analysis	73	0.2%	53	0.2%	Not Represented
Science	1,198	4.1%	1,071	3.6%	Not Represented
Security and Public Safety	5,864	20.1%	6,127	20.7%	Not Represented
Social Services	3,545	12.1%	3,126	10.6%	Not Represented
Technical	1,649	5.6%	2,916	9.8%	Not Represented
<i>Not eligible for representation</i>	4,971	17.0%	4,420	14.9%	Not Represented
Grand Total	29,220		29,630		

*The Public Safety Employees bargaining unit was created in 2011 to include State Patrol employees formerly in the Law Enforcement unit.

Note: In 2010 all bargaining units were represented to negotiate wages, benefits, and working conditions. Collective bargaining units are established under s. 111.825, Wis. Stats.

Source: PeopleSoft, June 2020; PMIS, June 2010

Table 8
UNCLASSIFIED EMPLOYEES BY STATUTORY BARGAINING UNIT: 2020 and 2010
Excluding UW System Unclassified Employee Bargaining Units

Bargaining Unit ¹	2020 Count	2010 Count	Representation Status as of June 2020
Assistant District Attorneys	408	372	Represented for base wage negotiations only
Assistant State Public Defenders	304	253	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: In 2010 both of these unclassified employee bargaining units were represented to negotiate wages, benefits, and working conditions.

Note: There exist 39 statutorily-designated employee bargaining units in the University of Wisconsin-Madison or in the remainder of the UW System. Only two of these units, both representing building trades crafts employees, were represented as of June 2020.

Source: PeopleSoft, June 2020; PMIS, June 2010

Table 9
SINGLE AND FAMILY HEALTH INSURANCE PLANS BY AGENCY: 2020
Permanent classified employees

Agency	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
Administration	378	31%	680	55%	180	15%
Ag, Trade & Consumer Protctn	153	26%	339	58%	88	15%
Bd for People with Dev Disab	2	29%	4	57%	1	14%
Bd of Commiss of Public Lands	4	67%	2	33%	0	0%
Bd on Aging & Long Term Care	16	39%	19	46%	6	15%
Child Abuse & Neglect Prev Bd	2	33%	3	50%	1	17%
Children and Families	223	31%	399	56%	86	12%
Commissioner of Insurance	49	40%	61	50%	11	9%
Corrections	2,580	28%	5,319	59%	1,176	13%
Educational Communications Bd	13	35%	21	57%	3	8%
Elections Commission	14	50%	11	39%	3	11%
Employee Trust Funds	66	26%	150	59%	37	15%
Employment Relations Comm	0	0%	4	80%	1	20%
Ethics Commission	2	29%	3	43%	2	29%
Financial Institutions	33	27%	64	52%	26	21%
Health Services	1,878	33%	3,059	53%	791	14%
Higher Educational Aids Board	3	30%	6	60%	1	10%
Historical Society	39	34%	60	52%	16	14%
Justice	203	30%	353	52%	119	18%
Labor & Industry Review Comm	1	8%	8	62%	4	31%
Military Affairs	111	23%	243	50%	136	28%
Natural Resources	617	27%	1,370	61%	266	12%
Public Instruction	177	30%	318	54%	92	16%
Public Service Commission	41	34%	53	44%	26	22%
Revenue	353	32%	582	53%	154	14%
Safety & Professional Services	61	29%	113	55%	33	16%
Secretary of State	<i>very small agency--data suppressed to protect privacy</i>					
State Public Defender	67	28%	136	56%	38	16%
Technical College System Board	8	17%	36	75%	4	8%
Tourism	6	24%	18	72%	1	4%
Transportation	775	26%	1,883	62%	372	12%
Veterans Affairs	247	27%	546	60%	117	13%
Workforce Development	459	32%	734	51%	250	17%
Grand Total	8,581	29.4%	16,598	56.8%	4,041	13.8%

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 2020

SINGLE AND FAMILY HEALTH INSURANCE PLANS: 2010
For Historical Comparison

June 2010	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
All Non-UW Agencies	7,578	25.6%	19,824	66.9%	2,230	7.5%

Source: Payroll extract June 2010

Table 10
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2020

County	Employees Working in County		Employees Residing in County		County	Employees Working in County		Employees Residing in County		
		% of Total		% of Total			% of Total		% of Total	
Adams	17	0.1%	162	0.6%	Marinette	49	0.2%	63	0.2%	
Ashland	47	0.2%	38	0.1%	Marquette	7	0.0%	121	0.4%	
Barron	48	0.2%	93	0.3%	Menominee	1	0.0%	2	0.0%	
Bayfield	20	0.1%	60	0.2%	Milwaukee	2167	7.4%	2,328	8.0%	
Brown	902	3.1%	733	2.5%	Monroe	158	0.5%	260	0.9%	
Buffalo	11	0.0%	23	0.1%	Oconto	24	0.1%	91	0.3%	
Burnett	30	0.1%	23	0.1%	Oneida	256	0.9%	251	0.9%	
Calumet	8	0.0%	75	0.3%	Outagamie	265	0.9%	702	2.4%	
Chippewa	678	2.3%	543	1.9%	Ozaukee	26	0.1%	131	0.4%	
Clark	14	0.0%	117	0.4%	Pepin	6	0.0%	13	0.0%	
Columbia	344	1.2%	732	2.5%	Pierce	12	0.0%	26	0.1%	
Crawford	208	0.7%	164	0.6%	Polk	25	0.1%	38	0.1%	
Dane	11,560	39.5%	8,329	28.5%	Portage	38	0.1%	193	0.7%	
Dodge	1,367	4.7%	979	3.4%	Price	31	0.1%	51	0.2%	
Door	39	0.1%	45	0.2%	Racine	1,537	5.3%	1,198	4.1%	
Douglas	135	0.5%	111	0.4%	Richland	10	0.0%	65	0.2%	
Dunn	33	0.1%	90	0.3%	Rock	186	0.6%	691	2.4%	
Eau Claire	544	1.9%	507	1.7%	Rusk	21	0.1%	42	0.1%	
Florence	10	0.0%	10	0.0%	St. Croix	96	0.3%	91	0.3%	
Fond du Lac	480	1.6%	973	3.3%	Sauk	64	0.2%	480	1.6%	
Forest	13	0.0%	10	0.0%	Sawyer	76	0.3%	43	0.1%	
Grant	283	1.0%	286	1.0%	Shawano	35	0.1%	70	0.2%	
Green	16	0.1%	152	0.5%	Sheboygan	383	1.3%	228	0.8%	
Green Lake	16	0.1%	259	0.9%	Taylor	11	0.0%	36	0.1%	
Iowa	50	0.2%	150	0.5%	Trempealeau	14	0.0%	87	0.3%	
Iron	11	0.0%	18	0.1%	Vernon	20	0.1%	98	0.3%	
Jackson	345	1.2%	225	0.8%	Vilas	38	0.1%	52	0.2%	
Jefferson	52	0.2%	512	1.8%	Walworth	168	0.6%	203	0.7%	
Juneau	877	3.0%	548	1.9%	Washburn	131	0.4%	106	0.4%	
Kenosha	141	0.5%	368	1.3%	Washington	70	0.2%	251	0.9%	
Kewaunee	8	0.0%	39	0.1%	Waukesha	921	3.2%	902	3.1%	
La Crosse	237	0.8%	268	0.9%	Waupaca	672	2.3%	611	2.1%	
Lafayette	10	0.0%	41	0.1%	Waushara	292	1.0%	246	0.8%	
Langlade	30	0.1%	29	0.1%	Winnebago	2,055	7.0%	1,618	5.5%	
Lincoln	313	1.1%	272	0.9%	Wood	159	0.5%	149	0.5%	
Manitowoc	41	0.1%	113	0.4%	TBD	2				
Marathon	246	0.8%	262	0.9%	Out of State	23	0.1%	324	1.1%	
Totals					29233*	29,220				

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

*The total of employees working across counties is more than the total employee count because 13 employees have two positions located in two distinct counties.

Source: PeopleSoft, June 2020

Table 11
MOST POPULOUS CLASSIFICATION TITLES -TOP 40
June 2020

Rank	Classification Title	Full Time Equivalent Employees	% of Classified Workforce
1.	Correctional Officer	2,658.0	9.2%
2.	Correctional Sergeant	1,484.0	5.2%
3.	Psychiatric Care Technician-Advanced	884.1	3.1%
4.	Probation and Parole Agent-Senior	802.5	2.8%
5.	Office Operations Associate	498.5	1.7%
6.	Nurse Clinician 2	493.7	1.7%
7.	Program and Policy Analyst-Advanced	392.3	1.4%
8.	Probation and Parole Agent	355.4	1.2%
9.	Civil Engineer-Transportation-Advanced	308.6	1.1%
10.	State Patrol Trooper	292.0	1.0%
11.	Resident Care Technician-Objective	289.8	1.0%
12.	Teacher	284.6	1.0%
13.	Income Maintenance Specialist	252.0	0.9%
14.	Civil Engineer-Transportation-Senior	210.3	0.7%
15.	Financial Specialist-Senior	201.1	0.7%
16.	Operations Program Associate	197.4	0.7%
17.	IS Business Automation Specialist	192.1	0.7%
18.	Social Worker-Corrections-Senior	191.5	0.7%
19.	Nursing Assistant 2	189.8	0.7%
20.	Supervising Officer 2	181.0	0.6%
21.	Attorney	170.1	0.6%
22.	Resident Care Technician-Advanced	160.3	0.6%
23.	Corrections Food Service Leader 2	155.3	0.5%
24.	IS Systems Development Services Specialist	151.3	0.5%
25.	Facilities Maintenance Specialist-Advanced	149.8	0.5%
26.	Human Services Program Coordinator-Senior	146.8	0.5%
27.	Forester-Senior	146.0	0.5%
28.	Licensed Practical Nurse	144.7	0.5%
29.	Conservation Warden	142.0	0.5%
30.	Transportation Specialist-Advanced	139.0	0.5%
31.	Employment and Training Specialist	135.3	0.5%
32.	Custodian	133.6	0.5%
33.	Education Consultant	132.0	0.5%
34.	Vocational Rehabilitation Counselor	131.0	0.5%
35.	Corrections Field Supervisor	130.0	0.5%
36.	Psychiatric Care Technician	128.4	0.4%
37.	Nursing Supervisor	124.5	0.4%
38.	IS Technical Services Specialist	121.0	0.4%
39.	Supervising Officer 1	120.0	0.4%
40.	Psychological Associate	109.5	0.4%

Note: Of the 1,468 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 2020

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

Administration	FTE	% of Agency				
Payroll Ben Spec-Adv	49.1	4.0%		Financial Specialist-Sen	49.0	0.5%
IS Ent Technical Svcs Spec	46.0	3.7%		Corr Program Supervisor	48.6	0.5%
Attorney	44.2	3.6%		Corr Unit Supervisor	47.0	0.5%
Human Resources Spec-Sen	43.0	3.5%		Licensed Practical Nurse	44.6	0.5%
IS Ent Technical Svcs Cns Adm	41.0	3.3%		Youth Counselor Advanced	41.8	0.5%
Human Resources Assistant-Adv	37.0	3.0%		Recreation Leader-Sen	37.0	0.4%
Program And Policy Analyst-Adv	27.0	2.2%		Social Worker-Corrections	36.5	0.4%
Human Resources Assistant	25.5	2.1%		Medical Program Asst-Assoc	36.3	0.4%
Payroll Ben Spec	24.8	2.0%				
Human Resources Prog Officer	23.0	1.9%		Educational Comm Board	FTE	% of Agency
Inst Human Resources Dir-Adv	23.0	1.9%		Media Telecom Tech-Sen	8.0	21.9%
Police Officer	23.0	1.9%		Electronics Tech Media-Sen	5.0	13.7%
Construction Rep-Sen	18.0	1.5%				
				Elections Commission	FTE	% of Agency
Ag, Trade & Consumer Protection	FTE	% of Agency		Elections Specialist-Sen	8.0	28.8%
Meat Safety Inspector-Obj	44.0	7.6%				
Food Scientist-Adv	38.0	6.6%		Employee Trust Funds	FTE	% of Agency
Envir Health Sanitarian-Sen	32.0	5.6%		Trust Funds Specialist-Obj	49.8	19.8%
Wts Measures Petro Spec-Sen	28.0	4.9%		Trust Funds Specialist-Adv	29.0	11.6%
Meat Safety Inspector-Entry	22.0	3.8%		EmPLY Ben Plan Pol Advisor-Adv	24.1	9.6%
Envir Enforcement Spec-Sen	13.0	2.3%		Trust Funds Specialist	13.5	5.4%
Regulatory Specialist-Sen	13.0	2.3%				
License Permit Prog Assoc	11.7	2.0%		Employment Relations Comm	FTE	% of Agency
				Attorney Confidential	2.0	40.0%
Board on Aging & Long Term Care	FTE	% of Agency				
Ombudsman Services Specialist	18.0	44.4%		Ethics Commission	FTE	% of Agency
Medigap Insurance Spec	6.0	14.8%		Ethics Specialist-Sen	4.0	57.1%
Child Abuse & Neglect Prev Bd	FTE	% of Agency		Financial Institutions	FTE	% of Agency
Human Services Prog Coord-Sen	2.0	33.3%		Financial Examiner	16.0	13.1%
				Financial Examiner-Jrny	13.0	10.6%
Children & Families	FTE	% of Agency				
Initial Assess Spec-Sen	67.5	9.6%		Health Services	FTE	% of Agency
Licensing Cert Specialist	61.3	8.8%		Psychiatric Care Tech-Adv	884.1	15.8%
Program And Policy Analyst-Adv	54.5	7.8%		Resident Care Tech-Obj	289.8	5.2%
Human Services Area Coord	36.0	5.1%		Nurse Clinician 2	275.9	4.9%
Human Services Supervisor	27.0	3.9%		Income Maint Spec	252.0	4.5%
Initial Assess Spec	25.0	3.6%		Resident Care Tech-Adv	160.3	2.9%
Initial Assess Supervisor	22.0	3.1%		Human Services Prog Coord-Sen	136.8	2.4%
DCF Manager	21.0	3.0%		Psychiatric Care Tech	128.4	2.3%
Child Care Subsidy Spec-Obj	19.8	2.8%		Program And Policy Analyst-Adv	98.5	1.8%
Operations Program Associate	17.0	2.4%		Office Operations Associate	90.9	1.6%
License Permit Prog Assoc	16.3	2.3%		Corr Officer	79.0	1.4%
				Nursing Consultant 1	75.0	1.3%
Commissioner of Insurance	FTE	% of Agency		Resident Care Supervisor	74.3	1.3%
Insurance Financial Exam-Jrny	15.0	12.5%		Custodian	70.6	1.3%
Insurance Financial Exam-Adv	13.0	10.9%		Nursing Supervisor	67.8	1.2%
Insurance Examiner-Adv	12.0	10.0%		Therapist-Sen	62.1	1.1%
				Operations Program Associate	60.6	1.1%
Corrections	FTE	% of Agency		Psychiatric Care Supervisor	60.0	1.1%
Corr Officer	2,579.0	28.7%		Therapy Assistant-Obj	54.5	1.0%
Corr Sergeant	1,455.0	16.2%		Health Services Specialist	54.0	1.0%
Probation And Parole Agent-Sen	802.5	8.9%		Disability Claims Reviewer	53.8	1.0%
Probation And Parole Agent	355.4	4.0%		IS Business Auto Spec	53.6	1.0%
Office Operations Associate	327.3	3.6%		Disability Determin Spec-Entry	50.0	0.9%
Teacher	208.5	2.3%		Health Services Manager	49.0	0.9%
Social Worker-Corrections-Sen	191.5	2.1%		Food Service Assistant 2	48.5	0.9%
Supervising Officer 2	175.0	1.9%		Licensed Practical Nurse	38.1	0.7%
Nurse Clinician 2	134.1	1.5%		Teacher	38.1	0.7%
Corr Field Supervisor	130.0	1.4%		Psych Associate	36.9	0.7%
Corr Food Service Leader 2	124.3	1.4%				
Supervising Officer 1	120.0	1.3%		Higher Education Aids Board	FTE	% of Agency
Youth Counselor	105.0	1.2%		Grants Specialist	4.0	44.4%
Treatment Specialist 1	73.0	0.8%				
Psych Associate	72.6	0.8%		Historical Society	FTE	% of Agency
Facilities Main Spec-Adv	69.0	0.8%		Curator	12.0	10.6%
Program Support Supervisor-DOC	69.0	0.8%		Archivist	11.0	9.7%
Corr Communication Oper	66.0	0.7%		Archeologist	7.5	6.6%
Offender Records Assoc	51.0	0.6%		Librarian	6.6	5.8%
				Historic Site Manager	6.0	5.3%

Table 12 - continued
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY

Justice	FTE	% of Agency	Safety & Professional Services	FTE	% of Agency
Special Agent-Senior	77.0	11.6%	License Permit Prog Assoc	29.0	14.0%
Asst Attorney General	74.3	11.2%	Operations Program Associate	14.9	7.2%
DNA Analyst-Sen	43.0	6.5%	Attorney	13.0	6.3%
Program And Policy Analyst-Adv	18.3	2.8%	Constt-Bldg Systems-Sen	13.0	6.3%
Legal Associate	17.8	2.7%	Plumbing Plan Reviewer	10.0	4.8%
Paralegal-Adv	17.4	2.6%	Consumer Protection Invest	9.0	4.4%
Program And Policy Analyst	17.1	2.6%	Universal Building Inspector	9.0	4.4%
Labor and Industry Review Comm			Secretary of State		
Attorney	8.7	68.5%	Records Management Program Supv	1.0	100.0%
Military Affairs			State Public Defender		
Fire-Crsh Resc Spec	56.0	11.5%	Legal Secretary	89.7	38.2%
Mil Affairs Sec Officer	50.0	10.2%	Public Defender Invest-Sen	40.3	17.2%
Facilities Main Spec-Adv	31.0	6.4%	Regional Office Administrator	13.0	5.5%
HVAC Refrig Spec-Adv	16.0	3.3%	Legal Associate	12.6	5.3%
Emergency Govt Spec	15.0	3.1%	Client Services Spec-Sen	10.0	4.3%
Natural Resources			Technical College System		
Forester-Sen	145.0	6.5%	Education Consultant	22.0	45.8%
Conservation Warden	142.0	6.4%	Operations Program Associate	4.0	8.3%
Fisheries Technician-Adv	82.3	3.7%	Tourism		
Forestry Specialist	63.9	2.9%	Economic Dev Consultant	4.0	16.0%
Forestry Technician-Adv	58.8	2.6%	Communications Spec-Sen	3.0	12.0%
Nat Res Program Manager	58.0	2.6%	Marketing Specialist	3.0	12.0%
Nat Res Manager	54.0	2.4%	Transportation		
Wildlife Biologist-Sen	47.0	2.1%	Civil Engineer-Transpr-Adv	308.6	10.3%
Fisheries Biologist-Sen	45.0	2.0%	State Patrol Trooper	292.0	9.7%
Park Ranger	44.0	2.0%	Civil Engineer-Transpr-Sen	210.3	7.0%
Wildlife Technician-Adv	43.0	1.9%	Transportation Specialist-Adv	139.0	4.6%
Hydrogeologist-Adv	39.5	1.8%	DMV Customer Service Rep-Adv	108.8	3.6%
Water Supply Specialist-Sen	39.5	1.8%	DMV Customer Service Rep-Sen	98.8	3.3%
Nat Res Region Team Supervisor	38.0	1.7%	Transpr Cust Rep-Adv	92.5	3.1%
Wastewater Specialist-Sen	36.5	1.6%	State Patrol Inspector	86.0	2.9%
Water Resources Mgt Spec-Sen	35.5	1.6%	Civil Engineer-Transpr Supv	84.0	2.8%
Nat Res Region Program Manager	35.0	1.6%	DMV Customer Service Rep	66.0	2.2%
Water Resources Mgt Spec-Adv	34.0	1.5%	Civil Engineer-Transpr	63.0	2.1%
People w/ Develop'l Disabilities Bd			Program And Policy Analyst-Adv	62.0	2.1%
Program And Policy Analyst	3.0	42.9%	Transpr Cust Rep-Sen	57.8	1.9%
Public Instruction			DMV Customer Service Rep-Lead	52.0	1.7%
Education Consultant	102.0	18.1%	State Patrol Sergeant	51.0	1.7%
School Admin Consultant	36.0	6.4%	IS Sysms Devmnt Svcs Spec	47.8	1.6%
Education Admin Director	34.0	6.0%	DOT Supervisor	47.0	1.6%
Teacher	34.0	6.0%	Transportation Specialist-Sen	47.0	1.6%
Education Specialist	27.1	4.8%	Motor Vehicle Program Spec-Sen	41.2	1.4%
Public Lands Board			Veterans Affairs		
BCPL Chief Investment Officer	1.0	18.2%	Nursing Assistant 2	189.8	21.8%
Public Service Commission			Nurse Clinician 2	76.5	8.8%
Program And Policy Analyst-Adv	11.0	9.2%	Licensed Practical Nurse	62.0	7.1%
Public Service Engineer-Sen	9.0	7.5%	Food Service Assistant 2	44.6	5.1%
Public Service Engineer-Adv	7.0	5.8%	Custodian	38.0	4.4%
Public Util Auditor-Sen	6.0	5.0%	Nursing Supervisor	25.8	3.0%
Attorney	6.0	5.0%	Therapy Assistant-Obj	23.4	2.7%
Revenue			Medical Program Asst-Assoc	18.5	2.1%
Revenue Agent	108.0	10.0%	Workforce Development		
Revenue Auditor 1	91.0	8.4%	Employment and Training Specialist	135.3	9.5%
Revenue Auditor 2	90.3	8.3%	Voc Rehab Counselor	131.0	9.2%
Revenue Auditor 3	75.4	7.0%	Unemploy Bene Spec	105.0	7.4%
Revenue Agent 3	70.0	6.5%	Emplmt Security Asst 3	66.4	4.7%
Revenue Agent 2	68.0	6.3%	Financial Specialist-Sen	41.0	2.9%
Revenue Agent 4	47.0	4.3%	Program And Policy Analyst-Adv	39.0	2.7%
Revenue Auditor 5	44.9	4.1%	Workforce Devmnt Prog Mgr	36.0	2.5%
Revenue Auditor 4	40.8	3.8%	Attorney	34.2	2.4%
Revenue Management Supervisor	28.0	2.6%	Unemploy Bene Spec-Sen	33.0	2.3%
Revenue Administrative Manager	26.0	2.4%	Voc Rehab Counselor-In Trng	31.0	2.2%
			Voc Rehab Spec	31.0	2.2%

Source: PeopleSoft, June 2020

Chart 13
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2020

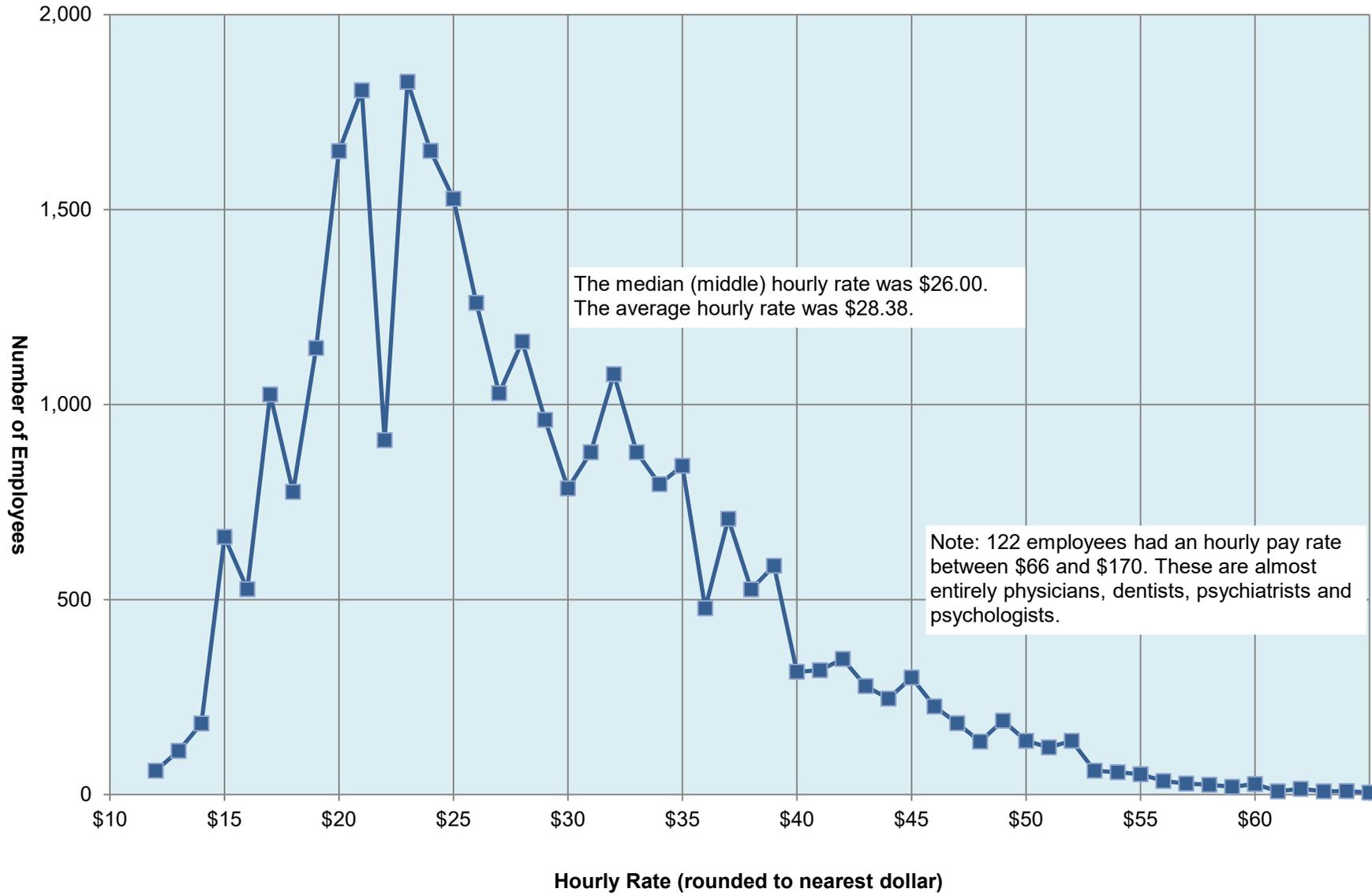


Table 14
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT

Executive Branch

Employees¹ (actual headcount except budgeted FTE for UW)

- 29,220 Permanent Classified Employees (*the focus of this Report*)
- 1,306 Unclassified Employees (executives, investment board, unclassified attorneys)
- 74 Elected Officials (District Attorneys and Constitutional Officers)
- 5,340 Limited Term Employees
- 181 Classified Project Employees
- 32,490 UW System 2017-18 budgeted FTE positions, all faculty and staff except graduate assistants
- 3,124 UW System 2017-18 FTE student assistants

Judicial Branch

Includes only those entities with state-funded positions

Employees² (budgeted state-funded positions)

- 38.5 Supreme Court
- 75.5 Court of Appeals
- 527.0 Circuit Courts (state-funded positions, only)
- 147.75 Director of State Courts and State Law Library
- 27.5 Office of Lawyer Regulation
- 8.0 Board of Bar Examiners
- 2.0 Judicial Commission

Legislative Branch

Employees² (budgeted positions for unelected staff)

- 132.0 Elected Senators (33) and Representatives (99)
- 431.0 Senate (162) and Assembly (269) positions
- 34.2 Joint Legislative Council
- 86.8 Legislative Audit Bureau
- 35.0 Legislative Fiscal Bureau
- 60.0 Legislative Reference Bureau
- 43.0 Legislative Technology Services Bureau

Authorities (public, corporate bodies created for specific purposes)

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

Employees

- 10,604 University of Wisconsin Hospital & Clinics Authority (as reported by UW Health for June 2020)
 - 117 Wisconsin Economic Development Corporation (WEDC)³
 - 4 Wisconsin Health and Educational Facilities Authority (based on 2020 Annual Report)
 - 153 Wisconsin Housing and Economic Development Authority (based on WHEDA At A Glance)
- The Aerospace and Fox River Navigational System authorities do not employ permanent staff.*

¹ June 2020; Sources: PeopleSoft except 2017-18 UW System Fact Book for UW System

² Authorized positions; Source: 2019-2020 Blue Book, compiled by the Legislative Reference Bureau

³ WEDC data is from its FY 2020 CAFR indicating 110 permanent and 7 temporary/project employees.

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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 and ethnic minorities, and persons with disabilities), affirmative action job groups, and federal equal employment opportunity (EEO) job categories. In July 2014, new affirmative action job groups were introduced to replace the previous groupings. As a result, historical comparisons for minorities in job groups are no longer possible.

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

In previous versions of this report, "Asian" and "Native Hawaiian or Other Pacific Islander" were combined to show historical trends consistent with prior years. In this report, "Asian" and "Native Hawaiian or Other Pacific Islander" are reported separately, consistent with EEO categories, and the way data is collected from employees. Due to this adjustment and accurately documenting the data as collected, historical trending and comparison data are not available.

DID YOU KNOW . . . ?

- The percentage of racial and ethnic minorities increased every year from 2010 through 2020 from 10.2% to 14.6%.
- The percentage of women in permanent classified state jobs (51.7%) is greater than the estimated percentage of women in the Wisconsin total employed labor force (48.1%).
- The Labor and Industry Review Commission is the agency with the highest percentage of racial and ethnic minority employees, 30.8% with 13 total permanent classified

employees, and four identified in racial and ethnic minority groups. The Department of Children & Families is a close second for the highest percentage of racial and ethnic minority employees, at 27.8%, with 708 total permanent classified employees and 197 identified in racial and ethnic minority groups.

- The top three job groups with the highest minority representation are: Personal Care Aides (47.7%), Social Services Professionals (22.6%), and Program Specialists (20.8%).
- The job group with the highest percentage of persons with disabilities (24.0%) is Education Supervisors.
- Women hold 80.6% of EEO job category Administrative Support positions. EEO job category Paraprofessionals is a close second with 80.0%.
- Minority men are the most concentrated in Protective Services jobs at 9.4% of workers, while minority women are most concentrated in Administrative Support jobs at 15.5%.
- The percentage of people who identify as Black in the classified state workforce (7.0%) exceeds the estimated percentage of those identified as Black in the Wisconsin employed labor force (4.9%).
- The percentage of Wisconsin state employees reporting a disability is 5.8%, which is higher than the estimated percentage of 4.9% of persons with a disability in the Wisconsin labor force.
- The top three EEO Job Categories with the highest minority representation in 2020 are: Administrative Support (18.8%), Protective Services (16.7%), and Paraprofessionals (15.1%).
- The top three EEO Job Categories with the highest women representation in 2020 are: Administrative Support (80.6%), Paraprofessionals (80.0%), and Professionals (58.2%).

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

Affirmative Action Programs are recruitment and hiring efforts that assist agencies to mirror the overall labor pool of qualified candidates from which it draws applicants. Affirmative Action efforts target eligible members of the labor pool who have historically been discriminated against because of race, gender, veteran, or disability status. There is a growing recognition that a diverse workforce is good business and adds various life experiences, ideas, and viewpoints. Diversity in the workforce improves innovation, productivity and increases the overall quality of work performed. A representative workforce in state government reflects the people it serves. The State of Wisconsin government utilizes the following programs to strengthen recruitment efforts:

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

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

State of Wisconsin Student Diversity Internship Program (SWSDIP) - SWSDIP places qualified students in intern positions within state agencies. The Bureau of Equity and Inclusion and the Bureau of Merit Recruitment and Selection assist state agencies in promoting equal employment opportunities by providing them with a pool of racial and 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 program staff conducts targeted recruitment, coordinates the referral process, provides technical assistance, and sponsors the SWSDIP Orientation Seminar and other networking events for student participants.

Underutilization Analysis - Underutilization is determined by comparing the percentage of racial minorities, ethnic minorities, and women employed in a job group with racial minorities, ethnic minorities, and women in the relevant labor pool. If racial minorities, ethnic minorities, or women employees are substantially lower than their percentage in the pertinent labor pool (less than 80%), the job group is considered underutilized for racial and ethnic minorities and women. A finding of underutilization for a specific job group initiates the Bureau of Merit Recruitment and Selection's expanded certification process to move more underutilized applicants from the applicant register to the applicant certification list.

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

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

EEO and AA Planning - 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 and ethnic minorities, women, veterans, and persons with disabilities in each agency.

EEO and AA Program Certification - Agencies must meet all the eligibility criteria to attain program certification. These criteria include appointment of an AA Officer; recruitment and selection process compliance; creation of an AA Advisory Committee; adherence to policies and requirements on an interview panel, harassment, reasonable accommodations, internal discrimination, and harassment complaint procedures; personal demographic information survey; and the posting of the EEO and 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 is statutorily charged with the responsibility to evaluate the progress of affirmative action programs throughout the civil service system, seek compliance with state and federal regulations, and recommend 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 offered by the BEI and the Bureau of Training and Development (BTD).

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

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

OVERVIEW OF EEO and AA REPORTS

All recent reports are located on the DOA Division of Personnel Management, Bureau of Equity and Inclusion website.

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

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

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

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

Wisconsin Works (W-2) Report - This annual report summarizes the W-2 hiring data by the 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 - This annual report summarizes each agency's appointing authority's reasons for selecting the persons appointed into new hire, promotional, and project appointments. The report also summarizes the bases for the hiring decisions and includes the number of total hires who were veterans, persons with disabilities, racial and ethnic minorities, and women in the classified and project appointments.

Table 15a
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2019 and June 2020

Agency	Year	Count of Employees	Women		Total Racial & Ethnic Minorities		Amer Indian/ Alaskan Nat		Asian		Racial and Ethnic Minorities Black/ African American		Hispanic/ Latino		Nat Hawaiian/ Pac Islander		Two or More Races		Not Specified		Persons with Disabilities ¹		Persons with Severe Disabilities	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
			Administration	2020	1,238	620	50.1%	152	12.3%	7	0.6%	49	4.0%	48	3.9%	38	3.1%	1	0.1%	9	0.7%	23	1.9%	90
	2019	1,237	631	51.0%	144	11.6%	6	0.5%	47	3.8%	47	3.8%	37	3.0%	1	0.1%	6	0.5%	22	1.8%	98	7.9%	21	1.7%
Ag, Trade & Consumer Protctn	2020	580	289	49.8%	30	5.2%	2	0.3%	11	1.9%	10	1.7%	4	0.7%	0	0.0%	3	0.5%	10	1.7%	26	4.5%	4	0.7%
	2019	583	289	49.6%	26	4.5%	2	0.3%	10	1.7%	8	1.4%	4	0.7%	0	0.0%	2	0.3%	12	2.1%	31	5.3%	5	0.9%
Bd for People with Dev Disab	2020	7	6	85.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	2	28.6%
	2019	7	6	85.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	2	28.6%
Bd of Commiss of Public Lands	2020	6	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2019	8	2	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd on Aging & Long Term Care	2020	41	38	92.7%	4	9.8%	1	2.4%	1	2.4%	1	2.4%	1	2.4%	0	0.0%	0	0.0%	1	2.4%	4	9.8%	0	0.0%
	2019	41	37	90.2%	5	12.2%	1	2.4%	1	2.4%	2	4.9%	1	2.4%	0	0.0%	0	0.0%	1	2.4%	4	9.8%	0	0.0%
Child Abuse & Neglect Prev Bd	2020	6	6	100.0%	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2019	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%	0	0.0%	0	0.0%
Children and Families	2020	708	569	80.4%	197	27.8%	1	0.1%	28	4.0%	119	16.8%	33	4.7%	1	0.1%	15	2.1%	14	2.0%	45	6.4%	5	0.7%
	2019	720	573	79.6%	194	26.9%	1	0.1%	29	4.0%	125	17.4%	26	3.6%	1	0.1%	12	1.7%	15	2.1%	46	6.4%	4	0.6%
Commissioner of Insurance	2020	121	67	55.4%	26	21.5%	1	0.8%	11	9.1%	5	4.1%	6	5.0%	1	0.8%	2	1.7%	1	0.8%	4	3.3%	0	0.0%
	2019	125	68	54.4%	24	19.2%	1	0.8%	11	8.8%	4	3.2%	5	4.0%	1	0.8%	2	1.6%	1	0.8%	5	4.0%	0	0.0%
Corrections	2020	9,075	4,075	44.9%	1,180	13.0%	36	0.4%	101	1.1%	653	7.2%	315	3.5%	6	0.1%	69	0.8%	116	1.3%	480	5.3%	42	0.5%
	2019	9,024	4,010	44.4%	1,102	12.2%	35	0.4%	86	1.0%	602	6.7%	309	3.4%	7	0.1%	63	0.7%	115	1.3%	499	5.5%	34	0.4%
Educational Communications Bd	2020	37	7	18.9%	3	8.1%	0	0.0%	0	0.0%	1	2.7%	1	2.7%	0	0.0%	1	2.7%	1	2.7%	4	10.8%	2	5.4%
	2019	36	8	22.2%	2	5.6%	0	0.0%	0	0.0%	1	2.8%	0	0.0%	0	0.0%	1	2.8%	1	2.8%	5	13.9%	2	5.6%
Elections Commission	2020	28	13	46.4%	2	7.1%	1	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	1	3.6%	1	3.6%
	2019	27	11	40.7%	2	7.4%	1	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	0	0.0%	1	3.7%	1	3.7%
Employee Trust Funds	2020	253	166	65.6%	33	13.0%	1	0.4%	12	4.7%	8	3.2%	7	2.8%	0	0.0%	5	2.0%	1	0.4%	10	4.0%	4	1.6%
	2019	257	165	64.2%	33	12.8%	1	0.4%	15	5.8%	6	2.3%	7	2.7%	0	0.0%	4	1.6%	1	0.4%	10	3.9%	5	1.9%
Employment Relations Comm	2020	5	3	60.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2019	4	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ethics Commission	2020	7	3	42.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2019	7	3	42.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Financial Institutions	2020	123	62	50.4%	16	13.0%	2	1.6%	6	4.9%	3	2.4%	5	4.1%	0	0.0%	0	0.0%	5	4.1%	5	4.1%	0	0.0%
	2019	121	59	48.8%	14	11.6%	2	1.7%	6	5.0%	2	1.7%	4	3.3%	0	0.0%	0	0.0%	2	1.7%	6	5.0%	1	0.8%
Health Services	2020	5,728	3,715	64.9%	1,296	22.6%	38	0.7%	259	4.5%	733	12.8%	211	3.7%	2	0.0%	53	0.9%	77	1.3%	162	2.8%	31	0.5%
	2019	5,708	3,724	65.2%	1,299	22.8%	35	0.6%	253	4.4%	763	13.4%	199	3.5%	0	0.0%	49	0.9%	78	1.4%	164	2.9%	29	0.5%
Higher Educational Aids Board	2020	10	7	70.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	20.0%	0	0.0%	0	0.0%
	2019	8	6	75.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	25.0%	0	0.0%	0	0.0%

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Table 15b
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2019 and June 2020

Agency	Year	Count of Employees	Women		Total Racial & Ethnic Minorities		Amer Indian/ Alaskan Nat		Asian		Racial and Ethnic Minorities Black/ African American		Hispanic/ Latino		Nat Hawaiian/ Pac Islander		Two or More Races		Not Specified		Persons with Disabilities ¹		Persons with Severe Disabilities	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
			Historical Society	2020	115	63	54.8%	7	6.1%	3	2.6%	0	0.0%	1	0.9%	2	1.7%	0	0.0%	1	0.9%	1	0.9%	1
	2019	108	55	50.9%	6	5.6%	2	1.9%	0	0.0%	1	0.9%	1	0.9%	0	0.0%	2	1.9%	0	0.0%	1	0.9%	0	0.0%
Justice	2020	675	385	57.0%	61	9.0%	1	0.1%	15	2.2%	16	2.4%	24	3.6%	0	0.0%	5	0.7%	13	1.9%	28	4.1%	2	0.3%
	2019	669	386	57.7%	61	9.1%	1	0.1%	15	2.2%	17	2.5%	23	3.4%	0	0.0%	5	0.7%	13	1.9%	31	4.6%	2	0.3%
Labor & Industry Review Comm	2020	13	11	84.6%	4	30.8%	0	0.0%	1	7.7%	1	7.7%	2	15.4%	0	0.0%	0	0.0%	0	0.0%	2	15.4%	0	0.0%
	2019	12	9	75.0%	4	33.3%	0	0.0%	1	8.3%	1	8.3%	2	16.7%	0	0.0%	0	0.0%	0	0.0%	3	25.0%	0	0.0%
Military Affairs	2020	490	126	25.7%	31	6.3%	1	0.2%	7	1.4%	7	1.4%	12	2.4%	1	0.2%	3	0.6%	5	1.0%	70	14.3%	1	0.2%
	2019	466	119	25.5%	26	5.6%	1	0.2%	4	0.9%	8	1.7%	9	1.9%	2	0.4%	2	0.4%	4	0.9%	71	15.2%	1	0.2%
Natural Resources	2020	2,253	785	34.8%	118	5.2%	10	0.4%	32	1.4%	25	1.1%	43	1.9%	1	0.0%	7	0.3%	69	3.1%	84	3.7%	24	1.1%
	2019	2,233	752	33.7%	115	5.2%	11	0.5%	33	1.5%	21	0.9%	43	1.9%	2	0.1%	5	0.2%	67	3.0%	90	4.0%	28	1.3%
Public Instruction	2020	587	404	68.8%	61	10.4%	4	0.7%	19	3.2%	18	3.1%	14	2.4%	0	0.0%	6	1.0%	8	1.4%	88	15.0%	7	1.2%
	2019	575	396	68.9%	51	8.9%	3	0.5%	15	2.6%	15	2.6%	14	2.4%	0	0.0%	4	0.7%	8	1.4%	86	15.0%	6	1.0%
Public Service Commission	2020	120	47	39.2%	20	16.7%	0	0.0%	11	9.2%	3	2.5%	6	5.0%	0	0.0%	0	0.0%	3	2.5%	6	5.0%	2	1.7%
	2019	111	48	43.2%	19	17.1%	0	0.0%	11	9.9%	2	1.8%	6	5.4%	0	0.0%	0	0.0%	2	1.8%	5	4.5%	2	1.8%
Revenue	2020	1,089	555	51.0%	197	18.1%	7	0.6%	61	5.6%	80	7.3%	43	3.9%	1	0.1%	5	0.5%	20	1.8%	122	11.2%	11	1.0%
	2019	1,095	570	52.1%	183	16.7%	7	0.6%	60	5.5%	73	6.7%	37	3.4%	0	0.0%	6	0.5%	21	1.9%	137	12.5%	14	1.3%
Safety & Professional Services	2020	207	100	48.3%	17	8.2%	2	1.0%	3	1.4%	5	2.4%	5	2.4%	0	0.0%	2	1.0%	2	1.0%	19	9.2%	4	1.9%
	2019	204	96	47.1%	17	8.3%	2	1.0%	2	1.0%	2	1.0%	6	2.9%	0	0.0%	5	2.5%	3	1.5%	21	10.3%	3	1.5%
Secretary of State	2020	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%	0	0.0%	0	0.0%
	2019	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%	0	0.0%	0	0.0%
State Public Defender	2020	241	187	77.6%	34	14.1%	2	0.8%	3	1.2%	10	4.1%	17	7.1%	0	0.0%	2	0.8%	4	1.7%	11	4.6%	0	0.0%
	2019	234	182	77.8%	34	14.5%	1	0.4%	3	1.3%	11	4.7%	17	7.3%	0	0.0%	2	0.9%	4	1.7%	13	5.6%	0	0.0%
Technical College System Bd	2020	48	32	66.7%	8	16.7%	0	0.0%	2	4.2%	1	2.1%	5	10.4%	0	0.0%	0	0.0%	0	0.0%	3	6.3%	0	0.0%
	2019	48	32	66.7%	8	16.7%	0	0.0%	2	4.2%	1	2.1%	5	10.4%	0	0.0%	0	0.0%	0	0.0%	3	6.3%	0	0.0%
Tourism	2020	25	18	72.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	2	8.0%	1	4.0%
	2019	25	18	72.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	8.0%	1	4.0%
Transportation	2020	3,030	1,115	36.8%	383	12.6%	15	0.5%	96	3.2%	124	4.1%	125	4.1%	0	0.0%	23	0.8%	61	2.0%	144	4.8%	20	0.7%
	2019	3,013	1,126	37.4%	384	12.7%	14	0.5%	102	3.4%	119	3.9%	123	4.1%	0	0.0%	26	0.9%	61	2.0%	139	4.6%	20	0.7%
Veterans Affairs	2020	910	689	75.7%	100	11.0%	1	0.1%	27	3.0%	40	4.4%	27	3.0%	0	0.0%	5	0.5%	4	0.4%	91	10.0%	10	1.1%
	2019	1,027	792	77.1%	107	10.4%	2	0.2%	23	2.2%	44	4.3%	34	3.3%	0	0.0%	4	0.4%	6	0.6%	104	10.1%	14	1.4%
Workforce Development	2020	1,443	934	64.7%	294	20.4%	9	0.6%	56	3.9%	141	9.8%	70	4.9%	2	0.1%	16	1.1%	28	1.9%	182	12.6%	46	3.2%
	2019	1,400	895	63.9%	261	18.6%	9	0.6%	50	3.6%	116	8.3%	70	5.0%	1	0.1%	15	1.1%	30	2.1%	185	13.2%	39	2.8%
Grand Total	2020	29,220	15,099	51.7%	4,277	14.6%	145	0.5%	812	2.8%	2,053	7.0%	1,017	3.5%	16	0.1%	234	0.8%	469	1.6%	1,686	5.8%	238	0.8%
Grand Total	2019	29,140	15,077	51.7%	4,121	14.1%	138	0.5%	779	2.7%	1,991	6.8%	982	3.4%	15	0.1%	216	0.7%	469	1.6%	1,762	6.0%	234	0.8%

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

Source: PeopleSoft June 2019, June 2020

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

Region <small>See map in Appendix E</small>	Total Minorities			Amer Indian/ Alaskan Native			Asian			Black/African American			Hispanic/Latino			Nat Hawaiian/ Pacific Islander			Two or More Races		
	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men
Central																					
# Minorities	465	240	225	32	17	15	119	69	50	113	45	68	154	82	72	3	1	2	44	26	18
% Minorities	7.1%	3.7%	3.4%	0.5%	0.3%	0.2%	1.8%	1.1%	0.8%	1.7%	0.7%	1.0%	2.4%	1.3%	1.1%	0.05%	0.0%	0.0%	0.7%	0.4%	0.3%
Est. % in Labor Force	11.6%			1.0%			2.8%			1.1%			4.1%			0.02%			1.3%		
Total Employees	6,529																				
Eastern																					
# Minorities	1,828	1,262	566	27	16	11	116	67	49	1,234	906	328	390	234	156	5	3	2	56	36	20
% Minorities	36.3%	25.1%	11.3%	0.5%	0.3%	0.2%	2.3%	1.3%	1.0%	24.5%	18.0%	6.5%	7.8%	4.7%	3.1%	0.10%	0.1%	0.0%	1.1%	0.7%	0.4%
Est. % in Labor Force	29.9%			0.4%			3.2%			11.3%			9.9%			0.04%			1.8%		
Total Employees	5,030																				
Northern																					
# Minorities	54	26	28	12	10	2	8	2	6	4	2	2	24	8	16	0	0	0	6	4	2
% Minorities	4.5%	2.1%	2.3%	1.0%	0.8%	0.2%	0.7%	0.2%	0.5%	0.3%	0.2%	0.2%	2.0%	0.7%	1.3%	0.00%	0.0%	0.0%	0.5%	0.3%	0.2%
Est. % in Labor Force	8.3%			3.8%			0.6%			0.5%			1.6%			0.05%			1.6%		
Total Employees	1,212																				
Southern																					
# Minorities	1,776	982	794	56	32	24	518	306	212	671	344	327	415	230	185	5	4	1	111	66	45
% Minorities	13.0%	7.2%	5.8%	0.4%	0.2%	0.2%	3.8%	2.2%	1.6%	4.9%	2.5%	2.4%	3.0%	1.7%	1.4%	0.04%	0.0%	0.0%	0.8%	0.5%	0.3%
Est. % in Labor Force	15.4%			0.4%			3.5%			3.0%			5.2%			0.03%			1.6%		
Total Employees	13,655																				
Western																					
# Minorities	147	65	82	18	10	8	45	23	22	30	7	23	34	16	18	3	1	2	17	8	9
% Minorities	5.3%	2.3%	3.0%	0.6%	0.4%	0.3%	1.6%	0.8%	0.8%	1.1%	0.3%	0.8%	1.2%	0.6%	0.6%	0.11%	0.0%	0.1%	0.6%	0.3%	0.3%
Est. % in Labor Force	6.8%			0.4%			1.8%			0.7%			2.1%			0.07%			1.0%		
Total Employees	2,772																				
All Regions Total																					
Total Minorities	4,277	2,578	1,699	145	85	60	812	469	343	2,053	1,305	748	1,017	570	447	16	9	7	234	140	94
% Minorities	14.6%	8.8%	5.8%	0.5%	0.3%	0.2%	2.8%	1.6%	1.2%	7.0%	4.5%	2.6%	3.5%	2.0%	1.5%	0.05%	0.0%	0.0%	0.8%	0.5%	0.3%
Est. % in Labor Force	17.8%			0.7%			2.8%			4.9%			5.9%			0.04%			1.5%		
Total In-state Employees	29,220																				

Note: Twenty-three employees working out of state were excluded. Two employees have a position location that is TBD. For Wisconsin Regional Map, see Appendix E.

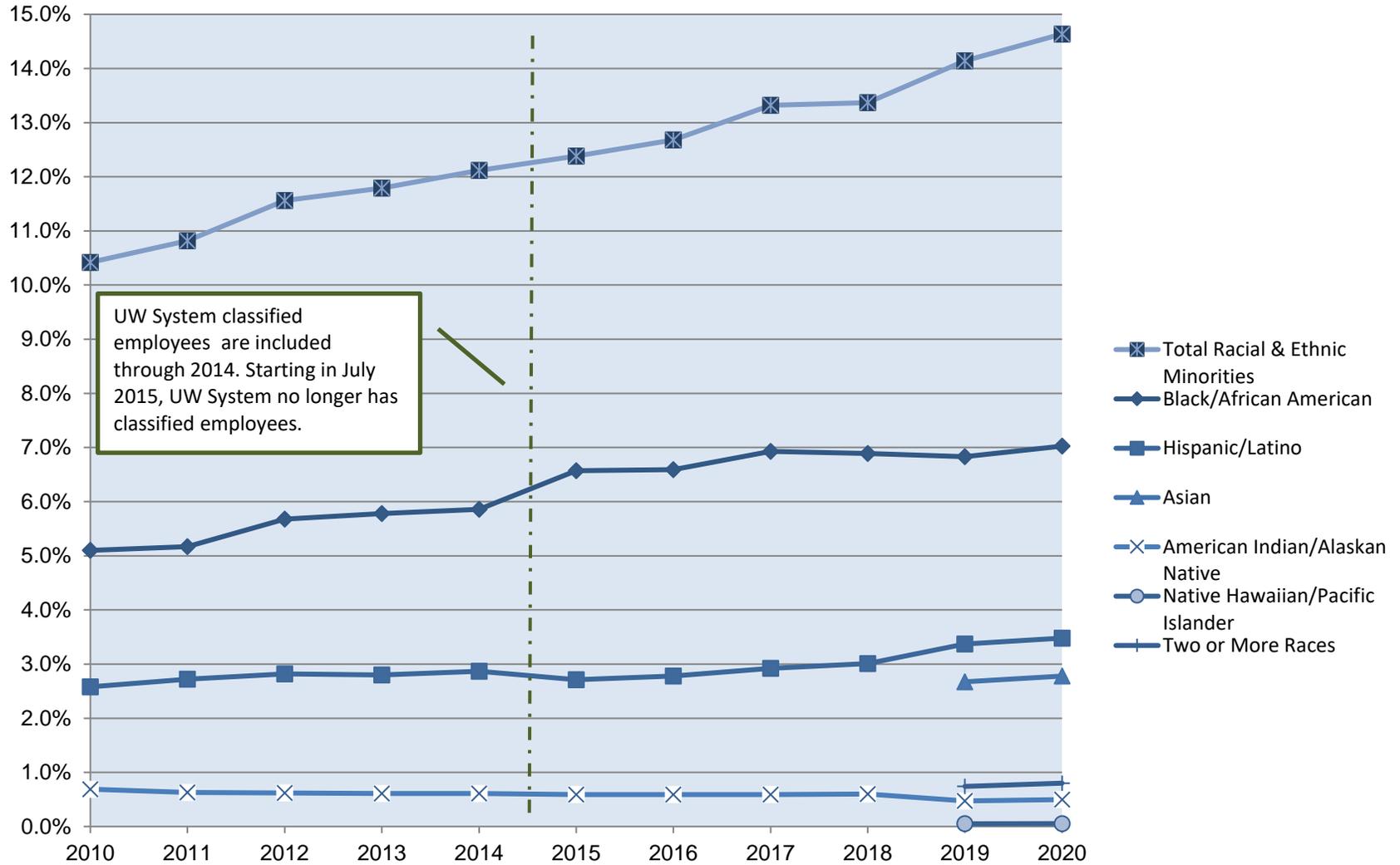
Note: Race or ethnicity was not specified for 469 classified state employees. These employees are not considered minorities for this table and report.

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 2020;

WI Labor Force data is from the US Census Bureau - American Community Survey (ACS) 2015-2019 5-Year Estimate (Table C24010A-G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors

Chart 17
RACIAL AND ETHNIC MINORITY EMPLOYMENT TRENDS: 2010-2020
Percentage of Permanent Classified Workforce



Source: PMIS, June of each year 2010-2015; PeopleSoft, June 2016-2020

Table 18
AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION: 2020 and 2010
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 and Ethnic Minorities				
2020	4,277	14.6%	17.8%*	19.1%
2010	3,036	10.2%	12.8%*	15.9%
Black/ African American				
2020	2,053	7.0%	4.9%*	6.7%
2010	1,660	5.6%	4.2%*	5.6%
Hispanic/Latino				
2020	1,017	3.5%	5.9%*	7.1%
2010	648	2.2%	4.2%*	4.9%
Asian				
2020	812	2.8%	2.8%	3.0%
2010	514	1.7%	1.6%	2.0%
American Indian/ Alaska Native				
2020	145	0.5%	0.7%	1.2%
2010	214	0.7%	0.8%	0.9%
Native Hawaiian/ Pacific Islander²				
2020	16	0.1%	0.04%	0.1%
2010	n/a	n/a	0.03%	0.03%
Two or More Races²				
2020	234	0.8%	1.5%	2.0%
2010	n/a	n/a	0.9%	1.0%
Female				
2020	15,099	51.7%	48.1%*	50.2%
2010	14,812	50.0%	47.3%*	50.3%
Total Persons with Disabilities³				
2020	1,686	5.8%	4.9%	8.0%
2010	1,702	5.7%	n/a	n/a

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

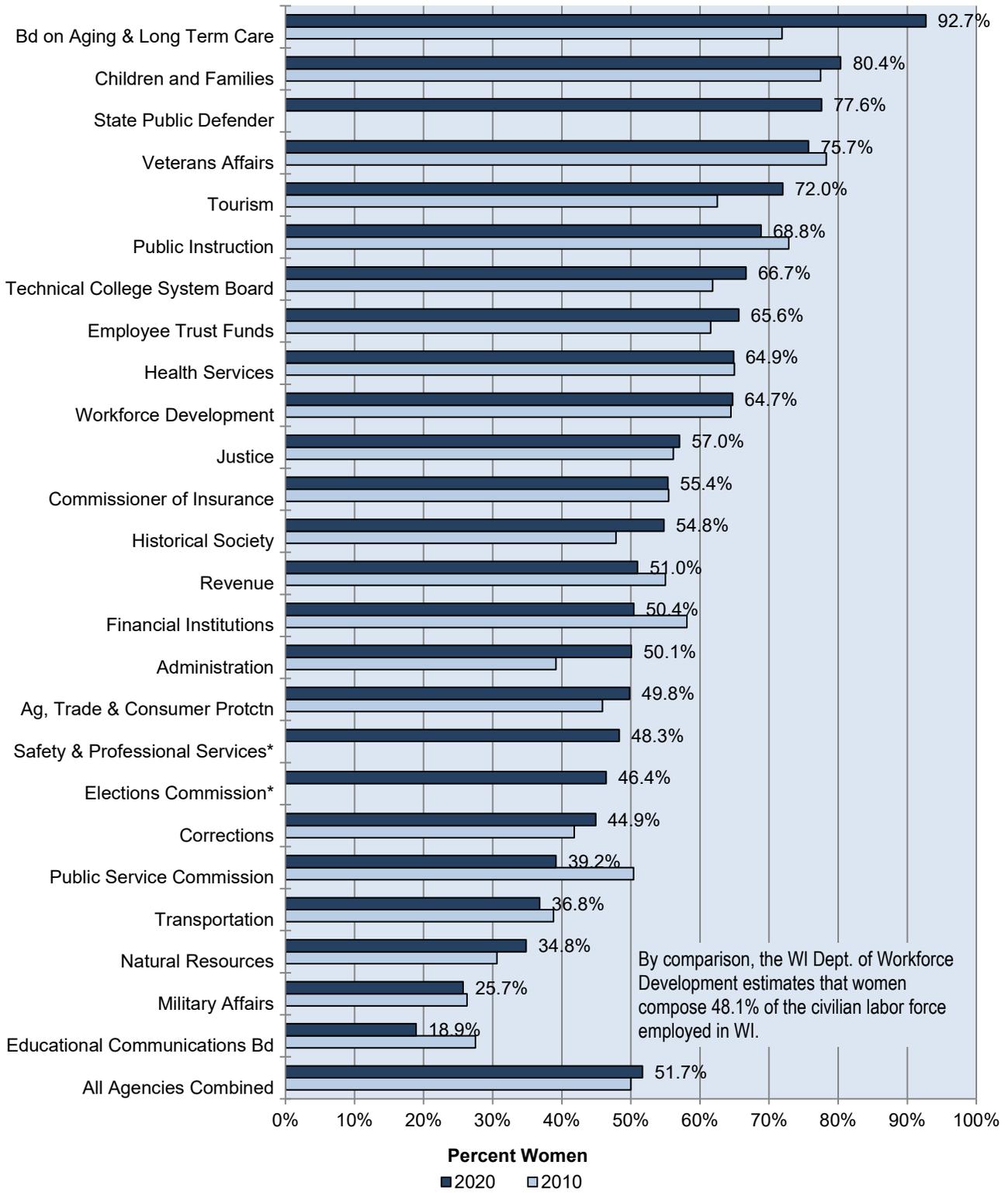
¹ Labor Force in 2020 represents all employed civilians age 16+. Labor Force in 2010 represents all persons age 16+ who are either employed or looking for work. The inconsistency is due to differences in available data from the WI DWD. Racial and Ethnic minority and persons with disabilities percentages 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 17.8% of minorities in the employed labor force includes one reporting group not utilized by the State for reporting: "Some other race alone."

² In 2010, the categories of Native Hawaiian/Pacific Islander and Two or More Races were not recorded for non-UW state employees.

³ Total persons with disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported. Percentage of disabled under age 65 WI population is from the U.S. Census Bureau for 2019.

Sources: PeopleSoft June 2020, PMIS June 2010. Wisconsin population demographics are U.S. Census Bureau estimates for 2019, and WI DWD population estimates at publication of the 2010 Workforce Report.

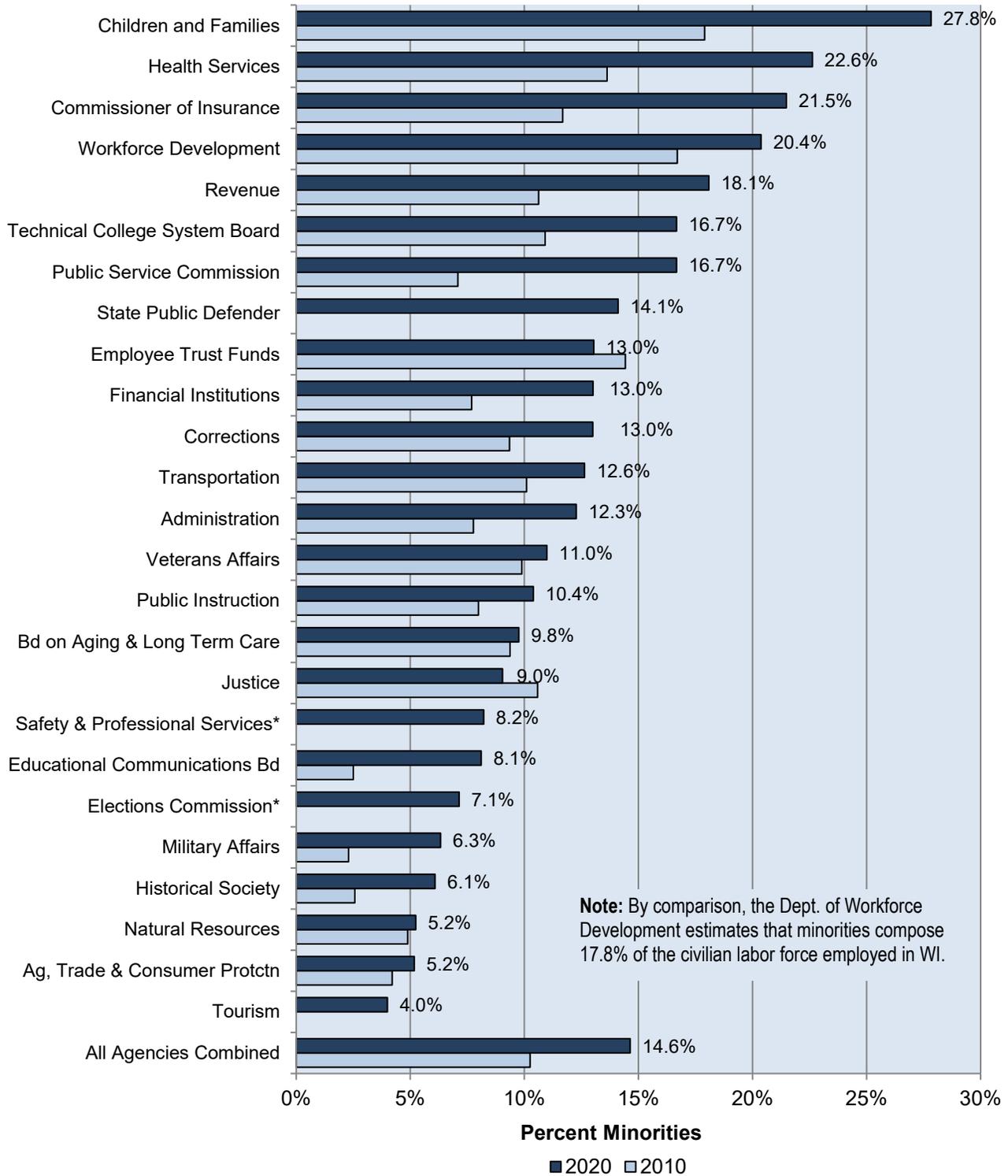
Chart 19
PERCENTAGE OF WOMEN BY AGENCY: 2020 and 2010
Permanent Classified Employees
Agencies with at least 20 employees



*Safety & Professional Services and the Elections Commission did not exist in 2010.
 UW System classified employee data is excluded in the 2010 All Agencies Combined total. UW no longer has classified employees.

Sources: PeopleSoft, June 2020; PMIS, June 2010

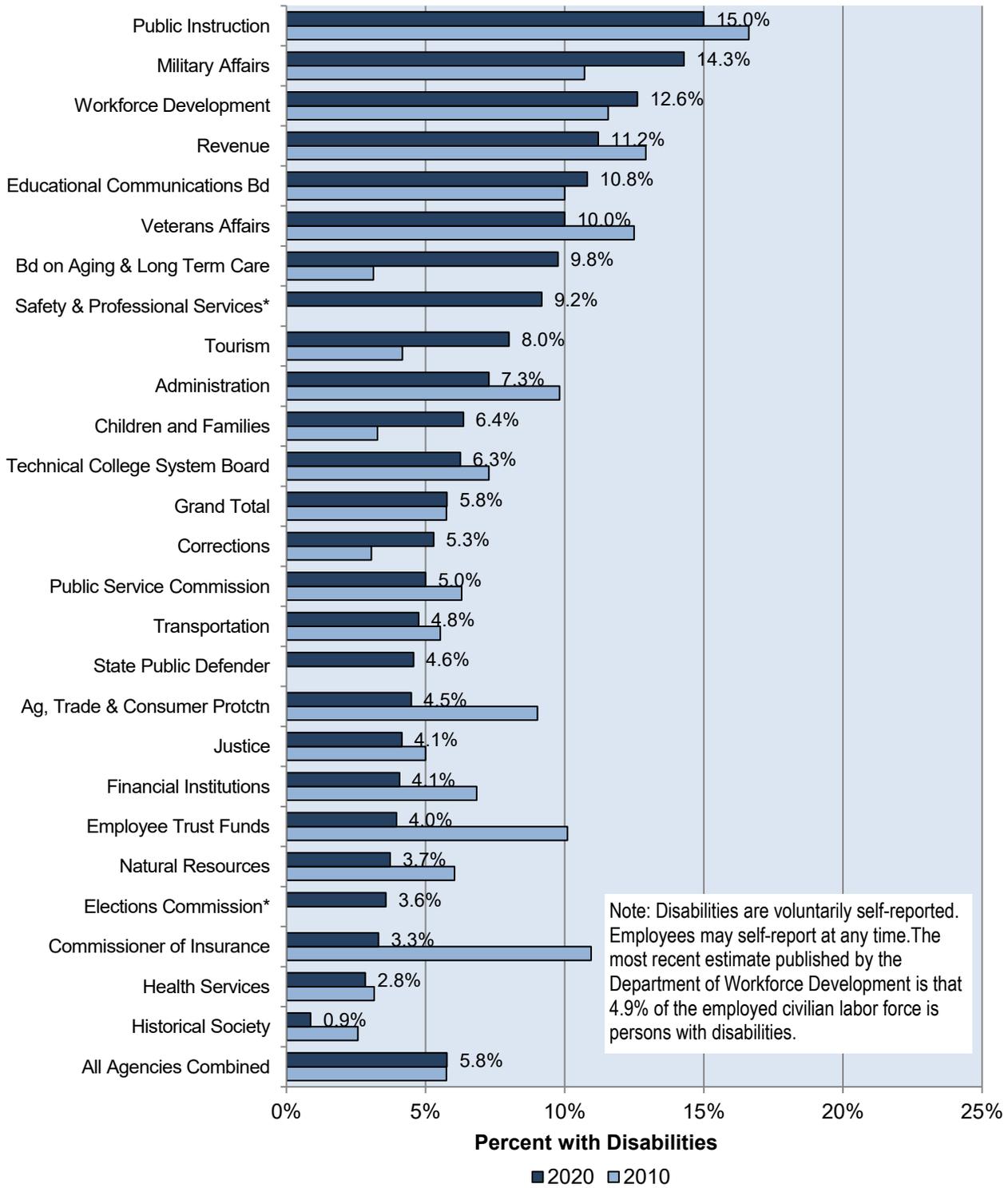
Chart 20
PERCENTAGE OF RACIAL AND ETHNIC MINORITIES BY AGENCY: 2020 and 2010
Permanent Classified Employees
Agencies with at least 20 employees



*Safety & Professional Services and the Elections Commission did not exist in 2010.
 UW classified employee data is excluded in the 2010 All Agencies Combined total. UW no longer has classified employees.

Sources: PeopleSoft, June 2020; PMIS, June 2010

Chart 21
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2020 and 2010
Permanent Classified Employees
Agencies with at least 20 employees



* Safety & Professional Services and the Elections Commission did not exist in 2010. UW System classified employee data is excluded in the 2010 All Agencies Combined total. UW no longer has classified employees.

Sources: PeopleSoft, June 2020; PMIS, June 2010

Table 22
RANKING AGENCIES ON RACIAL AND ETHNIC MINORITY EMPLOYMENT: 2019-2020
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2019 Rank	Total Minorities	% Minorities
Children and Families	1	194	26.9%
Health Services	2	1,299	22.8%
Workforce Development	3	261	18.6%
Revenue	4	183	16.7%
Transportation	5	384	12.7%
Corrections	6	1,102	12.2%
Administration	7	144	11.6%
Veterans Affairs	8	107	10.4%
Justice	9	61	9.1%
Public Instruction	10	51	8.9%
Natural Resources	11	115	5.2%
Ag, Trade & Consumer Protctn	12	26	4.5%

Agency	2020 Rank	Total Minorities	% Minorities	Net 1-Year % Change
Children and Families	1	197	27.8%	0.9%
Health Services	2	1,296	22.6%	-0.1%
Workforce Development	3	294	20.4%	1.7%
Revenue	4	197	18.1%	1.4%
Corrections	5	1,180	13.0%	0.8%
Transportation	6	383	12.6%	-0.1%
Administration	7	152	12.3%	0.6%
Veterans Affairs	8	100	11.0%	0.6%
Public Instruction	9	61	10.4%	1.5%
Justice	10	61	9.0%	-0.1%
Natural Resources	11	118	5.2%	0.1%
Ag, Trade & Consumer Protctn	12	30	5.2%	0.7%

Medium Agencies (100-499 employees)

Agency	2019 Rank	Total Minorities	% Minorities
Commissioner of Insurance	1	24	19.2%
Public Service Commission	2	19	17.1%
State Public Defender	3	34	14.5%
Employee Trust Funds	4	33	12.8%
Financial Institutions	5	14	11.6%
Safety & Professional Services	6	17	8.3%
Military Affairs	7	26	5.6%
Historical Society	8	6	5.6%

Agency	2020 Rank	Total Minorities	% Minorities	Net 1-Year % Change
Commissioner of Insurance	1	26	21.5%	2.3%
Public Service Commission	2	20	16.7%	-0.5%
State Public Defender	3	34	14.1%	-0.4%
Employee Trust Funds	4	33	13.0%	0.2%
Financial Institutions	5	16	13.0%	1.4%
Safety & Professional Services	6	17	8.2%	-0.1%
Military Affairs	7	31	6.3%	0.7%
Historical Society	8	7	6.1%	0.5%

Small Agencies (15-99 employees)

Agency	2019 Rank	Total Minorities	% Minorities
Technical College System Board	1	8	16.7%
Bd on Aging & Long Term Care	2	5	12.2%
Elections Commission	3	2	7.4%
Educational Communications Bd	4	2	5.6%
Tourism	5	0	0.0%

Agency	2020 Rank	Total Minorities	% Minorities	Net 1-Year % Change
Technical College System Board	1	8	16.7%	0.0%
Bd on Aging & Long Term Care	2	4	9.8%	-2.4%
Educational Communications Bd	3	3	8.1%	2.6%
Elections Commission	4	2	7.1%	-0.3%
Tourism	5	1	4.0%	4.0%

Note: 469 employees in 2019 and 2020 did not specify a race or ethnicity - these are not identified as minorities in this report.

Source: PeopleSoft, June 2019 and June 2020

Table 23
RANKING AGENCIES ON EMPLOYMENT OF PERSONS WITH DISABILITIES: 2019-2020
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2019 Rank	Total PWD	% PWD
Public Instruction	1	86	15.0%
Workforce Development	2	185	13.2%
Revenue	3	137	12.5%
Veterans Affairs	4	104	10.1%
Administration	5	98	7.9%
Children and Families	6	46	6.4%
Corrections	7	499	5.5%
Ag, Trade & Consumer Protctn	8	31	5.3%
Justice	9	31	4.6%
Transportation	10	139	4.6%
Natural Resources	11	90	4.0%
Health Services	12	164	2.9%

Agency	2020 Rank	Total PWD	% PWD	Net 1-Year % Change
Public Instruction	1	88	15.0%	0.0%
Workforce Development	2	182	12.6%	-0.6%
Revenue	3	122	11.2%	-1.3%
Veterans Affairs	4	91	10.0%	-0.1%
Administration	5	90	7.3%	-0.7%
Children and Families	6	45	6.4%	0.0%
Corrections	7	480	5.3%	-0.2%
Transportation	8	144	4.8%	0.1%
Ag, Trade & Consumer Protctn	9	26	4.5%	-0.8%
Justice	10	28	4.1%	-0.5%
Natural Resources	11	84	3.7%	-0.3%
Health Services	12	162	2.8%	0.0%

Medium Agencies (100-499 employees)

Agency	2019 Rank	Total PWD	% PWD
Military Affairs	1	71	15.2%
Safety & Professional Services	2	21	10.3%
State Public Defender	3	13	5.6%
Financial Institutions	4	6	5.0%
Public Service Commission	5	5	4.5%
Commissioner of Insurance	6	5	4.0%
Employee Trust Funds	7	10	3.9%
Historical Society	8	1	0.9%

Agency	2020 Rank	Total PWD	% PWD	Net 1-Year % Change
Military Affairs	1	70	14.3%	-1.0%
Safety & Professional Services	2	19	9.2%	-1.1%
Public Service Commission	3	6	5.0%	0.5%
State Public Defender	4	11	4.6%	-1.0%
Financial Institutions	5	5	4.1%	-0.9%
Employee Trust Funds	6	10	4.0%	0.1%
Commissioner of Insurance	7	4	3.3%	-0.7%
Historical Society	8	1	0.9%	-0.1%

Small Agencies (15-99 employees)

Agency	2019 Rank	Total PWD	% PWD
Educational Communications Bd	1	5	13.9%
Bd on Aging & Long Term Care	2	4	9.8%
Tourism	3	2	8.0%
Technical College System Board	4	3	6.3%
Elections Commission	5	1	3.7%

Agency	2020 Rank	Total PWD	% PWD	Net 1-Year % Change
Educational Communications Bd	1	4	10.8%	-3.1%
Bd on Aging & Long Term Care	2	4	9.8%	0.0%
Tourism	3	2	8.0%	0.0%
Technical College System Board	4	3	6.3%	0.0%
Elections Commission	5	1	3.6%	-0.1%

Note: Disabilities are voluntarily self-reported. Employees may self-report at any time.

Source: PeopleSoft, June 2019 and June 2020

Table 24a
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2020 and 2019
Permanent Classified Employees

Job Group	Year	Total	Racial & Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Administrative Support	2020	2,576	460	17.9%	2,070	80.4%	191	7.4%
	2019	2,608	444	17.0%	2,097	80.4%	191	7.3%
Administrative Support-Fiscal	2020	459	52	11.3%	372	81.0%	38	8.3%
	2019	463	47	10.2%	380	82.1%	43	9.3%
Administrators-Senior Executives	2020	544	49	9.0%	259	47.6%	26	4.8%
	2019	522	39	7.5%	259	49.6%	32	6.1%
Architect/Engineer Supervisors	2020	119	9	7.6%	33	27.7%	5	4.2%
	2019	117	8	6.8%	35	29.9%	7	6.0%
Architect & Engineers	2020	1,174	103	8.8%	245	20.9%	58	4.9%
	2019	1,176	106	9.0%	246	20.9%	55	4.7%
Business & Program Area Supervisors	2020	374	49	13.1%	255	68.2%	24	6.4%
	2019	355	41	11.5%	244	68.7%	23	6.5%
Business & Professionals	2020	296	40	13.5%	207	69.9%	18	6.1%
	2019	302	35	11.6%	218	72.2%	18	6.0%
Claims Determination	2020	451	63	14.0%	321	71.2%	35	7.8%
	2019	419	59	14.1%	307	73.3%	34	8.1%
Craft and Trade	2020	139	7	5.0%	1	0.7%	4	2.9%
	2019	133	7	5.3%	1	0.8%	5	3.8%
Education and Training	2020	666	60	9.0%	374	56.2%	61	9.2%
	2019	668	58	8.7%	380	56.9%	64	9.6%
Education Supervisors	2020	25	2	8.0%	14	56.0%	6	24.0%
	2019	25	2	8.0%	14	56.0%	4	16.0%
Environmental Specialists	2020	892	37	4.1%	332	37.2%	34	3.8%
	2019	876	36	4.1%	316	36.1%	37	4.2%
Financial Supervisors	2020	167	21	12.6%	109	65.3%	10	6.0%
	2019	167	21	12.6%	112	67.1%	12	7.2%
Fiscal	2020	1,718	303	17.6%	960	55.9%	139	8.1%
	2019	1,719	281	16.3%	959	55.8%	145	8.4%
Food Production	2020	373	54	14.5%	280	75.1%	14	3.8%
	2019	391	52	13.3%	291	74.4%	19	4.9%
Health and Social Services Supervisors	2020	541	107	19.8%	398	73.6%	25	4.6%
	2019	531	108	20.3%	397	74.8%	23	4.3%

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

Table 24b
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2020 and 2019
Permanent Classified Employees

Job Group	Year	Total	Racial & Ethnic		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Health Care Professionals	2020	1,304	155	11.9%	1,079	82.7%	32	2.5%
	2019	1,286	143	11.1%	1,072	83.4%	32	2.5%
Health Care Technicians	2020	1,685	292	17.3%	1,042	61.8%	44	2.6%
	2019	1,698	259	15.3%	1,067	62.8%	49	2.9%
Inspectors, Investigators and Compliance	2020	357	36	10.1%	155	43.4%	21	5.9%
	2019	357	36	10.1%	152	42.6%	24	6.7%
IS Professionals	2020	1,365	208	15.2%	463	33.9%	93	6.8%
	2019	1,319	192	14.6%	454	34.4%	99	7.5%
IS Support, Program & Service Technicians	2020	105	10	9.5%	19	18.1%	14	13.3%
	2019	102	9	8.8%	20	19.6%	12	11.8%
Legal Professionals and Paralegal	2020	407	39	9.6%	227	55.8%	23	5.7%
	2019	402	43	10.7%	219	54.5%	24	6.0%
Mechanical and Maintenance Supervisors	2020	150	5	3.3%	26	17.3%	19	12.7%
	2019	143	6	4.2%	24	16.8%	22	15.4%
Mechanical Equipment, Maintenance Repair	2020	367	15	4.1%	14	3.8%	31	8.4%
	2019	385	14	3.6%	13	3.4%	33	8.6%
Mid-Level Supervisors	2020	1,028	94	9.1%	540	52.5%	45	4.4%
	2019	1,021	97	9.5%	513	50.2%	48	4.7%
Natural Science and Laboratory Technicians	2020	228	8	3.5%	56	24.6%	6	2.6%
	2019	237	8	3.4%	53	22.4%	8	3.4%
Personal Care Aides	2020	509	243	47.7%	400	78.6%	19	3.7%
	2019	544	257	47.2%	434	79.8%	18	3.3%
Physical, Natural and Social Science Supervisors	2020	201	11	5.5%	63	31.3%	6	3.0%
	2019	181	7	3.9%	50	27.6%	6	3.3%
Physicians and Health Care Practitioners	2020	91	13	14.3%	35	38.5%	2	2.2%
	2019	88	11	12.5%	33	37.5%	2	2.3%
Policy, Planning and Research	2020	783	107	13.7%	471	60.2%	63	8.0%
	2019	788	104	13.2%	479	60.8%	56	7.1%
Power Plant	2020	107	6	5.6%	1	0.9%	10	9.3%
	2019	102	5	4.9%	1	1.0%	8	7.8%
Production Laborers	2020	221	43	19.5%	117	52.9%	10	4.5%
	2019	224	43	19.2%	114	50.9%	9	4.0%

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

Table 24c
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2020 and 2019
Permanent Classified Employees

Job Group	Year	Total	Racial & Ethnic Minorities		Women		Persons with Disabilities*	
			#	%	#	%	#	%
Program Specialist	2020	288	60	20.8%	180	62.5%	59	20.5%
	2019	298	61	20.5%	181	60.7%	66	22.1%
Property Management	2020	91	8	8.8%	50	54.9%	2	2.2%
	2019	92	7	7.6%	52	56.5%	1	1.1%
Protective Services Supervisors	2020	631	57	9.0%	139	22.0%	38	6.0%
	2019	623	50	8.0%	141	22.6%	41	6.6%
Public Relations and Media Technicians	2020	126	8	6.3%	56	44.4%	8	6.3%
	2019	117	7	6.0%	49	41.9%	8	6.8%
Public Safety	2020	5,188	730	14.1%	1,147	22.1%	275	5.3%
	2019	5,134	674	13.1%	1,104	21.5%	294	5.7%
Science Professionals	2020	260	22	8.5%	183	70.4%	10	3.8%
	2019	269	23	8.6%	185	68.8%	12	4.5%
Service, Quality Control & Compliance Supervisors	2020	217	14	6.5%	95	43.8%	12	5.5%
	2019	210	17	8.1%	93	44.3%	12	5.7%
Social Services Professionals	2020	2,998	677	22.6%	2,311	77.1%	156	5.2%
	2019	3,048	704	23.1%	2,318	76.0%	166	5.4%
All Job Groups Combined	2020	29,220	4,277	14.6%	15,099	51.7%	1,686	5.8%
	2019	29,140	4,121	14.1%	15,077	51.7%	1,762	6.0%

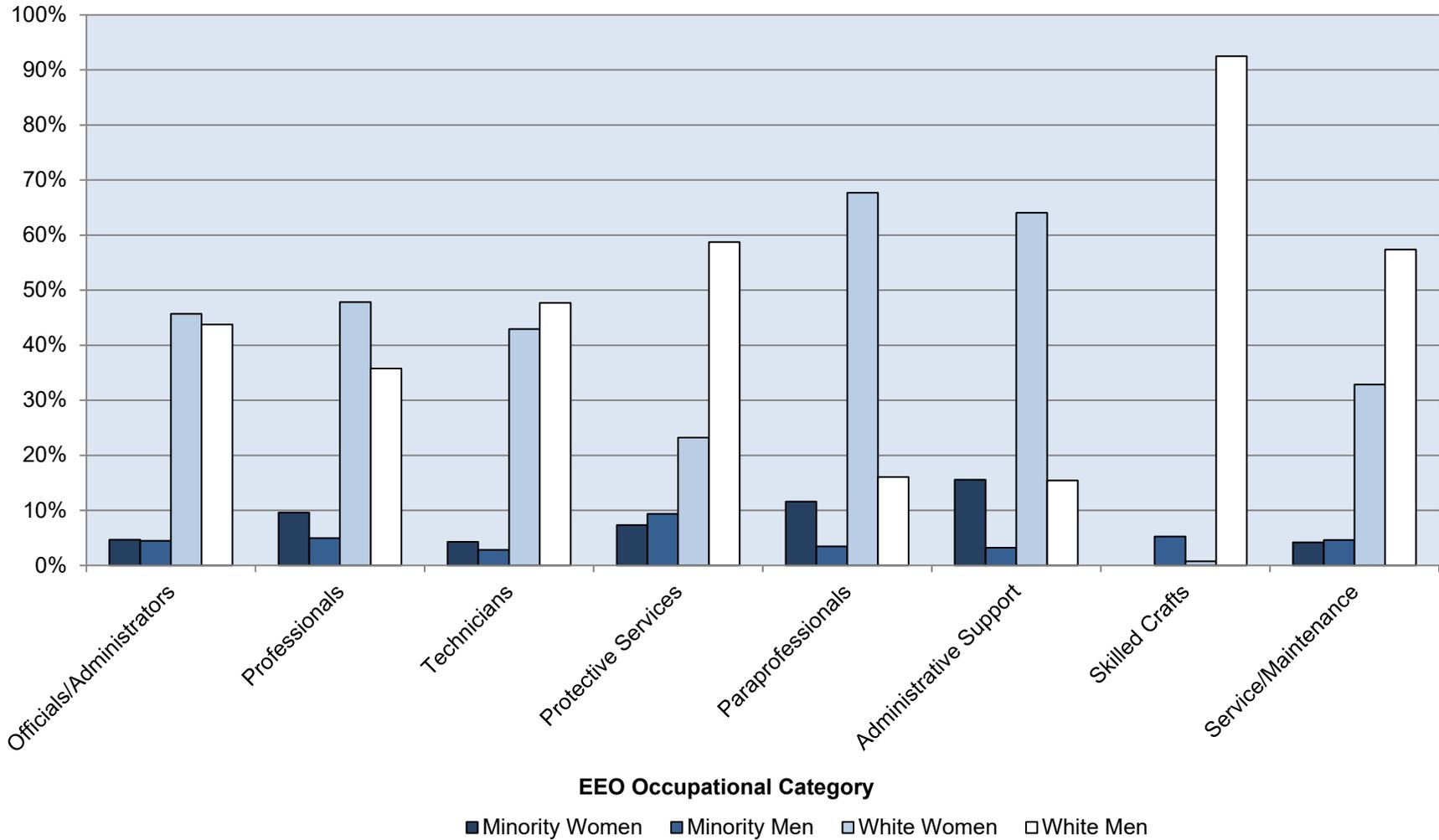
*Disabilities are self-reported by employees. Employees may self-report at any time.

Note: 469 employees in 2019 and 2020 did not specify a race or ethnicity - these are not identified as 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 2019 and June 2020

Chart 25
MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
Permanent Classified Employees - June 2020



For numeric detail, see the next page.

Source: PeopleSoft, June 2020

Table 26
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2018-2020
Permanent Classified Employees

EEO Job Category	Total Employees #	Total Women		Total Men		Racial and Ethnic Minorities						Persons With Disabilities						
		#	%	#	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	
Officials/Administrators																		
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%	
2019	1,494	746	49.9%	748	50.1%	130	8.7%	65	4.4%	65	4.4%	82	5.5%	26	1.7%	56	3.7%	
2020	1,519	773	50.9%	746	49.1%	139	9.2%	71	4.7%	68	4.5%	73	4.8%	24	1.6%	49	3.2%	
Net 2-Year Change			1.3%		-1.3%		0.6%		0.4%		0.2%		-0.5%		-0.1%		-0.4%	
Professionals																		
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%	
2019	14,056	8,191	58.3%	5,865	41.7%	2,039	14.5%	1,352	9.6%	687	4.9%	867	6.2%	391	2.8%	476	3.4%	
2020	14,174	8,244	58.2%	5,930	41.8%	2,071	14.6%	1,365	9.6%	706	5.0%	841	5.9%	377	2.7%	464	3.3%	
Net 2-Year Change			0.0%		0.0%		0.8%		0.6%		0.2%		0.4%		0.0%		0.3%	
Technicians																		
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%	
2019	1,124	535	47.6%	589	52.4%	81	7.2%	50	4.4%	31	2.8%	61	5.4%	15	1.3%	46	4.1%	
2020	1,097	527	48.0%	570	52.0%	78	7.1%	47	4.3%	31	2.8%	60	5.5%	16	1.5%	44	4.0%	
Net 2-Year Change			-1.5%		1.5%		0.0%		-0.3%		0.4%		1.0%		0.2%		0.9%	
Protective Services																		
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%	
2019	7,603	2,327	30.6%	5,276	69.4%	1,192	15.7%	526	6.9%	666	8.8%	389	5.1%	52	0.7%	337	4.4%	
2020	7,666	2,360	30.8%	5,306	69.2%	1,279	16.7%	561	7.3%	718	9.4%	366	4.8%	49	0.6%	317	4.1%	
Net 2-Year Change			0.8%		-0.8%		2.5%		1.3%		1.1%		1.0%		0.1%		0.9%	
Paraprofessionals																		
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%	
2019	1,448	1,169	80.7%	279	19.3%	194	13.4%	147	10.2%	47	3.2%	132	9.1%	92	6.4%	40	2.8%	
2020	1,381	1,105	80.0%	276	20.0%	208	15.1%	160	11.6%	48	3.5%	113	8.2%	74	5.4%	39	2.8%	
Net 2-Year Change			-1.9%		1.9%		1.4%		0.4%		1.0%		1.1%		0.3%		0.8%	
Administrative Support																		
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%	
2019	2,166	1,755	81.0%	411	19.0%	388	17.9%	323	14.9%	65	3.0%	148	6.8%	100	4.6%	48	2.2%	
2020	2,142	1,726	80.6%	416	19.4%	402	18.8%	333	15.5%	69	3.2%	155	7.2%	105	4.9%	50	2.3%	
Net 2-Year Change			0.0%		0.0%		1.3%		1.4%		-0.1%		0.5%		0.3%		0.2%	
Skilled Crafts																		
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%	
2019	255	2	0.8%	253	99.2%	13	5.1%	0	0.0%	13	5.1%	13	5.1%	1	0.4%	12	4.7%	
2020	267	2	0.7%	265	99.3%	14	5.2%	0	0.0%	14	5.2%	14	5.2%	1	0.4%	13	4.9%	
Net 2-Year Change			0.0%		0.0%		0.5%		0.0%		0.5%		1.7%		0.0%		1.7%	
Service/Maintenance																		
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%	
2019	994	352	35.4%	642	64.6%	84	8.5%	40	4.0%	44	4.4%	70	7.0%	9	0.9%	61	6.1%	
2020	974	362	37.2%	612	62.8%	86	8.8%	41	4.2%	45	4.6%	64	6.6%	8	0.8%	56	5.7%	
Net 2-Year Change			1.6%		-1.6%		0.9%		0.7%		0.1%		0.1%		-0.1%		0.2%	
All Combined																		
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%	
2019	29,140	15,077	51.7%	14,063	48.3%	4,121	14.1%	2,503	8.6%	1,618	5.6%	1,762	6.0%	686	2.4%	1,076	3.7%	
2020	29,220	15,099	51.7%	14,121	48.3%	4,277	14.6%	2,578	8.8%	1,699	5.8%	1,686	5.8%	654	2.2%	1,032	3.5%	
Net 2-Year Change			0.0%		0.0%		1.3%		0.8%		0.5%		0.6%		0.1%		0.5%	

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 did not specify a primary race or ethnicity are not identified as minorities in this report. These include 264 employees in 2018, and 469 employees in 2019 and 2020.

Source: PeopleSoft June 2018, June 2019, and June 2020

Table 28
PERSONNEL TRANSACTIONS BY RACIAL AND ETHNIC GROUP, GENDER, & PERSONS WITH DISABILITIES
Permanent Classified Employees
Fiscal Year 2020

Personnel Transaction		Total	White	All Racial & Ethnic Minorities	American Indian/Alaskan Native	Asian	Black or African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	Two or More Races	Persons with Disabilities ¹	Persons w/ Severe Disabilities
June 2020	Men	14,121	12,120	1,699	60	343	748	447	7	94	1,032	136
	%	48.3%	41.5%	5.8%	0.2%	1.2%	2.6%	1.5%	0.02%	0.3%	3.5%	0.5%
	Women	15,099	12,354	2,578	85	469	1,305	570	9	140	654	102
	%	51.7%	42.3%	8.8%	0.3%	1.6%	4.5%	2.0%	0.03%	0.5%	2.2%	0.3%
	Total	29,220	24,474	4,277	145	812	2,053	1,017	16	234	1,686	238
%	100%	83.8%	14.6%	0.5%	2.8%	7.0%	3.5%	0.1%	0.8%	5.8%	0.8%	
New Hires	Men	1,649	1,284	327	12	57	154	84	0	20	97	3
	%	42.8%	33.3%	8.5%	0.3%	1.5%	4.0%	2.2%	0.0%	0.5%	2.5%	0.1%
	Women	2,206	1,541	642	16	79	391	124	5	27	76	4
	%	57.2%	40.0%	16.7%	0.4%	2.0%	10.1%	3.2%	0.1%	0.7%	2.0%	0.1%
	Total	3,855	2,825	969	28	136	545	208	5	47	173	7
%	100%	73.3%	25.1%	0.7%	3.5%	14.1%	5.4%	0.1%	1.2%	4.5%	0.2%	
Promotion	Men	570	476	85	6	11	40	21	0	7	34	2
	%	52.3%	43.7%	7.8%	0.6%	1.0%	3.7%	1.9%	0.0%	0.6%	3.1%	0.2%
	Women	520	415	101	3	8	59	28	0	3	13	1
	%	47.7%	38.1%	9.3%	0.3%	0.7%	5.4%	2.6%	0.0%	0.3%	1.2%	0.1%
	Total	1,090	891	186	9	19	99	49	0	10	47	3
%	100%	81.7%	17.1%	0.8%	1.7%	9.1%	4.5%	0.0%	0.9%	4.3%	0.3%	
Re-classification	Men	354	289	52	0	14	15	17	0	6	26	3
	%	43.3%	35.4%	6.4%	0.0%	1.7%	1.8%	2.1%	0.0%	0.7%	3.2%	0.4%
	Women	463	374	83	4	16	39	16	0	8	14	2
	%	56.7%	45.8%	10.2%	0.5%	2.0%	4.8%	2.0%	0.0%	1.0%	1.7%	0.2%
	Total	817	663	135	4	30	54	33	0	14	40	5
%	100%	81.2%	16.5%	0.5%	3.7%	6.6%	4.0%	0.0%	1.7%	4.9%	0.6%	
Discharged-Probation	Men	80	55	23	0	0	15	4	0	4	9	2
	%	35.1%	24.1%	10.1%	0.0%	0.0%	6.6%	1.8%	0.0%	1.8%	3.9%	0.9%
	Women	148	73	75	0	4	61	9	0	1	10	1
	%	64.9%	32.0%	32.9%	0.0%	1.8%	26.8%	3.9%	0.0%	0.4%	4.4%	0.4%
	Total	228	128	98	0	4	76	13	0	5	19	3
%	100.0%	56.1%	43.0%	0.0%	1.8%	33.3%	5.7%	0.0%	2.2%	8.3%	1.3%	
Discharged-Permanent	Men	79	54	22	0	4	13	5	0	0	7	0
	%	40.3%	27.6%	11.2%	0.0%	2.0%	6.6%	2.6%	0.0%	0.0%	3.6%	0.0%
	Women	117	57	59	3	2	45	7	1	1	1	0
	%	59.7%	29.1%	30.1%	1.5%	1.0%	23.0%	3.6%	0.5%	0.5%	0.5%	0.0%
	Total	196	111	81	3	6	58	12	1	1	8	0
%	100.0%	56.6%	41.3%	1.5%	3.1%	29.6%	6.1%	0.5%	0.5%	4.1%	0.0%	
Layoffs	Men	1	1	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Women	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Total	1	1	0	0	0	0	0	0	0	0	0
%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Voluntary Separation	Men	760	617	125	5	20	55	35	1	9	49	5
	%	37.5%	30.5%	6.2%	0.2%	1.0%	2.7%	1.7%	0.0%	0.4%	2.4%	0.2%
	Women	1,266	902	341	5	43	215	69	0	9	44	9
	%	62.5%	44.5%	16.8%	0.2%	2.1%	10.6%	3.4%	0.0%	0.4%	2.2%	0.4%
	Total	2,026	1,519	466	10	63	270	104	1	18	93	14
%	100.0%	75.0%	23.0%	0.5%	3.1%	13.3%	5.1%	0.0%	0.9%	4.6%	0.7%	
Retirement	Men	543	497	42	3	10	17	10	1	1	64	14
	%	52.3%	47.9%	4.0%	0.3%	1.0%	1.6%	1.0%	0.1%	0.1%	6.2%	1.3%
	Women	495	456	37	1	9	11	13	2	1	41	9
	%	47.7%	43.9%	3.6%	0.1%	0.9%	1.1%	1.3%	0.2%	0.1%	3.9%	0.9%
	Total	1,038	953	79	4	19	28	23	3	2	105	23
%	100.0%	91.8%	7.6%	0.4%	1.8%	2.7%	2.2%	0.3%	0.2%	10.1%	2.2%	

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

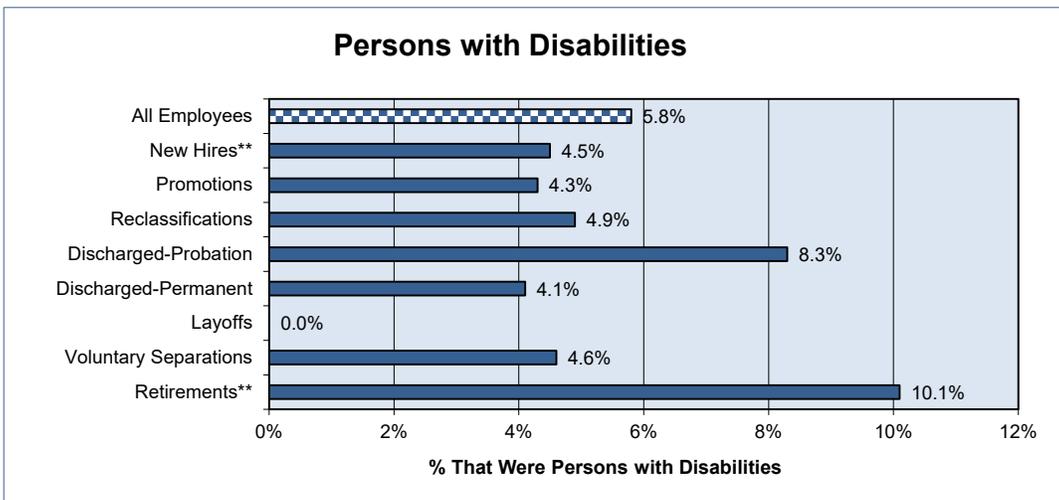
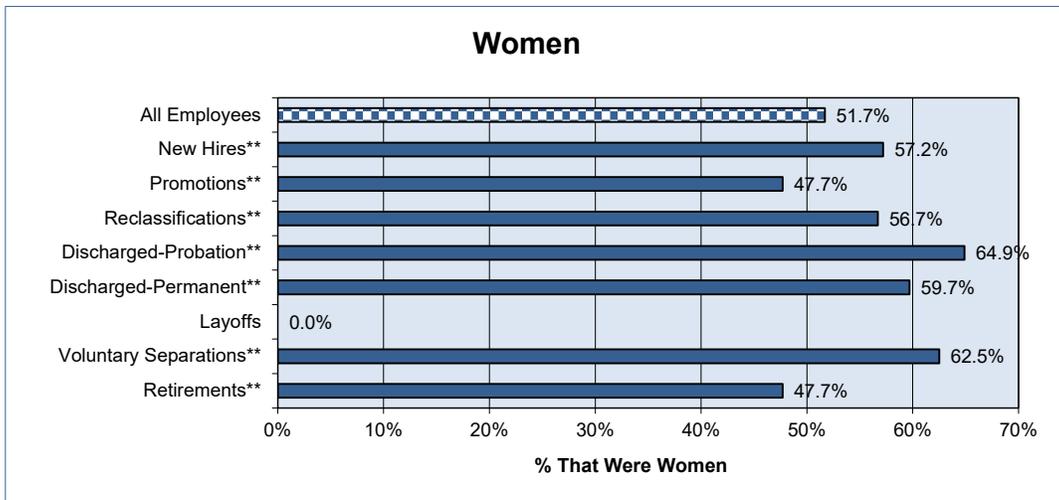
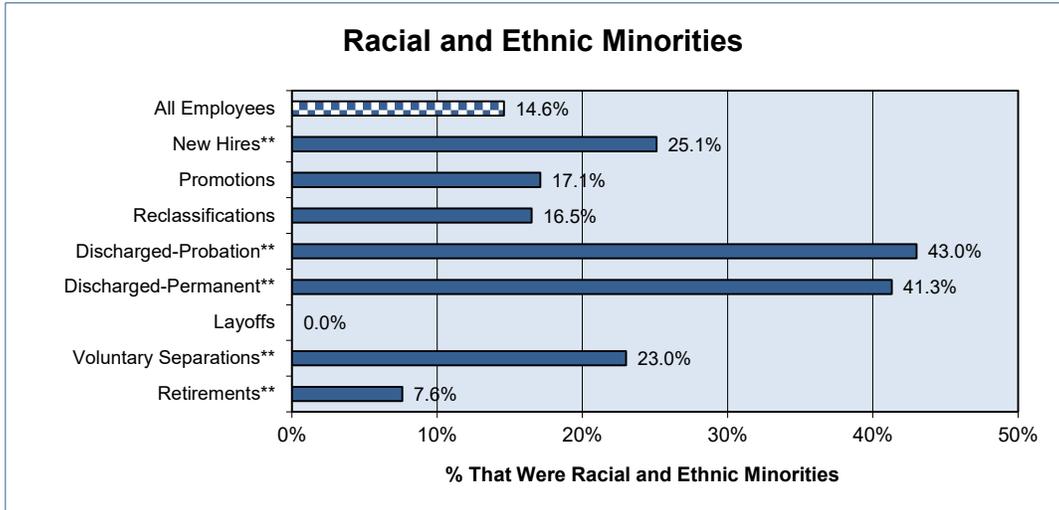
Note: Data in this table does not include terminations due to death or work-related disability.

Note: Race and ethnicity is unspecified for 469 employees as of June 2020 and for 19 reclassification transactions. These are not counted as whites or minorities, so total employees is greater than whites plus minorities.

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

Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

Chart 29
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Permanent Classified Employees
Fiscal Year 2020



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

Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

Table 30
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2020

Group Category	Employee Count	% of All Employees	2020	
			Annualized Pay Rate ¹	% of Avg Rate
Asian men*	343	1.2%	\$66,567	112.8%
Asian men and women*	812	2.8%	64,115	108.6%
Not Specified men*	302	1.0%	63,756	108.0%
Asian women*	469	1.6%	62,322	105.6%
Not Specified men and women*	469	1.6%	61,845	104.8%
White men	12,120	41.5%	61,575	104.3%
All men	14,121	48.3%	61,090	103.5%
Two or More Races men*	94	0.3%	60,633	102.7%
White men and women	24,474	83.8%	59,820	101.3%
All employees	29,220	100.0%	59,034	100.0%
American Indian/Alaska Native men	60	0.2%	58,659	99.4%
Not Specified women*	167	0.6%	58,391	98.9%
White women	12,354	42.3%	58,099	98.4%
Men with disabilities	1,032	3.5%	57,886	98.1%
American Indian/Alaska Native men and women	145	0.5%	57,783	97.9%
Two or More Races men and women*	234	0.8%	57,676	97.7%
American Indian/Alaska Native women	85	0.3%	57,165	96.8%
Racial and ethnic minority men	1,699	5.8%	57,155	96.8%
All women	15,099	51.7%	57,111	96.7%
Men and women with disabilities	1,686	5.8%	56,891	96.4%
Hispanic/Latino men	447	1.5%	55,798	94.5%
Two or More Races women*	140	0.5%	55,691	94.3%
Women with disabilities	654	2.2%	55,322	93.7%
Racial and ethnic minority men and women	4,277	14.6%	54,227	91.9%
Hispanic/Latino men and women	1,017	3.5%	53,947	91.4%
Black or African American men	748	2.6%	53,143	90.0%
Hispanic/Latino women	570	2.0%	52,495	88.9%
Racial and ethnic minority women	2,578	8.8%	52,298	88.6%
Native Hawaiian/Pacific Islander men*	7	0.0%	51,727	87.6%
Native Hawaiian/Pacific Islander men and women*	16	0.1%	51,672	87.5%
Native Hawaiian/Pacific Islander women*	9	0.0%	51,630	87.5%
Black or African American men and women	2,053	7.0%	49,831	84.4%
Black or African American women	1,305	4.5%	47,933	81.2%

¹Annualized pay rate equals the average hourly pay rate including pay add-ons paid for all hours in pay status, multiplied by 2080.

*These categories are new or revised. Previous reports included a combined category of Asian and Native Hawaiian/Pacific Islander. The categories of Two or More Races and Not Specified are new for this report.

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 data: PeopleSoft, June 2020

Table 31
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2020

Officials/Administrators	Count	Rate	% of Avg Rate
Asian	32	\$128,704	129.0%
All Minority Groups	139	\$104,928	105.2%
Hispanic/Latino	28	\$104,637	104.9%
Men	746	\$103,252	103.5%
All Employees	1,519	\$99,772	100.0%
White	1,359	\$99,065	99.3%
Black or African American	57	\$96,830	97.1%
Women	773	\$96,414	96.6%
Persons w/ Disabilities	73	\$96,403	96.6%
Two or More Races	12	\$95,210	95.4%
Native Hawaiian/Pacific Islander	2	\$92,498	92.7%
American Indian/Alaska Native	8	\$86,216	86.4%

Professionals	Count	Rate	% of Avg Rate
Asian	527	\$70,786	106.7%
Men	5,930	\$69,681	105.0%
White	11,853	\$67,091	101.1%
All Employees	14,174	\$66,362	100.0%
Women	8,244	\$63,975	96.4%
American Indian/Alaska Native	74	\$63,399	95.5%
Persons w/ Disabilities	841	\$63,256	95.3%
Two or More Races	126	\$62,495	94.2%
Hispanic/Latino	449	\$62,085	93.6%
All Minority Groups	2,071	\$62,003	93.4%
Black or African American	890	\$56,607	85.3%
Native Hawaiian/Pacific Islander	5	\$56,351	84.9%

Technicians	Count	Rate	% of Avg Rate
American Indian/Alaska Native	4	\$53,134	112.8%
Persons w/ Disabilities	60	\$50,965	108.2%
Men	570	\$49,744	105.6%
Asian	10	\$47,805	101.5%
White	994	\$47,128	100.1%
All Employees	1,097	\$47,092	100.0%
All Minority Groups	78	\$46,465	98.7%
Black or African American	31	\$46,206	98.1%
Hispanic/Latino	25	\$45,610	96.9%
Two or More Races	8	\$45,136	95.8%
Women	527	\$44,224	93.9%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Protective Services	Count	Rate	% of Avg Rate
Men	5,306	\$51,481	102.9%
White	6,281	\$50,982	101.9%
Two or More Races	56	\$50,839	101.6%
Persons w/ Disabilities	366	\$50,564	101.1%
All Employees	7,666	\$50,018	100.0%
American Indian/Alaska Native	38	\$49,879	99.7%
Hispanic/Latino	311	\$47,215	94.4%
Women	2,360	\$46,729	93.4%
All Minority Groups	1,279	\$45,055	90.1%
Asian	146	\$44,227	88.4%
Black or African American	722	\$43,613	87.2%
Native Hawaiian/Pacific Islander	6	\$42,175	84.3%

Paraprofessionals	Count	Rate	% of Avg Rate
American Indian/Alaska Native	6	\$46,179	104.4%
White	1,157	\$44,470	100.5%
Women	1,105	\$44,253	100.0%
All Employees	1,381	\$44,235	100.0%
Men	276	\$44,163	99.8%
Two or More Races	8	\$42,960	97.1%
Hispanic/Latino	51	\$42,947	97.1%
Black or African American	105	\$42,873	96.9%
All Minority Groups	208	\$42,648	96.4%
Persons w/ Disabilities	113	\$41,824	94.5%
Asian	37	\$41,097	92.9%
Native Hawaiian/Pacific Islander	1	\$37,482	84.7%

Administrative Support	Count	Rate	% of Avg Rate
American Indian/Alaska Native	11	\$40,725	107.2%
Hispanic/Latino	127	\$38,739	102.0%
Men	416	\$38,209	100.6%
White	1,702	\$38,136	100.4%
All Employees	2,142	\$37,978	100.0%
Persons w/ Disabilities	155	\$37,963	100.0%
Women	1,726	\$37,923	99.9%
Asian	43	\$37,826	99.6%
All Minority Groups	402	\$37,278	98.2%
Black or African American	200	\$36,255	95.5%
Two or More Races	20	\$35,323	93.0%
Native Hawaiian/Pacific Islander	1	\$34,070	89.7%

Skilled Crafts	Count	Rate	% of Avg Rate
Hispanic/Latino	6	\$72,249	106.3%
Black or African American	7	\$70,785	104.1%
All Minority Groups	14	\$70,092	103.1%
Men	265	\$68,108	100.2%
All Employees	267	\$67,995	100.0%
White	249	\$67,866	99.8%
Persons w/ Disabilities	14	\$58,221	85.6%
Women	2	\$53,040	78.0%
Two or More Races	1	\$52,291	76.9%
American Indian/Alaska Native	0	N/A	N/A
Asian	0	N/A	N/A
Native Hawaiian/Pacific Islander	0	N/A	N/A

Service/Maintenance	Count	Rate	% of Avg Rate
Two or More Races	3	\$56,243	147.6%
Persons w/ Disabilities	64	\$42,079	110.4%
American Indian/Alaska Native	4	\$41,085	107.8%
Men	612	\$40,472	106.2%
White	879	\$38,517	101.1%
All Employees	974	\$38,101	100.0%
Native Hawaiian/Pacific Islander	1	\$35,402	92.9%
Hispanic/Latino	20	\$34,511	90.6%
Women	362	\$34,091	89.5%
All Minority Groups	86	\$33,130	87.0%
Asian	17	\$32,740	85.9%
Black or African American	41	\$30,096	79.0%

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

Note: Race and ethnicity was not specified for 469 employees - these employees are excluded from the race and ethnicity groupings.

Source data: PeopleSoft, June 2020

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 2020

Officials/Administrators	Count	Rate ¹	% of Avg Rate
Asian	32	\$129,099	129.4%
Hispanic/Latino	28	\$105,287	105.5%
All Minority Groups	139	\$105,271	105.5%
Men	746	\$103,207	103.4%
Persons w/ Disabilities	73	\$100,140	100.4%
All Employees	1,519	\$99,772	100.0%
White	1,359	\$99,021	99.2%
Black or African American	57	\$97,025	97.2%
Women	773	\$96,458	96.7%
Two or More Races	12	\$95,677	95.9%
Native Hawaiian/Pacific Islander	2	\$92,627	92.8%
American Indian/Alaska Native	8	\$85,766	86.0%

Professionals	Count	Rate ¹	% of Avg
Asian	527	\$71,859	108.3%
Men	5,930	\$69,533	104.8%
White	11,853	\$66,901	100.8%
All Employees	14,174	\$66,362	100.0%
Two or More Races	126	\$64,404	97.0%
Women	8,244	\$64,081	96.6%
American Indian/Alaska Native	74	\$63,737	96.0%
Hispanic/Latino	449	\$63,322	95.4%
All Minority Groups	2,071	\$63,033	95.0%
Persons w/ Disabilities	841	\$62,765	94.6%
Black or African American	890	\$57,516	86.7%
Native Hawaiian/Pacific Islander	5	\$53,143	80.1%

Technicians	Count	Rate ¹	% of Avg Rate
American Indian/Alaska Native	4	\$51,655	109.7%
Persons w/ Disabilities	60	\$49,699	105.5%
Men	570	\$49,490	105.1%
Asian	10	\$48,424	102.8%
All Minority Groups	78	\$47,408	100.7%
Two or More Races	8	\$47,374	100.6%
Hispanic/Latino	25	\$47,093	100.0%
All Employees	1,097	\$47,092	100.0%
White	994	\$47,045	99.9%
Black or African American	31	\$46,792	99.4%
Women	527	\$44,499	94.5%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Protective Services	Count	Rate ¹	% of Avg
Two or More Races	56	\$51,790	103.5%
Men	5,306	\$50,962	101.9%
Persons w/ Disabilities	366	\$50,909	101.8%
White	6,281	\$50,539	101.0%
All Employees	7,666	\$50,018	100.0%
American Indian/Alaska Native	38	\$49,923	99.8%
Hispanic/Latino	311	\$49,353	98.7%
Women	2,360	\$47,898	95.8%
All Minority Groups	1,279	\$47,150	94.3%
Asian	146	\$47,081	94.1%
Black or African American	722	\$45,807	91.6%
Native Hawaiian/Pacific Islander	6	\$43,623	87.2%

Paraprofessionals	Count	Rate ¹	% of Avg Rate
American Indian/Alaska Native	6	\$46,464	105.0%
Men	276	\$44,655	100.9%
White	1,157	\$44,367	100.3%
All Employees	1,381	\$44,235	100.0%
Women	1,105	\$44,130	99.8%
Two or More Races	8	\$44,086	99.7%
Black or African American	105	\$43,469	98.3%
All Minority Groups	208	\$43,248	97.8%
Hispanic/Latino	51	\$43,126	97.5%
Asian	37	\$42,370	95.8%
Persons w/ Disabilities	113	\$41,436	93.7%
Native Hawaiian/Pacific Islander	1	\$33,477	75.7%

Administrative Support	Count	Rate ¹	% of Avg
American Indian/Alaska Native	11	\$40,626	107.0%
Hispanic/Latino	127	\$39,382	103.7%
Asian	43	\$38,890	102.4%
Men	416	\$38,610	101.7%
All Employees	2,142	\$37,978	100.0%
White	1,702	\$37,969	100.0%
All Minority Groups	402	\$37,950	99.9%
Women	1,726	\$37,826	99.6%
Persons w/ Disabilities	155	\$37,347	98.3%
Black or African American	200	\$36,866	97.1%
Native Hawaiian/Pacific Islander	1	\$36,328	95.7%
Two or More Races	20	\$36,264	95.5%

Skilled Crafts	Count	Rate ¹	% of Avg Rate
Hispanic/Latino	6	\$73,599	108.2%
Black or African American	7	\$71,280	104.8%
All Minority Groups	14	\$70,692	104.0%
Men	265	\$68,095	100.1%
All Employees	267	\$67,995	100.0%
White	249	\$67,844	99.8%
Persons w/ Disabilities	14	\$58,364	85.8%
Women	2	\$54,759	80.5%
Two or More Races	1	\$49,164	72.3%
American Indian/Alaska Native	0	N/A	N/A
Asian	0	N/A	N/A
Native Hawaiian/Pacific Islander	0	N/A	N/A

Service/Maintenance	Count	Rate ¹	% of Avg
Two or More Races	3	\$56,484	148.3%
American Indian/Alaska Native	4	\$42,268	110.9%
Persons w/ Disabilities	64	\$41,459	108.8%
Men	612	\$40,447	106.2%
White	879	\$38,420	100.8%
All Employees	974	\$38,101	100.0%
Native Hawaiian/Pacific Islander	1	\$37,531	98.5%
Hispanic/Latino	20	\$35,306	92.7%
Women	362	\$34,133	89.6%
All Minority Groups	86	\$34,021	89.3%
Asian	17	\$32,186	84.5%
Black or African American	41	\$31,613	83.0%

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

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

Note: Race and ethnicity was not specified for 469 employees - these employees are excluded from the race and ethnicity groupings.

Source data: PeopleSoft, June 2020

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

Agency or Campus	FY10	FY11	FY12	FY 13	FY 14	FY15	FY16	FY17	FY18	FY19	FY20	11-Year Total
Health Services	23	32	51	73	124	81	105	99	80	97	37	802
Corrections	5	15	32	16	26	32	29	32	114	148	144	593
Veterans Affairs	17	10	7	40	51	48	49	30	22	13	9	296
Workforce Development	5	13	17	17	28	12	8	33	16	11	8	168
Transportation	6	4	8	10	34	19	10	8	22	25	15	161
Children & Families	6	13	3	9	12	7	12	9	17	12	4	104
Revenue	4	3	6	3	8	11	4	7	11	3	4	64
Ag, Trade & Consumer Protection	-	-	-	5	6	2	5	1	-	-	4	23
State Public Defender	2	-	-	3	2	2	4	5	3	3	1	25
Military Affairs	1	2	-	3	2	4	5	3	1	2	2	25
Public Instruction	2	2	2	5	4	2	1	3	-	1	1	23
Administration	1	-	1	2	5	4	-	1	3	5	3	25
Natural Resources	-	2	1	1	1	-	4	1	2	4	1	17
Employee Trust Funds	1	4	1	2	-	1	-	-	-	-	-	9
All other non-UW agencies combined	3	4	4	3	3	3	6	6	6	1	3	42
Total W-2 Hires	76	104	133	192	306	228	242	238	297	325	236	2377

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

Classification	FY10	FY11	FY12	FY 13	FY 14	FY15	FY16	FY17	FY18	FY19	FY20	11-Year Total
Resident Care Technician	15	22	21	42	65	40	33	31	39	45	12	365
Nursing Assistant series	13	5	5	21	30	32	36	28	16	10	7	203
Income Maintenance Specialist	-	-	14	17	22	-	32	32	10	8	2	137
Custodian	8	12	14	13	37	20	3	2	4	3	-	116
Office Associate/Operations Associate	6	7	7	11	16	8	13	7	21	21	7	124
Psychiatric Care Technician	2	2	7	5	5	17	14	16	17	16	18	119
Nurse Clinician	-	-	-	3	18	11	9	10	8	10	1	70
Employment Security Assistant	2	5	5	5	12	4	4	18	10	3	4	72
DMV Customer Service Representative	-	-	-	1	19	8	8	5	16	20	10	87
Licensed Practice Nurse	3	2	5	12	10	10	6	-	-	2	1	51
Food Service Assistant series	-	2	2	7	7	3	6	5	10	6	2	50
Initial Assessment Specialist	-	-	-	-	6	2	5	4	7	3	3	30
Social Worker (various types)	2	6	3	5	3	4	3	2	3	3	-	34
Unemployment Benefit Specialist	1	2	8	3	-	4	1	4	3	3	2	31
Youth Counselor	-	2	7	1	3	4	2	1	5	5	4	34
Revenue Agent	3	-	1	1	4	4	2	3	6	1	3	28
Financial Specialist series	1	1	4	4	5	2	4	1	-	1	1	24
Operations Program Associate	2	3	-	-	4	3	3	1	8	1	-	25
Child Care Program/Subsidy Specialist	1	-	1	2	3	1	5	4	1	3	-	21
Corrections Communication Operator	1	3	-	2	3	4	3	3	3	4	3	26
All other classifications combined	37	58	53	74	97	94	49	61	110	157	156	946

*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 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
STATE OF WISCONSIN STUDENT DIVERSITY INTERNSHIP PROGRAM

The State of Wisconsin Student Diversity Internship Program (SWSDIP) presents opportunities for well-qualified, diverse students to participate in a valuable internship program within state agencies. SWSDIP assists state agencies in promoting equal employment opportunity by providing them with a pool of women, racial and ethnic minorities, veteran students, 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 SWSDIP program, students must be 18 years of age and enrolled in a 2 or 4-year accredited college or university. Since the program's inception in 1974, a total of 3,568 students have been placed in more than 30 different state agencies and university campuses throughout Wisconsin.

Internship Applicant Information

Race and Ethnicity	2017		2018		2019		2020	
	#	%	#	%	#	%	#	%
American Indian/Alaska Native	3	0.6	9	2.2	6	1.6	5	0.9
Asian or Pacific Islander ²	50	10.3	50	12.0	40	10.6	46	8.6
Black (Not Hispanic)	110	22.7	49	11.8	30	8.0	80	15.0
Hispanic or Latino	40	8.2	28	6.7	27	7.2	33	6.2
White (Not Hispanic)	243	50.1	228	54.8	242	64.4	306	57.3
Prefer Not to Answer/No Answer Entered	39	8.0	52	12.5	31	8.2	14	2.6
Persons of Two or More Races ⁴	-	-	-	-	-	-	50	9.4
Total	485		416		376		534	

Gender	2017		2018		2019		2020	
	#	%	#	%	#	%	#	%
Female	316	65.2	296	71.2	272	72.3	367	68.7
Male	153	31.5	107	25.7	89	23.7	161	30.1
Nonbinary ³	-	-	-	-	-	-	2	0.4
Prefer Not to Answer/No Answer Entered	16	3.3	13	3.1	15	4.0	4	0.7
Total	485		416		376		534	

Internship Hire Information

Race and Ethnicity	2017		2018		2019		2020 ¹	
	#	%	#	%	#	%	#	%
American Indian/Alaska Native	-	-	2	2.4	2	2.5	-	-
Asian or Pacific Islander ²	14	18.2	6	7.1	3	3.8	-	-
Black (Not Hispanic)	12	15.6	9	10.7	5	6.3	-	-
Hispanic	4	5.2	2	2.4	4	5.1	-	-
White (Not Hispanic)	44	57.1	53	63.1	59	74.7	-	-
Prefer Not to Answer/No Answer Entered	3	3.9	12	14.3	6	7.6	-	-
Total	77		84		79		-	

Gender	2017		2018		2019		2020 ¹	
	#	%	#	%	#	%	#	%
Female	48	62.3	61	72.6	58	73.4	-	-
Male	26	33.8	18	21.4	16	20.3	-	-
Nonbinary ³	-	-	-	-	-	-	-	-
Prefer Not to Answer/No Answer Entered	3	3.9	5	6.0	5	6.3	-	-
Total	77		84		79		-	

Table 35 – continued
STATE OF WISCONSIN STUDENT DIVERSITY INTERNSHIP PROGRAM

Positions Submitted

Agency	2017		2018		2019		2020	
	#	%	#	%	#	%	#	%
Administration	17	14.7	4	3.7	12	7.9	6	3.6
Agriculture, Trade, and Consumer Protection	-		2	1.9	1	0.7	5	3.0
Children and Families	-		4	3.7	10	6.6	11	6.6
Corrections	6	5.2	15	14.0	22	14.5	7	4.2
Employee Trust Funds	3	2.6	2	1.9	5	3.3	3	1.8
Health Services	37	31.9	46	43.0	37	24.3	56	33.7
Historical Society	-		-		-		4	2.4
Justice	6	5.2	5	4.7	8	5.3	6	3.6
Military Affairs	1	0.9	-		-		3	1.8
Natural Resources	20	17.2	20	18.7	24	15.8	10	6.0
Office of Commissioner of Insurance	1	0.9	1	0.9	1	0.7	2	1.2
Public Instruction	9	7.8	7	6.5	21	13.8	9	5.4
Public Service Commission	1	0.9	-		-		4	2.4
Revenue	2	1.9	-		11	7.2	15	9.0
Safety and Professional Services	7	6.0	-		-		2	1.2
Transportation	-		-		-		16	9.6
Veterans Affairs	-		-		-		6	3.6
Workforce Development	6	5.2	1	0.9	-		1	0.6
Total		116		107		152		166

Positions Hired

Agency	2017		2018		2019		2020 ¹	
	#	%	#	%	#	%	#	%
Administration	5	6.8	4	5.3	8	10.1	-	
Agriculture, Trade, and Consumer Protection	-		-		-		-	
Children and Families	-		3	3.9	9	11.4	-	
Corrections	3	4.1	8	10.5	11	13.9	-	
Employee Trust Funds	3	4.1	3	3.9	5	6.3	-	
Health Services	31	42.5	29	38.2	18	22.8	-	
Historical Society	-		-		-		-	
Justice	4	5.5	6	7.9	6	7.6	-	
Military Affairs	1	1.4	-		-		-	
Natural Resources	18	24.7	16	21.1	10	12.7	-	
Office of Commissioner of Insurance	-		-		1	1.3	-	
Public Instruction	5	6.8	7	9.2	3	3.8	-	
Public Service Commission	-		-		-		-	
Revenue	2	2.7	-		-		-	
Safety and Professional Services	1	1.4	-		-		-	
Veterans Affairs	-		-		-		-	
Workforce Development	3	4.1	-		-		-	
Total		73		76		79		-

¹2020 SWSDIP cancelled after recruitment activities, but prior to selection process due to Covid-19 pandemic.

²The "Asian" and "Native Hawaiian or Other Pacific Islander" groups were combined to show historical trending data consistent with previous years.

³Two applicants indicated Nonbinary in the 2020 SWSDIP Recruitment. 2020 Applicant options for Gender and Sex were 'Male', 'Female', and 'Please Specify'.

⁴The "Persons of Two or More Races" category reflects individuals that self-selected more than one race. Individuals who self-select at least one race and "Hispanic or Latino" are categorized in "Hispanic or Latino". The "Persons of Two or More Races" category was not identified in previous iterations of this report.

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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 2020, there were 3,855 new original hires into the permanent classified workforce, which is an average of nearly 75 new hires each week.
- The Department of Corrections, with 1,375 new hires, accounted for 35.6% of all original hires into the permanent classified workforce.
- The average age of a new hire was 35 years old.
- The most common age at retirement was 62, followed by 61 and 60.
- The highest rate of non-retirement voluntary separations at 29.7% was among employees in the job group of Personal Care Aides.
- The highest rate of involuntary discharges at 16.1% was also among employees in the job group of Personal Care Aides.
- The rate of non-retirement separations from state service of 8.7% for fiscal year 2020 was a 1.0% decrease from fiscal year 2018 (9.7%).

**Table 36
WISC.JOBS RECRUITMENT HIGHLIGHTS**



THE OFFICIAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

WISC.JOBS DATA HIGHLIGHTS

- In Fiscal Year 2020, Wisc.Jobs received an average of nearly 8,000 site visits per day, and an average of over 50,000 page visits per day.
- Agencies posted more than 3,200 job announcements on Wisc.Jobs in fiscal year 2020.
- As of April 2021, Wisc.Jobs has more than 1,700 users with more than 2,400 active E-Notify searches currently in place. Through the E-Notify feature, they will be emailed 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.

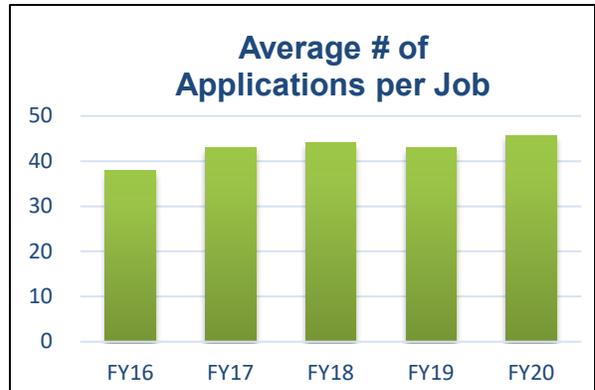


Table 37
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2020
Permanent Classified Employees

Agency	June 2020 Count of Employees		New Original Hires		Promotions		Reclassifications		Discharged - Permanent		Discharged - Probation		Layoffs		Deaths & Unfit for Duty		Voluntary Separations		Retirements	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Administration	1,238	4.2%	137	3.6%	45	4.1%	36	4.4%	1	0.5%	1	0.4%	-	-	3	3.5%	62	3.1%	63	6.1%
Ag, Trade & Consumer Protctn	580	2.0%	51	1.3%	14	1.3%	32	3.9%	2	1.0%	1	0.4%	-	-	1	1.2%	24	1.2%	19	1.8%
Bd for People with Dev Disab	7	0.0%	-	-	-	-	1	0.1%	-	-	-	-	-	-	-	-	-	-	-	-
Bd of Commiss of Public Lands	6	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bd on Aging & Long Term Care	41	0.1%	4	0.1%	-	-	-	-	-	-	-	-	-	-	-	-	1	0.0%	1	0.1%
Child Abuse & Neglect Prev Bd	6	0.0%	2	0.1%	1	0.1%	-	-	-	-	-	-	-	-	-	-	1	0.0%	-	-
Children and Families	708	2.4%	68	1.8%	31	2.8%	23	2.8%	3	1.5%	4	1.8%	-	-	2	2.4%	51	2.5%	17	1.6%
Commissioner of Insurance	121	0.4%	7	0.2%	4	0.4%	11	1.3%	1	0.5%	-	-	-	-	-	-	5	0.2%	5	0.5%
Corrections	9,075	31.1%	1,375	35.7%	505	46.3%	138	16.9%	71	36.2%	98	43.0%	-	-	31	36.5%	718	35.4%	307	29.6%
Educational Communications Bd	37	0.1%	6	0.2%	2	0.2%	1	0.1%	-	-	-	-	-	-	-	-	2	0.1%	2	0.2%
Elections Commission	28	0.1%	3	0.1%	-	-	3	0.4%	-	-	1	0.4%	-	-	-	-	2	0.1%	-	-
Employee Trust Funds	253	0.9%	17	0.4%	3	0.3%	18	2.2%	1	0.5%	-	-	-	-	-	-	13	0.6%	13	1.3%
Employment Relations Comm	5	0.0%	1	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	1	0.0%	-	-
Ethics Commission	7	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial Institutions	123	0.4%	19	0.5%	4	0.4%	12	1.5%	1	0.5%	1	0.4%	-	-	-	-	5	0.2%	11	1.1%
Health Services	5,728	19.6%	953	24.7%	227	20.8%	49	6.0%	91	46.4%	52	22.8%	-	-	29	34.1%	503	24.8%	175	16.9%
Higher Educational Aids Board	10	0.0%	2	0.1%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Historical Society	115	0.4%	16	0.4%	2	0.2%	-	-	-	-	-	-	-	-	-	-	3	0.1%	5	0.5%
Justice	675	2.3%	69	1.8%	12	1.1%	30	3.7%	1	0.5%	2	0.9%	-	-	-	-	33	1.6%	16	1.5%
Labor & Industry Review Comm	13	0.0%	1	0.0%	1	0.1%	-	-	-	-	-	-	-	-	-	-	-	-	2	0.2%
Military Affairs	490	1.7%	91	2.4%	26	2.4%	2	0.2%	2	1.0%	5	2.2%	-	-	2	2.4%	46	2.3%	16	1.5%
Natural Resources	2,253	7.7%	177	4.6%	40	3.7%	36	4.4%	2	1.0%	6	2.6%	-	-	2	2.4%	55	2.7%	96	9.2%
Public Instruction	587	2.0%	76	2.0%	16	1.5%	6	0.7%	1	0.5%	4	1.8%	-	-	1	1.2%	36	1.8%	20	1.9%
Public Service Commission	120	0.4%	20	0.5%	5	0.5%	9	1.1%	-	-	-	-	-	-	-	-	13	0.6%	5	0.5%
Revenue	1,089	3.7%	112	2.9%	37	3.4%	112	13.7%	-	-	10	4.4%	-	-	-	-	63	3.1%	45	4.3%
Safety & Professional Services	207	0.7%	40	1.0%	6	0.6%	5	0.6%	-	-	1	0.4%	-	-	2	2.4%	13	0.6%	11	1.1%
Secretary of State	1	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State Public Defender	241	0.8%	23	0.6%	5	0.5%	7	0.9%	1	0.5%	-	-	-	-	-	-	17	0.8%	5	0.5%
Technical College System Board	48	0.2%	2	0.1%	-	-	2	0.2%	-	-	-	-	-	-	-	-	-	-	2	0.2%
Tourism	25	0.1%	2	0.1%	1	0.1%	-	-	-	-	-	-	-	-	-	-	2	0.1%	-	-
Transportation	3,030	10.4%	278	7.2%	53	4.9%	236	28.9%	3	1.5%	19	8.3%	-	-	5	5.9%	133	6.6%	103	9.9%
Veterans Affairs	910	3.1%	111	2.9%	21	1.9%	3	0.4%	9	4.6%	15	6.6%	1	100.0%	3	3.5%	145	7.2%	48	4.6%
Workforce Development	1,443	4.9%	192	5.0%	29	2.7%	45	5.5%	6	3.1%	8	3.5%	-	-	4	4.7%	79	3.9%	51	4.9%
Grand Total	29,220		3,855		1,090		817		196		228		1		85		2,026		1,038	

Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

Table 38
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees - Fiscal Year 2020
Sorted by Count of Employees, Most to Least

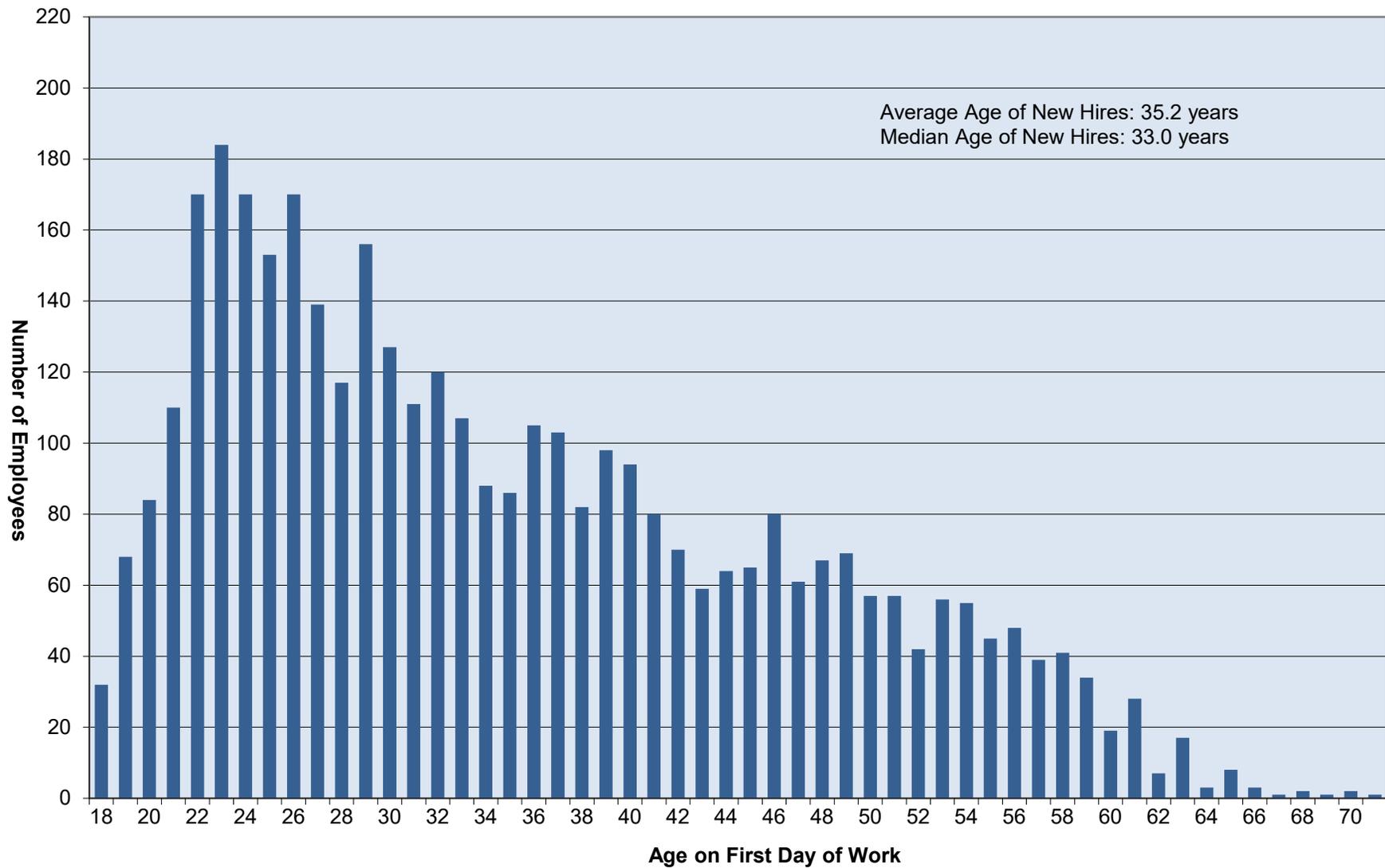
Job Group	June 2020 Count of Employees		New Hires		Retirements		Discharged-Permanent		Discharged-Probation		Deaths & Unfit for Duty		Voluntary Separations	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Public Safety	5,188	17.8%	938	24.3%	153	14.7%	53	27.0%	75	32.9%	22	25.9%	480	23.7%
Social Services Professionals	2,998	10.3%	332	8.6%	78	7.5%	17	8.7%	19	8.3%	10	11.8%	203	10.0%
Administrative Support	2,576	8.8%	473	12.3%	102	9.8%	12	6.1%	30	13.2%	11	12.9%	214	10.6%
Fiscal	1,718	5.9%	191	5.0%	59	5.7%	3	1.5%	11	4.8%	2	2.4%	106	5.2%
Health Care Technicians	1,685	5.8%	276	7.2%	47	4.5%	24	12.2%	9	3.9%	8	9.4%	185	9.1%
IS Professionals	1,365	4.7%	153	4.0%	52	5.0%	4	2.0%	3	1.3%	3	3.5%	48	2.4%
Health Care Professionals	1,304	4.5%	204	5.3%	45	4.3%	6	3.1%	6	2.6%	3	3.5%	114	5.6%
Architects and Engineers	1,174	4.0%	98	2.5%	35	3.4%	0	0.0%	0	0.0%	3	3.5%	38	1.9%
Mid-Level Supervisors	1,028	3.5%	35	0.9%	49	4.7%	0	0.0%	3	1.3%	0	0.0%	35	1.7%
Environment Specialists	892	3.1%	72	1.9%	34	3.3%	1	0.5%	1	0.4%	0	0.0%	20	1.0%
Policy, Planning, and Research	783	2.7%	87	2.3%	20	1.9%	1	0.5%	3	1.3%	0	0.0%	47	2.3%
Education and Training	666	2.3%	70	1.8%	20	1.9%	1	0.5%	1	0.4%	2	2.4%	39	1.9%
Protective Services Supervisors	631	2.2%	6	0.2%	30	2.9%	2	1.0%	0	0.0%	0	0.0%	12	0.6%
Administrators-Senior Executives	544	1.9%	26	0.7%	38	3.7%	2	1.0%	0	0.0%	1	1.2%	19	0.9%
Health Social Services Supervisors	541	1.9%	11	0.3%	20	1.9%	2	1.0%	0	0.0%	0	0.0%	16	0.8%
Personal Care Aides	509	1.7%	290	7.5%	14	1.3%	41	20.9%	36	15.8%	6	7.1%	153	7.6%
Administrative Support - Fiscal	459	1.6%	58	1.5%	27	2.6%	2	1.0%	2	0.9%	0	0.0%	22	1.1%
Claims Determination	451	1.5%	77	2.0%	7	0.7%	2	1.0%	4	1.8%	0	0.0%	33	1.6%
Legal Professionals and Paralegals	407	1.4%	37	1.0%	14	1.3%	0	0.0%	1	0.4%	3	3.5%	23	1.1%
Business and Program Area Supervisors	374	1.3%	25	0.6%	15	1.4%	0	0.0%	0	0.0%	0	0.0%	16	0.8%
Food Production	373	1.3%	96	2.5%	15	1.4%	11	5.6%	10	4.4%	5	5.9%	51	2.5%
Mechanical Equipment, Maintenance, Repair	367	1.3%	47	1.2%	29	2.8%	4	2.0%	2	0.9%	5	5.9%	16	0.8%
Inspectors, Investigators, and Compliance	357	1.2%	34	0.9%	15	1.4%	3	1.5%	1	0.4%	1	1.2%	20	1.0%
Business Professionals	296	1.0%	24	0.6%	12	1.2%	0	0.0%	0	0.0%	0	0.0%	23	1.1%
Program Specialist	288	1.0%	27	0.7%	18	1.7%	1	0.5%	2	0.9%	0	0.0%	17	0.8%
Science Professionals	260	0.9%	7	0.2%	3	0.3%	1	0.5%	0	0.0%	0	0.0%	6	0.3%
Natural Science and Laboratory Technicians	228	0.8%	17	0.4%	6	0.6%	0	0.0%	2	0.9%	0	0.0%	10	0.5%
Production Laborers	221	0.8%	34	0.9%	8	0.8%	2	1.0%	4	1.8%	0	0.0%	20	1.0%
Serv Qual Cntrl and Comply Sup	217	0.7%	13	0.3%	8	0.8%	0	0.0%	0	0.0%	0	0.0%	6	0.3%
Physical, Natural, and Social Science Supvs	201	0.7%	5	0.1%	11	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Financial Supervisors	167	0.6%	0	0.0%	9	0.9%	0	0.0%	1	0.4%	0	0.0%	2	0.1%
Mechanical and Maintenance Supervisors	150	0.5%	7	0.2%	11	1.1%	0	0.0%	0	0.0%	0	0.0%	5	0.2%
Craft and Trade	139	0.5%	15	0.4%	5	0.5%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Public Relations and Media Technicians	126	0.4%	22	0.6%	5	0.5%	0	0.0%	0	0.0%	0	0.0%	7	0.3%
Architect/Engineer Supervisors	119	0.4%	2	0.1%	2	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Power Plant	107	0.4%	13	0.3%	6	0.6%	0	0.0%	0	0.0%	0	0.0%	4	0.2%
IS Support Program and Service Technicians	105	0.4%	10	0.3%	4	0.4%	0	0.0%	1	0.4%	0	0.0%	3	0.1%
Physicians and Health Care Practitioners	91	0.3%	11	0.3%	5	0.5%	1	0.5%	1	0.4%	0	0.0%	4	0.2%
Property Management	91	0.3%	8	0.2%	4	0.4%	0	0.0%	0	0.0%	0	0.0%	4	0.2%
Educational Supervisors	25	0.1%	4	0.1%	3	0.3%	0	0.0%	0	0.0%	0	0.0%	1	0.0%
Grand Total	29,220		3,855		1,038		196		228		85		2,026	

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

Note: There was one layoff in the IS Professionals job group (not shown in the table above).

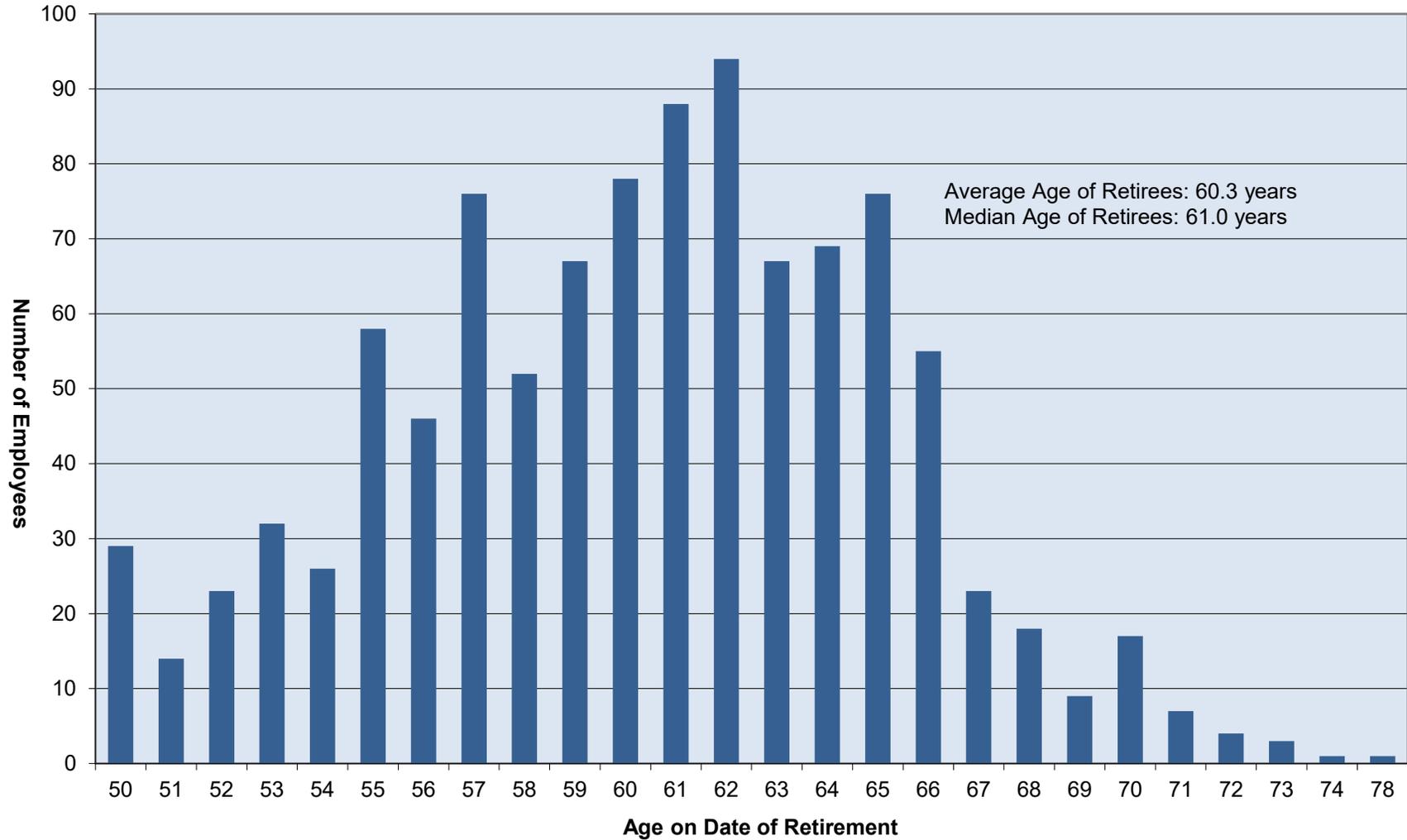
Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

Chart 39
AGE OF NEW HIRES IN FISCAL YEAR 2020
Permanent Classified Employees



Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

Chart 40
AGE OF RETIREES IN FISCAL YEAR 2020
Permanent Classified Employees



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

Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

Table 41
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2020
Permanent Classified Employees

Agency	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administration	62	5.0%	5	0.4%	63	5.1%	130	10.5%
Ag, Trade & Consumer Protctn	24	4.2%	4	0.7%	19	3.3%	47	8.1%
Bd for People with Dev Disab	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd of Commiss of Public Lands	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd on Aging & Long Term Care	1	2.5%	0	0.0%	1	2.47%	2	4.9%
Child Abuse & Neglect Prev Bd	1	16.7%	0	0.0%	0	0.0%	1	16.7%
Children and Families	51	7.1%	9	1.3%	17	2.4%	77	10.8%
Commissioner of Insurance	5	4.1%	1	0.8%	5	4.1%	11	9.0%
Corrections	718	7.9%	200	2.2%	307	3.4%	1,225	13.5%
Educational Communications Bd	2	5.6%	0	0.0%	2	5.6%	4	11.1%
Elections Commission	2	7.3%	1	3.6%	0	0.0%	3	10.9%
Employee Trust Funds	13	5.1%	1	0.4%	13	5.1%	27	10.6%
Employment Relations Comm	1	25.0%	0	0.0%	0	0.0%	1	25.0%
Ethics Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Financial Institutions	5	4.1%	2	1.7%	11	9.1%	18	14.9%
Health Services	503	8.8%	172	3.0%	175	3.1%	850	14.9%
Higher Educational Aids Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Historical Society	3	2.7%	0	0.0%	5	4.5%	8	7.2%
Justice	33	4.9%	3	0.4%	16	2.4%	52	7.8%
Labor & Industry Review Comm	0	0.0%	0	0.0%	2	16.0%	2	16.0%
Military Affairs	46	9.6%	9	1.9%	16	3.4%	71	14.9%
Natural Resources	55	2.5%	10	0.4%	96	4.3%	161	7.2%
Public Instruction	36	6.2%	6	1.0%	20	3.4%	62	10.7%
Public Service Commission	13	11.3%	0	0.0%	5	4.3%	18	15.6%
Revenue	63	5.8%	10	0.9%	45	4.2%	118	11.0%
Safety & Professional Services	13	6.3%	3	1.5%	11	5.3%	27	13.1%
Secretary of State	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State Public Defender	17	7.2%	1	0.4%	5	2.1%	23	9.7%
Technical College System Board	0	0.0%	0	0.0%	2	4.2%	2	4.2%
Tourism	2	8.0%	0	0.0%	0	0.0%	2	8.0%
Transportation	133	4.4%	27	0.9%	103	3.4%	263	8.7%
Veterans Affairs	145	15.0%	28	2.9%	48	5.0%	221	22.9%
Workforce Development	79	5.6%	18	1.3%	51	3.6%	148	10.4%
Grand Total	2,026	7.0%	510	1.8%	1,038	3.6%	3,574	12.3%

Definitions:

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

Voluntary Separations - resignations (not including retirements). Reports through FY 2016 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.

Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

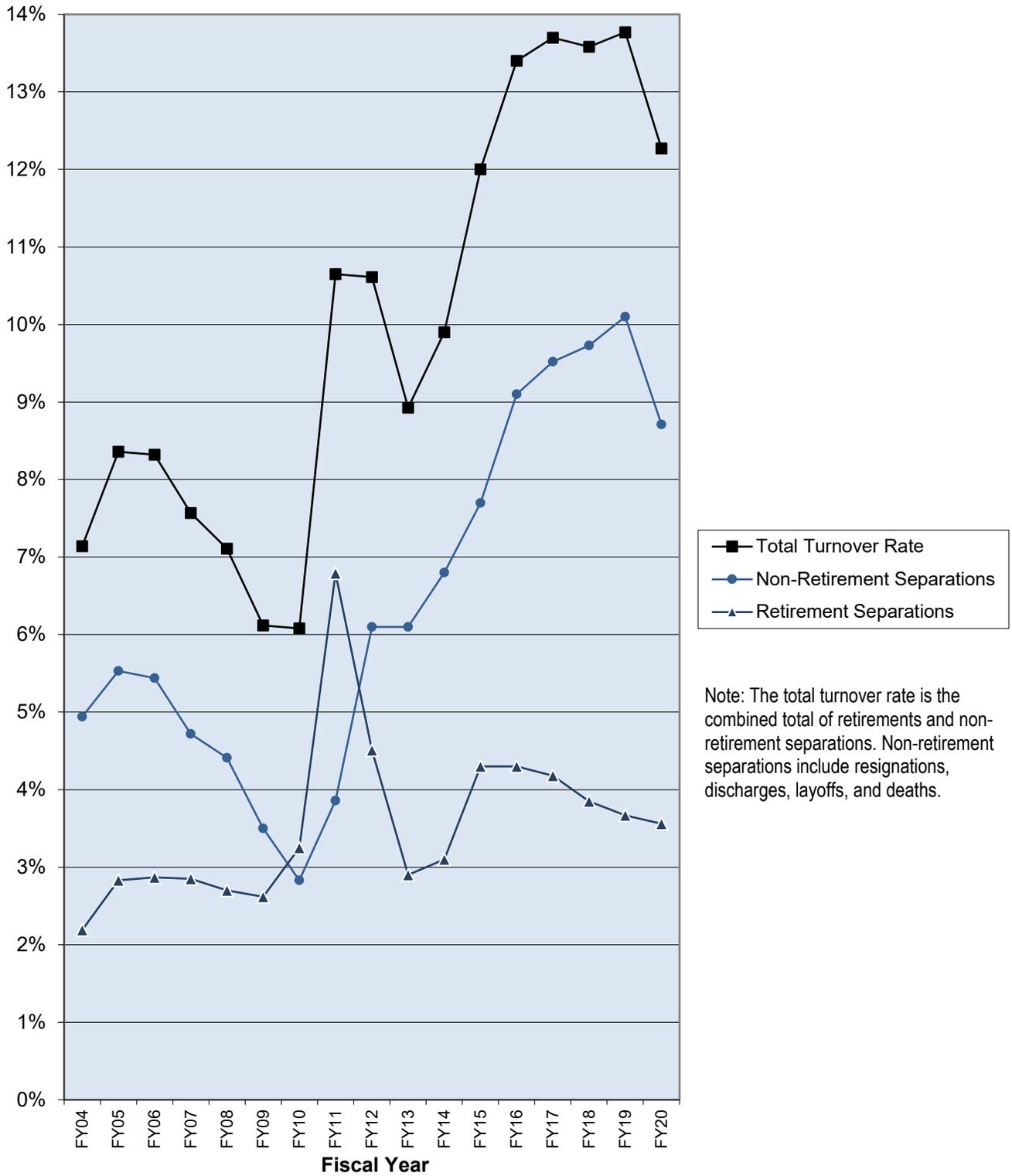
Table 42
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2020
Permanent Classified Employees

Job Group	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administrative Support	214	8.2%	53	2.0%	102	3.9%	369	14.2%
Administrative Support-Fiscal	22	4.8%	4	0.9%	27	5.9%	53	11.5%
Administrators-Senior Executives	19	3.3%	3	0.5%	38	6.6%	60	10.5%
Architect/Engineer Supervisors	2	1.7%	0	0.0%	2	1.7%	4	3.4%
Architects and Engineers	38	3.2%	3	0.3%	35	3.0%	76	6.5%
Business and Program Area Supervisors	16	4.3%	0	0.0%	15	4.1%	31	8.4%
Business Professionals	23	7.7%	0	0.0%	12	4.0%	35	11.8%
Claims Determination	33	7.6%	6	1.4%	7	1.6%	46	10.6%
Craft and Trade	2	1.5%	0	0.0%	5	3.7%	7	5.1%
Educational Supervisors	1	4.0%	0	0.0%	3	12.0%	4	16.0%
Education and Training	39	5.9%	4	0.6%	20	3.0%	63	9.5%
Environment Specialists	20	2.3%	2	0.2%	34	3.9%	56	6.4%
Financial Supervisors	2	1.2%	1	0.6%	9	5.4%	12	7.2%
Fiscal	106	6.2%	16	0.9%	59	3.5%	181	10.6%
Food Production	51	13.4%	26	6.8%	15	3.9%	92	24.2%
Health and Social Services Supervisors	16	3.0%	2	0.4%	20	3.7%	38	7.1%
Health Care Professionals	114	8.8%	15	1.2%	45	3.5%	174	13.5%
Health Care Technicians	185	11.0%	41	2.4%	47	2.8%	273	16.2%
Inspectors, Investigators, and Compliance	20	5.6%	5	1.4%	15	4.2%	40	11.2%
IS Professionals	48	3.6%	11	0.8%	52	3.9%	111	8.3%
IS Support Program and Service Technicians	3	2.9%	1	1.0%	4	3.9%	8	7.7%
Legal Professionals and Paralegals	23	5.5%	4	0.9%	14	3.3%	41	9.7%
Mechanical Equipment, Maintenance, Repair	16	4.2%	11	2.9%	29	7.7%	56	14.8%
Mechanical and Maintenance Supervisors	5	3.4%	0	0.0%	11	7.5%	16	11.0%
Mid-Level Supervisors	35	3.4%	3	0.3%	49	4.7%	87	8.4%
Natural Science and Laboratory Technicians	10	4.3%	2	0.9%	6	2.6%	18	7.8%
Personal Care Aides	153	29.7%	83	16.1%	14	2.7%	250	48.6%
Physical, Natural and Social Science Supervisors	0	0.0%	0	0.0%	11	5.8%	11	5.8%
Physicians and Health Care Practitioners	4	4.4%	2	2.2%	5	5.6%	11	12.2%
Policy, Planning and Research	47	6.0%	4	0.5%	20	2.5%	71	9.0%
Power Plant	4	3.8%	0	0.0%	6	5.8%	10	9.6%
Production Laborers	20	9.0%	6	2.7%	8	3.6%	34	15.3%
Program Specialist	17	5.7%	3	1.0%	18	6.0%	38	12.7%
Property Management	4	4.4%	0	0.0%	4	4.4%	8	8.8%
Protective Services Supervisors	12	1.9%	2	0.3%	30	4.8%	44	7.0%
Public Relations and Media Technicians	7	5.8%	0	0.0%	5	4.1%	12	9.9%
Public Safety	480	9.3%	150	2.9%	153	3.0%	783	15.1%
Science Professionals	6	2.3%	1	0.4%	3	1.1%	10	3.8%
Service, Quality Control & Compliance Supvs	6	2.8%	0	0.0%	8	3.8%	14	6.6%
Social Services Professionals	203	6.7%	46	1.5%	78	2.6%	327	10.8%
	2,026	7.0%	510	1.8%	1,038	3.6%	3,574	12.3%

Note: In workforce reports prior to Fiscal Year 2018, job abandonments were counted among voluntary separations. Now they are considered involuntary separations.

Source: PeopleSoft. Fiscal Year 2020 includes the period from June 23, 2019 through June 20, 2020.

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



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

Source: Data compiled from PMIS, Payroll, and PeopleSoft

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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, psychiatric care technicians, probation and parole agents and law enforcement, are identified by italicized text in the tables.

DID YOU KNOW . . . ?

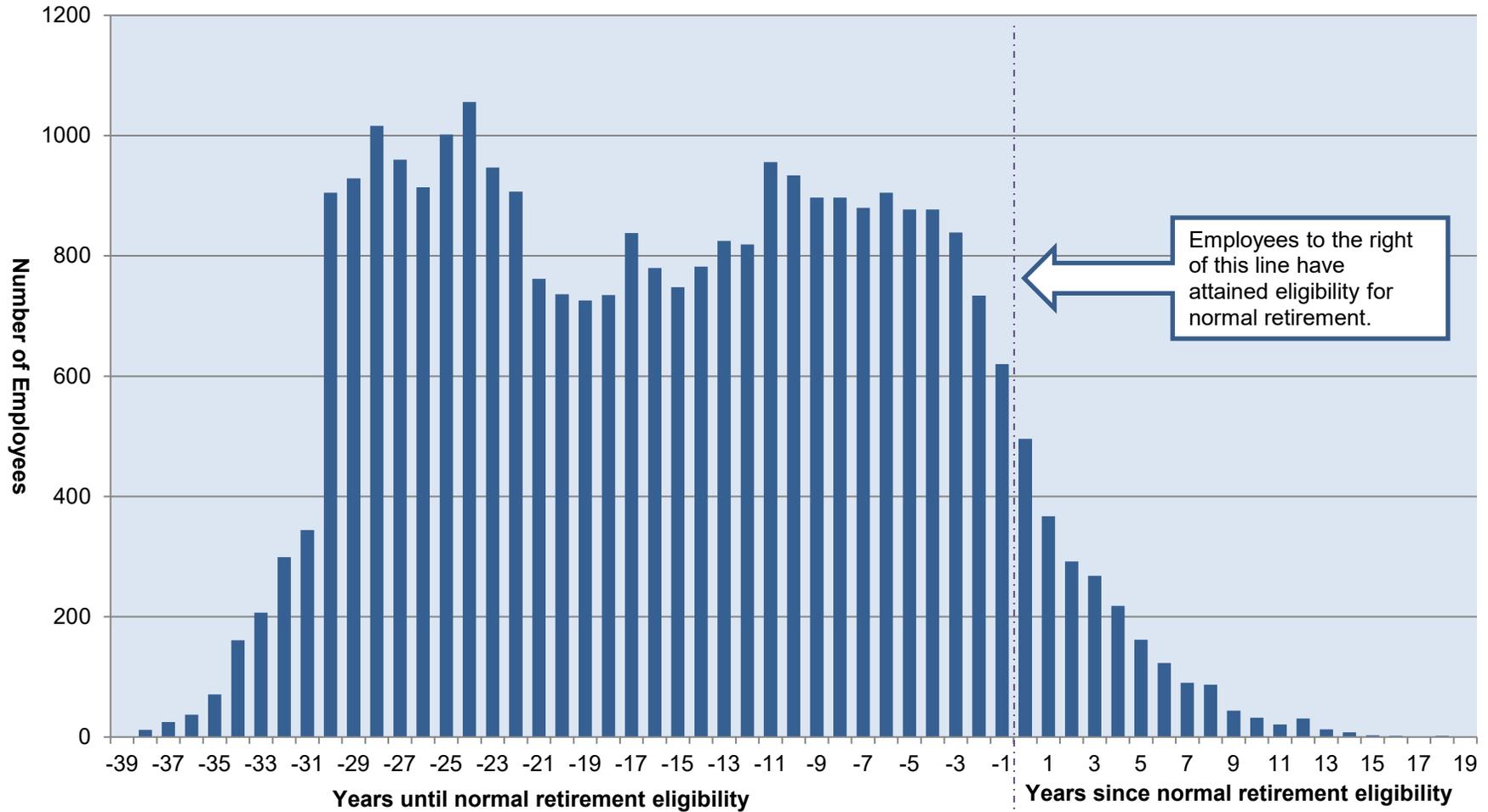
- At the end of fiscal year 2020, at least 2,083 classified employees, or 7.1% of the workforce, were already eligible for normal retirement. However, the percentage is much lower than in June 2010, when 9.4% were eligible. The percentage eligible within five years is also lower in 2020 than in 2010, 21.2% compared to 25.0%.
- 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 and the Department of Financial Institutions, both at 11%.
- Among agencies with at least 100 employees, the two with the lowest percentage of employees currently eligible for normal retirement, at 4%, are Veterans Affairs and Employee Trust Funds.
- Three agencies with at least 100 employees have about 25% of employees eligible for normal retirement immediately or within five years:
 - 24% - Corrections
 - 25% - Commissioner of Insurance
 - 27% - Historical Society

*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, 2020



Example: An employee in the column labeled -7 on the horizontal axis will be eligible for normal retirement within 6 to 7 years.

Note: Retirement eligibility in this chart is based on age and years of state service, only. Therefore, employees that have additional WI Retirement System creditable service outside of state service will be eligible for normal retirement sooner than indicated in this chart. The definition of normal retirement can be found in Appendix A.

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	175	7%	516	20%	904	35%
Administrative Support - Fiscal	41	9%	101	22%	184	40%
Administrators-Senior Executives	57	10%	164	30%	286	53%
Architect/Engineer Supervisors	10	8%	40	34%	67	56%
Architects and Engineers	84	7%	248	21%	430	37%
Business and Program Area Supervisors	31	8%	76	20%	151	40%
Business Professionals	10	3%	37	13%	73	25%
Claims Determination	12	3%	58	13%	118	26%
Craft and Trade	5	4%	24	17%	59	42%
Education and Training	49	7%	152	23%	269	40%
Educational Supervisors	3	12%	6	24%	7	28%
Environment Specialists	35	4%	154	17%	253	28%
Financial Supervisors	6	4%	31	19%	76	46%
Fiscal	89	5%	269	16%	522	30%
Food Production	14	4%	78	21%	161	43%
Health and Social Services Supervisors	23	4%	104	19%	223	41%
Health Care Professionals	54	4%	195	15%	374	29%
<i>Health Care Technicians</i>	<i>184</i>	<i>11%</i>	<i>407</i>	<i>24%</i>	<i>619</i>	<i>37%</i>
Inspectors, Investigators, and Compliance	13	4%	49	14%	88	25%
IS Professionals	95	7%	292	21%	533	39%
IS Support Program and Service Technicians	10	10%	28	27%	57	54%
Legal Professionals and Paralegals	44	11%	88	22%	131	32%
Mechanical and Maintenance Supervisors	9	6%	39	26%	77	51%
Mechanical Equipment, Maintenance, Repair	30	8%	100	27%	170	46%
Mid-Level Supervisors	86	8%	253	25%	471	46%
Natural Science and Laboratory Technicians	29	13%	58	25%	83	36%
Personal Care Aides	13	3%	53	10%	110	22%
Physical, Natural, and Social Science Supvs	12	6%	37	18%	73	36%
Physicians and Health Care Practitioners	14	15%	34	37%	53	58%
Policy, Planning, and Research	38	5%	126	16%	226	29%
Power Plant	3	3%	29	27%	54	50%
Production Laborers	14	6%	60	27%	99	45%
Program Specialist	28	10%	69	24%	127	44%
Property Management	2	2%	27	30%	50	55%
<i>Protective Services Supervisors</i>	<i>54</i>	<i>9%</i>	<i>160</i>	<i>25%</i>	<i>289</i>	<i>46%</i>
Public Relations and Media Technicians	4	3%	18	14%	44	35%
<i>Public Safety</i>	<i>538</i>	<i>10%</i>	<i>1,454</i>	<i>28%</i>	<i>2,140</i>	<i>41%</i>
Science Professionals	14	5%	38	15%	70	27%
Service, Quality Control & Compliance Supvs	13	6%	52	24%	88	41%
Social Services Professionals	138	5%	483	16%	911	30%
Grand Total	2,083	7.1%	6,207	21.2%	10,720	36.7%

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 61% protective, the group *Protective Services Supervisors* is 84% protective, and the group *Public Safety* is 98% protective. The highest percentage of protectives in any other group is *Social Services Professionals* at 39%.

Source: PeopleSoft, June 2020

Table 46
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees

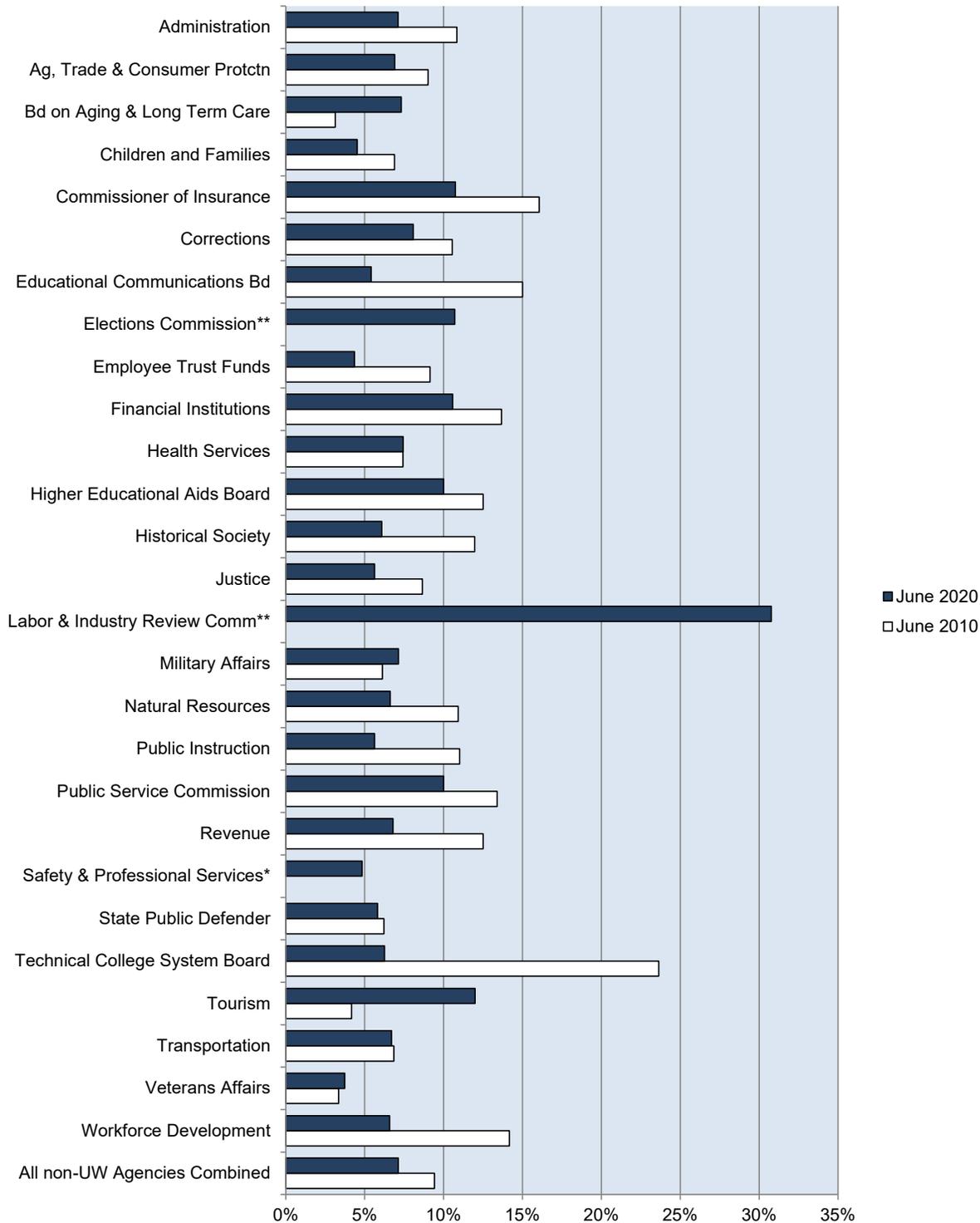
Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administration	88	7%	260	21%	495	40%
Ag, Trade & Consumer Protctn	40	7%	123	21%	191	33%
Bd for People with Dev Disab	0	0%	2	29%	2	29%
Bd of Commiss of Public Lands	0	0%	2	33%	4	67%
Bd on Aging & Long Term Care	3	7%	13	32%	23	56%
Child Abuse & Neglect Prev Bd	0	0%	1	17%	2	33%
Children and Families	32	5%	105	15%	205	29%
Commissioner of Insurance	13	11%	30	25%	51	42%
Corrections	733	8%	2,208	24%	3,699	41%
Educational Communications Bd	2	5%	9	24%	22	59%
Elections Commission	3	11%	5	18%	7	25%
Employee Trust Funds	11	4%	38	15%	84	33%
Employment Relations Comm	3	60%	3	60%	4	80%
Ethics Commission	0	0%	1	14%	1	14%
Financial Institutions	13	11%	27	22%	43	35%
Health Services	426	7%	1,098	19%	1,875	33%
Higher Educational Aids Board	1	10%	3	30%	6	60%
Historical Society	7	6%	31	27%	44	38%
Justice	38	6%	114	17%	188	28%
Labor & Industry Review Comm	4	31%	5	38%	6	46%
Military Affairs	35	7%	93	19%	171	35%
Natural Resources	149	7%	476	21%	775	34%
Public Instruction	33	6%	85	14%	179	30%
Public Service Commission	12	10%	24	20%	36	30%
Revenue	74	7%	218	20%	394	36%
Safety & Professional Services	10	5%	36	17%	69	33%
Secretary of State	1	100%	1	100%	1	100%
State Public Defender	14	6%	47	20%	81	34%
Technical College System Board	3	6%	12	25%	16	33%
Tourism	3	12%	7	28%	9	36%
Transportation	203	7%	678	22%	1,181	39%
Veterans Affairs	34	4%	162	18%	311	34%
Workforce Development	95	7%	290	20%	545	38%
Grand Total	2,083	7.1%	6,207	21.2%	10,720	36.7%

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, 2020.

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

Source: PeopleSoft, June 2020

Chart 47
IMMEDIATE RETIREMENT ELIGIBILITY HISTORICAL COMPARISON
Percentage of Employees Eligible for Immediate Normal Retirement
Agencies with at least 10 Permanent Classified Employees



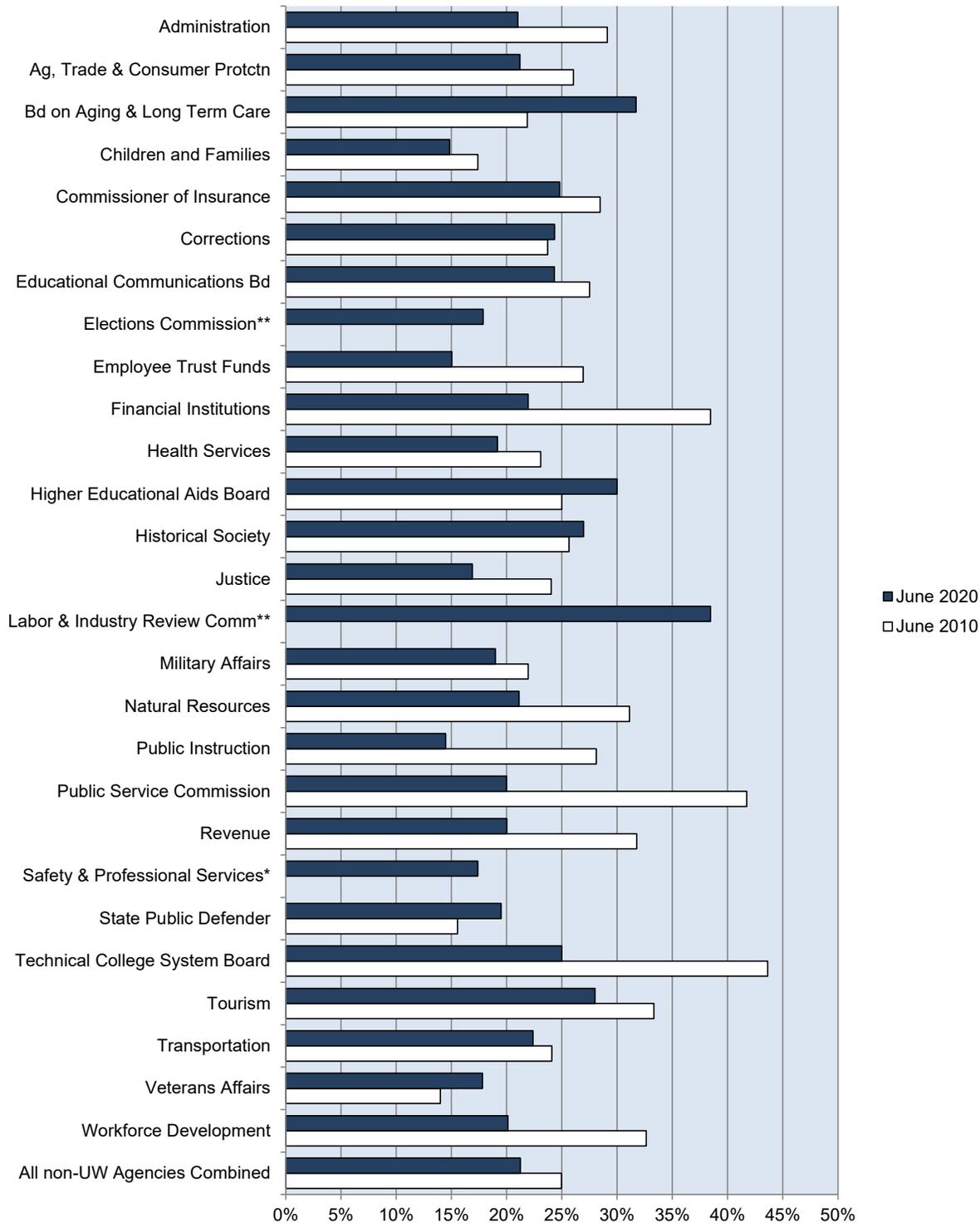
*Safety & Professional Services did not yet exist in 2010.

**The Elections Commission was created in 2016. Although the Labor and Industry Review Commission has existed since 1977, in 2010 its data was assigned to the Department of Workforce Development.

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

Note: Employees of the UW System are excluded from the 2010 data to provide better historical comparison.

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



*Safety & Professional Services did not yet exist in 2010.

**The Elections Commission was created in 2016. Although the Labor and Industry Review Commission has existed since 1977, in 2010 its data was assigned to the Department of Workforce Development.

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

Note: Employees of the UW System are excluded from the 2010 data to provide better historical comparison.

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."*

Diversity: The varied identities and characteristics that distinguishes individuals or groups. It includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, and language. It also encompasses a wide range of attributes that we bring to the workplace

including our values, beliefs, experiences, backgrounds, and behaviors that frame how we see the world and engage with others.

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

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

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

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

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

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

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

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

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

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

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

Normal retirement: Although any state employee vested in the WI Retirement System may retire at age 55 (age 50 for protective occupation employees), retirement eligibility in this Report is based on "normal" retirement. Normal retirement is the ability to retire with no age-based discount to the retirement benefit, i.e., without penalty for "early" retirement. "Normal retirement age" as defined by the Department of Employee Trust Funds is: age 65 for

General employees (including teachers); age 62 for Elected and Executive employees; age 54 for Protective Occupation employees (or age 53 with 25 years of service). Normal retirement eligibility also includes General, Elected, Teachers, and Executive employees who are age 57 or older and have at least 30 years of service. See also the definition of “vesting.”

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

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

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

Permanent 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, agency secretaries, deputies, assistant deputies and executive assistants, assistant district attorneys and assistant state public defender attorneys, legislative and judicial employees, and certain others. In general, unclassified employees are hired by processes other than the merit recruitment and selection system required for hire into permanent classified positions.

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

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

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

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

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

Appendix B

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) JOB CATEGORIES

1. Officials 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.

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 5.8% of all permanent classified employees and were 4.5% of all New Hires. Are these percentages significantly different? We construct a 95% CI for the percentage of persons with disabilities (n=1,686, d=29,220, ll=5.6%, ul=6.0%), and another CI for the percentage of new hires that were persons with disabilities (n=162, d=3,794, ll=3.6%, ul=4.9%). If the confidence intervals do not overlap--the upper limit of one interval is less than the lower limit of the other--then the difference of percentages is “statistically significant” (at the p<.05 level of confidence). In this example, the confidence intervals 5.6% to 6.0% and 3.6% to 4.9% do not overlap, and therefore the difference between 4.5% of new hires with disabilities and 5.8% in the workforce may be considered significant. In fact, because the two confidence intervals do not come very close to overlapping, especially in comparison to the width of the confidence intervals themselves, we can strongly infer that the difference between 4.5% of new hires with disabilities and the overall prevalence of 5.8% in the workforce is not due to random chance.

Interpretation of Statistical Significance

It is important to recognize that the significant difference discussed above 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 4.5%. In the same chart, we note that 10.1% of retirees were persons with disabilities, and that retirees were significantly more likely to have a recorded disability than employees generally. This is consistent with older employees being more likely than younger employees to report having a disability. Since new hires will typically be much 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 and ETHNIC IDENTIFICATION

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

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

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

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

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

- a. **American Indian or Alaska Native** - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.
- b. **Asian** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- c. **Black or African American (Not of Hispanic Origin)** - All persons having origins in any of the Black racial groups of Africa.
- d. **Hispanic or Latino** - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- e. **Native Hawaiian or Other Pacific Islander** - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- f. **White (Not of Hispanic Origin)** - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- g. **Persons of Two or More Races** - All persons who identify with two or more of the above race categories.

Source: <https://www.eeoc.gov/federal-sector/reports/appendix-1-glossarydefinitions-0>, as of 4/29/2021

Appendix E

MAP OF WISCONSIN BY REGION

