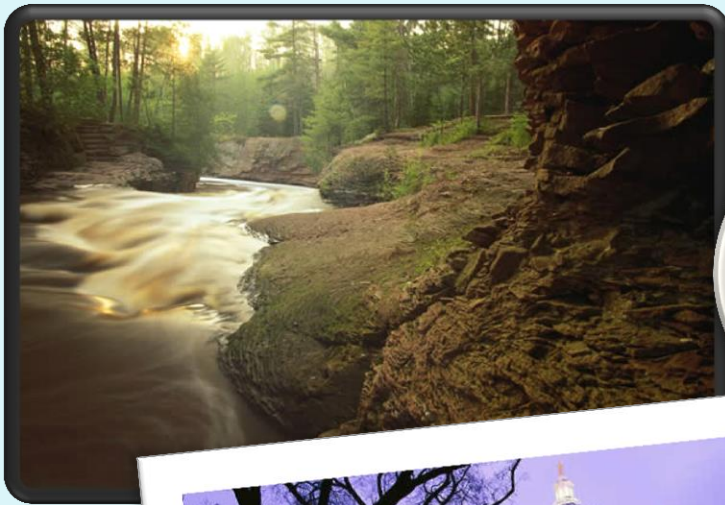


State of Wisconsin

Classified Workforce & Affirmative Action Report Fiscal Year 2014





OSER's Mission Statement

The mission of the Office of State Employment Relations is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce.

OSER's Vision Statement

The vision of the Office of State Employment Relations is to continuously improve the effectiveness and efficiency of the state's human resource system through communication, partnerships, and strategic application of best practices to Wisconsin state government.

State of Wisconsin

Classified Workforce & Affirmative Action Report Fiscal Year 2014

**Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2014 (June 2014),
and including Affirmative Action statistics for Fiscal Years 2013 and 2014**

For more information contact:

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Special thanks to:

Department of Administration Central Payroll Office
University of Wisconsin System
Senate Chief Clerk's Office
Director of State Courts Office
for contributing data used in the production of this report

2014 Classified Workforce & Affirmative Action Report

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Scott Walker, Governor

Gregory L. Gracz, Director

SERVING PEOPLE
WHO SERVE WISCONSIN

<http://osер.state.wi.us>

Dear Reader:

It is my pleasure to present the Classified Workforce and Affirmative Action Report for Fiscal Year 2014.

This Report serves the following purposes:

- Satisfies the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature on affirmative action goals, recommended actions for fiscal years 2013 and 2014, statistics, and accomplishments;
- Provides a historical reference almanac on classified state employee demographics as of June 2014, and how demographics have changed in the ten years since 2004; and
- Serves as a strategic planning tool for workforce planning, through reporting on hiring, turnover, retirement eligibility, and workforce trends at the agency and enterprise levels.

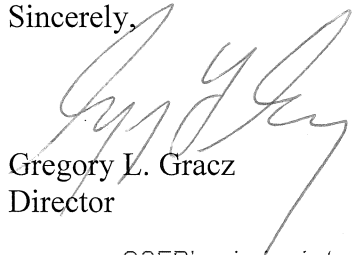
This Report documents the permanent classified workforce, and therefore excludes unclassified, temporary, judicial, legislative, and higher education employees in the University of Wisconsin System. There are two primary reasons for this limited scope. The first reason is that permanent classified employees are the stable “career” workforce in the executive branch for carrying out the programs established by the governor and legislature. The second reason is the lack of comprehensive, reliable data available to OSER for these other employee groups.

Among the highlights, this Report reveals a classified workforce smaller in June 2014 than in June 2004 (38,655 full-time-equivalent filled positions compared to 39,131 previously). Although comparatively large numbers of employees separated from state service in fiscal years 2011 through 2014, at least 8.4% of employees in June 2014 were eligible for immediate normal retirement, compared to 4.6% in 2004. Over 23% of the June 2014 workforce will have attained normal retirement eligibility within five years. The increase in the number of older state employees results from the combined effects of the large cohort of baby boomers reaching retirement age along with the nationwide trend for more persons to delay retirement.

The percentage of racial/ethnic minorities in the classified workforce continues to increase, reaching a new high of 12.1% in June 2014. By contrast, the percentage of state employees with voluntarily self-reported disabilities continues to decrease, for reasons not yet understood.

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

Sincerely,



Gregory L. Gracz
Director

OSER's mission is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce.

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2014 WORKFORCE PLANNING AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

Profile of the Permanent Classified Workforce - June 2014 compared with June 2004

	2014	2004
Count of job classifications for the classified service	1,699	1,834
Number of full-time-equivalent permanent classified employees	38,654.6	39,131.2
Headcount of permanent classified employees	39,511	40,475
Percentage represented by a labor union	2.7%	85.0%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	38.3%	37.0%
Average age	46.1	45.6
Average years of state service	12.5	13.5
Percentage with single state health insurance coverage	28.2%	27.2%
Percentage with family state health insurance coverage	59.5%	62.6%
Average annualized full-time salary based on hourly rate	\$49,731	\$40,913
Median annualized full-time salary based on hourly rate	\$45,485	\$37,208
Percent racial/ethnic minorities	12.1%	8.8%
Percent women	51.1%	51.2%
Percent persons with disabilities ¹	4.5%	6.8%
New hires into permanent classified positions in fiscal year	3,635	2,414
Annual Turnover Rate - turnover rates exclude UW System, for which data is unavailable		
Rate of retirements from state service	3.1%	2.1%
Rate of layoffs	0.1%	0.4%
Rate of involuntary discharges	1.8%	1.2%
Rate of all other separations (quits, disability, death)	5.1%	3.8%
Total rate of all separations from state service	9.9%	7.1%
Percent eligible for normal retirement ² immediately	8.4%	4.6%
Percent eligible for normal retirement ² within 5 years	23.1%	18.5%
Percent eligible for normal retirement ² within 10 years	40.4%	37.5%

¹Disabilities are voluntarily self-reported.

²Retirement with no actuarial age reduction factor. See definition of "normal retirement" in the glossary.

EXECUTIVE SUMMARY

This Report serves several purposes:

- It continues a series of biennial reports that provide workforce statistics both agency-by-agency and enterprise-wide, allowing for analysis of workforce characteristics and trends.
- It showcases agency diversity accomplishments.
- It provides statutorily mandated affirmative action reporting for fiscal years 2013 and 2014.
- It illuminates the demographic characteristics of the permanent classified workforce as of June 2014 and shows comparisons with the workforce in June 2004, 10 years earlier. (Other fiscal year data referenced in this summary was published in predecessor reports.)
- It quantifies key personnel transactions that occurred during fiscal years 2013 and 2014.
- It exhibits the potential for employee retirements now and in the near future.

Scope of Report

This Report focuses on the roughly 39,500 employees making up the permanent classified workforce in the executive branch of state government, which is the core workforce for carrying out the operations and programs for executive branch state agencies.

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

- Elected officials
- Employees of the legislature
- Employees of the state judicial system
- Appointees in the unclassified service such as agency heads and other executives
- State prosecutor and public defender attorneys, which are in the unclassified service
- Limited term and project employees
- Higher education employees in the unclassified service such as faculty, academic staff, administrators, research assistants and student assistants
- Employees of state authorities (who are generally not considered state employees)

Data Sources and Limitations

The primary data source is the Personnel Management Information System (PMIS) maintained by the Department of Administration's State Budget Office. Although data for classified employees in the UW System is merged into PMIS, some UW information is not available. As a result, reporting on racial/ethnicity characteristics of UW employees is partial, and all descriptions of employee turnover in this Report exclude UW System due to lack of personnel transaction information.

Efforts were made to supply missing data, to correct data errors, and to categorize and interpret data consistent with past Reports. Even so, this Report cannot be relied on for 100% accuracy.

Composition of the Permanent Classified Workforce

Recent increase in classified workforce, though below historical peak number. At the end of fiscal year (FY) 2014, the state employed 38,655 full-time-equivalent permanent classified employees, representing an increase of 1,436 employees from the end of FY 2012, but still 1,312 less than in June 2002, which was approximately the peak for permanent classified employment. In the 10 years from 2004 to 2014, the agency with the largest growth in FTE employees was the Dept. of Veterans Affairs (+331), while the Dept. of Workforce Development had the largest decrease (-366). In percentage terms, the largest growth was in the Aging & Long Term Care

Board (+48%), while four agencies had decreases of more than 50%: the Treasurer (-85%), the Employment Relations Commission (-69%), the Secretary of State (-64%), and the Dept. of Tourism (-53%). (See Table 1)

Fewer clerical/administrative support positions, more health care technicians. The number of employees in the combined job groups of Administrative Support-General, Administrative Support-Fiscal, and General Clerical Occupations has decreased by about 1,425 since 2004. During the same 10 years, the number of Technicians-Health Care & Related has increased by about 530. (See Table 24)

A truly statewide workforce. State employees continue to live and work in every Wisconsin county. (See Table 8)

More older employees. There were many more employees age 58 and older in 2014 than there were in 2004. By contrast, for ages 38 to 57, there were many more employees in 2004 than in 2014. Age 53 was the most common age in both 2004 and 2014. (See Chart 3)

Typical pay rates. For classified employees, the median pay rate was \$21.78/hour, and the average rate was \$23.82/hour, up 1.4% and 2.4%, respectively, from June 2012. Rounded to the nearest dollar, the twelve most common individual pay rates were every rate from \$15/hour to \$26/hour, and among these the three most common pay rates, in order, were \$17, \$15, and \$19 per hour. (See Chart 11)

Equal Employment Opportunity and Affirmative Action

Minorities increasing as percentage of classified employees. The percentage of racial/ethnic minorities among state employees continues to increase, reaching 12.1% at the end of FY 2014, up from 11.6% at the end of FY 2012 and from 8.8% at the end of FY 2004. In the urban Eastern region of Wisconsin, 29.7% of state employees are minorities, compared with the estimated 21.7% minorities in the Eastern region labor force. Statewide, the 5.9% of classified employees who identify as Black exceeds the 4.5% estimated in the general labor force. While the percentage of Hispanics in the state workforce has increased overall since 2004, the 1.3% of classified employees who identify as Hispanic men falls short of the 2.5% estimated in the labor force. The percentage of American Indians among state employees decreased since 2004, while also decreasing as a percentage of the state labor force. (See Tables 14 – 16)

Minorities show a 10-year significant increase in nine job groups. In the past 10 years, out of 50 total job groups, nine job groups have registered a statistically significant increase in racial/ethnic minorities, with the largest proportional increases in the jobs groups of Personal Care Aides and General Laborers. Thirteen job groups had a decrease in the percentage of racial/ethnic minorities, but none of these decreases was statistically significant. (See Table 24) (See Appendix C on Statistical Methods)

The percentage of women remains constant, though the types of jobs have changed. The percentage of women in the classified workforce has remained consistent at a little over 51% during the past 10 years. The number of women in administrative support and general clerical jobs has greatly decreased, but this has been offset by the increased percentage of women in professional jobs. In all, over the past 10 years, eight job groups registered a statistically significant increase in the percentage of women compared to men, with the four largest significant increases occurring for Psychologists, Attorneys, Agricultural & Natural Resources Technicians, and Administrators-Senior Executives. By contrast, three job groups (Management Information Professionals & Supervisors, General Clerical Occupations, and Administrative Support – General) registered a statistically significant decrease in the percentage of women. (See Tables 16 – 18)

Fewer employees with disabilities. The percentage of classified employees with a self-reported disability continues to decline, down to 4.5% from 4.7% at the end of FY 2012 and 6.8% at the end of FY 2004. Employees with disabilities registered a statistically significant decrease in 13 job groups out of 50 total job groups over the past 10 years. No job group had a significant increase. The trend of decreasing numbers of employees with self-reported disabilities is of particular interest because the average age of employees is higher than 10 years ago, and increased age is typically correlated with a higher probability of having a disability. It is not understood whether there are really fewer employees with disabilities or instead a lower inclination to voluntarily self-report disabilities. (See Table 16 and Chart 21)

Minority employees terminate at disproportionately high rates. Racial/ethnic minorities made up 12.0% of all non-UW classified employees, but accounted for 28.2% of discharges of employees with permanent status and 20.2% of voluntary separations. Also, racial/ethnic minorities made up 18.0% of all non-UW classified employee new hires, but accounted for 33.2% of discharges while on probation. This same pattern is identifiable in past reports going back many years. The reasons for this pattern have not been fully identified, but may be partially due to a disproportionate number of ethnic/minority new hires into occupations that have relatively high turnover rates, such as Nursing Assistants and Resident Care Technicians. (See Table 28 and Chart 29)

Personnel Transactions and Separations from State Service

Hiring boom in FY 2014. In fiscal year 2014, there were 3,635 new hires into permanent classified positions (not including UW System). These equaled 12.1% of the count of all classified employees, and more than triple the 1,108 non-UW new hires in fiscal year 2010. New hires were every age from 18 through 65. The median age of new hires was 31.5, with the 10 most common ages for new hires being all the ages in the range from age 22 to age 31. A trend to watch is the decreasing number of applicants per job announcement over the last four years. (See Table 36 and Chart 38)

Most employees retire by age 62. Of 914 retirements (not including the UW System), the average and median age at retirement was 60. The four most common retirement ages, in order starting with the most common, were 62, 60, 55, and 65. (Age 55 is the earliest possible retirement age for most state employees, though 55 would be considered early retirement except for employees in protective occupations.) (See Chart 39 and Tables 40 – 41)

Retirements are down, other turnover is up. In FYs 2011 and 2012, more than 10% of the non-UW classified workforce left state employment each year. The rate dropped to just under 9% for FY 2013, but climbed back to 9.9% for FY 2014. However, the peak turnover rate in FY 2011 was driven by a retirement rate of nearly 7% that was double the previous year. Since then, the retirement rate has dropped back to about 3%, but non-retirement turnover has escalated to a rate of 6.8% in FY 2014, which is the highest rate since at least 2002. (See Table 41 and Chart 42)

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 outside of state service that is not information available for this Report. This Report calculates retirement eligibility based solely on years of state service. Therefore, actual rates of retirement eligibility are greater than the estimates shown in this Report.

One in every twelve employees is already eligible for normal retirement. As of June 2014, 8.4% of the classified workforce, or nearly 3,300 employees, were eligible for normal retirement under the Wisconsin Retirement System. This percentage is up from the 7.7% eligible in June 2012, but still down from the 9.2% eligible in June 2010, prior to the spike in retirements in FYs 2011 and

2012. Projecting five years forward, 23% of June 2014 employees will have attained eligibility for normal retirement by June 2019. Among agencies with at least 100 employees, the Public Service Commission has the highest rates of retirement eligibility, with 17% immediately eligible, 42% within five years, and 58% within 10 years. (See Tables 44 – 45)

Every agency has more employees eligible for retirement. In 2014, every agency with at least 10 employees has a higher percentage eligible for normal retirement than 10 years earlier in 2004. (See Chart 46)

Conclusion

The permanent classified workforce grew in FYs 2013 and 2014, rebounding from tight hiring controls in 2010 and 2011 and a spike in retirements and overall turnover in FYs 2011 and 2012. The 3,635 new hires into state classified service in FY 2014 was equivalent to 12.1% of the total workforce. However, a trend to watch is the decreasing average number of applicants for state job announcements, and more importantly to identify occupations where attracting well-qualified candidates has become difficult.

The large number of new hires facilitated efforts to increase minority representation in the classified workforce, reaching a new high of 12.1%. However, for equal employment opportunity/affirmative action, the greatest challenges remain the same as those identified in the previous two Reports: (1) reaching out to the growing Hispanic labor force, (2) improving the retention rate of minority employees, and (3) exploring the reasons for the reduced number of employees reporting disabilities.

In FY 2014, the rate of employees separating from state service was 9.9%, remaining high compared to separation rates prior to FY 2011. While the rate of retirements has moderated, the rate of non-retirement separations including resignations and discharges has more than doubled since FY 2010, suggesting that the attractiveness of state employment may have diminished overall.

Even after the retirement spikes of FYs 2011 and 2012, every agency with at least 10 employees in June 2014 had more employees eligible for normal retirement than was the case 10 years previous in 2004. This indicates that state employees align with the national megatrend of workers delaying retirement.

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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 University of Wisconsin System is excluded, primarily because the majority of its workforce consists of unclassified faculty, academic staff, and student assistants, who are under different hiring, personnel management, and pay systems than the remainder of the executive branch, and are not considered in this Report.

The agency summaries on the following pages include:

- Employee demographics from a June 2014 snapshot.
- Classifications with the most new hires in fiscal years 2013 and 2014.
- The eligibility of agency employees for retirement now and in the near future.
- Summary statistics of employees who left state service in fiscal years 2013 and 2014.
- Equal Employment Opportunity/Affirmative Action program accomplishments.

Board on Aging and Long Term Care

Profile of the Classified Workforce as of June 2014

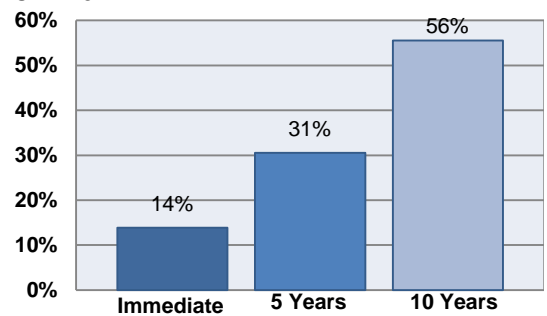
Count of permanent classified employees	36
Full-time-equivalent employees	35.5
Average years of state service	10.6
Average age of employees	53.7
Percent racial/ethnic minorities	5.6%
Percent women	75.0%
Percent persons with disabilities*	2.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	25.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.6%
Percent in Supervisory* position	8.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$20.88
Median hourly pay rate	\$20.47

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Medigap Insurance Specialist(A)	2
Medigap Insurance Specialist	1
Medigap Insurance Specialist-Lead	1
Ombudsman Services Specialist-A	1
Operations Program Associate	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	3	8.6%	0	0.0%	0	0.0%	3	8.6%
Fiscal Year 2014	1	2.8%	0	0.0%	1	2.8%	2	5.6%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Board on Aging and Long Term Care (BOALTC) has, since its creation in 1981, been sensitive to the need for diversity among its employees. It recognizes that many of the skill sets that are necessary for effective advocacy in this environment are considered by some to be heavily gender-weighted. Nonetheless, it has achieved considerable success in attracting applicants of both genders as well as from a variety of ethnic backgrounds. Consistent with the mission of the agency, significant attention has been given to recruitment, hiring and retention of persons who are over the age of forty. It has, by comparison to many states with similar programs, a very well-diversified staff. Nevertheless, the goals of equality and diversity will remain a driver in its staff-building efforts.

The BOALTC will continue to be inclusive in its hiring as it works to attract applicants with the unique skill-sets that are required to meet its mission and goals while fully subscribing to its values.

Department of Administration

Profile of the Classified Workforce as of June 2014

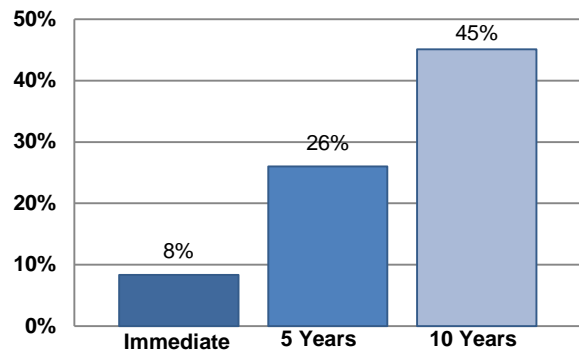
Count of permanent classified employees	827
Full-time-equivalent employees	821.5
Average years of state service	14.2
Average age of employees	49.3
Percent racial/ethnic minorities	7.9%
Percent women	37.0%
Percent persons with disabilities*	8.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	30.1%
Percent in "protective" occupation	5.1%
Percent in Executive/Management position	11.5%
Percent in Supervisory* position	12.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.26
Median hourly pay rate	\$30.55

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Police Officer	15
Program And Policy Analyst-Adv	9
Attorney	7
Exec Policy & Budget Analyst-Entry	7
Grants Specialist-Adv	6
Motor Vehicle Operator-Heavy	5

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	36	4.4%	9	1.1%	38	4.6%	83	10.1%
Fiscal Year 2014	39	4.7%	7	0.8%	34	4.1%	80	9.7%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Administration (DOA) has continued to expand recruitment efforts to ensure wide dissemination of job announcements for DOA and its attached/consolidated agencies to increase the number of minority, women, persons with disabilities, and veteran applicants by reaching out to area organizations, conducting resume job searches on job center and veteran sites, and through informal networking.

DOA has continued efforts to recruit veterans by attending three veteran-specific job fairs, connecting with other state agency professionals who work with veterans, providing a “How to Get A State Job” workshop for a group of veterans, and providing one-on-one state government job search guidance as requested.

Department of Agriculture, Trade and Consumer Protection

Profile of the Classified Workforce as of June 2014

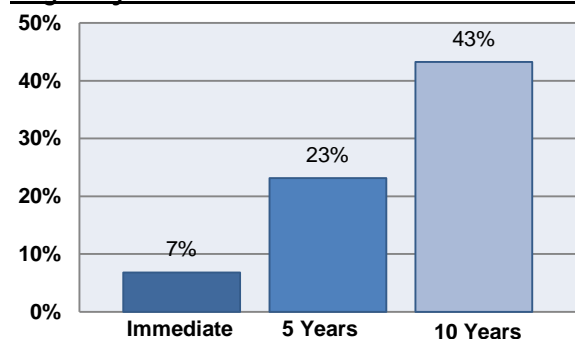
Count of permanent classified employees	557
Full-time-equivalent employees	549.0
Average years of state service	13.2
Average age of employees	47.1
Percent racial/ethnic minorities	4.8%
Percent women	48.1%
Percent persons with disabilities*	10.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	45.4%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.1%
Percent in Supervisory* position	11.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.01
Median hourly pay rate	\$24.32

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Meat Safety Inspector-Entry	34
License/Permit Program Associate	10
Food & Dairy Sanitarian	8
Food Scientist-Advanced	5
Consumer Protection Investigator-Senior	4
Office Operations Associate	4

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	17	3.4%	13	2.6%	21	4.2%	51	10.2%
Fiscal Year 2014	26	4.6%	6	1.1%	18	3.4%	48	9.1%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department's current AA Plan shows that in Fiscal Year 2007, there were 18 new hires in job group 293 (Inspectors & Investigators-Products & Services), but none were racial/ethnic minorities. The data for the period January 2010 to December 2013 shows that 9.28% of the new hires for positions in job group 293 were ethnic/racial minorities.

The job group 293 classifications with the most employees are Meat Safety Inspector (Entry and Objective). The entry level exam questions, rating criteria, interview questions and benchmarks were reviewed and updated.

The Recruitment Services Agreement, which includes the Recruitment Activity Plan, is reviewed to determine if there are other organizations, job sites, etc., where the position announcement can be posted/distributed to reach racial/ethnic minorities. In addition, on an annual basis, Human Resources staff continue to attend career fairs.

Department of Children and Families

Profile of the Classified Workforce as of June 2014

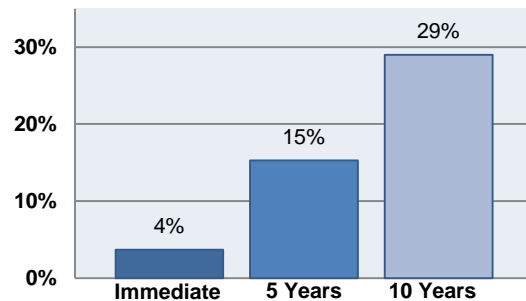
Count of permanent classified employees	707
Full-time-equivalent employees	695.6
Average years of state service	10.1
Average age of employees	45.6
Percent racial/ethnic minorities	22.9%
Percent women	78.1%
Percent persons with disabilities*	5.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	18.2%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	3.7%
Percent in Supervisory* position	13.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.82
Median hourly pay rate	\$24.14

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Initial Assessment Specialist	51
Social Worker-Advanced	15
Social Worker	14
Program And Policy Analyst-Advanced	13
Child Care Subsidy Specialist-Entry	12
Auditor-Senior	9

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	65	9.9%	13	2.0%	13	2.0%	91	13.9%
Fiscal Year 2014	61	8.7%	4	0.6%	14	2.1%	77	11.3%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

One of the Department of Children and Families' AA Goals was to focus efforts on the recruitment and selection of qualified racial/ethnic minorities in Social Services Professionals and Supervisors (Job Group 112) within the Bureau of Milwaukee Child Welfare (BMCW) in the Department of Safety and Permanence. This Bureau is responsible for child protective services in Milwaukee County and serves a diverse population. Its goal is to have a diverse workforce that mirrors the customers it serves.

A detailed recruitment plan was developed in 2012 and implementation began in 2013. In addition, classification changes were made to expand the applicant pool for BMCW. Social Worker and Social Worker - Advanced classifications are now Initial Assessment Specialists. Within this process, the knowledge and skill requirements were also updated to allow an expanded pool of qualified applicants. This included removing the Social Work certification requirement, creating a new exam and interview questions, and updating job requirements. As a result of these efforts, there were 272 certified applicants for 32 open positions. Thirty Initial Assessment Specialists were hired resulting in an increased male population by 4%, increased diversity by 32% and increased diversity in education backgrounds by 64%.

Department of Corrections

Profile of the Classified Workforce as of June 2014

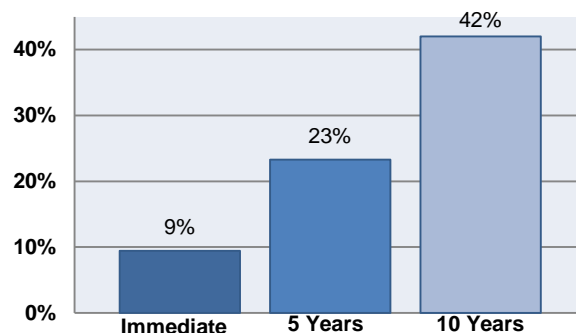
Count of permanent classified employees	9,521
Full-time-equivalent employees	9,404.4
Average years of state service	12.4
Average age of employees	43.8
Percent racial/ethnic minorities	9.7%
Percent women	41.1%
Percent persons with disabilities*	2.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	77.8%
Percent in "protective" occupation	64.7%
Percent in Executive/Management position	1.1%
Percent in Supervisory* position	9.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$22.34
Median hourly pay rate	\$20.63

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Correctional Officer	842
Probation And Parole Agent	79
Office Operations Associate	62
Nurse Clinician 2	50
Corrections Communications Operator	48
Youth Counselor	41

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	433	4.6%	97	1.0%	241	2.5%	771	8.1%
Fiscal Year 2014	469	4.9%	124	1.3%	286	3.0%	879	9.3%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

As part of mandatory training for all employees, an E-learning module has been created on bullying, harassment and the Americans with Disabilities Act.

New employees and supervisors attend an instructor-led training on harassment and discrimination and other issues related to the Office of Diversity and Employee Services.

Improvements have continued in the areas of recruitment efforts for underutilized positions and increasing inclusiveness in the agency. Recruitment efforts include: a contract with Madison Diversity/Wisconsin Job Network, focused outreach, job fairs, schools, and newspaper ads, both in print and online.

Department of Employee Trust Funds

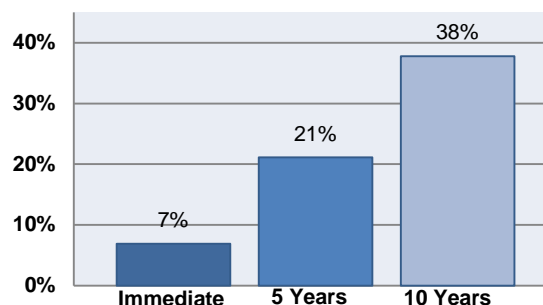
Profile of the Classified Workforce as of June 2014

Count of permanent classified employees	246
Full-time-equivalent employees	243.1
Average years of state service	13.0
Average age of employees	48.5
Percent racial/ethnic minorities	12.6%
Percent women	60.2%
Percent persons with disabilities*	8.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	21.1%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.3%
Percent in Supervisory* position	12.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$28.66
Median hourly pay rate	\$26.98

Job Classifications with the Most New Hires

<u>Fiscal Years 2013 and 2014 Combined</u>	
Trust Funds Specialist	6
Trust Funds Assistant 2	5
Employee Ben Plan Policy Advisor-Adv	3
IS Business Automation Specialist	3
Office Operations Associate	3
IS Business Automation Senior	2

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	15	6.2%	3	1.2%	4	1.7%	22	9.1%
Fiscal Year 2014	7	2.9%	0	0.0%	5	2.0%	12	4.9%

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The goal of the Department's 2008-12 AA Plan was to increase the percentage of ethnic minority employees in supervisor/management positions; the Department's percentage has increased from 3.2% in 2008 to 8% in December 2013. Although there has been success in the goal of increasing the percentage, the Department continues to look for more opportunities to increase the number of minorities in supervisory and management level positions.

Overall, the Department has been successful in exceeding the state's workforce percentage goals for employing racial/ethnic minorities and persons with disabilities. It has consistently employed a high number of women in non-traditional positions.

	ETF June 2008	ETF December 2013	STATE June 2008
Females	66.5%	59.4%	51.1%
Minorities	9.6%	13.6%	9.9%
Persons w/disabilities	12.0%	11.2%	5.8%

Department of Financial Institutions

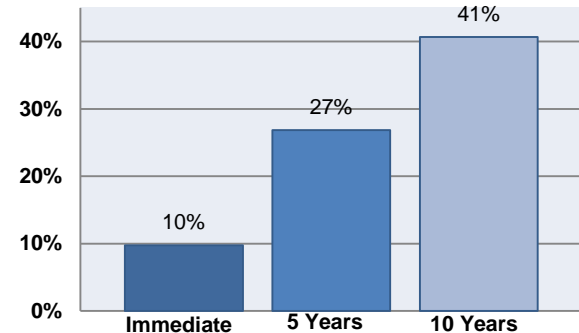
Profile of the Classified Workforce as of June 2014

Count of permanent classified employees	123
Full-time-equivalent employees	123.0
Average years of state service	14.0
Average age of employees	46.5
Percent racial/ethnic minorities	8.9%
Percent women	53.7%
Percent persons with disabilities*	4.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	41.5%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.5%
Percent in Supervisory* position	8.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$29.34
Median hourly pay rate	\$27.24

Job Classifications with the Most New Hires

<u>Fiscal Years 2013 and 2014 Combined</u>	
Financial Examiner	18
Operations Program Associate	7
Consumer Credit Examiner	2
Securities Examiner	2

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	9	7.5%	2	1.7%	6	5.0%	17	14.2%
Fiscal Year 2014	7	5.8%	1	0.8%	4	3.3%	12	9.9%

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Financial Institution’s (DFI) Cultural Awareness Committee (formerly known as the Affirmative Action Advisory Committee) has kept this year’s functions focused on following through on its mission statement: “To Enlighten DFI through Cultural Awareness Events and Activities”. The Committee’s efforts have led to participation with the Department of Veterans Affairs for multiple events and anticipate partnering with them in the future.

The various Cultural Awareness events, presentations, and activities that the Committee has enlightened DFI with this year include:

- “Did You Know” – educational e-mails distributed to all staff concerning current/previous local and national events;
- Hosting a Haitian speaker; backpack drive for 100 Black Men of Madison Inc;
- Fundraising, food drive, and educational speaker from the Goodman Community Center;
- WWII Veterans presentation;
- Honor Flight presentation and donation;
- Two employee outings (Milwaukee Brewers game and Madison Mallards game).

Department of Health Services

Profile of the Classified Workforce as of June 2014

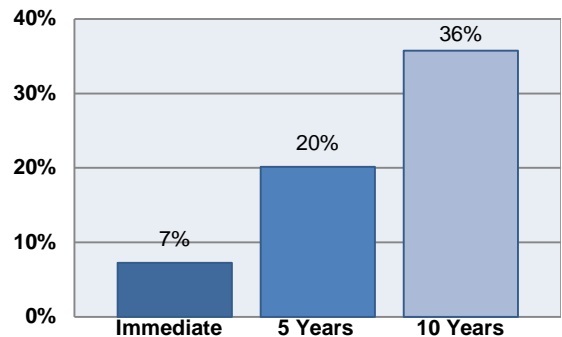
Count of permanent classified employees	5,848
Full-time-equivalent employees	5,671.3
Average years of state service	11.4
Average age of employees	45.1
Percent racial/ethnic minorities	19.4%
Percent women	65.4%
Percent persons with disabilities*	2.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	62.9%
Percent in "protective" occupation	13.2%
Percent in Executive/Management position	2.0%
Percent in Supervisory* position	9.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$24.07
Median hourly pay rate	\$20.24

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Resident Care Technician 1	355
Income Maintenance Specialist 1	135
Psychiatric Care Technician	130
Nurse Clinician 2	81
Office Operations Associate	37
Disability Determination Spec-Entry	30

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	349	6.2%	103	1.8%	165	2.9%	617	10.9%
Fiscal Year 2014	394	6.8%	109	1.9%	174	3.0%	677	11.8%

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Health Services’ implementation of sustainable hiring procedures has increased female and minority representation in its workforce.

In some geographical areas the demographic makeup of the population makes it difficult to attract qualified minorities. Sand Ridge Secure Treatment Center (SRTC) implemented initiatives to increase awareness of the facility with minority applicants and address barriers which may discourage them from applying. SRTC created policies and procedures that support diversity for the entire institution. With a diverse patient population that reflects the overall population of the State of Wisconsin rather than just the population of Juneau County, SRSTC recognizes that having a diverse workforce enhances the security and therapeutic services provided by SRSTC staff. Since 2010, SRSTC has worked to increase the minority workforce from just below 4% to 5% in 2013. SRSTC’s efforts resulted in their selection to receive the 2013 Diversity Award for a smaller focused program.

Department of Justice

Profile of the Classified Workforce as of June 2014

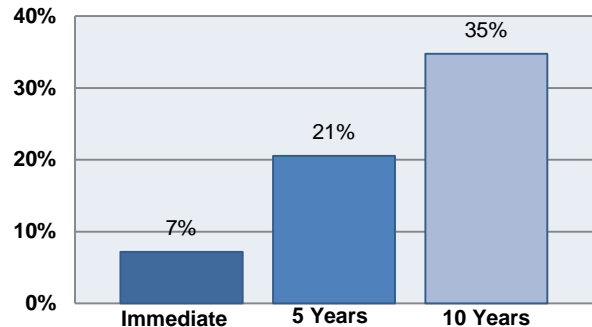
Count of permanent classified employees	613
Full-time-equivalent employees	605.5
Average years of state service	11.7
Average age of employees	44.0
Percent racial/ethnic minorities	9.3%
Percent women	57.7%
Percent persons with disabilities*	3.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	40.3%
Percent in "protective" occupation	14.7%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	10.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$29.33
Median hourly pay rate	\$27.92

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

DNA Analyst	17
Special Agent	13
Criminal Analyst	10
Legal Secretary	10
Assistant Attorney General	8
Attorney	8

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	18	3.2%	8	1.4%	18	3.2%	44	7.9%
Fiscal Year 2014	25	4.3%	6	1.0%	14	2.4%	45	7.7%

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Justice (DOJ) cited a goal to increase minority representation within the Attorney classification. To address the problems of underutilization in this applicant pool, DOJ has increased recruitment efforts by reaching out to previously untapped resources when advertising for experienced Assistant Attorneys General (AAG). The Division of Legal Services also maintains a robust extern program for current law students to gain experience in varied legal environments. In the Spring and Fall of 2013, 25% of the externs mentoring with AAG were representative of underutilized groups.

The DOJ Diversity Advisory Committee continues to increase and improve their presence in the Department. Staff rotations on the Committee continue to bring fresh ideas while maintaining existing successful programs. One such program is a partnership with Advancement Via Individual Determination, that offers students from diverse backgrounds an extensive look at the career opportunities available at the Department of Justice by spending five business days during the summer job shadowing and participating in presentations by DOJ staff across all program areas.

Department of Military Affairs

Profile of the Classified Workforce as of June 2014

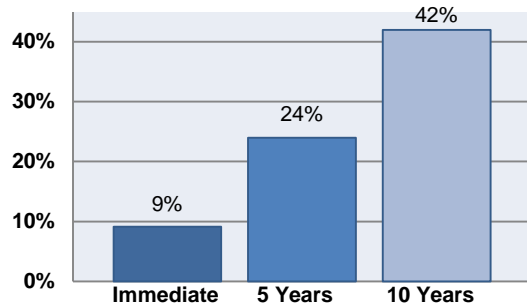
Count of permanent classified employees	417
Full-time-equivalent employees	414.6
Average years of state service	10.7
Average age of employees	47.3
Percent racial/ethnic minorities	3.8%
Percent women	25.7%
Percent persons with disabilities*	9.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	67.6%
Percent in "protective" occupation	29.7%
Percent in Executive/Management position	1.9%
Percent in Supervisory* position	11.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$20.57
Median hourly pay rate	\$18.47

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Mil Affairs Security Officer-Objective	11
Mil Affairs Security Officer-Entry	9
Cadet Specialist Entry	6
Custodian	6
Emergency Government Specialist	6
Cadet Specialist(A)	5

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	26	6.5%	9	2.3%	5	1.3%	40	10.1%
Fiscal Year 2014	26	6.4%	4	1.0%	9	2.2%	39	9.6%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Military Affairs' (DMA) Affirmative Action Plan for 2008-2013 outlined 11 action items for job groups 19 (Program Support Professionals and Supervisors), 247 (Law Enforcement and Public Safety) and 301 (Mechanical Equipment, Construction, and Repair).

One of the action items was to identify new recruiting sources for minorities, women and disabled candidates throughout the state. DMA has worked on improving one of the sources it currently uses. It took several lists used in past recruitments, compiled them into one long list, then sent a letter to all of those organizations to ascertain interest in recruitment collaboration. The current list now contains over 30 organizations that help to promote the agency. DMA is using Google Analytics to analyze the effectiveness of this collaboration as a recruitment source. However, regardless of the number of applicants secured, it believes the collaboration is important for the following reasons: it gives the agency a "footprint" and brand recognition in new communities, and helps get the word out that the DMA is a state government agency with state civil service positions, rather than just a federal agency.

Department of Natural Resources

Profile of the Classified Workforce as of June 2014

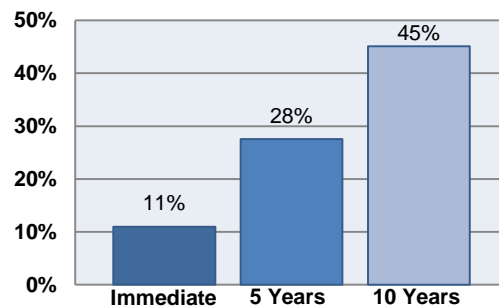
Count of permanent classified employees	2,368
Full-time-equivalent employees	2,343.5
Average years of state service	15.6
Average age of employees	46.7
Percent racial/ethnic minorities	4.9%
Percent women	33.2%
Percent persons with disabilities*	3.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	30.1%
Percent in "protective" occupation	20.1%
Percent in Executive/Management position	5.2%
Percent in Supervisory* position	11.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.13
Median hourly pay rate	\$26.46

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Conservation Warden	28
Forester-Senior	22
Forestry Technician-Advanced	18
Nat Res Cust Svcs Rep-Senior	15
Wildlife Biologist	14
Wastewater Specialist-Senior	13

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	31	1.3%	7	0.3%	59	2.6%	97	4.2%
Fiscal Year 2014	47	2.0%	9	0.4%	89	3.8%	145	6.2%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Natural Resources (DNR) developed and conducted a department-wide Disability Self-Identification survey. The results will help the DNR discover steps that can be taken to promote a more inclusive work environment. The survey also raised awareness regarding reasonable accommodations and prompted additional review of safety/emergency signage and plans.

In the summer of 2013, the DNR hired 18 interns through the Summer Affirmative Action Internship Program (SAAIP) sponsored by the Office of State Employment Relations, Division of Affirmative Action. Some of these interns have continued working part-time on LTE assignments while continuing their education. Four SAAIP interns from previous years were hired into permanent positions in 2013.

DNR staff participated in outreach at schools, career fairs, STEM (science, technology, engineering and mathematics) events; engaging and encouraging students and youths to learn and explore potential careers in natural resources.

Department of Public Instruction

Profile of the Classified Workforce as of June 2014

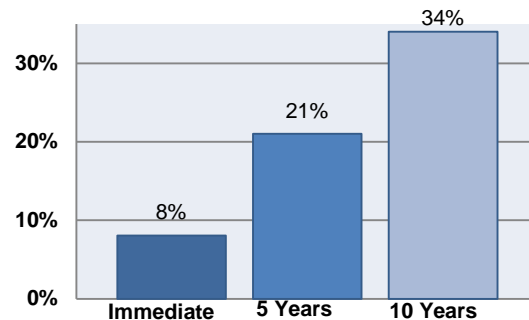
Count of permanent classified employees	597
Full-time-equivalent employees	563.8
Average years of state service	11.9
Average age of employees	47.5
Percent racial/ethnic minorities	9.0%
Percent women	69.2%
Percent persons with disabilities*	13.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	32.3%
Percent in "protective" occupation	80.6%
Percent in Executive/Management position	6.9%
Percent in Supervisory* position	3.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.81
Median hourly pay rate	\$27.28

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Education Consultant	22
Office Operations Associate	13
Teacher	12
Education Specialist	8
School Administration Consultant	8
Nutrition Program Consultant	7

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	38	6.6%	8	1.4%	20	3.5%	66	11.5%
Fiscal Year 2014	38	6.5%	3	0.5%	17	2.9%	58	9.9%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

In Fiscal Year 2013, the department appointed five people to senior manager positions. Efforts to attract qualified racial/ethnic minority candidates resulted in three racial/ethnic minority applicants who were certified and interviewed for one vacancy. One racial/ethnic minority applicant was offered and accepted a position.

Additionally, the department appointed 14 people to professional IT positions, including one supervisory position. Ten of the recruitments were racial/ethnic minority applicants who were certified for interviews. Two racial/ethnic minority candidates were offered and accepted the position. One racial/ethnic minority was offered a supervisory position but declined the offer.

The applicant pools of qualified individuals for senior level education and professional IT positions, regardless of race or ethnicity, continues to be small and it is rare to have a significant number of racial/ethnic minority applicants. We will continue our efforts to increase the diversity of the applicant pool.

Department of Revenue

Profile of the Classified Workforce as of June 2014

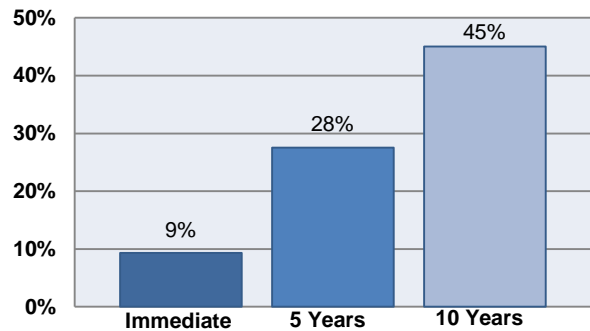
Count of permanent classified employees	988
Full-time-equivalent employees	980.4
Average years of state service	14.5
Average age of employees	48.3
Percent racial/ethnic minorities	11.8%
Percent women	51.4%
Percent persons with disabilities*	9.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	39.9%
Percent in "protective" occupation	0.9%
Percent in Executive/Management position	3.1%
Percent in Supervisory* position	7.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.70
Median hourly pay rate	\$25.19

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Revenue Agent	57
Property Assessment Specialist	13
Revenue Auditor	13
Revenue Tax Specialist	11
Property Assessment Spec-Journey	10
IS Systems Devlpmnt Services Prof	6

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	24	2.6%	5	0.5%	34	3.6%	63	6.8%
Fiscal Year 2014	29	3.0%	8	0.8%	37	3.9%	74	7.7%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Revenue's (DOR) AA/Diversity initiatives for Fiscal Year 2013 were to update and develop new recruitment source lists for current and future needs, develop and launch an unconscious bias/stereotyping training and host trainings and events on diversity and inclusion related topics. These initiatives resulted in an increased pool of diverse applicants, increased awareness of diversity and inclusion, positive feedback from customers and attendees of newly launched trainings and new employee orientation procedures.

In addition, DOR accomplished;

- streamlining the recruiting processes and increasing consistency;
- revamping new employee orientation to include additional information on stereotyping and the impact it can have on customer relationships;
- developing and launching a New Supervisor Onboarding process which includes coaching and training on harassment, discrimination, and reasonable accommodations for supervisors;
- supporting and maintaining an active Diversity Advisory Council with 13 members from across the agency's divisions and staff levels.

Department of Safety and Professional Services

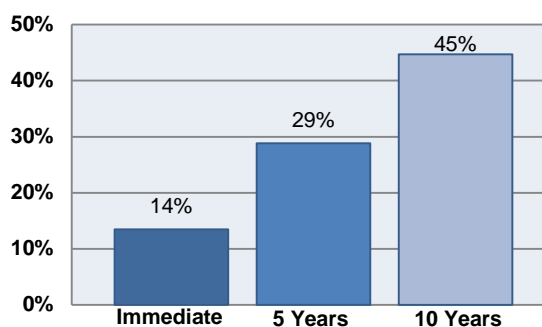
Profile of the Classified Workforce as of June 2014

Count of permanent classified employees	208
Full-time-equivalent employees	205.3
Average years of state service	13.5
Average age of employees	49.1
Percent racial/ethnic minorities	8.7%
Percent women	51.9%
Percent persons with disabilities*	11.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	57.2%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.4%
Percent in Supervisory* position	9.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.05
Median hourly pay rate	\$24.96

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined	
License/Permit Program Associate	16
Office Operations Associate	11
Paralegal	7
Operations Program Associate	5
Attorney	3
Building Inspector-Objective	3

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	14	5.3%	1	0.4%	15	5.7%	30	11.5%
Fiscal Year 2014	23	9.8%	5	2.1%	13	5.5%	41	17.4%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Safety and Professional Services (DSPS) is growing its partnership with Department of Vocational Rehabilitation (DVR) to hire employees with disabilities. It made two hires working with DVR and in partnership with the DVR consultant through the Madison Metropolitan school district. One of the DVR transitional students was hired by the Division of Professional Credential Processing as an Office Assistant and an additional DVR transition student was hired to work in the mail room.

The Affirmative Action Advisory Committee was reestablished and developed a plan for diversity brown bag lunch sessions and diversity training for 2014.

DSPS participated in the State Bar of Wisconsin – Diversity Clerkship program. Two first-year law students of diverse backgrounds were hired to gain experience in the agency.

DSPS participated in the Summer Affirmative Action Internship Program through OSER. It offered seven internships in the Division of Industry Services for the summer of 2014.

Department of Transportation

Profile of the Classified Workforce as of June 2014

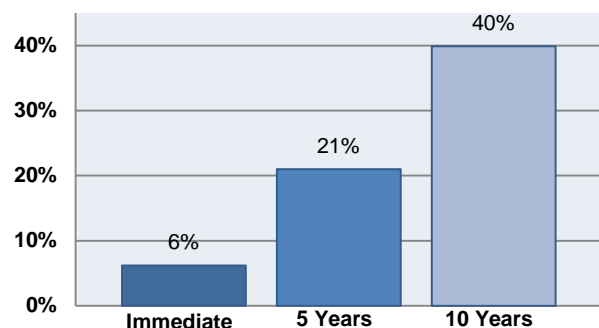
Count of permanent classified employees	3,300
Full-time-equivalent employees	3,259.7
Average years of state service	13.8
Average age of employees	45.7
Percent racial/ethnic minorities	11.2%
Percent women	38.2%
Percent persons with disabilities*	4.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	42.4%
Percent in "protective" occupation	13.2%
Percent in Executive/Management position	1.9%
Percent in Supervisory* position	11.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.37
Median hourly pay rate	\$25.80

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Civil Engineer-Transportation	121
DMV Customer Service Rep	91
Transportation Customer Rep-Senior	82
State Patrol Inspector	36
Civil Engineer-Transportation-Adv	33
Civil Engineer-Transportation-Senior	26

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	76	2.5%	22	0.7%	78	2.5%	176	5.7%
Fiscal Year 2014	121	3.8%	35	1.1%	97	3.0%	253	7.9%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

1. There were continued efforts to educate supervisors and staff on workforce diversity by utilizing both classroom and virtual trainings to reach staff throughout the state. Training focused on cultural and generational communication differences.
2. A greater effort was made to provide resources, job aids and guides for supervisors and staff specifically related to Workforce Diversity, Reasonable Job Accommodations and EEO Complaints. As part of this process the Bureau Human Resource Services (BHRS) redesigned the dotnet site to provide more consistent and available guidance and assistance for both staff and management.
3. The Job Accommodation policy and processes were revised, which helped to ensure consistency and timeliness across the agency when providing accommodations for staff. BHRS's continued involvement has helped to ensure the needs of the organization are considered while fulfilling its obligations.
4. Future AA goals will be specific, realistic, measurable and time-bound.
5. The AA Officer participated in a Job Group Analysis with the Office of State Employment Relations, Division of Affirmative Action. Efforts will help to ensure accurate underutilization analysis.

Department of Veterans Affairs

Profile of the Classified Workforce as of June 2014

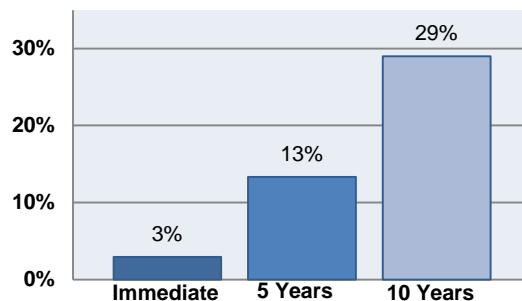
Count of permanent classified employees	1,299
Full-time-equivalent employees	1,152.7
Average years of state service	8.6
Average age of employees	44.0
Percent racial/ethnic minorities	9.9%
Percent women	80.1%
Percent persons with disabilities*	8.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	84.0%
Percent in "protective" occupation	0.8%
Percent in Executive/Management position	1.9%
Percent in Supervisory* position	5.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$19.97
Median hourly pay rate	\$16.00

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Nursing Assistant 1	183
Nursing Assistant 2	114
Licensed Practical Nurse	88
Nurse Clinician 2	75
Resident Care Tech 1	47
Food Service Assistant 2	26

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	156	12.9%	35	2.9%	45	3.7%	236	19.5%
Fiscal Year 2014	192	14.8%	59	4.7%	28	2.2%	273	21.8%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Department of Veterans Affairs (DVA) continues to take additional steps to enhance its AA/EEO program. Outreach to community groups continues in its three primary labor markets. The revitalized Equity and Diversity Committee sponsors programs and activities which enhance awareness of the importance of diversity and community involvement via programs such as Porchlight.

Tying together the agency’s mission and the Governor’s emphasis on employment opportunities for people with disabilities, efforts have intensified to hire disabled veterans utilizing s.230.275, Wis. Stats. In the last year, the agency’s percentage of employees with disabilities has risen by more than 3%. The past year has also seen an increase in women and minority hires in targeted classifications. Continuing efforts and plans emphasize achieving even greater diversity in management and supervisory positions.

Department of Workforce Development

Profile of the Classified Workforce as of June 2014

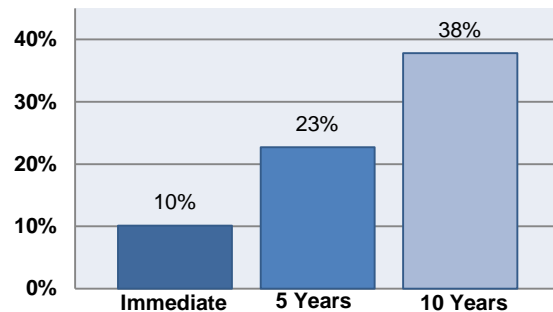
Count of permanent classified employees	1,573
Full-time-equivalent employees	1,551.3
Average years of state service	12.5
Average age of employees	47.5
Percent racial/ethnic minorities	18.4%
Percent women	64.7%
Percent persons with disabilities*	10.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	53.8%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.1%
Percent in Supervisory* position	8.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$24.35
Median hourly pay rate	\$21.49

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Employment Security Assistant 3	57
Vocational Rehab Counselor-In Trng	47
Employment & Training Spec (A)	44
Unemployment Benefit Spec 1	39
Unemployment Compensation Assoc 1	28
Vocational Rehabilitation Prog Assoc	17

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	52	3.4%	25	1.6%	50	3.2%	127	8.3%
Fiscal Year 2014	83	5.2%	13	0.8%	50	3.2%	145	9.3%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Workforce Development, (DWD) made a commitment to increase the representation of persons with disabilities. It dedicated specific positions to hire persons with severe disabilities through Wis. Admin. Code Chapter ER-MRS 27. In collaboration with the Division of Vocational Rehabilitation (DVR) it increased the use of DVR On the Job Training (OJT) Internships in LTE positions. Through this initiative, DWD provided 18 DVR OJT Internships in 2013. In addition, 39% of these interns were hired into permanent and/or project DWD positions after their internships.

DWD also dedicated specific positions utilizing W-2 hires. As a result of this initiative, it met and exceeded its original 2% goal. Permanent W-2 hires for 2013 comprised 7.4% of all original appointments. In addition, 93% of the permanently appointed W-2 participants are still employed at the Department.

Through a partnership with the Department of Corrections (DOC), DWD enhanced its AA/EEO training for staff, especially those who are located at a vast array of statewide locations by creating an interactive AA/EEO training, titled *Respect and Inclusion in the Workplace Training*. Both DOC and DWD won the 2013 Diversity Award for this collaborative training effort.

Educational Communications Board

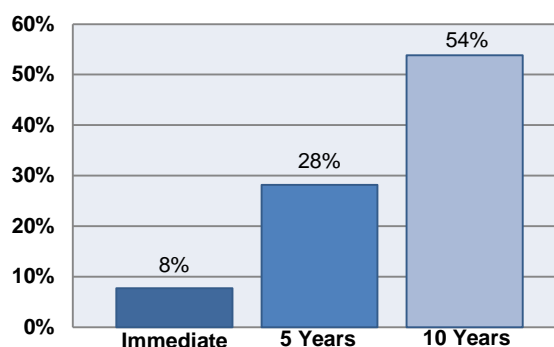
Profile of the Classified Workforce as of June 2014

Count of permanent classified employees	39
Full-time-equivalent employees	38.7
Average years of state service	18.4
Average age of employees	51.2
Percent racial/ethnic minorities	5.1%
Percent women	23.1%
Percent persons with disabilities*	10.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	71.8%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	0.0%
Percent in Supervisory* position	17.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.18
Median hourly pay rate	\$24.18

Job Classifications with the Most New Hires

<u>Fiscal Years 2013 and 2014 Combined</u>	
Accountant-Journey	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Fiscal Year 2014	0	0.0%	0	0.0%	2	5.0%	2	5.0%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Educational Communications Board (ECB) continues to face many of the same recruiting challenges outlined in the past, particularly in the job areas of technical electronic technicians and engineers, a field that is highly dominated by white males. It has found that extending the notification to sites specifically targeted at technical, female and minority groups tends to produce a broader and more inclusive talent pool. In addition, ECB staff have continued to participate in regularly scheduled job fairs sponsored by the Wisconsin Broadcasters Association.

During Fiscal Year 2014, ECB senior staff participated in advanced EEO training opportunities to ensure they were supporting employees effectively.

ECB continues to seek interns for its Delivery/Operations Division as well as continuing a flex-time program and supporting employees' needs to attract and retain qualified staff. The most recent intern was a female broadcast production specialist who was also a military veteran with overseas services.

Office of State Employment Relations

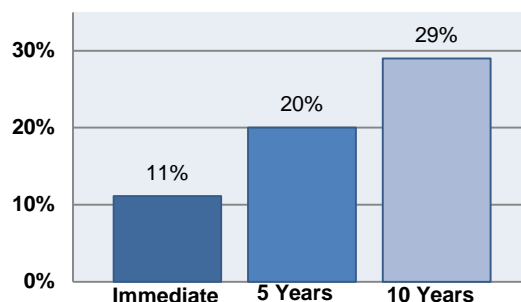
Profile of the Classified Workforce as of June 2014

Count of permanent classified employees	36
Full-time-equivalent employees	35.7
Average years of state service	13.5
Average age of employees	47.5
Percent racial/ethnic minorities	19.4%
Percent women	69.4%
Percent persons with disabilities*	8.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	25.0%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	8.3%
Percent in Supervisory* position	2.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.13
Median hourly pay rate	\$27.80

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined	
Exec Equal Opportunity Specialist	1
Labor Relations Specialist	1
Program Assistant Supv/Conf-Adv	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	0	0.0%	2	5.4%	2	5.4%	4	10.8%
Fiscal Year 2014	1	2.7%	1	2.7%	2	5.5%	4	11.0%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of State Employment Relations (OSER) continues its high ranking among state agencies measured for the percentage of employees who identify as ethnic minority. With 19.4% of its employees identified as ethnic minority, it is tied this year at number two out of 28 agencies measured. Since 2008, OSER has consistently ranked among the top three agencies in this category.

OSER’s AA Plan had a goal to improve the retention rate for target group members, (ethnic minorities, women, and people with disabilities.) OSER’s ethnic minority staff numbers remained relatively constant over the past two years adding three new hires. Its ethnic minority population stands at seven, approximately 19% of its current permanent staff population of 36.

Office of the Commissioner of Insurance

Profile of the Classified Workforce as of June 2014

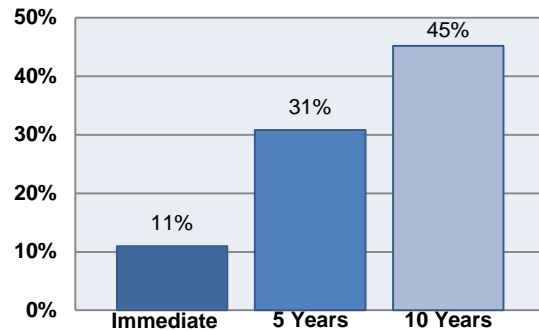
Count of permanent classified employees	146
Full-time-equivalent employees	143.8
Average years of state service	13.6
Average age of employees	49.1
Percent racial/ethnic minorities	14.4%
Percent women	54.1%
Percent persons with disabilities*	8.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	32.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.2%
Percent in Supervisory* position	11.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.53
Median hourly pay rate	\$30.05

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Insurance Financial Examiner	11
Insurance Examiner	5
Office Operations Associate	3
Operations Program Associate	2
Administrative Manager	1
Attorney	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	4	2.9%	1	0.7%	9	6.4%	14	10.0%
Fiscal Year 2014	7	4.9%	0	0.0%	0	0.0%	7	4.9%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

Problem Area Identified: Recruitment

The Office of the Commissioner of Insurance has:

- Initiated the posting of jobs to targeted groups to reach a broader applicant pool;
- Established two internships in the 2013 year for the State Affirmative Action Internship Program (SAAIP). For the 2014 it is looking for 4 internships;
- Designated a committee member to attend career fairs at Whitewater and is pursuing participation in career fairs for veterans within the next year.
- Established a school supply drive focusing on schools in need recommended by staff.

Problem Area Identified: Retention

The Office of the Commissioner of Insurance has:

- Established a mentoring program, and encouraged staff to participate in it.

Office of the State Public Defender

Profile of the Classified Workforce as of June 2014

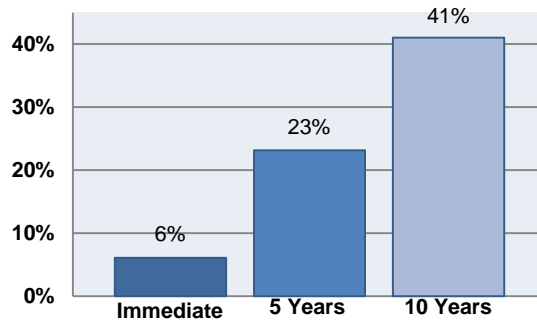
Count of permanent classified employees	229
Full-time-equivalent employees	216.9
Average years of state service	13.9
Average age of employees	47.1
Percent racial/ethnic minorities	14.0%
Percent women	77.7%
Percent persons with disabilities*	4.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	82.5%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.6%
Percent in Supervisory* position	10.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$21.10
Median hourly pay rate	\$19.42

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Legal Secretary	20
Public Defender Investigator	4
Client Services Specialist-Obj	3
IS Network Services Senior	2
Financial Specialist 3	1
IS Systems Development Svcs Spec	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	7	3.0%	2	0.9%	8	3.4%	17	7.2%
Fiscal Year 2014	9	3.9%	2	0.9%	5	2.2%	16	6.9%

Definitions:

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Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of the State Public Defender (OSPD) has been successful in diversifying rural offices with an increased number of minority lawyers. It also continues efforts in recruiting, hiring, retaining and promoting female attorneys. A challenge is long-term retention of minority staff in rural offices. To assist in its retention efforts, the OSPD conducted racial bias discussion circles across the state. The discussion encourages staff awareness of racial bias in internal and external criminal justice settings. These efforts have helped the OSPD to more effectively meet its mission and serve its clients.

In addition, the agency re-wrote its reasonable accommodations, anti-harassment, and anti-discrimination policies. Human Resources, Legal Counsel and Affirmative Action Office created educational videos to compliment the new policies. The videos will be available for all staff to view on its internal training site.

Finally, the OSPD has fully implemented balanced rating and hiring panels for all positions statewide. In some parts of the state, this requirement presents a challenge. To help with this, members of the Affirmative Action Advisory Committee have been trained to serve on interview and rating panels.

Public Service Commission

Profile of the Classified Workforce as of June 2014

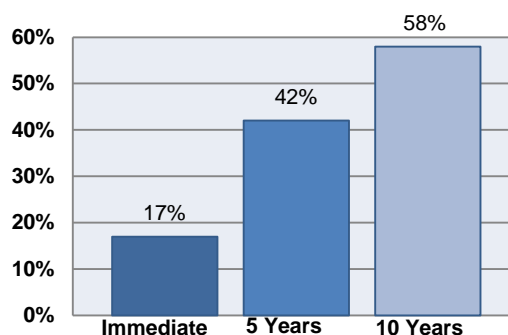
Count of permanent classified employees	119
Full-time-equivalent employees	118.3
Average years of state service	18.1
Average age of employees	50.5
Percent racial/ethnic minorities	10.1%
Percent women	46.2%
Percent persons with disabilities*	3.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	25.2%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	9.2%
Percent in Supervisory* position	3.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.94
Median hourly pay rate	\$32.41

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Environmental Analysis & Rev Spec	4
Program And Policy Analyst	4
Program And Policy Analyst-Adv	3
Operations Program Associate	2
Policy Initiatives Advisor-Exec	2
Consumer Specialist 2	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	7	6.2%	2	1.8%	3	2.7%	12	10.6%
Fiscal Year 2014	2	1.7%	0	0.0%	4	3.4%	6	5.2%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

One of the Public Service Commission's (PSC) main AA Plan goals is to focus on delivering quality, on-site interactive training for supervisors. The Affirmative Action Advisory Committee was able to offer 11 opportunities during the biennium, two of which were webinars. Of 17 supervisors and managers on staff, 12 of them met the required credits for the biennium.

As reported last year, the Commission is an aging workforce. It has 133.5 full-time employees with 17.5 vacancies. More than half have between 20 and 40 years of service to the state. Just over a quarter are eligible to retire before 2017 — leaving the Commission with the impossible task of replacing 30 staff in the next five years.

Although the PSC conducts targeted recruitments, the nature of its work causes it to continue to struggle to attract qualified, professional and highly technical staff to carry on its mission and fill much-needed regulatory staff positions — Attorneys, Public Service Engineers, Public Utility Rate Analyst, Public Utility Auditors and Public Utility Financial Analysts and Rate Analysts.

Wisconsin Historical Society

Profile of the Classified Workforce as of June 2014

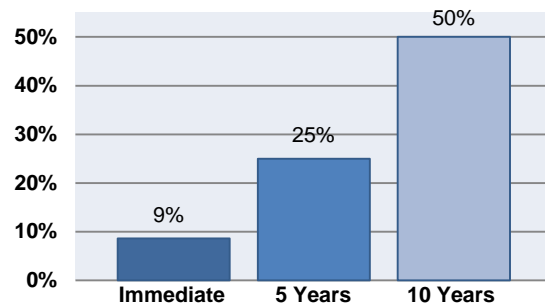
Count of permanent classified employees	116
Full-time-equivalent employees	113.0
Average years of state service	14.2
Average age of employees	51.5
Percent racial/ethnic minorities	1.7%
Percent women	52.6%
Percent persons with disabilities*	0.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	21.6%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	6.0%
Percent in Supervisory* position	19.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.37
Median hourly pay rate	\$26.08

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

Archivist	3
Education Specialist	3
Bookstore/Museum Gift Shop Manager	1
Education Consultant	1
Facilities Repair Worker-Advanced	1
Financial Specialist 4	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	2	1.7%	1	0.9%	8	7.0%	11	9.6%
Fiscal Year 2014	2	1.7%	0	0.0%	6	5.2%	8	6.9%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Historical Society (WHS) is committed to improving workforce diversity. In Fiscal Year 2014, WHS made 13 permanent and project appointments. Sixty-two percent (8 of 13) of the appointments were internal hires (i.e. previous LTEs or promotions/transfers of existing staff). This data indicates that WHS LTEs are a strong feeder pool to permanent or project recruitments. WHS Human Resources is charged with looking at its LTE hiring practices to increase efforts in this area.

WHS is currently in the process of reestablishing the Affirmative Action Advisory Committee. The committee will be charged with meeting monthly to plan events and to discuss ways WHS can better reach a wide-range of communities, embrace diversity, and ensure equal opportunity.

Reaching out to the broadest public is a guiding principle of WHS. The WHS Press publishes books that highlight certain aspects of minority history in Wisconsin. The museum works with the Native American nations and tribes of Wisconsin. The Office of the Wisconsin State Archeologist schedules approximately nine public presentations relating to Archeology per year; many of these offerings relate to Native American or Asian Archeology.

Wisconsin Technical College System

Profile of the Classified Workforce as of June 2014

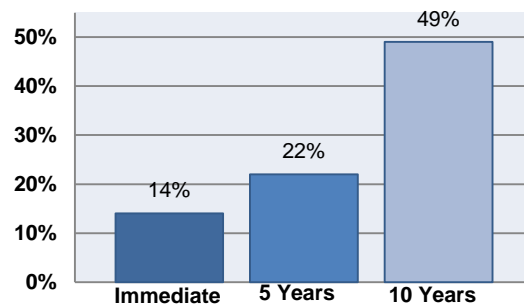
Count of permanent classified employees	52
Full-time-equivalent employees	51.5
Average years of state service	16.2
Average age of employees	48.3
Percent racial/ethnic minorities	7.7%
Percent women	67.3%
Percent persons with disabilities*	3.8%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	21.2%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	13.5%
Percent in Supervisory* position	0.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.32
Median hourly pay rate	\$32.34

Job Classifications with the Most New Hires

Fiscal Years 2013 and 2014 Combined

IS Data Services Professional	2
Education Consultant	1
Office Associate	1
Operations Program Associate	1
Policy Initiatives Advisor-Executive	1

Eligibility for Normal Retirement as of June 2014



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2013	3	5.7%	0	0.0%	4	7.5%	7	13.2%
Fiscal Year 2014	5	9.5%	2	3.8%	2	3.8%	9	17.1%

Definitions:

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

Voluntary Separations: resignations (not including retirements) and quits

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

Retirement: separation to access WRS pension benefit

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Technical College System (WTCS) seeks to attract diverse applicant pools for all positions, not just for underutilized classifications. The agency strives to diversify its staff, as do the Technical Colleges it serves, in traditional and as well as non-traditional ways. It has several positions with women and men in non-traditional occupations. It has had success in retaining and expanding its veteran hires for a total of 8.3% of our workforce.

The majority of the WTCS Executive/Management Team are women. In January, 2013 the first woman President was appointed to lead the agency in the System's 100 year history.

In addition:

- The WTCS has an Affirmative Action committee that actively provides speakers and cultural awareness activities on a regular basis.
- The WTCS continues to provide a flex time/flexible work schedules.
- The WTCS continues to look for new creative ways to expand efforts for attracting and retaining minority candidates.

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Section 2

WORKFORCE COMPOSITION

This section provides general descriptive statistics of the state-employed permanent classified workforce. This Report considers persons actually working in positions, and does not address vacant positions.

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

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

DID YOU KNOW . . . ?

- Twenty-one executive branch state agencies have more than 100 employees.
- Thirteen state agencies had ten-year employment decreases of 20% or more.
- Twenty-one state agencies had a decrease in the average years of service since 2004.
- Over 87% of the employee population participates in the state health insurance program.
- Classified state employees live and work in every county in Wisconsin.
- The average age increased in 18 of 34 agencies compared to 10 years ago.
- The Department of Corrections employs over 2,800 Correctional Officers.
- UW System employs over 1,200 Custodians.

Table 1
PERMANENT CLASSIFIED EMPLOYEES BY AGENCY: 2014 and 2004
Full-Time-Equivalent Filled Positions

Agency	2014	2004	10-Year Change	10-Year % Change
Corrections	9,404.4	9,513.6	-109.2	-1%
UW System	9,228.3	9,236.9	-8.6	0%
Health Services	5,671.3	5,882.0	-210.6	-4%
Transportation	3,259.7	3,490.7	-230.9	-7%
Natural Resources	2,343.5	2,552.6	-209.1	-8%
Workforce Development	1,551.3	1,916.8	-365.6	-19%
Veterans Affairs	1,152.7	821.8	330.9	40%
Revenue	980.4	1,103.5	-123.2	-11%
Administration	821.5	930.9	-109.4	-12%
Children & Families	695.6	-	-	-
Justice	605.5	501.5	104.1	21%
Public Instruction	563.8	554.7	9.1	2%
Ag, Trade & Consumer Prot	549.0	541.5	7.5	1%
Military Affairs	414.6	329.8	84.9	26%
Employee Trust Funds	243.1	181.9	61.3	34%
State Public Defender	216.9	208.1	8.9	4%
Safety & Professional Services	205.3	-	-	-
Commissioner of Insurance	143.8	124.0	19.8	16%
Financial Institutions	123.0	141.0	-18.0	-13%
Public Service Commission	118.3	155.0	-36.8	-24%
WI Historical Society	113.0	118.3	-5.3	-4%
WI Technical College System	51.5	59.8	-8.3	-14%
Educational Comm Board	38.7	56.0	-17.3	-31%
State Employment Relations	35.7	49.0	-13.4	-27%
Aging & Long Term Care Bd	35.5	24.0	11.5	48%
Government Accountability Bd	31.0	-	-	-
Tourism	24.0	50.8	-26.8	-53%
Public Lands Board	8.5	6.5	2.0	31%
Higher Education Aids Bd	8.0	9.0	-1.0	-11%
Employment Relations Comm	6.0	19.5	-13.5	-69%
People with Disabilities Bd	5.8	-	-	-
Treasurer	2.0	13.5	-11.5	-85%
Secretary of State	2.0	5.5	-3.5	-64%
Lower WI St Riverway Bd	1.0	1.0	0.0	0%
Grand Total	38,654.6	39,131.2	-476.7	-1.2%

Source: PMIS, June 2014, June 2004

Note: This table includes only agencies with classified employees in 2014. However, the Grand Total for 2004 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 Bd, Commerce, Elections Bd, Electronic Government, Ethics Bd, Investment Bd, Personnel Commission, Regulation & Licensing, Retirement Research Comm, State Fair Park, TEACH Bd.

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

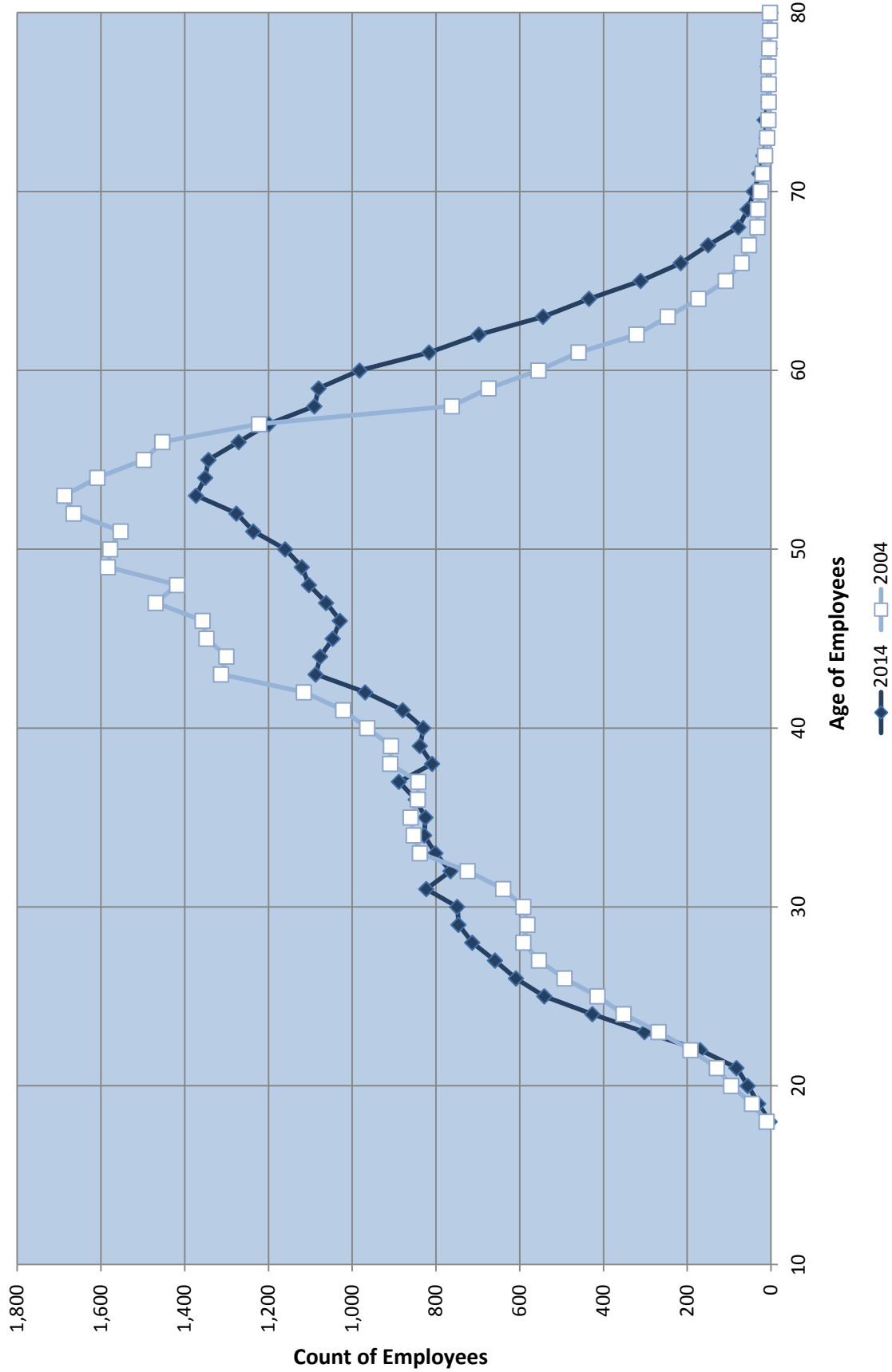
Agency	Average Age		Average Years of Service	
	2014	2004	2014	2004
Administration	49.3	48.1	14.2	14.8
Ag, Trade & Consumer Prot	47.1	47.9	13.2	15.4
Aging & Long Term Care Bd	53.7	47.5	10.6	10.0
Children & Families	45.6	-	10.1	-
Commissioner of Insurance	49.1	47.0	13.6	15.8
Corrections	43.8	41.7	12.4	10.1
Educational Comm Board	51.2	48.6	18.4	16.9
Employee Trust Funds	48.5	47.7	13.0	15.4
Employment Relations Comm	55.7	50.9	23.3	19.9
Financial Institutions	46.5	47.5	14.0	16.1
Government Accountability Bd	41.0	-	6.2	-
Health Services	45.1	45.1	11.4	12.4
Higher Education Aids Bd	51.0	49.2	16.1	16.5
Justice	44.0	45.9	11.7	14.6
Lower WI St Riverway Bd	44.6	34.6	12.7	2.7
Military Affairs	47.3	47.3	10.7	12.7
Natural Resources	46.7	46.3	15.6	16.2
People with Disabilities Bd	46.9	-	9.4	-
Public Instruction	47.5	48.2	11.9	14.4
Public Lands Board	50.9	47.7	10.3	12.2
Public Service Commission	50.5	49.4	18.1	18.1
Revenue	48.3	48.5	14.5	17.3
Safety & Professional Services	49.1	-	13.5	-
Secretary of State	45.5	45.8	16.6	14.5
State Employment Relations	47.5	44.7	13.5	14.0
State Public Defender	47.1	45.1	13.9	11.6
Tourism	45.7	46.5	16.0	11.9
Transportation	45.7	46.0	13.8	15.9
Treasurer	41.4	47.2	6.7	18.1
UW System	48.3	47.7	12.4	14.4
Veterans Affairs	44.0	45.1	8.6	12.0
WI Historical Society	51.5	49.3	14.2	14.8
WI Technical College System	48.3	52.1	16.2	20.7
Workforce Development	47.5	48.9	12.5	16.3
Grand Total	46.1	45.6	12.5	13.5

Source: PMIS, June 2014, June 2004

Note: This table includes only agencies with classified employees in 2014. However, the Grand Total for 2004 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:

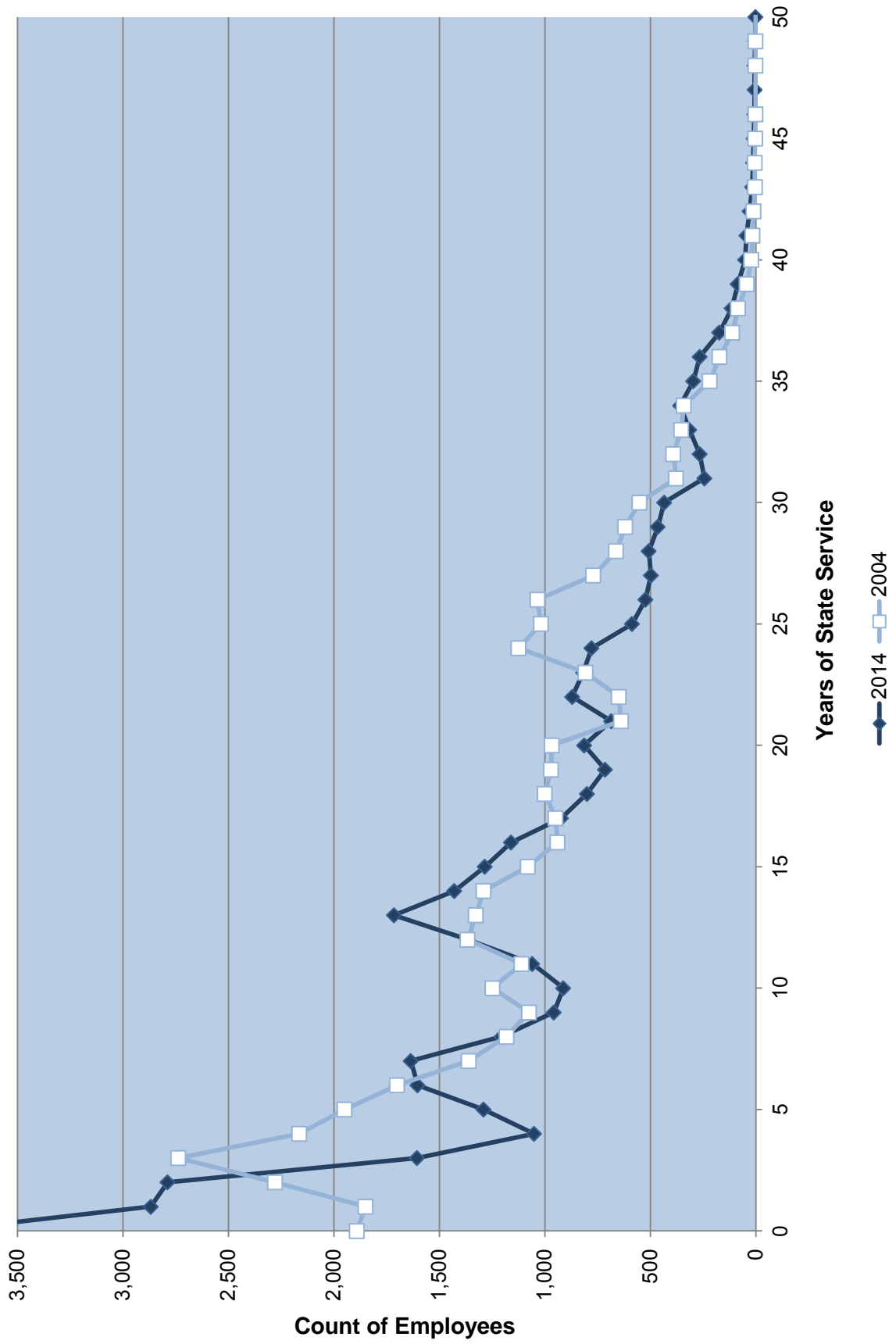
Arts Bd, Commerce, Elections Bd, Electronic Government, Ethics Bd, Investment Bd, Personnel Commission, Regulation & Licensing, Retirement Research Comm, State Fair Park, TEACH Bd.

Chart 3
AGE DISTRIBUTION OF PERMANENT CLASSIFIED EMPLOYEES: 2014 and 2004



Source: PMIS, June 2004, June 2014

Chart 4
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2014 and 2004



Source: PMIS, June 2014, June 2004

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

Bargaining Unit	2014 Count	Representation Status as of June 2014
Administrative Support	5,206	Not Represented
Blue Collar & Non-Building Trades	3,627	Not Represented
Building Trades Crafts	425	Represented for base wage negotiations
Education	669	Not Represented
Engineering	1,272	Not Represented
Fiscal & Staff Services	5,499	Not Represented
Law Enforcement	593	Not Represented
Legal	277	Represented for base wage negotiations
Patient Care	1,112	Not Represented
Patient Treatment	93	Not Represented
Public Safety Employees*	350	Represented for wages, benefits & working conditions
Research, Statistics & Analysis	58	Not Represented
Science	1,387	Not Represented
Security and Public Safety	6,304	Not Represented
Social Services	3,506	Not Represented
Technical	2,942	Not Represented
<i>Not eligible for representation</i>	6,191	Not Represented
Grand Total	39,511	

*New bargaining unit created in 2011, consisting of State Patrol Troopers and Inspectors
Collective bargaining units are established under s. 111.825, Wis. Stats.
Source: PMIS, June 2014

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

Bargaining Unit ¹	2014 Count	Representation Status as of June 2014
Assistant District Attorneys	357	Represented for base wage negotiations
Assistant State Public Defenders	278	Not Represented

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

Note: As of June 2014, there were seven statutorily-designated unclassified employee bargaining units in the University of Wisconsin System; however, none of these units were represented.

Source: PMIS, June 2014

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

Agency	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
Administration	233	28%	488	59%	106	13%
Ag, Trade & Consumer Prot	134	24%	351	63%	72	13%
Aging & Long Term Care Bd	9	25%	21	58%	6	17%
Children & Families	206	29%	417	59%	84	12%
Commissioner of Insurance	48	33%	81	55%	17	12%
Corrections	2,447	26%	5,994	63%	1,080	11%
Educational Comm Board	10	26%	27	69%	2	5%
Employee Trust Funds	75	30%	139	57%	32	13%
Employment Relations Comm	1	17%	4	67%	1	17%
Financial Institutions	50	41%	62	50%	11	9%
Government Accountability Bd	11	35%	17	55%	3	10%
Health Services	1,822	31%	3,305	57%	721	12%
Higher Education Aids Bd	<i>very small agency-data suppressed to protect privacy</i>					
Justice	190	31%	319	52%	104	17%
Lower WI St Riverway Bd	<i>very small agency-data suppressed to protect privacy</i>					
Military Affairs	91	22%	252	60%	74	18%
Natural Resources	570	24%	1,585	67%	213	9%
People with Disabilities Bd	<i>very small agency-data suppressed to protect privacy</i>					
Public Instruction	159	27%	338	57%	100	17%
Public Lands Board	3	33%	5	56%	1	11%
Public Service Commission	27	23%	79	66%	13	11%
Revenue	314	32%	567	57%	107	11%
Safety & Professional Services	57	27%	133	64%	18	9%
Secretary of State	<i>very small agency-data suppressed to protect privacy</i>					
State Employment Relations	14	39%	18	50%	4	11%
State Public Defender	58	25%	146	64%	25	11%
Tourism	10	42%	12	50%	2	8%
Transportation	803	24%	2,127	64%	370	11%
Treasurer	<i>very small agency-data suppressed to protect privacy</i>					
UW System	2,916	31%	5,278	56%	1,263	13%
Veterans Affairs	343	26%	733	56%	223	17%
WI Historical Society	28	24%	71	61%	17	15%
WI Technical College System	16	31%	31	60%	5	10%
Workforce Development	502	32%	897	57%	174	11%
Grand Total	11,157	28.2%	23,506	59.5%	4,848	12.3%

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

Source: PMIS, June 2014

Table 8
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2014

County	Employees Working in County	Employees Residing in County	County	Employees Working in County	Employees Residing in County
Adams	15	71	Marinette	69	65
Ashland	50	43	Marquette	12	168
Barron	70	106	Menominee	2	6
Bayfield	19	65	Milwaukee	3,422	3,206
Brown	1,161	908	Monroe	169	330
Buffalo	12	23	Oconto	10	118
Burnette	29	33	Oneida	254	251
Calumet	13	106	Outagamie	191	588
Chippewa	688	636	Ozaukee	24	183
Clark	17	93	Pepin	3	28
Columbia	391	948	Pierce	212	141
Crawford	195	168	Polk	28	41
Dane	16,502	13,021	Portage	432	564
Dodge	1,565	903	Price	35	43
Door	42	55	Racine	1,768	1,510
Douglas	294	231	Richland	29	75
Dunn	390	366	Rock	216	837
Eau Claire	933	839	Rusk	27	55
Florence	11	9	Sauk	94	96
Fond du Lac	517	1,349	Sawyer	76	519
Forest	13	15	Shawano	63	38
Grant	546	525	Sheboygan	33	67
Green	15	289	St. Croix	430	318
Green Lake	13	241	Taylor	12	46
Iowa	52	205	Trempealeau	18	103
Iron	14	23	Vernon	21	126
Jackson	356	246	Vilas	43	68
Jefferson	55	579	Walworth	515	401
Juneau	893	541	Washburn	145	133
Kenosha	275	447	Washington	77	270
Kewaunee	9	52	Waukesha	758	989
LaCrosse	609	549	Waupaca	965	721
Lafayette	16	76	Waushara	328	323
Langlade	26	32	Winnebago	2,405	2,102
Lincoln	315	261	Wood	214	231
Manitowoc	52	108	<i>Out of State</i>	12	274
Marathon	226	315			
			Totals	39,511	39,511

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

Source: PMIS, June 2014

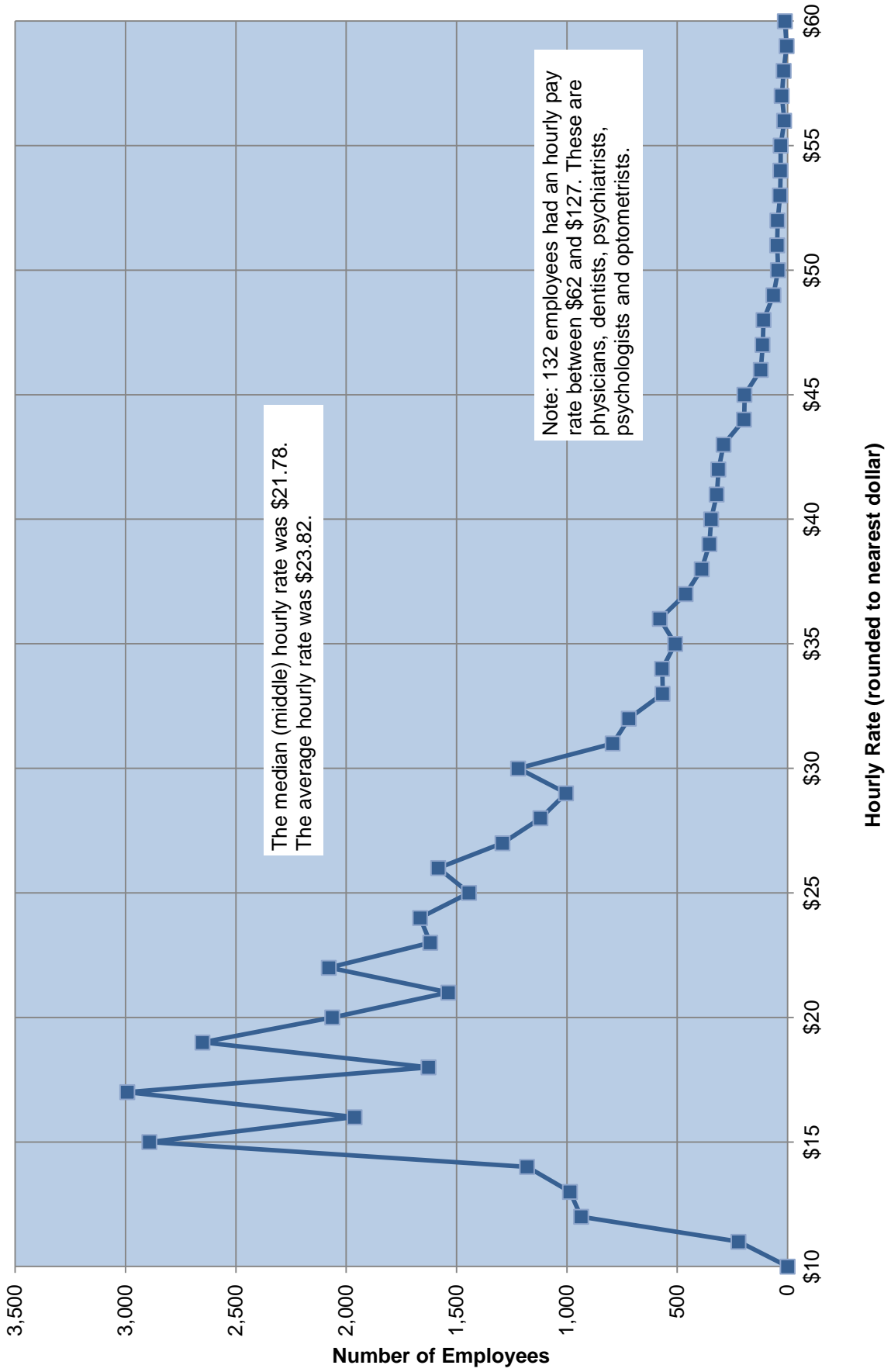
Table 9
MOST POPULOUS CLASSIFICATION TITLES -TOP 40
June 2014

Rank	Classification Title	Full Time Equivalent Employees
1.	Correctional Officer	2,990.0
2.	Correctional Sergeant	1,576.0
3.	Custodian	1,401.6
4.	Probation & Parole Agent-Senior	947.3
5.	Office Operations Associate	732.4
6.	Psychiatric Care Technician-Advanced	555.0
7.	Nurse Clinician 2	506.9
8.	University Services Prog Associate	486.5
9.	Resident Care Technician-Objective	461.8
10.	Universty Services Associate 2	410.6
11.	Psychiatric Care Technician	370.4
12.	Operations Program Associate	336.8
13.	Teacher	335.5
14.	Nursing Assistant 2	318.8
15.	Financial Specialist 3	307.4
16.	Program And Policy Analyst-Advanced	305.4
17.	Civil Engineer-Transportation-Advanced	303.6
18.	IS Technical Services Senior	295.8
19.	State Patrol Trooper	269.0
20.	IS Systems Development Services Spec	241.9
21.	Social Worker-Corrections-Senior	234.6
22.	Licensed Practical Nurse	223.6
23.	Academic Department Associate	221.7
24.	Financial Specialist Advanced	203.0
25.	IS Technical Services Specialist	201.7
26.	Income Maintenance Specialist 2	200.0
27.	Financial Specialist 2	195.0
28.	Civil Engineer-Transportation	193.0
29.	Attorney	191.9
30.t	Probation and Parole Agent	181.0
30.t	Supervising Officer 2	181.0
32.	IS Systems Development Services Senior	180.8
33.	Program Assistant Advanced Confidential	174.8
34.	Engineering Spec-Transportation-Adv 2	170.0
35.	Corrections Food Service Leader 2	169.3
36.	Financial Specialist 4	166.1
37.	Library Services Asst-Advanced	162.0
38.	Resident Care Technician-Entry	160.4
39.	Medical Program Assistant-Associate	158.7
40.	Power Plant Operator-Senior	158.0

Note: Out of 1,700 classification titles, 44% of all permanent classified employees serve in these 40 most populous titles.

Source: PMIS, June 2014

Chart 11
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2014



Source: PMIS, June 2014

Table 12
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT

Executive Branch

Employees¹ (actual headcount of workers, except budgeted fte for UW System as noted)

- 39,511 Permanent Classified Employees (*the focus of this Report*)
 - 1,454 Unclassified Employees (other than UW) including Elected Officials
(*appointees, state prosecutor & public defender attorneys, investment board, etc.*)
- 5,927 Limited Term Employees
- 703 Project Employees
- 21,898 UW System full-time-equivalent unclassified employees - budgeted for 2013-14
(*faculty, academic staff, student assistants*)

Judicial Branch

Includes only those entities with state-funded positions

Employees² (actual headcount of state-funded employees)

- 39 Supreme Court
- 77 Court of Appeals
- 556 Circuit Courts (state-funded positions, only)
- 112 Director of State Courts
- 11 State Law Library
- 29 Office of Lawyer Regulations
- 5 Board of Bar Examiners
- 2 Judicial Commission
- 1 Judicial Council

Legislative Branch

Employees³ (actual count of employees)

- 131 Elected Senators and Representatives (one vacant seat)
- 330 Assembly and Senate staff
- 42 Assembly and Senate limited term employees
- 25 Joint Legislative Council
- 81 Legislative Audit Bureau
- 30 Legislative Fiscal Bureau
- 58 Legislative Reference Bureau
- 39 Legislative Technology Services Bureau

Authorities (public, corporate bodies created for specific purposes)

Note: Authority employees are not considered state employees except for health insurance and retirement purposes.

Employees⁴

- 4 Health Insurance Risk-Sharing Plan Authority
- 8,100 University of Wisconsin Hospital & Clinics Authority
- 96 Wisconsin Economic Development Corporation (WEDC)
- 4 Wisconsin Health and Educational Facilities Authority
- 158 Wisconsin Housing and Economic Development Authority
The Aerospace, Fox River Navigational System, and Lower Fox River Remediation authorities do not employ permanent staff.

¹ June 2014; Source: DOA PMIS except 2013-14 UW System Fact Book for UW budgeted fte and student assistants

² June 2014; Source: Director of State Courts Office, except DOA PMIS for Judicial Council and Judicial Commission

³ Actual employment June 2014; Source: Senate Clerk's Office

⁴ Authorized positions; Source: 2013-2014 Blue Book, compiled by the Legislative Reference Bureau, except for the WEDC. According to the WEDC Human Resources Office, their June 2014 staffing level was at 96 FTE.

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Section 3

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

This section provides statistics for the state permanent classified workforce by the affirmative action target group categories (women, racial/ethnic minorities, and persons with disabilities), affirmative action job groups, and federal equal employment opportunity (EEO) job categories.

DID YOU KNOW . . . ?

- The percentage of racial/ethnic minorities increased every year from 2004 through 2014.
- Since 2004, the percentages of Black, Asian/Pacific Islander, and Hispanic employees have all increased, but the percentage of American Indians has decreased.
- The percentage of women in permanent classified state jobs is significantly greater than the percentage of women in the total Wisconsin labor force.
- Psychologists and Attorneys are the two job groups with the highest increase in the percentage of women from 2004 to 2014.
- The Department of Children & Families is the agency with the highest percentage of racial/ethnic minority employees, at 22.9%.
- The top three job groups with the highest minority representation are: Equal Opportunity Professionals and Supervisors (39.2%), General Laborers (31.2%) and Personal Care Aides (28.1%).
- The job group with the highest percentage of persons with disabilities (15.6%) is Inspectors & Investigators-Materials & Structures.
- Minority men are most concentrated in Service/Maintenance jobs at 10.8% of workers, while minority women are most concentrated in Paraprofessional jobs at 10.0%.
- Women hold 54.6% of EEO job category “Professional” positions.
- The percentage of Blacks in the state classified workforce significantly exceeds their estimated percentage in the Wisconsin labor force.
- The percentage of Hispanics in the state classified workforce is significantly less than their estimated percentage in the Wisconsin labor force, attributable to Hispanic men accounting for 1.3% of the classified workforce but 2.5% of the Wisconsin labor force.
- In the Eastern region of Wisconsin, the state employs more than twice as many Black women as Black men in permanent classified positions.
- The percentage of employees reporting having a disability is 4.5%.

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATISTICS AND PROGRAMS

OVERVIEW OF STATISTICS

The Office of State Employment Relations (OSER) is statutorily¹ charged with advancing and reporting on affirmative action programs to ensure that the diversity of the government’s workforce reflects the diversity of the state labor force. The tables in this section of this Report generally include data for fiscal years 2013 and 2014 and sometimes comparison with 2004. The Report complies with the annual reporting requirement to the Governor and Legislature on the state affirmative action program accomplishments.

As of June 2014, racial/ethnic minorities comprised 12.1% of the permanent classified workforce, continuing an upward trend of steady increases from a rate of 8.8% in 2004. Over the past 10 years, the largest increase in percent of total state employees has been for Blacks, who increased from 4.5% in 2004 to 5.8% in 2014. During the same 10 years, the percentage of Hispanics increased from 2.0% to 2.8%, and Asians increased 1.6% to 2.6%. The percentage of American Indians as a percentage of total state employees decreased over the same time period, while also decreasing as a percentage of the state labor force.

Another perspective can be gained by looking at employment of racial/ethnic minorities by geographical region. Wisconsin is divided into five regional recruiting areas for affirmative action purposes. (See Appendix E for a map of the regions.) Table 14 shows that in two out of the five regions, racial/ethnic minorities lagged behind their representation in the labor force availability. The exceptions are the Eastern Region where racial/ethnic minorities comprised 29.7% of the state classified workforce as compared to 21.7% in their labor force availability, the Southern region with 11.3% among classified state employees compared to 9.2% in the labor force, and the Western Region with 4.1% among classified state employees compared to 3.8% in the labor force.

Women accounted for 51.1% of the classified work force, 3.5% higher than in the state labor force (47.6%). Table 18 depicts the employment gains and losses of women by job group of 2014 as compared to 2004. Chart 19 focuses solely on the changes since 1994 and 2004 in the employment of women in 18 nontraditional² job groups. The percentage of women increased in 14 of these 18 nontraditional job groups since 2004, and in 15 of 18 since 1994.

Tables 24a through 24d document, by job group, the overall success in increasing the percentages of women and racial/ethnic minority classified employees from 2004 to 2014. Since 2004, racial/ethnic minorities have made statistically significant increase in the following job groups:

Administrative Support-General	Management Information Professionals & Supervisors
Program Support Professionals	Personal Care Aides
Claims Determinations & Collections-Professionals/Supervisors	Social Services Professionals & Supervisors

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

² This Report uses the U.S. Department of Labor definition that a nontraditional occupation is a job in which women make up less than 25% of the total number of workers. For the purpose of establishing a baseline for this Report, nontraditional occupations for women are those state employment job groups which had less than 25% women in 1990.

Fiscal & Related Professionals and Supervisors	Technicians – Health Care & Related
General Laborers	

Overall, all groups combined have a statistically significant increase over the last 10 years of 3.3%.

By contrast, Table 24 shows the continued steady decline in the employment of persons with disabilities³ over the past 10 years from 6.8% in 2004 to 4.5% of the classified workforce in 2014.

Analysis of personnel transactions by membership in an affirmative action category raises some questions. For example, as shown in Table 28, although racial/ethnic minorities comprised 18.0% of all new hires outside of the UW System in FY 2014, they accounted for 33.2% of discharges while on probation. Also, while racial/ethnic minorities comprised 12.0% of the non-UW classified workforce, they accounted for 28.2% of discharges of employees with permanent status, and 20.2% of voluntary separations. This same general pattern is identifiable in past reports going back many years. Are there shortcomings in the hiring, on-boarding, and workplace environments that can be corrected? Are minorities disproportionately hired into jobs that have a high rate of turnover, regardless of race/ethnicity?

Analysis of pay rates by demographic group is found in Tables 30 to 32. Table 30 shows the average pay rates for demographic groups. But since demographic groups may not be evenly distributed throughout occupational categories, it is important to correct for confounding variables. Table 31 shows average pay rate comparisons within eight Equal Employment Opportunity (EEO) occupational categories. Table 32 takes the analysis a step further by equalizing the effect of years of state service within each occupational group. Table 31 shows that the average pay for men and women with disabilities is first or second in four out of eight job groups. However, when correcting for experience, people with disabilities appear in the top three of any job group only twice.

OVERVIEW OF AFFIRMATIVE ACTION (AA) PROGRAMS

Affirmative Action Programs are specific employment actions designed to ensure equal opportunities, eliminate the substantial disparity between the proportion of members of racial/ethnic, gender or disabled groups in state job classification groupings and the proportion of those groups in the relevant labor pool, and eliminate the present effects of past discrimination. Division of Affirmative Action (DAA) within OSER advises and assists agencies in establishing policies and programs to ensure appropriate affirmative action/equal employment opportunity, monitors such programs, and provides support to the state council on affirmative action.

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

³ Employees with disabilities are identified through voluntary self-reporting.

percentage in the relevant labor pool (less than 80%), the job group is underutilized for racial/ethnic minorities and/or women.

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

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

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAMS

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

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

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

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

DAA Training - DAA training is a customized one hour affirmative action training program provided by OSER/DAA upon request by a state agency. The purposes of DAA training courses are to provide training to address the immediate needs of state agencies and University of Wisconsin system campuses, to assist them in becoming excellent EEO/AA and diversity

employers. DAA training on the “Essentials of an Effective AA Advisory Committee,” “Reasonable Accommodations” and “Prejudice and its Impact in the Workplace” are some of the training courses offered.

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

State Council on Affirmative Action - The State Council on Affirmative Action (SCAA), which includes individuals appointed by the Governor and legislative leaders, advises the OSER Director on state affirmative action efforts. The Council evaluates the progress of affirmative action programs throughout the civil service system, seeks compliance with state and federal regulations and recommends improvements in state affirmative action efforts as an employer. Council membership is representative of the state population. The Council holds an Annual Diversity Award program to recognize best affirmative action practices among state agencies and University of Wisconsin campuses. DAA provides support to the Council.

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

Recruitment Activity Plan (RAP) - This is a recruitment planning tool to help create a diverse, highly qualified group of affirmative action targeted applicants (racial/ethnic minorities, women and persons with disabilities) for underutilized positions. The RAP process ensures that recruitment is conducted on the broadest possible base, consistent with civil service procedures and affirmative action policies.

Employment Partnerships - OSER/DAA partners with universities, colleges, community groups, candidates and staff to find exceptional talent for Wisconsin State Government. This partnership helps to allow more women, racial/ethnic minorities, veterans and persons with disabilities to become aware of civil service jobs available in every Wisconsin county. We assist our partners by offering applicants great job opportunities, excellent pay, consistent work, courtesy, honesty and respect.

OVERVIEW OF EEO/AA REPORTS

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

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

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

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

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

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

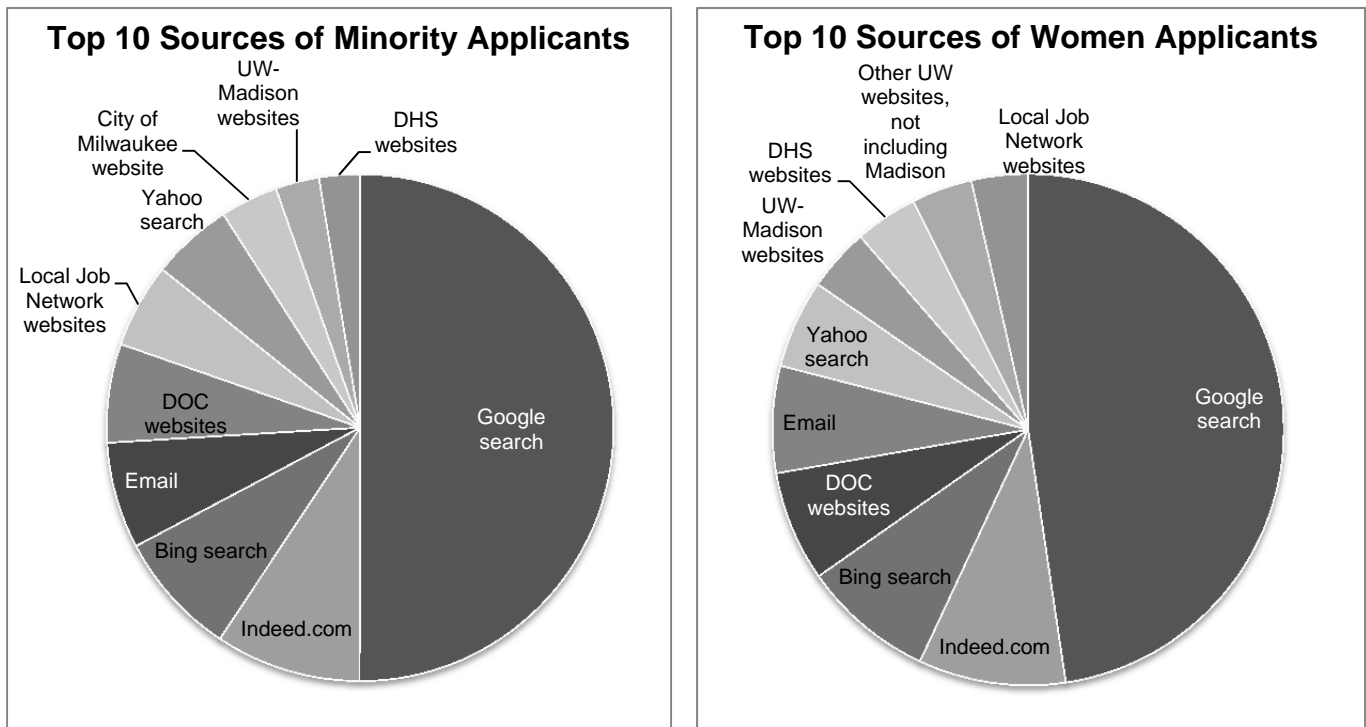
Wisconsin Works (W-2) Report - The W-2 Report summarizes the W-2 hiring data by state agency and by classification title. The data in this report is extracted from the state employment application system and Wisc.Jobs.

SOURCES OF MINORITY AND WOMEN JOB APPLICANTS

How Do Applicants Find Their Way To Wisc.Jobs?

Approximately one-third of visits to Wisc.Jobs are from applicants going directly to Wisc.Jobs or having the link to Wisc.Jobs saved in their browser favorites. The rest of applicants find their way to Wisc.Jobs by following a link in an email or on a website that takes them to a page in Wisc.Jobs. By analyzing the websites that bring applicants (including minority and women applicants) to Wisc.Jobs, the state can improve outreach efforts to these candidates.

Hundreds of websites directed applicants to Wisc.Jobs in Fiscal Year 2014. These websites are called “referral sources.” The following charts show the top 10 ways minority and women applicants got to Wisc.Jobs when they submitted an application.



Similar Applicant Patterns Across Demographic Groups

The pattern of referral sources to Wisc.Jobs is similar across all applicants regardless of race or gender. Applicants commonly find Wisc.Jobs via search engines like Google or Bing, and via state agency websites. In addition, the jobs search engine Indeed.com is a popular referral source to Wisc.Jobs for applicants of all demographic backgrounds.

An analysis of Wisc.Jobs user behavior shows that Wisc.Jobs applicants rely heavily on search engines, and search for jobs based on job location or profession rather than by their own demographic characteristics. For example, while over 600,000 visits were received from Google.com in Fiscal Year 2014, by contrast all websites with the word “Diversity” in the name (MadisonDiversity.com, DiversityWorking.com, etc.) referred fewer than 100 total combined visits to Wisc.Jobs. This suggests that future affirmative action recruiting efforts could be more efficient with a focus on advertising with vendors that have shown success in bringing diverse applicants to Wisc.Jobs.

Table 13a
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2013 and June 2014

Agency	Year	Count of Employees	Women		Total Racial/Ethnic Minorities				Racial/Ethnic Minorities ¹				Hispanics		Persons with Disabilities ²		Persons with Severe Disabilities	
			#	%	#	%	American Indians	Asians	Blacks	Hispanics	#	%	#	%	#	%	#	%
Administration	2014	827	306	37.0%	65	7.9%	5	0.6%	19	2.3%	25	3.0%	16	1.9%	73	8.8%	28	3.4%
	2013	823	317	38.5%	62	7.5%	6	0.7%	16	1.9%	23	2.8%	17	2.1%	75	9.1%	29	3.5%
Ag, Trade & Consumer Prot	2014	557	268	48.1%	27	4.8%	2	0.4%	15	2.7%	6	1.1%	4	0.7%	60	10.8%	9	1.6%
	2013	498	238	47.8%	22	4.4%	1	0.2%	13	2.6%	3	0.6%	5	1.0%	55	11.0%	10	2.0%
Bd on Aging & Long Term Care	2014	36	27	75.0%	2	5.6%	0	0.0%	2	5.6%	0	0.0%	0	0.0%	1	2.8%	0	0.0%
	2013	35	27	77.1%	1	2.9%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	1	2.9%	0	0.0%
Children & Families	2014	707	552	78.1%	162	22.9%	4	0.6%	29	4.1%	108	15.3%	21	3.0%	41	5.8%	6	0.8%
	2013	656	507	77.3%	141	21.5%	2	0.3%	33	5.0%	89	13.6%	17	2.6%	45	6.9%	7	1.1%
Office of Commiss of Insurance	2014	146	79	54.1%	21	14.4%	3	2.1%	10	6.8%	4	2.7%	4	2.7%	13	8.9%	4	2.7%
	2013	140	80	57.1%	18	12.9%	3	2.1%	8	5.7%	3	2.1%	4	2.9%	13	9.3%	4	2.9%
Corrections	2014	9,521	3,916	41.1%	926	9.7%	58	0.6%	94	1.0%	525	5.5%	249	2.6%	267	2.8%	33	0.3%
	2013	9,482	3,931	41.5%	909	9.6%	59	0.6%	79	0.8%	531	5.6%	240	2.5%	279	2.9%	1	0.4%
Educational Comm Board	2014	39	9	23.1%	2	5.1%	0	0.0%	0	0.0%	2	5.1%	0	0.0%	4	10.3%	4	10.3%
	2013	41	11	26.8%	2	4.9%	0	0.0%	0	0.0%	2	4.9%	0	0.0%	4	9.8%	4	9.8%
Employee Trust Funds	2014	246	148	60.2%	31	12.6%	1	0.4%	14	5.7%	12	4.9%	4	1.6%	22	8.9%	10	4.1%
	2013	242	145	59.9%	34	14.0%	1	0.4%	14	5.8%	14	5.8%	5	2.1%	26	10.7%	11	4.5%
Employment Relations Comm	2014	6	3	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2013	8	3	37.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%
Financial Institutions	2014	123	66	53.7%	11	8.9%	1	0.8%	3	2.4%	6	4.9%	1	0.8%	5	4.1%	2	1.6%
	2013	120	69	57.5%	9	7.5%	1	0.8%	1	0.8%	6	5.0%	1	0.8%	5	4.2%	2	1.7%
Government Accountability Bd	2014	31	12	38.7%	1	3.2%	1	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2013	28	12	42.9%	3	10.7%	1	3.6%	0	0.0%	1	3.6%	0	0.0%	0	0.0%	0	0.0%
Health Services	2014	5,848	3,822	65.4%	1,132	19.4%	33	0.6%	232	4.0%	695	11.9%	172	2.9%	128	2.2%	27	0.5%
	2013	5,657	3,741	66.1%	1,057	18.7%	27	0.5%	210	3.7%	669	11.8%	151	2.7%	123	2.2%	26	0.5%
Higher Education Aids Bd	2014	8	7	87.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%
	2013	8	7	87.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%
Justice	2014	613	354	57.7%	57	9.3%	4	0.7%	11	1.8%	23	3.8%	19	3.1%	22	3.6%	2	0.3%
	2013	558	317	56.8%	52	9.3%	4	0.7%	10	1.8%	20	3.6%	18	3.2%	17	3.0%	2	0.4%
Lower WI St Riverway Bd	2014	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%
	2013	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%
Military Affairs	2014	417	107	25.7%	16	3.8%	2	0.5%	5	1.2%	3	0.7%	6	1.4%	41	9.8%	3	0.7%
	2013	398	101	25.4%	13	3.3%	1	0.3%	2	0.5%	3	0.8%	7	1.8%	46	11.6%	3	0.8%

**Table 13b
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2013 and June 2014**

Agency	Year	Count of Employees	Women # %	Total Racial/ Ethnic		Racial/Ethnic Minorities ¹						Persons with Disabilities ² # %	Persons with Severe Disabilities # %
				# %	%	American Indians # %	Asians # %	Blacks # %	Hispanics # %				
Natural Resources	2014	2,368	766 33.2%	117 4.9%	19 0.8%	39 1.6%	30 1.3%	29 1.2%	78 3.3%	1 0.7%			
	2013	2,308	766 33.2%	119 5.2%	20 0.9%	39 1.7%	33 1.4%	27 1.2%	88 3.8%	1 0.0%			
People with Disabilities Bd	2014	6	5 83.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
	2013	6	4 66.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
Public Instruction	2014	597	413 69.2%	54 9.0%	3 0.5%	15 2.5%	24 4.0%	12 2.0%	80 13.4%	1 0.2%			
	2013	573	399 69.6%	50 8.7%	3 0.5%	13 2.3%	22 3.8%	12 2.1%	70 12.2%	1 0.2%			
Public Lands Board	2014	9	3 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
	2013	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%			
Public Service Commission	2014	119	55 46.2%	12 10.1%	0 0.0%	8 6.7%	2 1.7%	2 1.7%	4 3.4%	3 2.5%			
	2013	113	54 47.8%	10 8.8%	0 0.0%	7 6.2%	0 0.0%	3 2.7%	4 3.5%	2 1.8%			
Revenue	2014	988	508 51.4%	117 11.8%	4 0.4%	36 3.6%	55 5.6%	22 2.2%	89 9.0%	26 2.6%			
	2013	933	482 51.7%	103 11.0%	2 0.2%	32 3.4%	52 5.6%	17 1.8%	96 10.3%	30 3.2%			
Safety & Professional Services	2014	208	108 51.9%	18 8.7%	3 1.4%	3 1.4%	8 3.8%	4 1.9%	23 11.1%	3 1.4%			
	2013	262	126 48.1%	24 9.2%	3 1.1%	8 3.1%	10 3.8%	3 1.1%	41 15.6%	8 3.1%			
Secretary of State	2014	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
	2013	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
State Employment Relations	2014	36	25 69.4%	7 19.4%	0 0.0%	1 2.8%	4 11.1%	2 5.6%	3 8.3%	1 2.8%			
	2013	37	27 73.0%	7 18.9%	0 0.0%	2 5.4%	3 8.1%	2 5.4%	3 8.1%	1 2.7%			
State Public Defender	2014	229	178 77.7%	32 14.0%	1 0.4%	2 0.9%	15 6.6%	14 6.1%	11 4.8%	0 0.0%			
	2013	235	185 78.7%	35 14.9%	2 0.9%	3 1.3%	17 7.2%	13 5.5%	13 5.5%	0 0.0%			
Tourism	2014	24	14 58.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
	2013	22	13 59.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
Transportation	2014	3,300	1,262 38.2%	370 11.2%	34 1.0%	95 2.9%	146 4.4%	95 2.9%	155 4.7%	19 0.6%			
	2013	3,100	1,225 39.5%	333 10.7%	33 1.1%	82 2.6%	132 4.3%	86 2.8%	177 5.7%	20 0.6%			
Treasurer	2014	2	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%			
	2013	8	6 75.0%	1 12.5%	0 0.0%	0 0.0%	1 12.5%	0 0.0%	0 0.0%	0 0.0%			
UW 2-Year Campuses	2014	198	107 54.0%	9 4.5%	1 0.5%	4 2.0%	0 0.0%	4 2.0%	6 3.0%	0 0.0%			
	2013	232	118 50.9%	11 4.7%	1 0.4%	5 2.2%	1 0.4%	4 1.7%	5 2.2%	0 0.0%			
UW Eau Claire	2014	399	233 58.4%	9 2.3%	1 0.3%	6 1.5%	0 0.0%	2 0.5%	9 4.2%	0 0.0%			
	2013	381	225 59.1%	9 2.4%	1 0.3%	6 1.6%	0 0.0%	2 0.5%	9 4.1%	0 0.0%			
UW Extension	2014	206	106 51.5%	20 9.7%	0 0.0%	5 2.4%	7 3.4%	8 3.9%	6 10.0%	0 0.0%			
	2013	209	110 52.6%	19 9.1%	0 0.0%	5 2.4%	8 3.8%	6 2.9%	7 12.1%	0 0.0%			
UW Green Bay	2014	197	112 56.9%	8 4.1%	2 1.0%	2 1.0%	0 0.0%	4 2.0%	3 2.8%	1 0.7%			
	2013	200	110 55.0%	8 4.0%	2 1.0%	2 1.0%	0 0.0%	4 2.0%	4 2.0%	1 0.7%			

Table 13c
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2013 and June 2014

Agency	Year	Count of Employees	Women		Total Racial/Ethnic Minorities						Racial/Ethnic Minorities ¹						Persons with Disabilities ²		Persons with Severe Disabilities	
			#	%	#	%	American Indians	Blacks	Hispanics	Asians	Blacks	Hispanics	Asians	Blacks	Hispanics	#	%	#	%	
UW La Crosse	2014	354	166	46.9%	30	8.5%	2	0.6%	24	6.8%	2	0.6%	2	0.6%	7	2.6%	1	0.4%		
	2013	345	161	46.7%	24	7.0%	2	0.6%	20	5.8%	1	0.3%	1	0.3%	6	2.4%	0	0.0%		
UW Madison	2014	4,740	2,400	50.6%	625	13.2%	13	0.3%	217	4.6%	142	3.0%	253	5.3%	104	3.0%	4	0.1%		
	2013	4,834	2,490	51.5%	582	12.0%	16	0.3%	199	4.1%	127	2.6%	240	5.0%	95	2.8%	5	0.2%		
UW Milwaukee	2014	956	477	49.9%	255	26.7%	9	0.9%	22	2.3%	182	19.0%	42	4.4%	26	3.8%	8	1.2%		
	2013	946	468	49.5%	232	24.5%	10	1.1%	20	2.1%	168	17.8%	34	3.6%	27	3.2%	6	0.9%		
UW Oshkosh	2014	371	230	62.0%	15	4.0%	0	0.0%	10	2.7%	1	0.3%	4	1.1%	8	4.2%	0	0.0%		
	2013	373	228	61.1%	12	3.2%	0	0.0%	7	1.9%	1	0.3%	4	1.1%	7	3.7%	0	0.0%		
UW Parkside	2014	157	91	58.0%	24	15.3%	1	0.6%	3	1.9%	12	7.6%	8	5.1%	0	0.0%	0	0.0%		
	2013	164	96	58.5%	30	18.3%	0	0.0%	5	3.0%	13	7.9%	12	7.3%	0	0.0%	0	0.0%		
UW Platteville	2014	288	161	55.9%	9	3.1%	1	0.3%	2	0.7%	3	1.0%	3	1.0%	4	1.6%	0	0.0%		
	2013	291	158	54.3%	8	2.7%	1	0.3%	2	0.7%	3	1.0%	2	0.7%	6	2.5%	0	0.0%		
UW River Falls	2014	200	114	57.0%	5	2.5%	0	0.0%	0	0.0%	1	0.5%	4	2.0%	10	7.8%	0	0.0%		
	2013	201	107	53.2%	6	3.0%	0	0.0%	1	0.5%	4	2.0%	4	2.0%	9	7.0%	0	0.0%		
UW Stevens Point	2014	376	216	57.4%	15	4.0%	2	0.5%	4	1.1%	1	0.3%	8	2.1%	13	4.5%	1	0.4%		
	2013	348	193	55.5%	17	4.9%	2	0.6%	4	1.1%	2	0.6%	9	2.6%	11	3.9%	1	0.4%		
UW Stout	2014	359	229	63.8%	17	4.7%	5	1.4%	4	1.1%	4	1.1%	4	1.1%	15	5.6%	0	0.0%		
	2013	361	234	64.8%	18	5.0%	5	1.4%	6	1.7%	3	0.8%	4	1.1%	19	6.6%	0	0.0%		
UW Superior	2014	133	67	50.4%	7	5.3%	4	3.0%	1	0.8%	1	0.8%	1	0.8%	4	4.3%	0	0.0%		
	2013	142	72	50.7%	7	4.9%	4	2.8%	1	0.7%	1	0.7%	1	0.7%	5	5.0%	0	0.0%		
UW System Administration	2014	180	101	56.1%	9	5.0%	0	0.0%	6	3.3%	2	1.1%	1	0.6%	2	1.6%	0	0.0%		
	2013	103	64	62.1%	6	5.8%	0	0.0%	4	3.9%	2	1.9%	0	0.0%	1	1.5%	0	0.0%		
UW Whitewater	2014	343	193	56.3%	9	2.6%	2	0.6%	2	0.6%	2	0.6%	3	0.9%	11	4.9%	1	0.4%		
	2013	338	191	56.5%	7	2.1%	2	0.6%	2	0.6%	0	0.0%	3	0.9%	12	4.5%	2	0.9%		
Veterans Affairs	2014	1,299	1,040	80.1%	129	9.9%	5	0.4%	19	1.5%	77	5.9%	28	2.2%	115	8.9%	28	2.2%		
	2013	1,208	969	80.2%	130	10.8%	5	0.4%	18	1.5%	77	6.4%	30	2.5%	120	9.9%	28	2.3%		
WI Historical Society	2014	116	61	52.6%	2	1.7%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	1	0.9%	1	0.9%		
	2013	115	58	50.4%	2	1.7%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	1	0.9%	1	0.9%		
WI Technical College System	2014	52	35	67.3%	4	7.7%	0	0.0%	0	0.0%	1	1.9%	3	5.8%	2	3.8%	0	0.0%		
	2013	53	33	62.3%	4	7.5%	0	0.0%	0	0.0%	1	1.9%	3	5.7%	2	3.8%	0	0.0%		
Workforce Development	2014	1,573	1,017	64.7%	289	18.4%	10	0.6%	56	3.6%	159	10.1%	64	4.1%	167	10.6%	35	2.2%		
	2013	1,539	986	64.1%	280	18.2%	9	0.6%	53	3.4%	149	9.7%	69	4.5%	166	10.8%	38	2.5%		
Classified Employee Total	2014	39,511	20,194	51.1%	4,734	12.1%	237	0.6%	1,020	2.6%	2,291	5.8%	1,122	2.8%	1,635	4.5%	262	0.7%		
	2013	38,685	19,869	51.4%	4,469	11.8%	230	0.6%	933	2.4%	2,193	5.7%	1,061	2.7%	1,695	4.8%	282	0.8%		

Note. Racial/ethnic and disability data is incomplete for UW System employees: racial/ethnic data was not available for 5.2% employees, and disability data was not available for 30.6% employees. Percentage calculations in this table are based only on those employees whose status is known.

¹Total racial/ethnic minorities includes 52 employees in 2013 and 64 employees in 2014 not counted in any of the four minority categories listed in this table (American Indian, Asian/Pacific Islander, Black, Hispanic). UW System uses a racial/coding ethnic system with six minority categories, including a category for "mixed" descent. Except for the mixed descent employees, it was possible to place UW employees within the state's four racial/ethnic minority categories.

²Disabled includes both persons with severe and non-severe disabilities. Disabilities are voluntarily self-reported.
Source: PMIS, June 2014, June 2013

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

Region	Total Minorities ¹			Blacks			Asian/Pacific Islanders			American Indians			Hispanics		
	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men
Northern															
# Minorities	48	18	30	6	3	3	10	4	6	19	6	13	13	5	8
% Minorities	3.4%	1.3%	2.1%	0.4%	0.2%	0.2%	0.7%	0.3%	0.4%	1.4%	0.4%	0.9%	0.9%	0.4%	0.6%
Est. % in Labor Force	6.2%	3.1%	3.1%	0.3%	0.1%	0.1%	0.4%	0.3%	0.2%	3.6%	1.8%	1.9%	1.0%	0.4%	0.5%
Total Employees	1,402														
Central															
# Minorities	375	187	188	69	28	41	114	65	49	58	23	35	131	70	61
% Minorities	5.0%	2.5%	2.5%	0.9%	0.4%	0.5%	1.5%	0.9%	0.6%	0.8%	0.3%	0.5%	1.7%	0.9%	0.8%
Est. % in Labor Force	6.5%	2.8%	3.6%	0.6%	0.2%	0.4%	1.8%	0.8%	1.0%	0.9%	0.4%	0.5%	2.5%	1.0%	1.5%
Total Employees	7,550														
Eastern															
# Minorities	2,018	1,322	696	1,417	981	436	152	83	69	45	22	23	386	225	161
% Minorities	29.7%	19.4%	10.2%	20.8%	14.4%	6.4%	2.2%	1.2%	1.0%	0.7%	0.3%	0.3%	5.7%	3.3%	2.4%
Est. % in Labor Force	21.7%	10.7%	11.0%	11.0%	6.2%	4.7%	2.2%	1.0%	1.2%	0.4%	0.2%	0.2%	7.3%	2.9%	4.4%
Total Employees	6,802														
Southern															
# Minorities	2,098	1,115	983	768	394	374	662	383	279	82	41	41	546	273	273
% Minorities	11.3%	6.0%	5.3%	4.1%	2.1%	2.0%	3.6%	2.1%	1.5%	0.4%	0.2%	0.2%	2.9%	1.5%	1.5%
Est. % in Labor Force	9.2%	4.0%	5.2%	2.2%	1.0%	1.2%	2.0%	0.9%	1.1%	0.2%	0.1%	0.1%	3.8%	1.4%	2.4%
Total Employees	18,622														
Western															
# Minorities	192	82	110	29	4	25	82	34	48	33	14	19	45	28	17
% Minorities	4.1%	1.7%	2.3%	0.6%	0.1%	0.5%	1.7%	0.7%	1.0%	0.7%	0.3%	0.4%	1.0%	0.6%	0.4%
Est. % in Labor Force	3.8%	1.7%	2.0%	0.5%	0.2%	0.3%	1.2%	0.6%	0.6%	0.5%	0.3%	0.3%	1.1%	0.5%	0.6%
Total Employees	4,688														
All Regions Total															
Total Minorities	4,731	2,724	2,007	2,289	1,410	879	1,020	569	451	237	106	131	1,121	601	520
% Minorities	12.1%	7.0%	5.1%	5.9%	3.6%	2.3%	2.6%	1.5%	1.2%	0.6%	0.3%	0.3%	2.9%	1.5%	1.3%
Est. % in Labor Force	11.9%	5.7%	6.2%	4.5%	2.5%	2.0%	1.8%	0.8%	1.0%	0.7%	0.3%	0.3%	4.1%	1.6%	2.5%
Total Employees	39,064														

Note: This table excludes 435 employees for whom race/ethnicity is not recorded, and 12 employees working out of state. For Wisconsin Regional Map, see Appendix E.

¹ "Total Minorities" includes the four racial/ethnic groups reported in this table, plus persons who identify themselves as "other race" or "two or more races."

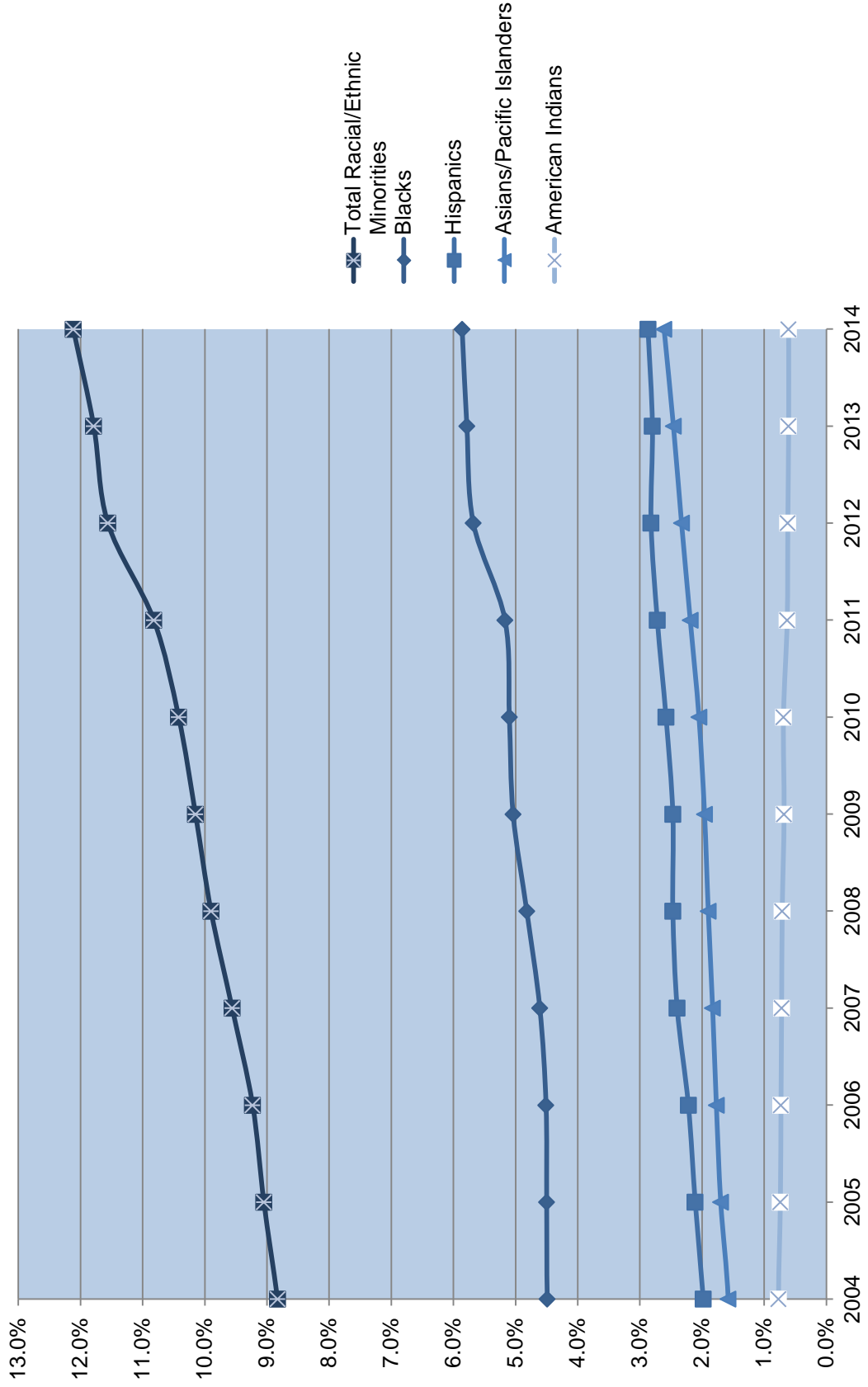
The categories of "other race" and "two or more races" are used in census reporting but are not used for state government employee EEO reporting, except by UW System.

Racial/ethnic data was missing for about 5.2% of UW System classified employees. Percentage calculations in this table are based only on employees whose race/ethnicity is recorded.

Slight percentage differences between this table, Table 13, and Table 16 result from 12 "out of state" employees excluded from the calculations of data in this table.

Sources: Permanent classified state employee data from PMIS, June 2014; WI Labor Force data estimates for 2012-2013 from the Department of Workforce Development, Office of Economic Advisors

Chart 15
RACIAL/ETHNIC MINORITY EMPLOYMENT TRENDS: 2004-2014
Percentage of Permanent Classified Workforce



Source: PMIS, June of each year

Table 16
AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION: 2014 and 2004
Permanent Classified Employees

Affirmative Action Group	Count of State Employees	Percent of Total State Employees	Percent of State Labor Force ¹	Percent of State Population
All Racial / Ethnic Minorities²				
2014	4,731	12.1%	11.9%	14.7%
2004	3,573	8.8%*	10.8%*	12.3%
Blacks				
2014	2,289	5.8%*	4.5%*	5.6%
2004	1,818	4.5%	4.2%	5.3%
Hispanics				
2014	1,121	2.8%*	4.1%*	4.9%
2004	801	2.0%*	3.4%*	3.6%
Asians / Pacific Islanders				
2014	1,020	2.6%	1.8%	2.1%
2004	641	1.6%	1.3%	1.6%
American Indians / Alaska Natives				
2014	237	0.6%	0.7%	0.8%
2004	313	0.8%	0.9%	0.8%
Females				
2014	20,194	51.1%*	47.6%*	50.3%
2004	20,703	51.2%*	47.4%*	50.7%
Total Persons with Disabilities³				
2014	na ⁴	4.5%	na	na
2004	2,771	6.8%	na	na

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

¹ Labor Force represents all persons 16 years of age and older, who are either employed or unemployed and looking for work. Racial/Ethnic minority percentages in the labor force are estimates projected forward from the 2000 census and 2007 American Community Survey.

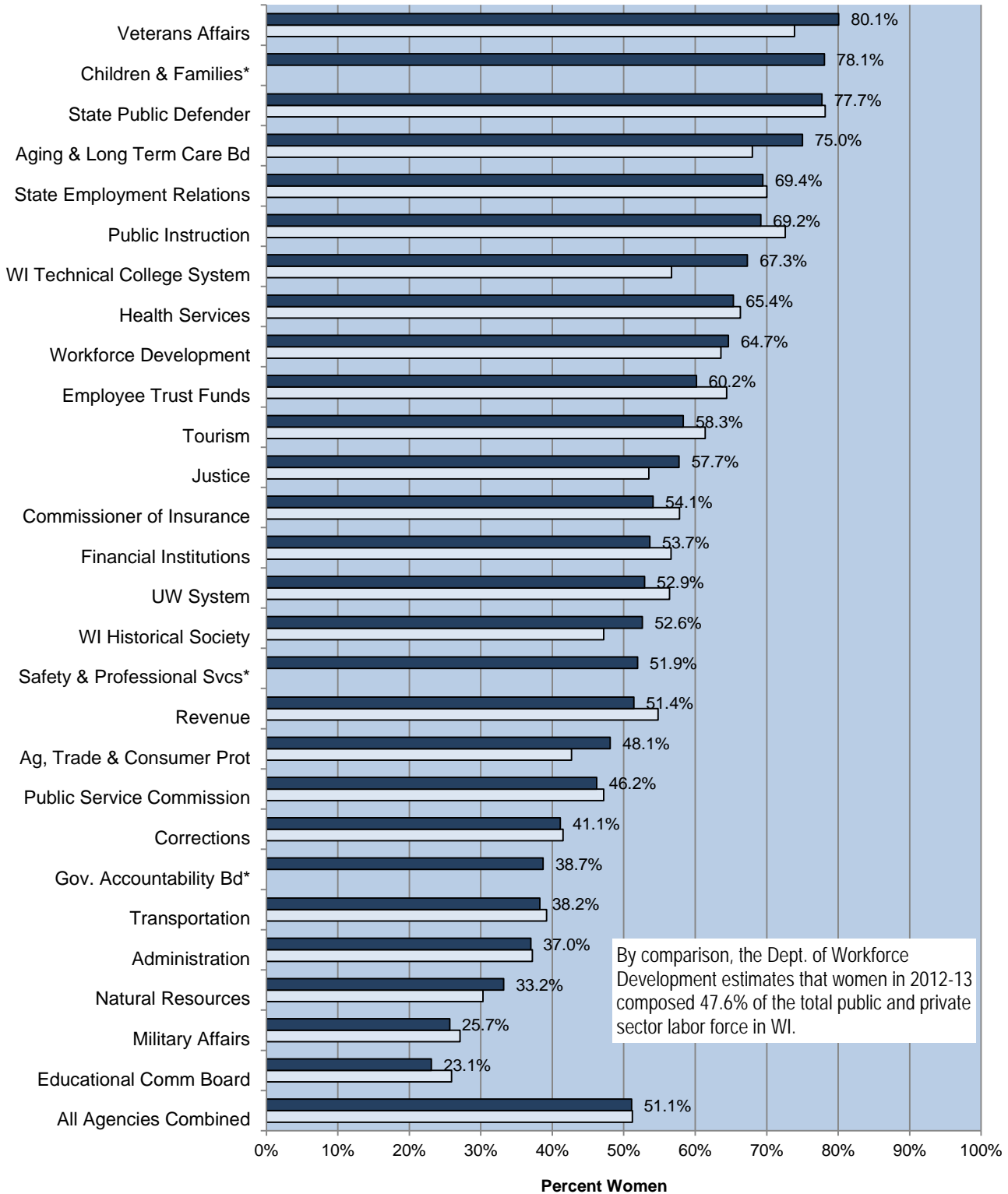
² The totals for "All Racial and Ethnic Minorities" for the state labor force and state population are greater than the sum of the four racial/ethnic categories used by state government and listed in this table. "Other race" and "two or more races" are categories used in census data but not in the executive branch of state government.

³ Total persons with disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported.

⁴ Disability information was not indicated for about one-third of UW System employees. The percentage of 4.5% is for employees with disability data available; applied to all classified employees, the result would be an estimated 1,778 employees with disabilities.

Sources: Permanent classified state employee data is compiled by the Division of Affirmative Action for June of each year from PMIS. State population and workforce estimates are compiled by the Dep't of Workforce Development.

Chart 17
PERCENTAGE OF WOMEN BY AGENCY: 2014 and 2004
Permanent Classified Employees
Agencies with at least 20 employees



*Children & Families, Safety & Professional Services, and Government Accountability Board did not exist in 2004.

■ 2014 □ 2004

Table 18
TEN-YEAR INCREASE IN PERCENTAGE OF WOMEN BY JOB GROUP
Sorted by Percentage Change in Women

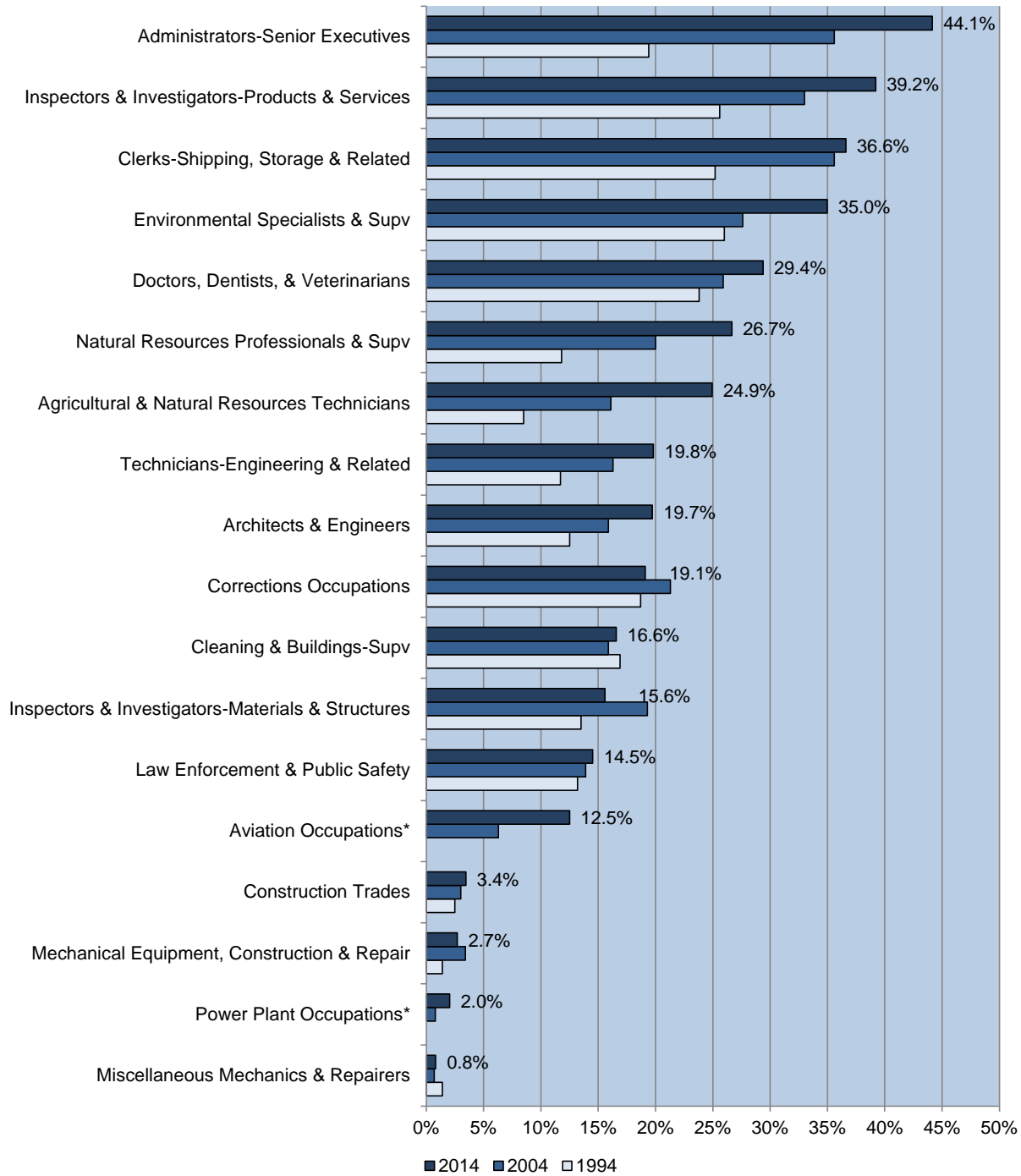
Job Group	Increase¹ in Percentage of Women in Job Group Since 2004	Percentage of Women in Job Group in June 2014	Increase in Count of Women in Job Group Since 2004
Psychologists	*20.1%	62%	82
Attorneys	*15.1%	49%	40
Agricultural & Natural Resources Technicians	*8.9%	25%	34
Science Professionals & Supv	8.7%	56%	79
Administrators-Senior Executives	*8.6%	44%	54
Social Services Professionals & Supv	*7.7%	72%	411
Administrators-Others	7.4%	56%	48
Environmental Specialists & Supv	7.3%	35%	27
Health Therapists	7.0%	89%	-1
Natural Resources Professionals & Supv	6.7%	27%	39
Fiscal & Related Professionals & Supv	*6.5%	58%	237
Inspectors & Investigators-Products & Services	6.3%	39%	1
Aviation Occupations	6.3%	13%	1
Human Resources Professionals & Supv	6.1%	71%	9
Laboratory Technicians	5.9%	72%	-8
General Laborers	*5.3%	36%	108
Real Estate Technicians, Professionals & Supv	5.2%	49%	-4
Personal Care Aides	*4.1%	83%	-313
Program Support Professionals & Supv	3.9%	67%	148
Teachers & Education Professionals & Supv	3.9%	59%	-36
Architects & Engineers	3.8%	20%	82
Technicians-Engineering & Related	3.6%	20%	-28
Claims Determination & Collections-Prof/Supv	3.3%	72%	49
Librarians, Archivists, & Curators	2.9%	58%	-8
Equal Opportunity Professionals & Supv	2.8%	62%	1
Doctors, Dentists, & Veterinarians	2.6%	29%	1
Planning & Research Professionals & Supv	2.2%	57%	59
Public Information & Media Professionals & Supv	1.5%	66%	23
Power Plant Occupations	1.3%	2%	3
Clerks - Shipping, Storage & Related	1.0%	37%	-23
Cleaning & Buildings-Supv	0.8%	17%	14
Law Enforcement & Public Safety	0.6%	15%	11
Patient Care Professionals & Supv	0.5%	85%	127
Construction Trades	0.5%	3%	1
Miscellaneous Mechanics & Repairers	0.1%	1%	1
Mechanical Equipment, Construction & Repair	-0.7%	3%	-11
Dietitians & Nutritionists	-1.3%	91%	13
Seamstress & Upholsterers	-1.4%	79%	-1
Administrative Support-Fiscal	-1.5%	82%	-117
Food Production & Food Service	-1.7%	58%	3
Corrections Occupations	-2.1%	19%	-110
Management Information Technicians	-3.2%	57%	-78
Administrative Support-General	*-3.4%	83%	-672
Technicians-Health Care & Related	-3.6%	60%	289
Inspectors & Investigators-Materials & Structures	-3.7%	16%	-5
Communication Equipment Operators	-4.8%	69%	-6
General Clerical Occupations	*-5.0%	88%	-976
Management Information Professionals & Supv	*-5.5%	32%	-60
Purchasing Professionals & Supv	-5.5%	57%	-32
Media Technicians	-8.6%	31%	-14

¹Calculated by taking the percentage of women in 2014 and subtracting the percentage of women in 2004.

*Statistically significant change in percentage from 2004 to 2014 at p<.05. See Appendix C for technical notes.

Source: PMIS, Permanent Classified Employees, June 2014 and June 2004

Chart 19
PERCENTAGE OF WOMEN IN NONTRADITIONAL JOBS FOR WOMEN
2014 Compared with 2004 and 1994
Permanent Classified Employees



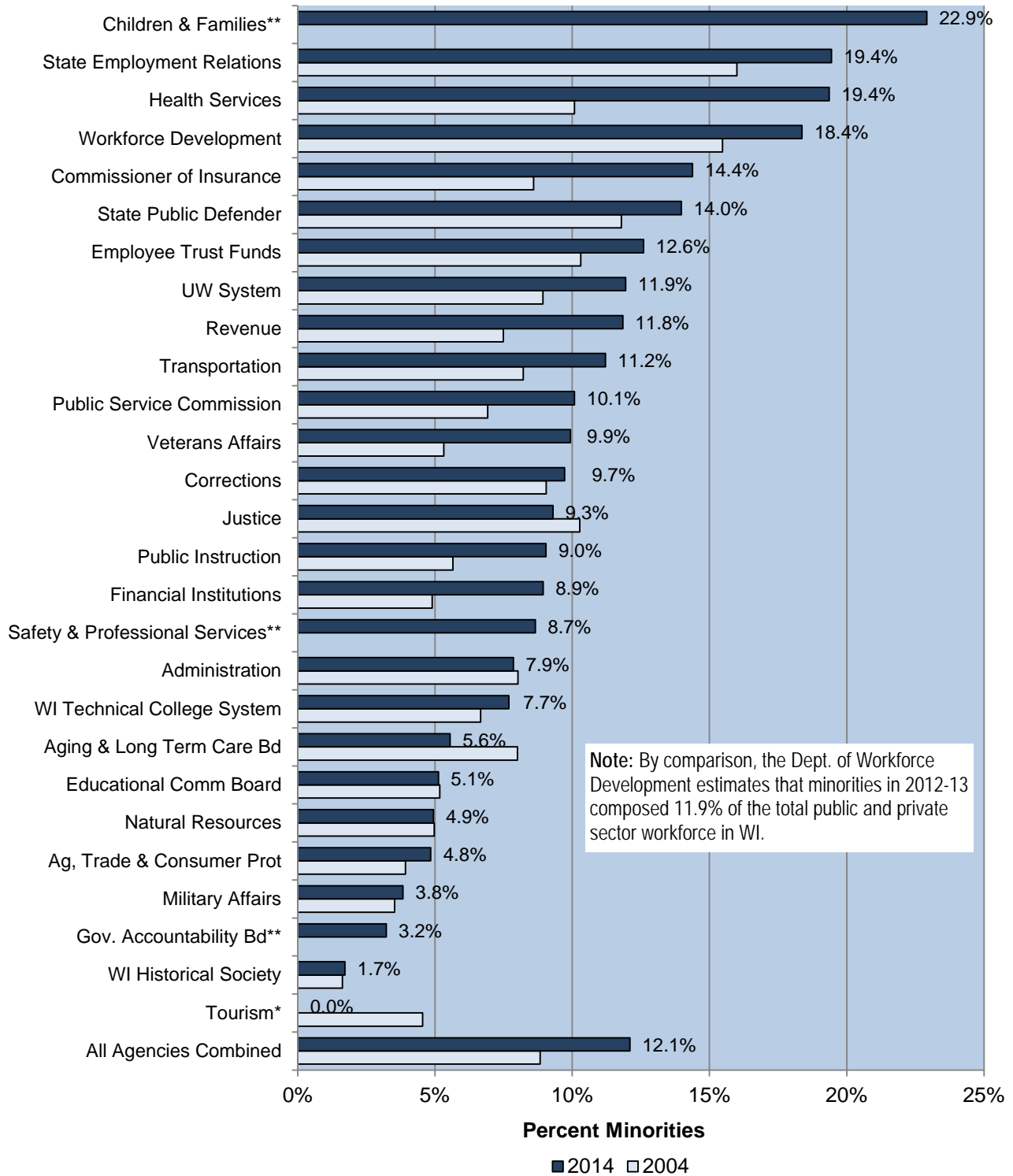
Source: PMIS, June 2014, 2003-2004 Affirmative Action Report, 1993-1994 Affirmative Action Report

*Less than 0.5% of Powerplant and Aviation Occupations were populated by women in 1994.

Defining nontraditional jobs for women

The U.S. Department of Labor defines nontraditional occupations for women as those jobs in which women make up less than 25% of the total number of workers. For the purpose of establishing a baseline for this report, nontraditional occupations for women are those state employment job groups which had less than 25% women in 1990.

Chart 20
PERCENTAGE OF RACIAL/ETHNIC MINORITIES BY AGENCY: 2014 and 2004
Permanent Classified Employees
Agencies with at least 20 employees

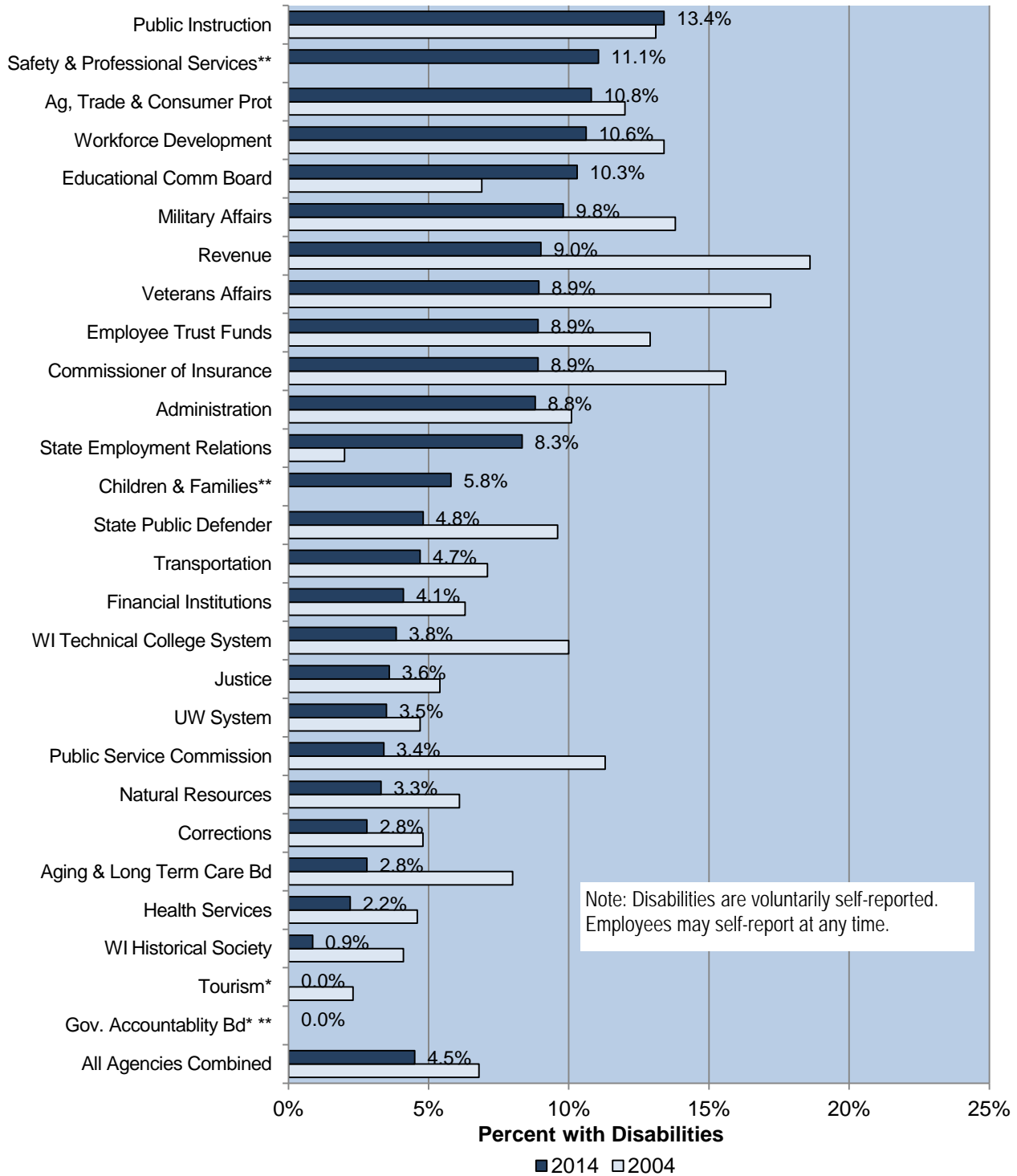


* The department of Tourism did not have any minorities employed on the June 2014 PMIS report.

**Children & Families, Government Accountability Board, and Safety & Professional Services did not exist in 2004.

Sources: PMIS, June 2014, June 2004

Chart 21
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2014 and 2004
Permanent Classified Employees
Agencies with at least 20 employees



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

* The department of Tourism and Government Accountability Bd. did not have any persons with disabilities employed on the June 2014 PMIS report.

**Children & Families, Government Accountability Board, and Safety & Professional Services did not exist in 2004.

Sources: PMIS, June 2014, June 2004

Table 22
RANKING AGENCIES ON RACIAL/ETHNIC MINORITY EMPLOYMENT: 2013-2014
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2013 Rank	Total Minorities	% Minorities
Children & Families	1	141	21.5%
Health Services	2	1,057	18.7%
Workforce Development	3	280	18.2%
UW System*	4	1,048	11.1%
Revenue	5	103	11.0%
Transportation	6	333	10.7%
Veterans Affairs	7	130	10.8%
Corrections	8	909	9.6%
Justice	9	52	9.3%
Public Instruction	10	50	8.7%
Administration	11	62	7.5%
Natural Resources	12	119	5.2%

Agency	2014 Rank	Total Minorities	% Minorities	Net % Change
Children & Families	1	162	22.9%	1.4%
Health Services	2	1,132	19.4%	0.7%
Workforce Development	3	289	18.4%	0.2%
UW System*	4	1,130	11.9%	0.9%
Revenue	5	117	11.8%	0.8%
Transportation	6	370	11.2%	0.5%
Veterans Affairs	7	129	9.9%	-0.8%
Corrections	8	926	9.7%	0.1%
Justice	9	57	9.3%	0.0%
Public Instruction	10	54	9.0%	0.3%
Administration	11	65	7.9%	0.3%
Natural Resources	12	117	4.9%	-0.2%
Ag, Trade and Consumer Prct	13	27	4.8%	0.4%

*Racial/Ethnic minority data was not available for all UW System employees. The percentage of minorities is calculated only for employees with available data.

Medium Agencies (100-499 employees)

Agency	2013 Rank	Total Minorities	% Minorities
State Public Defender	1	35	14.9%
Employee Trust Funds	2	34	14.0%
Commissioner of Insurance	3	18	12.9%
Safety & Professional Services	4	24	9.2%
Public Service Commission	5	10	8.8%
Financial Institutions	6	9	7.5%
Ag, Trade & Consumer Prot	7	22	4.4%
Military Affairs	8	13	3.3%
WI Historical Society	9	2	1.7%

Agency	2014 Rank	Total Minorities	% Minorities	Net % Change
Commissioner of Insurance	1	21	14.4%	1.5%
State Public Defender	2	32	14.0%	-0.9%
Employee Trust Funds	3	31	12.6%	-1.4%
Public Service Commission	4	12	10.1%	1.2%
Financial Institutions	5	11	8.9%	1.4%
Safety & Professional Services	6	18	8.7%	-0.5%
Military Affairs	7	16	3.8%	0.6%
WI Historical Society	8	2	1.7%	0.0%

Small Agencies (15-99 employees)

Agency	2013 Rank	Total Minorities	% Minorities
State Employment Relations	1	7	18.9%
WI Technical College System	2	4	7.5%
Educational Comm Board	3	2	4.9%
Aging & Long Term Care Bd	4	1	2.9%
Government Accountability Bd	5	3	10.7%
Tourism	6	0	0.0%

Agency	2014 Rank	Total Minorities	% Minorities	Net % Change
State Employment Relations	1	7	19.4%	0.5%
WI Technical College System	2	4	7.7%	0.1%
Aging & Long Term Care Bd	3	2	5.6%	2.7%
Educational Comm Board	4	2	5.1%	0.3%
Government Accountability Bd	5	1	3.2%	-7.5%
Tourism	6	0	0.0%	0.0%

Source: PMIS, June 2013, June 2014

Table 23
RANKING AGENCIES ON EMPLOYMENT OF PERSONS WITH DISABILITIES: 2013-2014
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2013 Rank	Total PWD	% PWD
Public Instruction	1	70	12.2%
Workforce Development	2	166	10.8%
Revenue	3	96	10.3%
Veterans Affairs	4	120	9.9%
Administration	5	75	9.1%
Children & Families	6	45	6.9%
Transportation	7	177	5.7%
Natural Resources	8	88	3.8%
UW System	9	223	3.6%
Justice	10	17	3.0%
Corrections	11	279	2.9%
Health Services	12	123	2.2%

Agency	2014 Rank	Total PWD	% PWD	Net % Change
Public Instruction	1	80	13.4%	1.2%
Ag, Trade & Consumer Prot	2	60	10.8%	-0.3%
Workforce Development	3	167	10.6%	-0.2%
Revenue	4	89	9.0%	-1.3%
Veterans Affairs	5	115	8.9%	-1.1%
Administration	6	73	8.8%	-0.3%
Children & Families	7	41	5.8%	-1.1%
Transportation	8	155	4.7%	-1.0%
Justice	9	22	3.6%	0.5%
UW System	10	229	3.5%	-0.1%
Natural Resources	11	78	3.3%	-0.5%
Corrections	12	267	2.8%	-0.1%
Health Services	13	128	2.2%	0.0%

*Disability data was not available for all UW System employees. The percentage of persons with disabilities is calculated only for employees with available data.

Medium Agencies (100-499 employees)

Agency	2013 Rank	Total PWD	% PWD
Safety & Professional Svcs	1	41	15.6%
Military Affairs	2	46	11.6%
Ag, Trade & Consumer Prot	3	55	11.0%
Employee Trust Funds	4	26	10.7%
Commissioner of Insurance	5	13	9.3%
State Public Defender	6	13	5.5%
Financial Institutions	7	5	4.2%
Public Service Commission	8	4	3.5%
WI Historical Society	9	1	0.9%

Agency	2014 Rank	Total PWD	% PWD	Net % Change
Safety & Professional Svcs	1	23	11.1%	-4.6%
Military Affairs	2	41	9.8%	-1.7%
Employee Trust Funds	3	22	8.9%	-1.8%
Commissioner of Insurance	4	13	8.9%	-0.4%
State Public Defender	5	11	4.8%	-0.7%
Financial Institutions	6	5	4.1%	-0.1%
Public Service Commission	7	4	3.4%	-0.2%
WI Historical Society	8	1	0.9%	0.0%

Small Agencies (15-99 employees)

Agency	2013 Rank	Total PWD	% PWD
Educational Comm Board	1	4	9.8%
State Employment Relations	2	3	8.1%
WI Technical College System	3	2	3.8%
Aging & Long Term Care Bd	4	1	2.9%
Government Accountability Bd	5	0	0.0%
Tourism	6	0	0.0%

Agency	2014 Rank	Total PWD	% PWD	Net % Change
Educational Comm Board	1	4	10.3%	0.5%
State Employment Relations	2	3	8.3%	0.2%
WI Technical College System	3	2	3.8%	0.1%
Aging & Long Term Care Bd	4	1	2.8%	-0.1%
Government Accountability Bd	5	0	0.0%	0.0%
Tourism	6	0	0.0%	0.0%

Source: PMIS, June 2013, June 2014
 Disabilities are voluntarily self-reported. Employees may self-report at any time.

Table 24a
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2014, 2013, and 2004
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities***		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Administrative Support-Fiscal	2014	1,080	92	8.7%	881	51.6%	56	6.2%*
	2013	1,071	84	8.3%	876	81.8%	65	6.1%
	2004	1,201	81	6.7%	997	83.0%	107	8.9%
Administrative Support-General	2014	3,565	426	12.1%*	2,976	83.5%*	187	6.1%*
	2013	3,470	386	11.5%	2,901	83.6%	180	5.2%
	2004	4,198	337	8.0%	3,647	86.9%	302	7.2%
Administrators-Others	2014	257	21	8.2%	143	55.6%	14	5.5%
	2013	252	25	10.0%	140	55.6%	13	5.2%
	2004	197	18	9.1%	95	48.2%	18	9.1%
Administrators-Senior Executives	2014	564	51	9.0%	249	44.2%*	35	6.3%
	2013	543	53	9.8%	232	42.7%	33	6.1%
	2004	548	45	8.2%	195	35.6%	43	7.8%
Agricultural & Natural Resources Technicians	2014	461	23	5.1%	115	25.0%*	13	3.2%*
	2013	445	26	6.1%	116	26.1%	14	3.1%
	2004	502	17	3.4%	81	16.1%	36	7.2%
Architects & Engineers	2014	1,237	105	8.5%	244	19.7%	41	3.3%
	2013	1,085	93	8.6%	221	20.4%	43	4.0%
	2004	1,020	96	9.4%	162	15.9%	48	4.7%
Attorneys	2014	327	40	12.2%	159	48.6%*	20	6.1%
	2013	310	36	11.6%	143	46.1%	23	7.4%
	2004	355	26	7.3%	119	33.5%	28	7.9%
Aviation Occupations	2014	16	0	0.0%	2	12.5%	0	0.0%
	2013	15	0	0.0%	2	13.3%	0	0.0%
	2004	16	0	0.0%	1	6.3%	0	0.0%
Claims Determination & Collections- Profs/Supv	2014	491	73	14.9%*	353	71.9%	33	6.7%
	2013	480	77	16.1%	348	72.5%	28	5.8%
	2004	444	37	8.3%	305	68.7%	45	10.1%
Cleaning & Buildings-Supv	2014	320	17	5.5%	53	16.6%	21	8.2%
	2013	305	19	6.5%	51	16.7%	21	6.9%
	2004	246	14	5.7%	39	15.9%	25	10.2%
Clerks-Shipping, Storage & Related	2014	224	22	10.0%	82	36.6%	10	5.3%
	2013	230	20	8.9%	83	36.1%	12	5.2%
	2004	295	17	5.8%	105	35.6%	22	7.5%
Communication Equipment Operators	2014	78	3	3.9%	54	69.2%	5	6.6%
	2013	79	4	5.1%	60	75.9%	4	5.1%
	2004	81	5	6.2%	60	74.1%	4	4.9%
Construction Trades	2014	464	20	4.4%	16	3.4%	10	2.6%
	2013	456	19	4.2%	15	3.3%	12	2.6%
	2004	507	17	3.4%	15	3.0%	27	5.3%

*Statistically significant change in percentage from 2004 to 2014 at p<.05. See Appendix C for technical notes.

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

*** Racial/ethnic data was missing for about 5.2% of UW System classified employees. Percentage calculations exclude employees whose race/ethnicity is unknown.

Table 24b
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2014, 2013, and 2004
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities***		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Corrections Occupations	2014	5,143	484	9.4%	983	19.1%	108	2.1%*
	2013	5,089	468	9.2%	980	19.3%	115	2.3%
	2004	5,143	488	9.5%	1,093	21.3%	193	3.8%
Dietitians & Nutritionists	2014	70	1	1.4%	64	91.4%	0	0.0%
	2013	69	0	0.0%	64	92.8%	0	0.0%
	2004	55	0	0.0%	51	92.7%	2	3.6%
Doctors, Dentists, & Veterinarians	2014	143	27	18.9%	42	29.4%	2	1.4%
	2013	140	25	17.9%	41	29.3%	2	1.4%
	2004	158	28	17.7%	41	25.9%	4	2.5%
Environmental Specialists & Supv	2014	529	23	4.3%	185	35.0%	19	3.6%
	2013	535	22	4.1%	188	35.1%	22	4.1%
	2004	573	21	3.7%	158	27.6%	33	5.8%
Equal Opportunity Professionals & Supv	2014	79	31	39.2%	49	62.0%	6	8.1%
	2013	76	36	47.4%	50	65.8%	4	5.3%
	2004	81	34	42.0%	48	59.3%	18	22.2%
Fiscal & Related Professionals & Supv	2014	1,648	212	13%*	949	57.6%*	81	5.3%*
	2013	1,550	190	12.5%	901	58.1%	83	5.4%
	2004	1,395	102	7.3%	712	51.0%	178	12.8%
Food Production & Food Service	2014	776	99	13.1%	452	58.3%	17	5.5%*
	2013	779	94	12.6%	454	58.3%	20	2.6%
	2004	750	94	12.5%	449	59.9%	47	6.3%
General Clerical Occupations	2014	2,079	225	11.0%	1,832	88.1%*	119	6.6%
	2013	2,201	226	10.6%	1,958	89.0%	129	5.9%
	2004	3,018	268	8.9%	2,812	93.2%	223	7.4%
General Laborers	2014	1,818	519	31.2%*	658	36.2%*	58	4.2%*
	2013	1,783	471	29.2%	623	34.9%	57	3.2%
	2004	1,775	384	21.6%	550	31.0%	132	7.4%
Health Therapists	2014	149	3	2.0%	132	88.6%	1	0.7%*
	2013	137	3	2.2%	119	86.9%	1	0.7%
	2004	162	3	1.9%	132	81.5%	9	5.6%
Human Resources Professionals & Supv	2014	551	77	14.2%	389	70.6%	62	11.9%
	2013	561	78	14.2%	397	70.8%	67	11.9%
	2004	591	92	15.6%	382	64.6%	73	12.4%
Inspectors & Investigators-Materials & Structures	2014	77	6	7.8%	12	15.6%	12	15.6%
	2013	59	6	10.2%	13	22.0%	11	18.6%
	2004	88	7	8.0%	17	19.3%	19	21.6%
Inspectors & Investigators-Products & Services	2014	278	24	8.6%	109	39.2%	29	10.4%
	2013	280	25	8.9%	101	36.1%	32	11.4%
	2004	327	16	4.9%	108	33.0%	54	16.5%

*Statistically significant change in percentage from 2004 to 2014 at p<.05. See Appendix C for technical notes.

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

***Racial/ethnic data was missing for about 5.2% of UW System classified employees. Percentage calculations exclude employees whose race/ethnicity is unknown.

Table 24c
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2014, 2013, and 2004
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities***		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Laboratory Technicians	2014	156	16	10.7%	112	71.8%	9	8.8%
	2013	159	15	9.9%	120	75.5%	7	4.4%
	2004	182	11	6.0%	120	65.9%	6	3.3%
Law Enforcement & Public Safety	2014	1,212	103	8.5%	176	14.5%	34	3.0%
	2013	1,183	93	8.1%	155	13.1%	32	2.7%
	2004	1,182	81	6.9%	164	13.9%	54	4.6%
Librarians, Archivists, & Curators	2014	105	3	2.9%	61	58.1%	1	1.0%
	2013	107	3	2.8%	62	57.9%	3	2.8%
	2004	125	1	0.8%	69	55.2%	7	5.6%
Management Information Professionals & Supv	2014	2,401	244	10.3%*	779	32.4%*	107	5.2%
	2013	2,275	227	10.4%	724	31.8%	107	4.7%
	2004	2,216	168	7.6%	838	37.8%	138	6.2%
Management Information Technicians	2014	148	9	6.2%	84	56.8%	6	5.4%
	2013	163	7	4.5%	99	60.7%	8	4.9%
	2004	270	17	6.3%	162	60.0%	21	7.8%
Mechanical Equipment, Construction & Repair	2014	555	21	3.8%	15	2.7%	32	6.7%
	2013	590	26	4.6%	14	2.4%	39	6.6%
	2004	773	26	3.4%	26	3.4%	73	9.4%
Media Technicians	2014	72	1	1.4%	22	30.6%	1	1.8%
	2013	73	1	1.5%	23	31.5%	1	1.4%
	2004	91	3	3.3%	35	38.5%	5	5.5%
Miscellaneous Mechanics & Repairers	2014	244	6	2.6%	2	0.8%	9	5.0%
	2013	247	4	1.7%	3	1.2%	9	3.6%
	2004	137	3	2.2%	1	0.7%	6	4.4%
Natural Resources Professionals & Supv	2014	529	21	4.0%	141	26.7%	15	2.8%
	2013	497	19	3.8%	127	25.6%	15	3.0%
	2004	511	13	2.5%	102	20.0%	23	4.5%
Patient Care Professionals & Supv	2014	999	73	7.3%	846	84.7%	21	2.1%
	2013	962	69	7.2%	826	85.9%	22	2.3%
	2004	855	37	4.3%	720	84.2%	31	3.6%
Personal Care Aides	2014	1,389	390	28.1%*	1,159	83.4%*	42	3.0%
	2013	1,773	451	25.4%	1,440	81.2%	49	2.8%
	2004	1,856	298	16.1%	1,472	79.3%	90	4.8%
Planning & Research Professionals & Supv	2014	778	84	10.8%	442	56.8%	32	4.3%
	2013	735	83	11.4%	431	58.6%	32	4.4%
	2004	702	58	8.3%	383	54.6%	38	5.4%
Power Plant Occupations	2014	245	18	7.4%	5	2.0%	14	6.5%
	2013	250	19	7.8%	4	1.6%	14	5.6%
	2004	263	12	4.6%	2	0.8%	26	9.9%

*Statistically significant change in percentage from 2004 to 2014 at p<.05. See Appendix C for technical notes.

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

*** Racial/ethnic data was missing for about 5.2% of UW System classified employees. Percentage calculations exclude employees whose race/ethnicity is unknown.

Table 24d
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2014, 2013, and 2004
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Program Support Professionals & Supv	2014	1,384	164	11.9%*	924	66.8%	63	4.8%*
	2013	1,341	150	11.4%	912	68.0%	70	5.2%
	2004	1,235	76	6.2%	776	62.8%	93	7.5%
Psychologists	2014	259	25	9.7%	161	62.2%*	14	5.4%
	2013	231	21	9.1%	136	58.9%	13	5.6%
	2004	189	11	5.8%	79	41.8%	11	5.8%
Public Information & Media Professionals & Supv	2014	156	14	9.2%	103	66.0%	5	3.6%
	2013	148	13	8.8%	98	66.2%	6	4.1%
	2004	124	3	2.4%	80	64.5%	6	4.8%
Purchasing Professionals & Supv	2014	134	5	3.8%	77	57.5%	4	3.7%*
	2013	127	5	4.1%	73	57.5%	5	3.9%
	2004	173	8	4.6%	109	63.0%	19	11.0%
Real Estate Technicians, Professionals & Supv	2014	185	9	4.9%	91	49.2%	8	4.3%*
	2013	166	10	6.0%	81	48.8%	9	5.4%
	2004	216	11	5.1%	95	44.0%	39	18.1%
Science Professionals & Supv	2014	494	32	6.6%	277	56.1%	13	3.1%
	2013	473	26	5.8%	256	54.1%	11	2.3%
	2004	418	32	7.7%	198	47.4%	14	3.3%
Seamstress & Upholsters	2014	14	1	7.1%	11	78.6%	0	0.0%
	2013	13	1	7.7%	10	76.9%	0	0.0%
	2004	15	0	0.0%	12	80.0%	0	0.0%
Social Services Professionals & Supv	2014	2,992	626	20.9%*	2,164	72.3%*	132	4.4%*
	2013	2,915	571	19.6%	2,087	71.6%	137	4.7%
	2004	2,712	325	12.0%	1,752	64.6%	189	7.0%
Teachers & Education Professionals & Supv	2014	669	51	7.6%	394	58.9%	53	7.9%
	2013	671	45	6.7%	396	59.0%	50	7.5%
	2004	785	51	6.5%	432	55.0%	84	10.7%
Technicians-Engineering & Related	2014	535	29	5.4%	106	19.8%	34	7.0%
	2013	555	29	5.2%	108	19.5%	42	7.6%
	2004	824	44	5.3%	134	16.3%	72	8.7%
Technicians-Health Care & Related	2014	1,432	165	11.6%*	859	60.0%	27	1.9%*
	2013	1,031	95	9.3%	607	58.9%	23	2.2%
	2004	895	37	4.1%	568	63.5%	36	4.0%
All Job Groups Combined	2014	39,511	4,734	12.1%*	20,194	51.1%	1,635	4.5%*
	2013	38,685	4,469	11.8%	19,869	51.4%	1,695	4.8%
	2004	40,475	3,573	8.8%	20,703	51.2%	2,771	6.8%

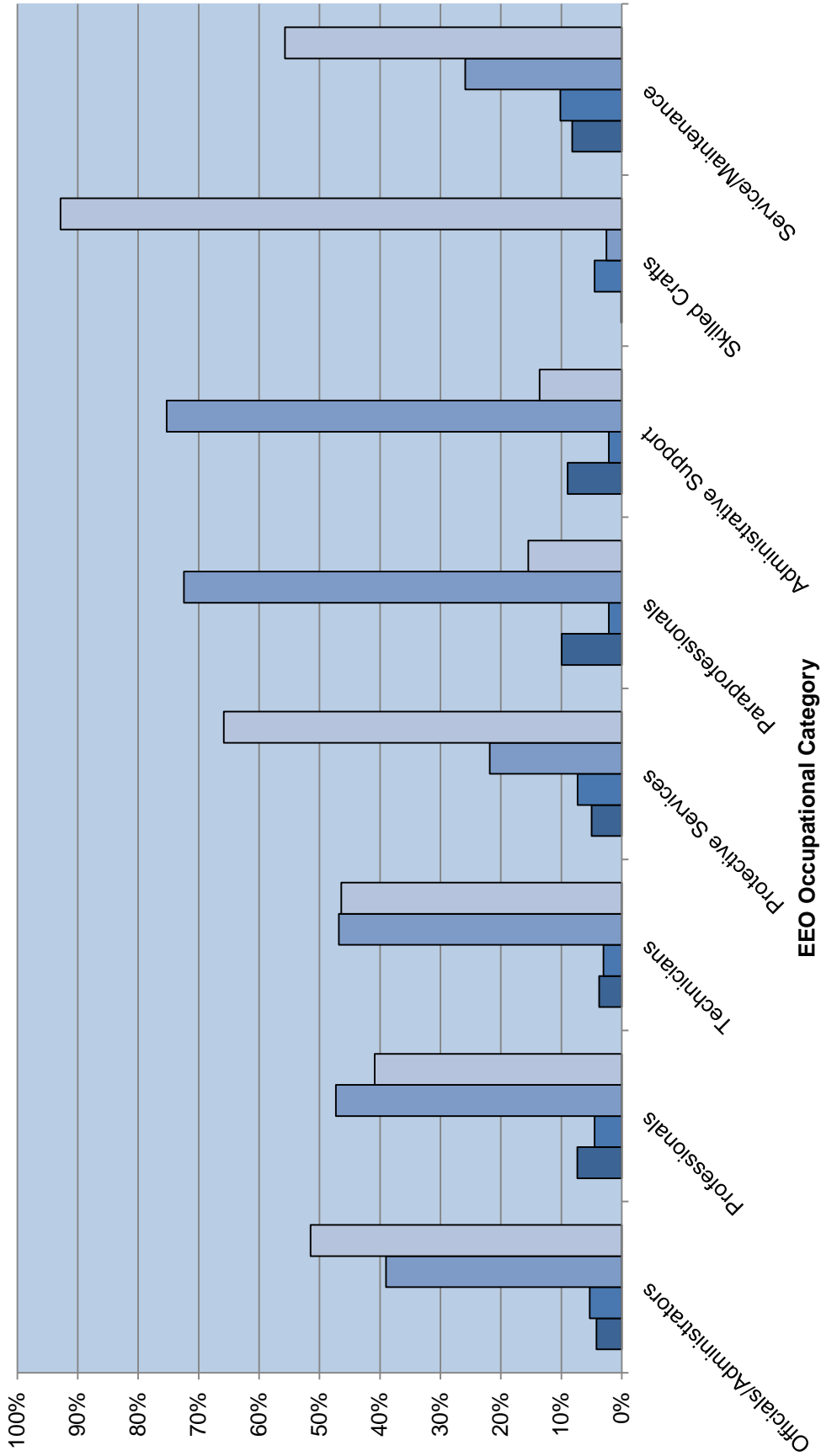
Note: Due to incomplete data from UW System, the 2013 and 2014 counts of minorities and persons with disabilities are incomplete. However, percentages are accurately calculated for the majority of employees for whom racial/ethnic or disability status is known, to provide the best year-to-year comparison.

*Statistically significant change in percentage from 2004 to 2014 at p<.05. See Appendix C for technical notes.

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

Sources: PMIS and UW System

Chart 25
ETHNIC MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
 Permanent Classified Employees - June 2014



Source: PMIS, June 2014
 For numeric detail, see the next page.

**Table 26
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2013-2014
Permanent Classified Employees**

EEO Job Category	Total Employees #	Total Women		Total Men		Racial/Ethnic Minorities			Persons With Disabilities								
		#	%	#	%	Total #	Women #	Men #	Total #	Women #	Men #						
Officials/Administrators																	
2013	697	298	42.8%	399	57.2%	74	10.6%	28	4.0%	46	6.6%	47	6.8%	17	2.5%	30	4.4%
2014	713	308	43.2%	405	56.8%	68	9.5%	30	4.2%	38	5.3%	46	6.5%	14	2.0%	32	4.5%
Net 1-Year Change			-0.4%		0.4%		1.1%		-0.2%		1.3%		0.3%		0.5%		-0.1%
Professionals																	
2013	15,828	8,687	54.9%	7,141	45.1%	1,813	11.6%	1,126	7.2%	687	4.3%	757	5.1%	333	2.2%	424	2.8%
2014	16,572	9,054	54.6%	7,518	45.4%	1,960	11.9%	1,217	7.4%	743	4.5%	744	4.7%	332	2.1%	412	2.6%
Net 1-Year Change			0.2%		-0.2%		-0.3%		-0.2%		-0.2%		0.3%		0.1%		0.2%
Technicians																	
2013	2,008	1,054	52.5%	954	47.5%	134	6.8%	77	3.8%	57	2.8%	88	5.0%	25	1.4%	63	3.6%
2014	2,000	1,011	50.6%	989	49.5%	136	6.9%	75	3.8%	61	3.1%	80	4.5%	24	1.3%	56	3.1%
Net 1-Year Change			1.9%		-1.9%		0.0%		0.0%		-0.3%		0.5%		0.1%		0.5%
Protective Services																	
2013	6,874	1,376	20.0%	5,498	80.0%	609	8.9%	177	2.6%	432	6.3%	189	2.8%	25	0.4%	164	2.4%
2014	8,001	2,147	26.8%	5,854	73.2%	984	12.3%	398	5.0%	586	7.3%	183	2.3%	27	0.3%	156	2.0%
Net 1-Year Change			-6.8%		6.8%		-3.4%		-2.4%		-1.0%		0.5%		0.1%		0.4%
Paraprofessionals																	
2013	3,006	2,429	80.8%	577	19.2%	575	19.6%	423	14.2%	152	5.2%	118	4.2%	90	3.2%	28	1.0%
2014	1,991	1,640	82.4%	351	17.6%	241	12.2%	198	10.0%	43	2.2%	109	5.9%	81	4.4%	28	1.5%
Net 1-Year Change			-1.6%		1.6%		7.4%		4.2%		3.0%		-1.7%		-1.2%		-0.5%
Administrative Support																	
2013	5,625	4,764	84.7%	861	15.3%	596	10.9%	484	8.7%	112	2.0%	321	6.8%	231	4.9%	90	1.9%
2014	5,645	4,755	84.2%	890	15.8%	628	11.3%	506	9.1%	122	2.2%	309	6.4%	231	4.8%	78	1.6%
Net 1-Year Change			0.5%		-0.5%		-0.4%		-0.4%		-0.2%		0.5%		0.1%		0.3%
Skilled Crafts																	
2013	912	23	2.5%	889	97.5%	42	4.7%	1	0.1%	41	4.3%	33	4.5%	3	0.4%	30	4.0%
2014	912	24	2.6%	888	97.4%	42	4.7%	1	0.1%	41	4.6%	31	4.1%	2	0.3%	29	3.8%
Net 1-Year Change			-0.1%		0.1%		0.1%		0.0%		-0.3%		0.4%		0.1%		0.2%
Service/Maintenance																	
2013	3,735	1,238	33.1%	2,497	66.9%	626	18.0%	272	7.7%	354	10.0%	142	4.8%	30	1.0%	112	3.8%
2014	3,677	1,255	34.1%	2,422	65.9%	675	19.5%	302	8.7%	373	10.8%	133	4.5%	27	0.9%	106	3.6%
Net 1-Year Change			-1.0%		1.0%		-1.5%		-1.0%		-0.8%		0.3%		0.1%		0.2%
All Combined																	
2013	38,685	19,869	51.4%	18,816	48.6%	4,469	11.8%	2,588	5.0%	1,881	6.8%	1,695	4.8%	754	2.0%	941	2.7%
2014	39,511	20,194	51.1%	19,317	48.9%	4,734	12.1%	2,727	7.0%	2,007	5.1%	1,635	4.5%	738	2.0%	897	2.4%
Net 1-Year Change			0.3%		-0.3%		-0.3%		-2.0%		1.7%		0.3%		0.0%		0.2%

Source: PMIS, June 2013 and June 2014

Note: The "net change" percentage in many cases appears to be off by 0.1%. This is due to all percentages in this table shown rounded to the nearest tenth of a percent.

Note: Minority and disability data was incomplete for UW System. All percentages are based on employees for whom data was available.

Note: In 2014 the large employee group of Resident Care Technicians was reassigned from Paraprofessionals to Protective Services.

**Table 27
EMPLOYMENT OF RACIAL/ETHNIC MINORITY GROUPS BY GENDER AND EEO JOB CATEGORY: 2012-2014
Permanent Classified Employees**

EEO Job Category	Total Employees		Blacks		Hispanics		Asian/Pacific Islanders		American Indians		
	#	%	Women #	Men %	Total #	Women %	Men %	Total #	Women %	Men %	
Officials/Administrators											
2012	662	6.3%	21	3.2%	10	1.5%	4	0.6%	6	0.9%	
2013	697	4.3%	18	2.6%	13	1.9%	5	0.7%	8	1.1%	
2014	713	3.8%	19	2.7%	12	1.7%	5	0.7%	7	1.0%	
2-Year Net Change		-1.0%		-0.5%		0.2%		0.1%		0.1%	
Professionals											
2012	15,214	829	5.5%	583	3.8%	347	2.3%	198	1.3%	149	1.0%
2013	15,639	862	5.5%	602	3.8%	342	2.2%	196	1.3%	146	0.9%
2014	16,474	931	5.7%	641	3.9%	380	2.3%	220	1.3%	160	1.0%
2-Year Net Change		0.2%		0.1%		0.0%		0.0%		0.0%	
Technicians											
2012	2,065	46	2.2%	28	1.4%	41	2.0%	19	0.9%	22	1.1%
2013	1,962	47	2.4%	31	1.6%	42	2.1%	22	1.1%	20	1.0%
2014	1,968	49	2.5%	31	1.6%	40	2.0%	22	1.1%	18	0.9%
2-Year Net Change		0.2%		0.2%		0.0%		0.2%		-0.2%	
Protective Services											
2012	7,382	381	5.2%	143	1.9%	192	2.6%	62	0.8%	130	1.8%
2013	6,843	340	5.0%	109	1.6%	169	2.5%	46	0.7%	123	1.8%
2014	7,996	586	7.3%	258	3.2%	214	2.7%	75	0.9%	139	1.7%
2-Year Net Change		2.2%		1.3%		0.1%		0.1%		0.0%	
Paraprofessionals											
2012	2,847	364	12.8%	251	8.8%	86	3.0%	68	2.4%	18	0.6%
2013	2,937	381	13.0%	270	9.2%	84	2.9%	69	2.3%	15	0.5%
2014	1,968	132	6.7%	110	5.6%	56	2.8%	41	2.1%	15	0.8%
2-Year Net Change		-6.1%		-3.2%		-0.2%		-0.3%		0.1%	
Administrative Support											
2012	5,377	269	5.0%	229	4.3%	132	2.5%	104	1.9%	28	0.5%
2013	5,461	290	5.3%	247	4.5%	162	3.0%	127	2.3%	35	0.6%
2014	5,537	300	5.4%	249	4.5%	162	2.9%	128	2.3%	34	0.6%
2-Year Net Change		0.4%		0.2%		0.5%		0.4%		0.1%	
Skilled Crafts											
2012	915	15	1.6%	0	0.0%	15	1.6%	0	0.0%	15	1.6%
2013	888	15	1.7%	0	0.0%	15	1.7%	0	0.0%	15	1.7%
2014	893	15	1.7%	0	0.0%	16	1.8%	0	0.0%	16	1.8%
2-Year Net Change		0.0%		0.0%		0.1%		0.0%		0.1%	
Service/Maintenance											
2012	3,689	208	5.9%	86	2.4%	246	6.9%	110	3.1%	136	3.8%
2013	3,488	215	6.2%	94	2.7%	234	6.7%	102	2.9%	132	3.8%
2014	3,461	240	6.9%	104	3.0%	242	7.0%	111	3.2%	131	3.8%
2-Year Net Change		1.1%		0.6%		0.1%		0.1%		-0.1%	
All Combined											
2012	38,151	2,154	5.7%	1,341	3.5%	1,069	2.8%	565	1.5%	504	1.3%
2013	37,915	2,193	5.8%	1,371	3.6%	1,061	2.8%	567	1.5%	494	1.3%
2014	39,010	2,291	5.9%	1,412	3.6%	1,122	2.9%	602	1.5%	520	1.3%
2-Year Net Change		0.2%		0.1%		0.1%		0.1%		0.0%	

Source: PMIS, June 2012, June 2013, June 2014. Data is not complete for UJW System for 2012, 2013 and 2014, and also excludes UJW employees reporting 2 or more races. Note: The "net change" percentage, in many cases, appears to be off by 0.1%. This is due to all percentages in this table shown rounded to the nearest tenth of a percent. Note: In 2014 the large employee group of Resident Care Technicians was reassigned from Paraprofessionals to Protective Services.

Table 28
PERSONNEL TRANSACTIONS BY RACIAL/ETHNIC GROUP, GENDER, & PERSONS WITH DISABILITIES
Excluding UW System
Permanent Classified Employees - Fiscal Year 2014

Personnel Transaction		Total	Whites	All Racial/ Ethnic Minorities	Blacks	Asians	Hispanics	American Indians	Persons ⁽¹⁾ with Disabilities	Persons w/ Severe Disabilities
June 2014 Total Non-UW Employees	Men	14,863	13,410	1,451	696	305	342	108	768	154
	%	49.5%	44.6%	4.8%	2.3%	1.0%	1.1%	0.4%	2.6%	0.5%
	Women	15,191	13,035	2,153	1,235	403	429	86	638	92
	%	50.5%	43.4%	7.2%	4.1%	1.3%	1.4%	0.3%	2.1%	0.3%
	Total	30,054	26,445	3,604	1,931	708	771	194	1,406	246
%	100%	88.0%	12.0%	6.4%	2.4%	2.6%	0.6%	4.7%	0.8%	
New Hires	Men	1,743	1,494	249	122	62	53	12	39	9
	%	48.0%	41.1%	6.9%	3.4%	1.7%	1.5%	0.3%	1.1%	0.2%
	Women	1,892	1,488	404	244	71	69	20	36	5
	%	52.0%	40.9%	11.1%	6.7%	2.0%	1.9%	0.6%	1.0%	0.1%
	Total	3,635	2,982	653	366	133	122	32	75	14
%	100%	82.0%	18.0%	10.1%	3.7%	3.4%	0.9%	2.1%	0.4%	
Promotion	Men	515	460	55	25	10	12	8	17	4
	%	53.0%	47.3%	5.7%	2.6%	1.0%	1.2%	0.8%	1.7%	0.4%
	Women	457	388	69	38	17	11	3	16	2
	%	47.0%	39.9%	7.1%	3.9%	1.7%	1.1%	0.3%	1.6%	0.2%
	Total	972	848	124	63	27	23	11	33	6
%	100%	87.2%	12.8%	6.5%	2.8%	2.4%	1.1%	3.4%	0.6%	
Reclassification	Men	201	165	36	16	6	12	2	13	7
	%	38.7%	31.8%	6.9%	3.1%	1.2%	2.3%	0.4%	2.5%	1.3%
	Women	318	253	65	36	16	10	3	12	1
	%	61.3%	48.7%	12.5%	6.9%	3.1%	1.9%	0.6%	2.3%	0.2%
	Total	519	418	101	52	22	22	5	25	8
%	100%	80.5%	19.5%	10.0%	4.2%	4.2%	1.0%	4.8%	1.5%	
Discharged- Probation	Men	82	59	23	16	2	5	0	4	2
	%	40.0%	28.8%	11.2%	7.8%	1.0%	2.4%	0.0%	2.0%	1.0%
	Women	123	76	45	41	2	2	0	4	0
	%	60.0%	37.1%	22.0%	20.0%	1.0%	1.0%	0.0%	2.0%	0.0%
	Total	205	135	68	57	4	7	0	8	2
%	100.0%	65.9%	33.2%	27.8%	2.0%	3.4%	0.0%	3.9%	1.0%	
Discharged- Permanent	Men	55	41	14	9	1	4	0	7	3
	%	42.0%	31.3%	10.7%	6.9%	0.8%	3.1%	0.0%	5.3%	2.3%
	Women	76	53	23	18	1	4	0	2	1
	%	58.0%	40.5%	17.6%	13.7%	0.8%	3.1%	0.0%	1.5%	0.8%
	Total	131	94	37	27	2	8	0	9	4
%	100.0%	71.8%	28.2%	20.6%	1.5%	6.1%	0.0%	6.9%	3.1%	
Layoffs	Men	5	5	0	0	0	0	0	0	0
	%	31.3%	31.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Women	11	11	0	0	0	0	0	4	0
	%	68.8%	68.8%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%
	Total	16	16	0	0	0	0	0	4	0
%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	
Voluntary Separation	Men	446	380	66	37	14	14	1	28	5
	%	41.1%	35.0%	6.1%	3.4%	1.3%	1.3%	0.1%	2.6%	0.5%
	Women	639	486	153	98	23	23	9	28	9
	%	58.9%	44.8%	14.1%	9.0%	2.1%	2.1%	0.8%	2.6%	0.8%
	Total	1,085	866	219	135	37	37	10	56	14
%	100.0%	79.8%	20.2%	12.4%	3.4%	3.4%	0.9%	5.2%	1.3%	
Retirement	Men	476	444	32	15	8	4	5	60	9
	%	52.1%	48.6%	3.5%	1.6%	0.9%	0.4%	0.5%	6.6%	1.0%
	Women	438	408	30	15	2	9	4	44	6
	%	47.9%	44.6%	3.3%	1.6%	0.2%	1.0%	0.4%	4.8%	0.7%
	Total	914	852	62	30	10	13	9	104	15
%	100.0%	93.2%	6.8%	3.3%	1.1%	1.4%	1.0%	11.4%	1.6%	

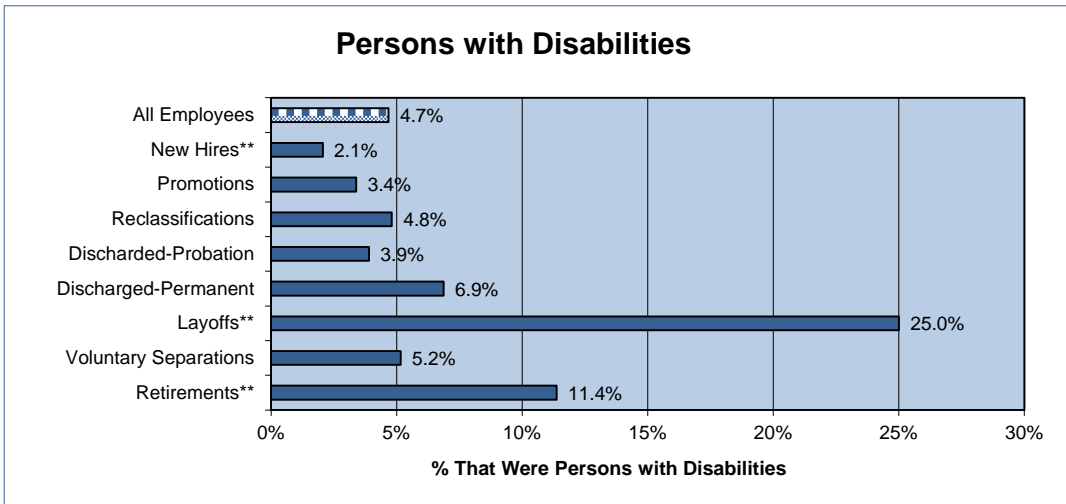
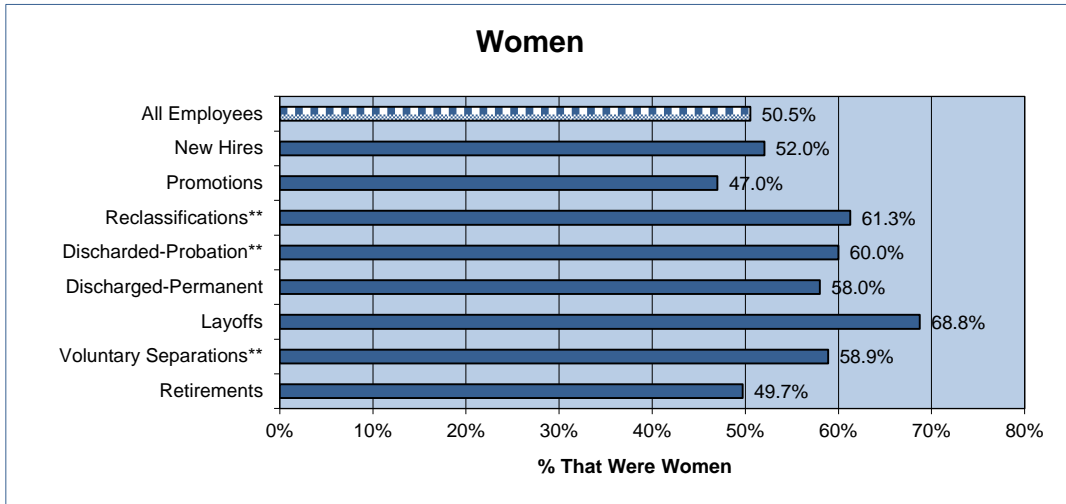
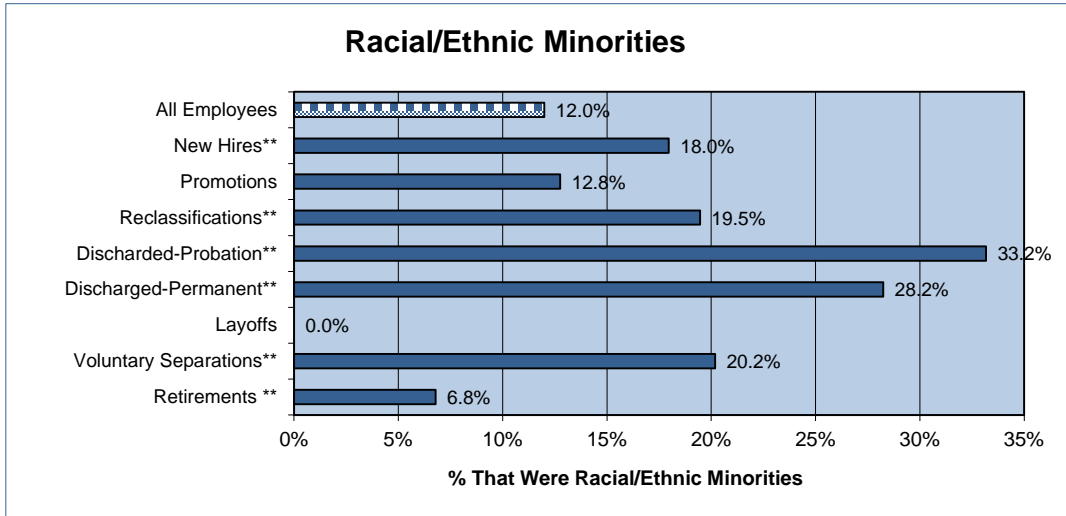
Note: Data in this table does not include terminations due to death or work-related disability.
Personnel transaction data from UW System is not available.

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

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

Source: PMIS and payroll data compiled by the Division of Affirmative Action and Bureau of Compensation.

Chart 29
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Excluding UW System
Permanent Classified Employees - Fiscal Year 2014



** - 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: PMIS. UW System is excluded because of incomplete data.

Table 30
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2014

Group Category	2014 Annualized Pay Rate ¹	2014 Rank	Change in Rank from 2004
Men with disabilities	\$53,049	1	+2
Asian men	52,864	2	-1
White men	52,660	3	+1
American Indian men	52,590	4	+2
All men	51,870	5	0
Men and women with disabilities	51,043	6	+2
White men and women	50,559	7	+2
Asian men and women	50,476	8	-6
American Indian men and women	50,371	9	+2
All employees	49,731	10	0
Women with disabilities	48,598	11	+2
Asian women	48,583	12	-5
White women	48,482	13	+1
All women	47,686	14	+1
American Indian women	47,627	15	+4
Racial/ethnic minority men	46,960	16	-4
Racial/ethnic minority men and women	44,937	17	0
Black men	44,643	18	-2
Hispanic men	44,223	19	-1
Racial/ethnic minority women	43,448	20	+2
Black men and women	43,007	21	-1
Hispanic men and women	42,736	22	-1
Black women	41,988	23	0
Hispanic women	41,452	24	0

¹Annualized pay rate equals the average hourly pay rate including pay add-ons paid for all hours in pay status, multiplied by 2088.
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: PMIS, June 2014

Table 31
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2014

Officials/Administrators	Count	Rate
All American Indians	4	\$98,247
All Men	405	\$91,978
All Whites	645	\$90,834
All Employees	713	\$90,508
All Persons w/ Disabilities	46	\$88,810
All Women	308	\$88,575
All Minorities	68	\$87,414
All Blacks	38	\$87,121
All Hispanics	12	\$86,419
All Asians	14	\$85,967

Professionals	Count	Rate
All Men	7,518	\$64,923
All Asians	540	\$64,650
All American Indians	90	\$62,360
All Whites	14,533	\$62,272
All Employees	16,572	\$61,594
All Persons w/ Disabilities	743	\$60,566
All Women	9,054	\$58,829
All Minorities	1,960	\$56,659
All Hispanics	380	\$55,652
All Blacks	931	\$51,823

Technicians	Count	Rate
All American Indians	12	\$46,629
All Persons w/ Disabilities	80	\$46,104
All Men	989	\$44,299
All Whites	1,839	\$43,030
All Employees	2,000	\$42,680
All Women	1,011	\$41,096
All Blacks	49	\$41,085
All Minorities	136	\$39,778
All Asians	28	\$39,736
All Hispanics	40	\$37,255

Protective Services	Count	Rate
All Persons w/ Disabilities	183	\$48,993
All American Indians	59	\$46,469
All Men	5,854	\$43,280
All Whites	7,014	\$42,950
All Employees	8,001	\$42,435
All Hispanics	214	\$40,695
All Women	2,147	\$40,130
All Minorities	984	\$38,787
All Blacks	586	\$37,775
All Asians	123	\$36,283

Paraprofessionals	Count	Rate
All Whites	1,733	\$41,545
All Women	1,640	\$41,323
All Employees	1,991	\$41,270
All Men	351	\$41,020
All Hispanics	56	\$40,545
All Persons w/ Disabilities	109	\$40,052
All American Indians	11	\$40,042
All Asians	36	\$38,799
All Minorities	241	\$38,761
All Blacks	132	\$37,405

Administrative Support	Count	Rate
All Persons w/ Disabilities	309	\$36,018
All American Indians	30	\$35,723
All Whites	4,929	\$35,659
All Women	4,755	\$35,520
All Employees	5,645	\$35,505
All Men	890	\$35,423
All Hispanics	162	\$35,143
All Minorities	628	\$34,590
All Blacks	300	\$34,464
All Asians	116	\$34,105

Skilled Crafts	Count	Rate
All American Indians	4	\$67,628
All Women	24	\$66,224
All Whites	854	\$63,248
All Asians	4	\$63,142
All Employees	912	\$63,034
All Men	888	\$62,948
All Blacks	15	\$61,879
All Minorities	42	\$61,658
All Hispanics	16	\$60,462
All Persons w/ Disabilities	31	\$54,838

Service/Maintenance	Count	Rate
All Persons w/ Disabilities	132	\$33,469
All Whites	2,793	\$32,397
All Men	2,422	\$32,053
All American Indians	27	\$31,426
All Employees	3,677	\$31,198
All Women	1,255	\$29,548
All Blacks	240	\$27,567
All Hispanics	242	\$27,420
All Minorities	675	\$27,415
All Asians	159	\$26,350

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

Source data: PMIS, June 2014

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 2014

Officials/Administrators	Count	Rate ¹
All American Indians	4	\$95,781
All Men	405	\$91,809
All Whites	645	\$90,801
All Employees	713	\$90,508
All Women	308	\$88,842
All Blacks	38	\$88,030
All Minorities	68	\$87,936
All Persons w/ Disabilities	46	\$87,823
All Hispanics	12	\$86,768
All Asians	14	\$86,449

Professionals	Count	Rate ¹
All Asians	540	\$66,265
All Men	7,518	\$64,774
All American Indians	90	\$62,472
All Whites	14,533	\$62,106
All Employees	16,572	\$61,594
All Women	9,054	\$59,030
All Minorities	1,960	\$58,111
All Persons w/ Disabilities	743	\$58,008
All Hispanics	380	\$57,139
All Blacks	931	\$53,312

Technicians	Count	Rate
All American Indians	12	\$44,381
All Men	989	\$44,063
All Persons w/ Disabilities	80	\$43,412
All Blacks	49	\$43,254
All Whites	1,839	\$42,872
All Employees	2,000	\$42,680
All Asians	28	\$41,798
All Minorities	136	\$41,509
All Women	1,011	\$41,401
All Hispanics	40	\$39,065

Protective Services	Count	Rate
All Persons w/ Disabilities	183	\$44,285
All American Indians	59	\$43,405
All Men	5,854	\$43,243
All Whites	7,014	\$42,743
All Employees	8,001	\$42,435
All Hispanics	214	\$42,317
All Minorities	984	\$40,728
All Women	2,147	\$40,459
All Blacks	586	\$39,997
All Asians	123	\$39,948

Paraprofessionals	Count	Rate
All Men	351	\$42,415
All Hispanics	56	\$41,523
All Whites	1,733	\$41,385
All Employees	1,991	\$41,270
All Women	1,640	\$41,064
All Asians	36	\$40,869
All American Indians	11	\$40,362
All Minorities	241	\$40,027
All Blacks	132	\$38,658
All Persons w/ Disabilities	109	\$38,488

Administrative Support	Count	Rate
All Men	890	\$36,334
All American Indians	30	\$36,135
All Asians	116	\$36,096
All Hispanics	162	\$36,075
All Whites	4,929	\$35,529
All Employees	5,645	\$35,505
All Minorities	628	\$35,504
All Women	4,755	\$35,374
All Blacks	300	\$34,949
All Persons w/ Disabilities	309	\$34,928

Skilled Crafts	Count	Rate
All American Indians	4	\$67,791
All Women	24	\$66,662
All Asians	4	\$63,671
All Whites	854	\$63,233
All Employees	912	\$63,034
All Men	888	\$62,946
All Blacks	15	\$62,160
All Minorities	42	\$61,814
All Hispanics	16	\$60,376
All Persons w/ Disabilities	31	\$54,398

Service/Maintenance	Count	Rate
All Whites	2,793	\$32,098
All Men	2,422	\$31,977
All American Indians	27	\$31,212
All Employees	3,677	\$31,198
All Persons w/ Disabilities	132	\$31,089
All Women	1,255	\$29,772
All Blacks	240	\$28,293
All Hispanics	242	\$28,174
All Minorities	675	\$28,125
All Asians	159	\$27,249

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

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

Source data: PMIS, June 2014

Table 33
W-2 HIRES INTO PERMANENT POSITIONS - BY AGENCY OR UW CAMPUS

Agency or Campus	FY08	FY09	FY10	FY11	FY12	FY 13	FY 14	7-Year Total
Health (and Family) Services	103	37	23	32	51	73	124	443
Veterans Affairs	27	5	17	10	7	40	51	157
University of Wisconsin-Madison	30	18	9	11	6	7	33	114
Corrections	8	10	5	15	32	16	26	112
Workforce Development	3	8	5	13	17	17	28	91
Transportation	10	7	6	4	8	10	34	79
University of Wisconsin-Milwaukee	7	2	6	9	4	13	9	50
Children & Families	-	1	6	13	3	9	12	44
Revenue	5	3	4	3	6	3	8	32
Public Instruction	-	4	2	2	2	5	4	19
Agriculture, Trade and Consumer Prot	5	1	-	-	-	5	6	17
University of Wisconsin-La Crosse	1	-	-	1	4	3	7	16
Administration	3	1	1	-	1	2	5	13
University of Wisconsin-Eau Claire	3	2	1	-	-	2	4	12
University of Wisconsin-Whitewater	1	-	1	2	2	1	4	11
All other agencies & campuses combined	11	5	11	17	14	21	13	92
Total W-2 Hires	217	104	97	132	157	227	368	1302

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

Classification	FY08	FY09	FY10	FY11	FY12	FY 13	FY 14	7-Year Total
Resident Care Technician	86	26	15	22	21	42	65	277
Custodian	11	7	8	12	14	13	37	102
Nursing Assistant	24	3	13	5	5	21	30	101
Office Associate/ Office Operations Assoc	8	2	6	7	7	11	16	57
Income Maintenance Specialist	-	-	-	-	14	17	22	53
Licensed Practice Nurse	3	1	3	2	5	12	10	36
Employment Security Assistant	1	2	2	5	5	5	12	32
Food Service Assistant	6	4	-	2	2	7	7	28
Financial Specialist	9	2	1	1	4	4	5	26
Psychiatric Care Technician	1	2	2	2	7	5	5	24
Social Worker	1	2	2	6	3	5	3	22
Transportation Customer Rep, and Field	8	4	-	-	1	4	5	22
Nurse (registered)	-	-	-	-	-	3	18	21
DMV Customer Service Representative	-	-	-	-	-	1	19	20
Unemployment Benefit Specialist	-	4	1	2	8	3	-	18
Youth Counselor	1	4	-	2	7	1	3	18
Medical Program Assistant / Associate	5	4	-	-	5	-	2	16
Animal Research Technician	7	2	1	1	-	-	2	13
University Services Associate	4	-	1	1	-	4	3	13
All other classifications combined	42	35	42	62	49	69	104	403
Total W-2 Hires	217	104	97	132	157	227	368	1302

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 Office of State Employment Relations (OSER) plans to hire customers of the Wisconsin Works (W-2)* program, and to report on achievement of program goals. Agencies with fewer than 100 FTE positions are encouraged to participate in the W-2 employment program.

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

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

Table 35
AFFIRMATIVE ACTION INTERNSHIPS WITH STATE AGENCIES

Summer Affirmative Action Internship Program

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

To participate in the SAAIP program, students must be sophomores, juniors, seniors, or graduate students at an accredited four-year college or university, or enrolled in the second year of a two-year technical or vocational school program at the beginning of the next school year. Sophomores were included in SAAIP for the first time in 2009. Since the program's inception in 1974, a total of 3,253 students have been placed in more than 30 different state agencies and university campuses throughout the state.

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

Year	Internships
1995	104
1996	119
1997	117
1998	121
1999	123
2000	106
2001	92
2002	44
2003	16
2004	45
2005	61
2006	73
2007	69
2008	85
2009	84
2010	102
2011	64
2012	62
2013	54
2014	72
TOTAL	3,253

Section 4

PERSONNEL TRANSACTIONS AND SEPARATIONS FROM STATE SERVICE

This section 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 provides comparisons of personnel transaction statistics across affirmative action target groups and job categories.

DID YOU KNOW . . . ?

- During Fiscal Year 2014, over one million users visited Wisc.Jobs over 3.5 million times.
- In Fiscal Year 2014, there were 3,635 new hires outside of UW System into the permanent classified workforce, which is an average of about 139 new hires each two-week pay period.
- The Department of Corrections, with 935 new hires, accounted for 25% of all non-UW hires into the permanent classified workforce.
- The average age of a new hire was 34 years old.
- The most common age at retirement was 62.
- The highest rate of non-retirement separations at 23% was among employees in the job group of Personal Care Aides.
- The highest rate of retirements at 12.5% was among employees in the job group of Management Information Technicians.



THE OFFICIAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

WISC.JOBS DATA HIGHLIGHTS

- Wisc.Jobs receives an average of almost 10,000 visits per day, and visitors view an average 73,000 pages per day.
- Agencies posted over 2,700 job announcements on Wisc.Jobs in fiscal year 2014.
- Visitors to Wisc.Jobs have more than 6,000 active E-Notify searches currently in-place. Through the E-Notify feature, they will be e-mailed when jobs of interest are posted.

APPLICATIONS TO STATE EMPLOYMENT

The average number of applications for each state job has declined over the past four years. There has been an increase in the total number of applications received per fiscal year, but the increase in number of recruitments has been greater, resulting in fewer applicants per recruitment.

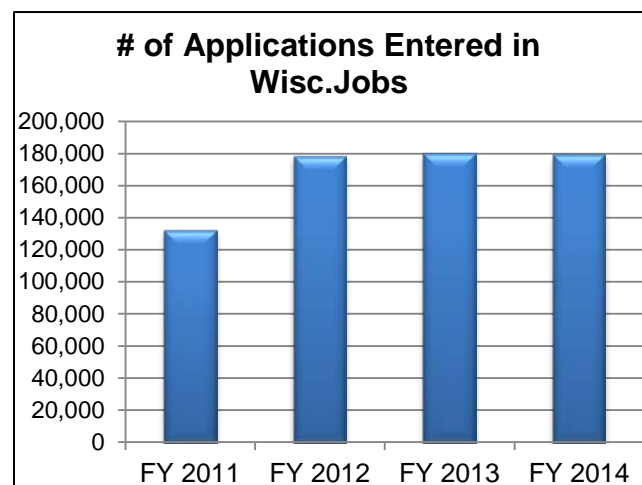
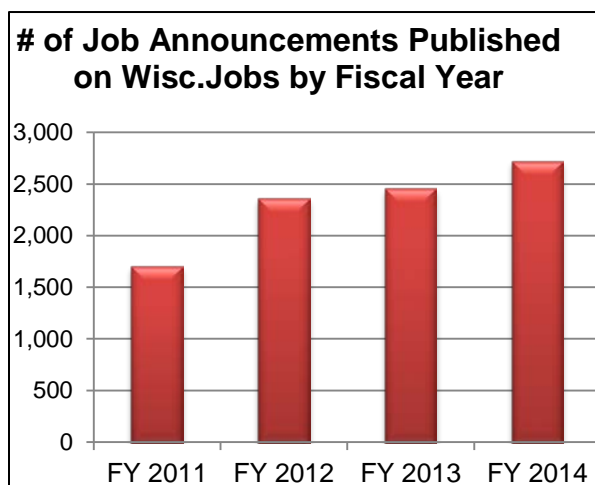
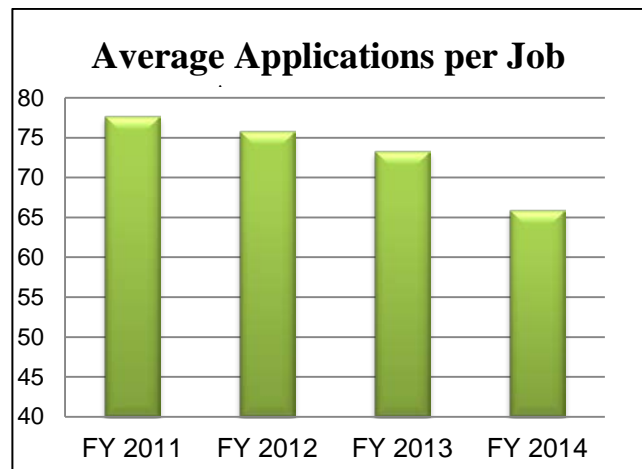


Table 36
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2014
Permanent Classified Employees - 6/30/2013 through 6/28/2014
Excluding UW System

Agency	June 2014 Count of Employees	New Hires	Promotions	Reclassifications	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Work Disability	Voluntary Separations	Retirements
Administration	827	76	35	6	1	1	5	-	39	34
Ag, Trade & Consumer Prot	557	74	20	27	1	2	-	1	26	18
Aging & Long Term Care Bd	36	2	0	0	-	-	-	-	1	1
Children & Families	707	127	27	3	1	1	-	-	61	14
Commissioner of Insurance	146	13	1	4	-	-	-	-	7	-
Corrections	9,521	935	373	31	52	54	4	14	469	286
Educational Comm Board	39	1	1	-	-	-	-	-	0	2
Employee Trust Funds	246	8	2	20	-	-	-	-	7	5
Employment Relations Comm	6	-	-	-	-	-	2	-	0	2
Financial Institutions	123	14	2	1	-	1	-	-	7	4
Government Accountability Bd	31	7	-	-	-	-	-	-	2	1
Health Services	5,848	796	183	128	32	68	-	9	394	174
Higher Education Aids Bd	8	-	-	-	-	-	-	-	-	-
Justice	613	82	26	11	5	1	-	-	25	14
Lower WI St Riverway Bd	1	-	-	-	-	-	-	-	-	-
Military Affairs	417	52	8	11	3	1	-	-	26	9
Natural Resources	2,368	184	48	2	4	5	-	-	47	89
People with Disabilities Bd	6	-	-	-	-	-	-	-	1	-
Public Instruction	597	56	16	4	1	1	-	1	38	17
Public Lands Board	9	1	-	-	-	-	-	-	-	-
Public Service Commission	119	7	2	4	-	-	-	-	2	4
Revenue	988	106	26	53	2	5	-	1	29	37
Safety & Professional Services	208	46	10	-	2	3	-	-	23	13
Secretary of State	2	-	-	-	-	-	-	-	-	-
State Employment Relations	36	-	2	4	-	1	-	-	1	2
State Public Defender	229	16	-	10	1	-	-	1	9	5
Tourism	24	3	-	1	-	-	-	-	1	-
Transportation	3,300	508	94	116	2	25	-	8	121	97
Treasurer	2	-	-	-	-	-	-	-	-	-
Veterans Affairs	1,299	335	21	35	21	30	1	1	192	28
WI Historical Society	116	8	2	-	-	-	-	-	2	6
WI Technical College System	52	2	3	3	-	1	-	1	5	2
Workforce Development	1,573	176	70	45	3	5	4	-	83	50
Grand Total (non-UW System)	30,054	3,635	972	519	131	205	16	37	1,618	914

Note: The University of Wisconsin System is excluded due to unavailability of data for personnel transactions.
Source: Databases compiled by the Division of Affirmative Action and Bureau of Compensation

Table 37
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees, Excluding UW System¹ - Fiscal Year 2014

Job Group	June 2014 Count of Employees	New Hires	Retirements	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Work Disability	Voluntary Separations
Corrections Occupations	5,143	537	133	30	33	1	9	244
Personal Care Aides	1,389	403	44	32	59	0	2	270
Administrative Support-General	3,565	320	67	3	20	0	3	115
Social Services Professionals & Supv	2,992	318	71	10	17	0	1	160
Architects & Engineers	1,237	202	18	1	2	0	1	29
Technicians-Health Care & Related	1,432	180	22	4	12	0	1	90
Patient Care Professionals & Supv	999	160	35	7	12	0	1	81
General Clerical Occupations	2,079	138	52	5	8	2	2	73
Fiscal & Related Professionals & Supv	1,648	127	30	2	5	0	1	40
Law Enforcement & Public Safety	1,212	125	20	5	7	0	1	44
Management Information Professionals & Supv	2,401	124	38	1	2	0	1	54
Program Support Professionals & Supv	1,384	109	39	5	2	4	1	47
Planning & Research Professionals & Supv	778	87	20	0	0	0	3	34
Claims Determination & Collections-Prof/Supv	491	67	12	5	3	0	0	29
Food Production & Food Service	776	65	17	3	4	0	1	31
Administrative Support-Fiscal	1,080	57	19	1	1	1	0	26
Teachers & Education Professionals & Supv	669	50	23	2	2	0	0	41
Natural Resources Professionals & Supv	529	42	16	0	0	0	0	7
Inspectors & Investigators-Products & Services	278	42	12	1	2	0	0	15
Agricultural & Natural Resources Technicians	461	36	10	1	0	0	0	1
Science Professionals & Supv	494	33	5	0	0	0	0	13
Psychologists	259	33	8	0	2	0	0	11
General Laborers	1,818	32	7	5	1	0	0	16
Human Resources Professionals & Supv	551	31	19	0	1	3	0	23
Environmental Specialists & Supv	529	31	24	1	1	0	0	9
Real Estate Technicians, Professionals & Supv	185	31	5	0	1	0	0	4
Mechanical Equipment, Construction & Repair	555	30	16	2	1	0	2	15
Attorneys	327	29	11	0	2	1	0	5
Administrators-Senior Executives	564	24	32	0	0	0	2	18
Technicians-Engineering & Related	535	23	24	1	1	0	0	11
Health Therapists	156	16	3	0	0	0	0	4
Public Information & Media Professionals & Supv	149	16	1	0	0	1	0	5
Doctors, Dentists, & Veterinarians	143	15	6	0	1	0	0	8
Administrators-Others	257	11	11	1	0	0	1	10
Equal Opportunity Professionals & Supv	245	11	3	0	0	0	1	6
Power Plant Occupations	79	11	0	0	0	0	0	0
Clerks-Shipping, Storage & Related	224	10	3	1	0	0	0	4
Purchasing Professionals & Supv	134	7	1	0	0	0	0	1
Inspectors & Investigators-Materials & Structures	105	7	2	0	0	0	0	2
Librarians, Archivists, & Curators	78	7	7	0	0	0	0	3
Communication Equipment Operators	77	7	1	0	2	0	0	3
Dietitians & Nutritionists	156	6	3	0	0	0	0	2
Laboratory Technicians	70	6	1	1	0	3	0	1
Cleaning & Buildings-Supv	464	5	4	0	1	0	0	4
Construction Trades	320	5	3	0	0	0	2	1
Media Technicians	244	3	2	0	0	0	0	2
Miscellaneous Mechanics & Repairers	72	3	1	0	0	0	0	1
Management Information Technicians	148	2	7	0	0	0	1	0
Aviation Occupations	16	1	0	0	0	0	0	0
Seamstress & Upholsterers	14		6	1	0	0	0	5
Grand Total	39,511	3,635	914	131	205	16	37	1,618

¹Data for UW System personnel transactions is not available, and are therefore wholly excluded from this table.
Source: PMIS and Central Payroll databases

Chart 38
AGE OF NEW HIRES IN FISCAL YEAR 2014
Permanent Classified Employees

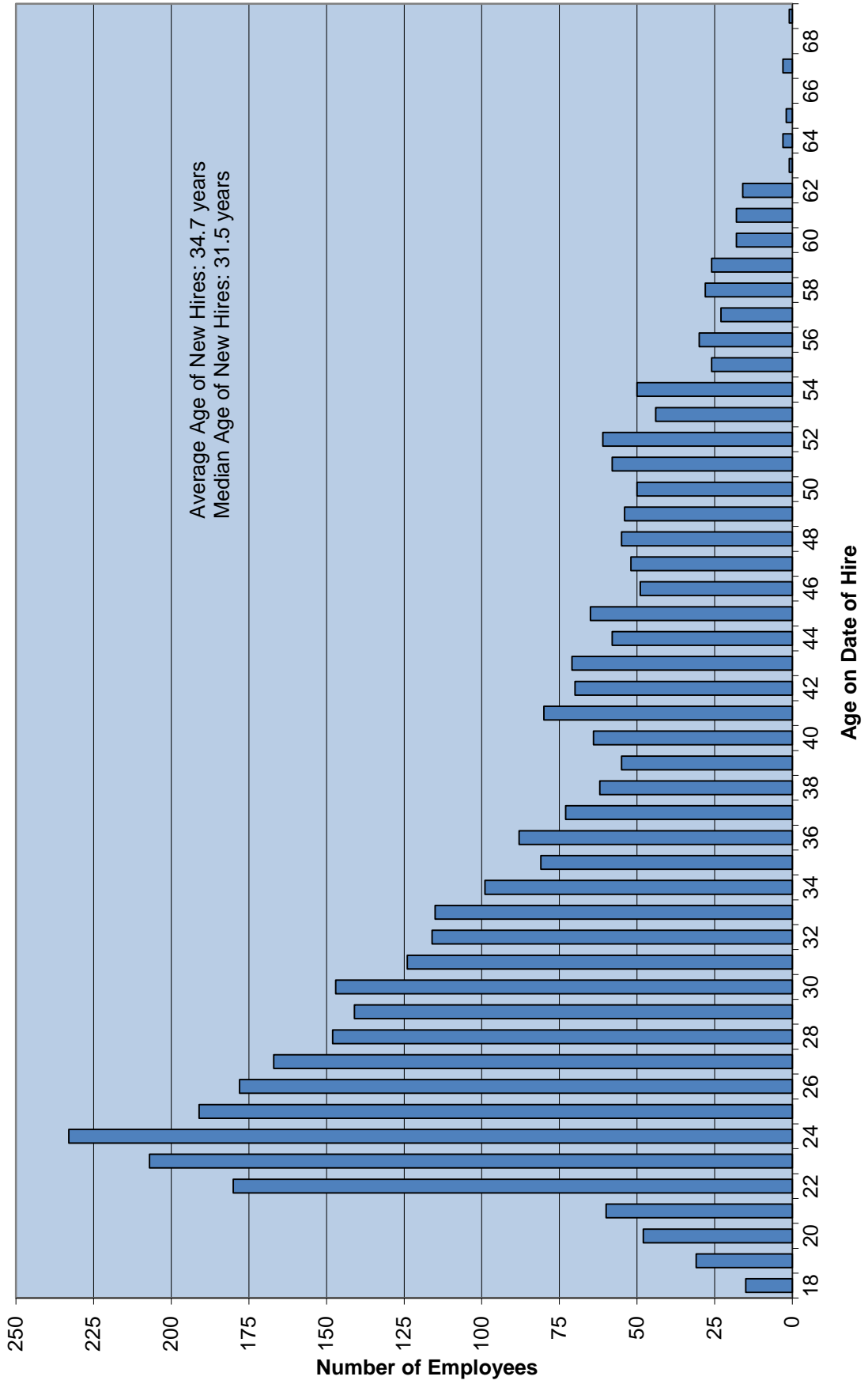
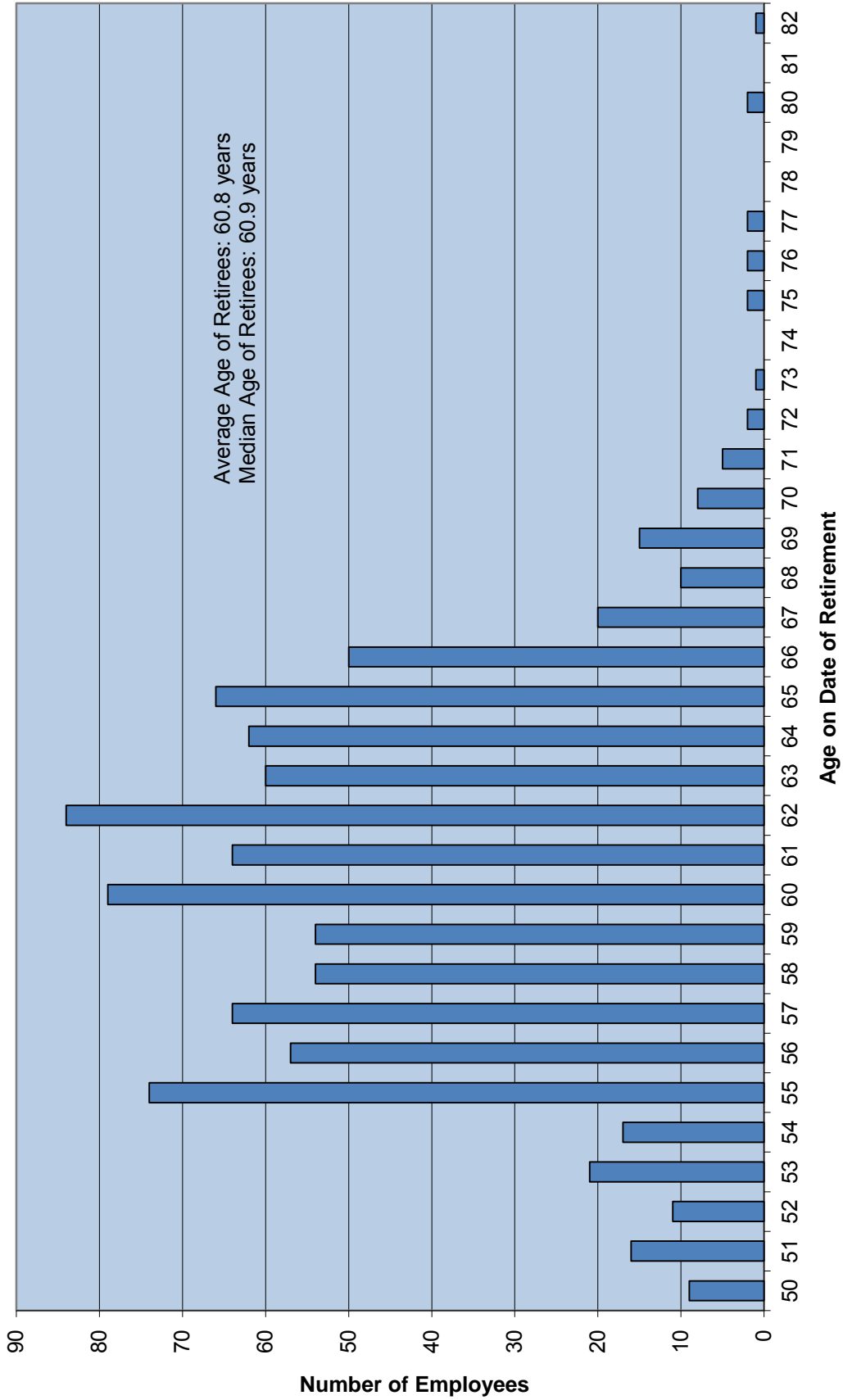


Chart 39
AGE OF RETIREES IN FISCAL YEAR 2014
Permanent Classified Employees - Excluding UW System



Note: Retirement data for UW System classified employees is not available.
 Note: There were two retirements prior to age 50. Retirements can occur before age 50 for disability.

Table 40
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2014
Permanent Classified Employees Excluding UW System¹

Agency	Average FY 2014 Count of Employees	Non-Retirement Separations		Retirements		Total All Separations	
		#	%	#	%	#	%
Administration	825.0	46	5.6%	34	4.1%	80	9.7%
Ag, Trade & Consumer Prot	527.5	30	5.7%	18	3.4%	48	9.1%
Aging & Long Term Care Bd	35.5	1	2.8%	1	2.8%	2	5.6%
Children & Families	681.5	63	9.2%	14	2.1%	77	11.3%
Commissioner of Insurance	143.0	7	4.9%	0	0.0%	7	4.9%
Corrections	9,501.5	593	6.2%	286	3.0%	879	9.3%
Educational Comm Board	40.0	0	0.0%	2	5.0%	2	5.0%
Employee Trust Funds	244.0	7	2.9%	5	2.0%	12	4.9%
Employment Relations Comm	7.0	2	28.6%	2	28.6%	4	57.1%
Financial Institutions	121.5	8	6.6%	4	3.3%	12	9.9%
Government Accountability Bd	29.5	2	6.8%	1	3.4%	3	10.2%
Health Services	5,752.5	503	8.7%	174	3.0%	677	11.8%
Higher Education Aids Bd	8.0	0	0.0%	0	0.0%	0	0.0%
Justice	585.5	31	5.3%	14	2.4%	45	7.7%
Lower WI St Riverway Bd	1.0	0	0.0%	0	0.0%	0	0.0%
Military Affairs	407.5	30	7.4%	9	2.2%	39	9.6%
Natural Resources	2,338.0	56	2.4%	89	3.8%	145	6.2%
People with Disabilities Bd	6.0	1	16.7%		0.0%	1	16.7%
Public Instruction	585.0	41	7.0%	17	2.9%	58	9.9%
Public Lands Board	8.5	0	0.0%	0	0.0%	0	0.0%
Public Service Commission	116.0	2	1.7%	4	3.4%	6	5.2%
Revenue	960.5	37	3.9%	37	3.9%	74	7.7%
Safety & Professional Services	235.0	28	11.9%	13	5.5%	41	17.4%
Secretary of State	2.0	0	0.0%	0	0.0%	0	0.0%
State Employment Relations	36.5	2	5.5%	2	5.5%	4	11.0%
State Public Defender	232.0	11	4.7%	5	2.2%	16	6.9%
Tourism	23.0	1	4.3%	0	0.0%	1	4.3%
Transportation	3,200.0	156	4.9%	97	3.0%	253	7.9%
Treasurer	5.0	0	0.0%	0	0.0%	0	0.0%
Veterans Affairs	1,253.5	245	19.5%	28	2.2%	273	21.8%
WI Historical Society	115.5	2	1.7%	6	5.2%	8	6.9%
WI Technical College System	52.5	7	13.3%	2	3.8%	9	17.1%
Workforce Development	1,556.0	95	6.1%	50	3.2%	145	9.3%
Grand Total	29,635.5	2,007	6.8%	914	3.1%	2,921	9.9%

¹Separations data for UW System is not available.

Note: The average count of employees is one-half the sum of the fiscal year 2013 and fiscal year 2014 year-end counts.

Fiscal Year 2014 for this Report is the period from June 30, 2013 through June 28, 2014.

Source: PMIS and Central Payroll databases

Table 41
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2014
Permanent Classified Employees Excluding UW System¹

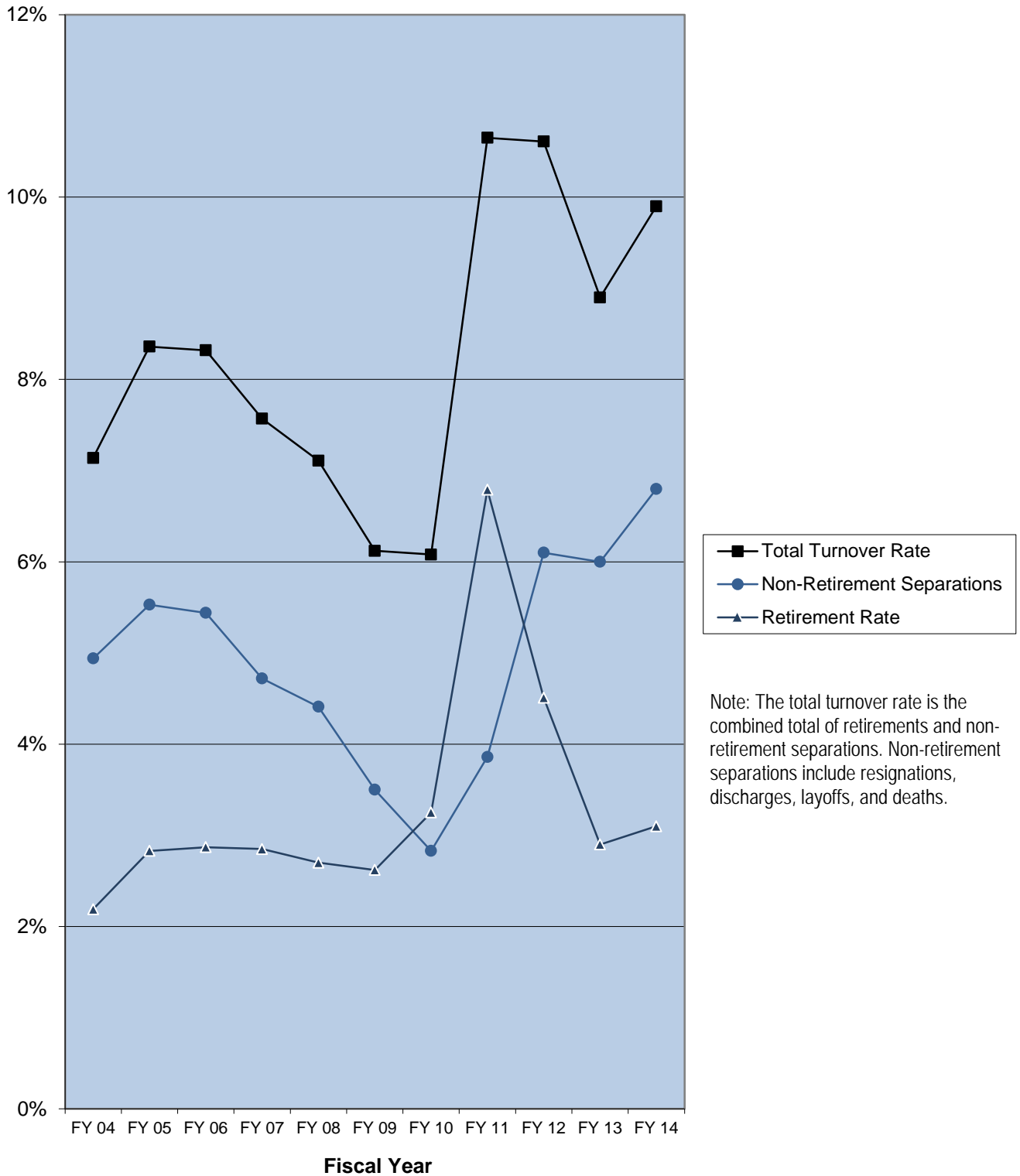
Job Group	Average Count in Job Group	Non-Retirement Separations		Retirements		Total All Separations	
		#	%	#	%	#	%
Administrative Support-Fiscal	488.5	29	5.9%	19	3.9%	48	9.8%
Administrative Support-General	1,939.5	141	7.3%	67	3.5%	208	10.7%
Administrators-Others	250.5	12	4.8%	11	4.4%	23	9.2%
Administrators-Senior Executives	544.5	20	3.7%	32	5.9%	52	9.6%
Agricultural & Natural Resources Technicians	246.5	2	0.8%	10	4.1%	12	4.9%
Architects & Engineers	1,127.5	33	2.9%	18	1.6%	51	4.5%
Attorneys	318.5	8	2.5%	11	3.5%	19	6.0%
Aviation Occupations	15.5	0	0.0%	0	0.0%	0	0.0%
Claims Determination & Collections-Prof/Supv	482.0	37	7.7%	12	2.5%	49	10.2%
Cleaning & Buildings-Supv	91.0	5	5.5%	4	4.4%	9	9.9%
Clerks-Shipping, Storage & Related	120.5	5	4.1%	3	2.5%	8	6.6%
Communication Equipment Operators	62.0	5	8.1%	1	1.6%	6	9.7%
Construction Trades	134.0	3	2.2%	3	2.2%	6	4.5%
Corrections Occupations	5,116.0	317	6.2%	133	2.6%	450	8.8%
Dietitians & Nutritionists	68.0	2	2.9%	3	4.4%	5	7.4%
Doctors, Dentists, & Veterinarians	137.5	9	6.5%	6	4.4%	15	10.9%
Environmental Specialists & Supv	524.0	11	2.1%	24	4.6%	35	6.7%
Equal Opportunity Professionals & Supv	71.5	7	9.8%	3	4.2%	10	14.0%
Fiscal & Related Professionals & Supv	1,242.5	48	3.9%	30	2.4%	78	6.3%
Food Production & Food Service	475.0	39	8.2%	17	3.6%	56	11.8%
General Clerical Occupations	1,145.5	90	7.9%	52	4.5%	142	12.4%
General Laborers	258.5	22	8.5%	7	2.7%	29	11.2%
Health Therapists	143.0	4	2.8%	3	2.1%	7	4.9%
Human Resources Professionals & Supv	449.0	27	6.0%	19	4.2%	46	10.2%
Inspectors & Investigators-Materials & Structures	68.0	2	2.9%	2	2.9%	4	5.9%
Inspectors & Investigators-Products & Services	279.0	18	6.5%	12	4.3%	30	10.8%
Laboratory Technicians	25.0	5	20.0%	1	4.0%	6	24.0%
Law Enforcement & Public Safety	951.5	57	6.0%	20	2.1%	77	8.1%
Librarians, Archivists, & Curators	97.0	3	3.1%	7	7.2%	10	10.3%
Management Information Professionals & Supv	1,298.5	58	4.5%	38	2.9%	96	7.4%
Management Information Technicians	56.0	1	1.8%	7	12.5%	8	14.3%
Mechanical Equipment, Construction & Repair	324.5	20	6.2%	16	4.9%	36	11.1%
Media Technicians	25.0	2	8.0%	2	8.0%	4	16.0%
Miscellaneous Mechanics & Repairers	64.5	1	1.6%	1	1.6%	2	3.1%
Natural Resources Professionals & Supv	511.0	7	1.4%	16	3.1%	23	4.5%
Patient Care Professionals & Supv	947.0	101	10.7%	35	3.7%	136	14.4%
Personal Care Aides	1,579.0	363	23.0%	44	2.8%	407	25.8%
Planning & Research Professionals & Supv	687.0	37	5.4%	20	2.9%	57	8.3%
Power Plant Occupations	115.0	6	5.2%	6	5.2%	12	10.4%
Program Support Professionals & Supv	1,121.0	59	5.3%	39	3.5%	98	8.7%
Psychologists	245.0	13	5.3%	8	3.3%	21	8.6%
Public Information & Media Professionals & Supv	105.0	6	5.7%	1	1.0%	7	6.7%
Purchasing Professionals & Supv	76.0	1	1.3%	1	1.3%	2	2.6%
Real Estate Technicians, Professionals & Supv	174.0	5	2.9%	5	2.9%	10	5.7%
Science Professionals & Supv	271.5	13	4.8%	5	1.8%	18	6.6%
Seamstress & Upholsterers	8.5	0	0.0%	0	0.0%	0	0.0%
Social Services Professionals & Supv	2,953.5	188	6.4%	71	2.4%	259	8.8%
Teachers & Education Professionals & Supv	667.5	45	6.7%	23	3.4%	68	10.2%
Technicians-Engineering & Related	444.5	13	2.9%	24	5.4%	37	8.3%
Technicians-Health Care & Related	1,090.0	107	9.8%	22	2.0%	129	11.8%
Total	29,635.5	2,007	6.8%	914	3.1%	2,921	9.9%

¹Separations data for UW System is not available.

Note: The "average count in job group" is one-half the sum of the fiscal year 2013 and fiscal year 2014 year-end counts.

Source: PMIS and Central Payroll databases, for the period from June 30, 2013 through June 28, 2014.

Chart 42
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 and Central Payroll
 Note: UW System is excluded because data is not available.

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Section 5

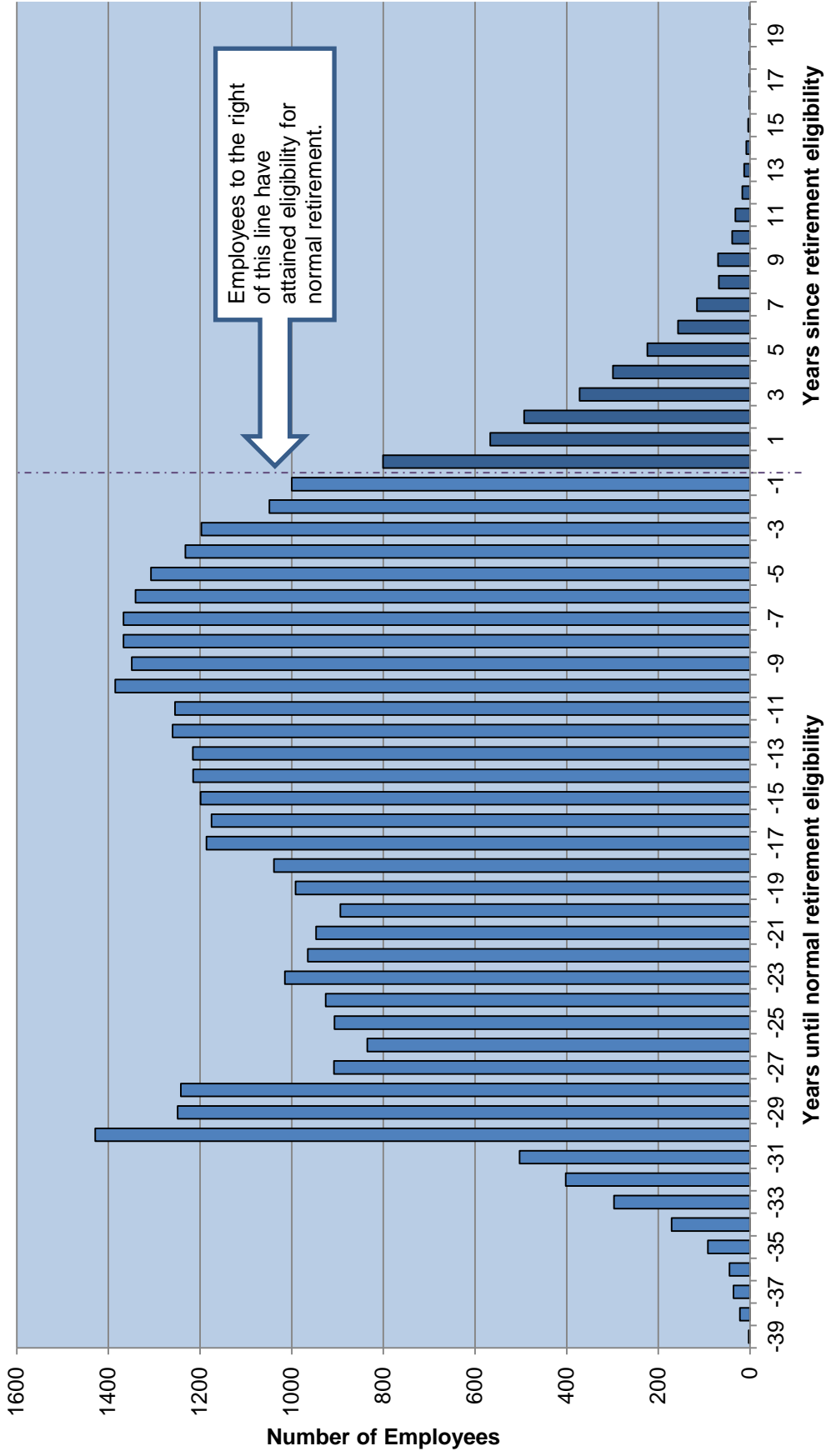
RETIREMENT ELIGIBILITY

This section provides statistics on the eligibility of permanent classified employees for retirement now, within five years, and within ten years. Retirement eligibility is tabulated by agency, job group, and civil service classification. Some classifications consist entirely or mostly of employees in jobs with “protective occupation” status, and by state statute these employees may retire at a younger age and with fewer years of service than other employees. The job groups that consist primarily of “protective occupation” classifications are identified by italicized text in the tables. Please refer to the glossary of terms in Appendix A for more information about protective occupations and the definition of normal retirement eligibility.

DID YOU KNOW . . . ?

- At the end of fiscal year 2014, over 3,288 classified employees, or 8.4% of the workforce, were already eligible for normal retirement. An additional 5,785 employees are projected to become eligible within five years.
- Among agencies with at least 100 employees, the Public Service Commission has the highest rates of retirement eligibility with 17% immediately eligible, 42% eligible within the next five years, and 58% eligible within the next 10 years; as illustrated through cumulative percentages.
- Every agency had a greater percentage of employees immediately eligible for normal retirement in June 2014 than 10 years earlier in June 2004.
- Nineteen of 27 agencies had a lower rate of retirement eligibility in June 2012 than in June 2014.

Chart 43
DISTRIBUTION OF EMPLOYEES FOR NORMAL RETIREMENT ELIGIBILITY
 Permanent Classified Employees - Based on June 30, 2014



Example: An employee in the column labeled -9 on the horizontal axis will be eligible for normal retirement within 8 to 9 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 44
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-Fiscal	99	9%	303	28%	477	44%
Administrative Support-General	365	10%	1,006	28%	1,582	45%
Administrators-Others	22	9%	67	26%	116	46%
Administrators-Senior Executives	76	14%	187	33%	305	55%
Agricultural & Natural Resources Technicians	35	8%	108	23%	181	39%
Architects & Engineers	65	5%	228	18%	446	36%
Attorneys	45	14%	89	27%	152	47%
<i>Aviation Occupations¹</i>	7	44%	10	63%	11	69%
Claims Determination & Collections-Prof/s/Supv	22	4%	55	11%	118	24%
Cleaning & Buildings-Supv	30	9%	99	31%	174	55%
Clerks-Shipping, Storage & Related	28	13%	75	34%	117	52%
Communication Equipment Operators	2	3%	8	10%	24	31%
Construction Trades	26	6%	103	22%	202	44%
<i>Corrections Occupations¹</i>	664	13%	1,401	27%	2,285	44%
Dietitians & Nutritionists	1	1%	15	21%	27	39%
Doctors, Dentists, & Veterinarians	34	24%	60	42%	91	64%
Environmental Specialists & Supv	58	11%	129	24%	229	43%
Equal Opportunity Professionals & Supv	5	6%	9	11%	26	33%
Fiscal & Related Professionals & Supv	132	8%	362	22%	617	38%
Food Production & Food Service	24	3%	117	15%	281	36%
General Clerical Occupations	197	10%	564	27%	964	47%
General Laborers	102	6%	371	20%	719	40%
Health Therapists	7	5%	35	23%	59	40%
Human Resources Professionals & Supv	53	10%	122	22%	196	36%
Inspectors & Investigators-Materials & Structures	11	14%	30	39%	43	57%
Inspectors & Investigators-Products & Services	23	8%	63	23%	101	37%
Laboratory Technicians	17	11%	43	28%	60	38%
<i>Law Enforcement & Public Safety¹</i>	113	9%	285	24%	503	42%
Librarians, Archivists, & Curators	8	8%	29	28%	53	51%
Management Information Professionals & Supv	147	6%	466	19%	858	36%
Management Information Technicians	23	16%	58	39%	86	58%
Mechanical Equipment, Construction & Repair	44	8%	181	33%	330	60%
Media Technicians	3	4%	11	15%	21	29%
Miscellaneous Mechanics & Repairers	31	13%	80	33%	145	59%
Natural Resources Professionals & Supv	50	9%	126	24%	203	38%
Patient Care Professionals & Supv	34	3%	155	16%	343	35%
Personal Care Aides	30	2%	147	11%	322	23%
Planning & Research Professionals & Supv	47	6%	134	17%	250	32%
Power Plant Occupations	19	8%	63	26%	125	51%
Program Support Professionals & Supv	96	7%	329	24%	579	42%
Psychologists	18	7%	47	18%	79	31%
Public Information & Media Professionals & Supv	9	6%	31	20%	44	28%
Purchasing Professionals & Supv	18	14%	38	29%	65	49%
Real Estate Technicians, Professionals & Supv	15	8%	46	25%	84	46%
Science Professionals & Supv	31	6%	100	20%	175	35%
Seamstress & Upholsterers	3	21%	6	43%	13	93%
<i>Social Services Professionals & Supv¹</i>	180	6%	489	17%	964	33%
Teachers & Education Professionals & Supv	55	8%	159	24%	272	42%
Technicians-Engineering & Related	38	7%	154	29%	271	51%
Technicians-Health Care & Related	126	9%	280	20%	494	35%
Grand Total	3,288	8.4%	9,073	23.1%	15,882	40.4%

See Appendix A for definition of "normal retirement."

¹Job groups in italics are composed of mostly "protective occupation" employees, who have earlier eligibility for normal retirement. The groups *Social Services Professionals & Supv* and *Technicians - Health Care & Related* are split roughly 50/50 between protective and non-protective employees.

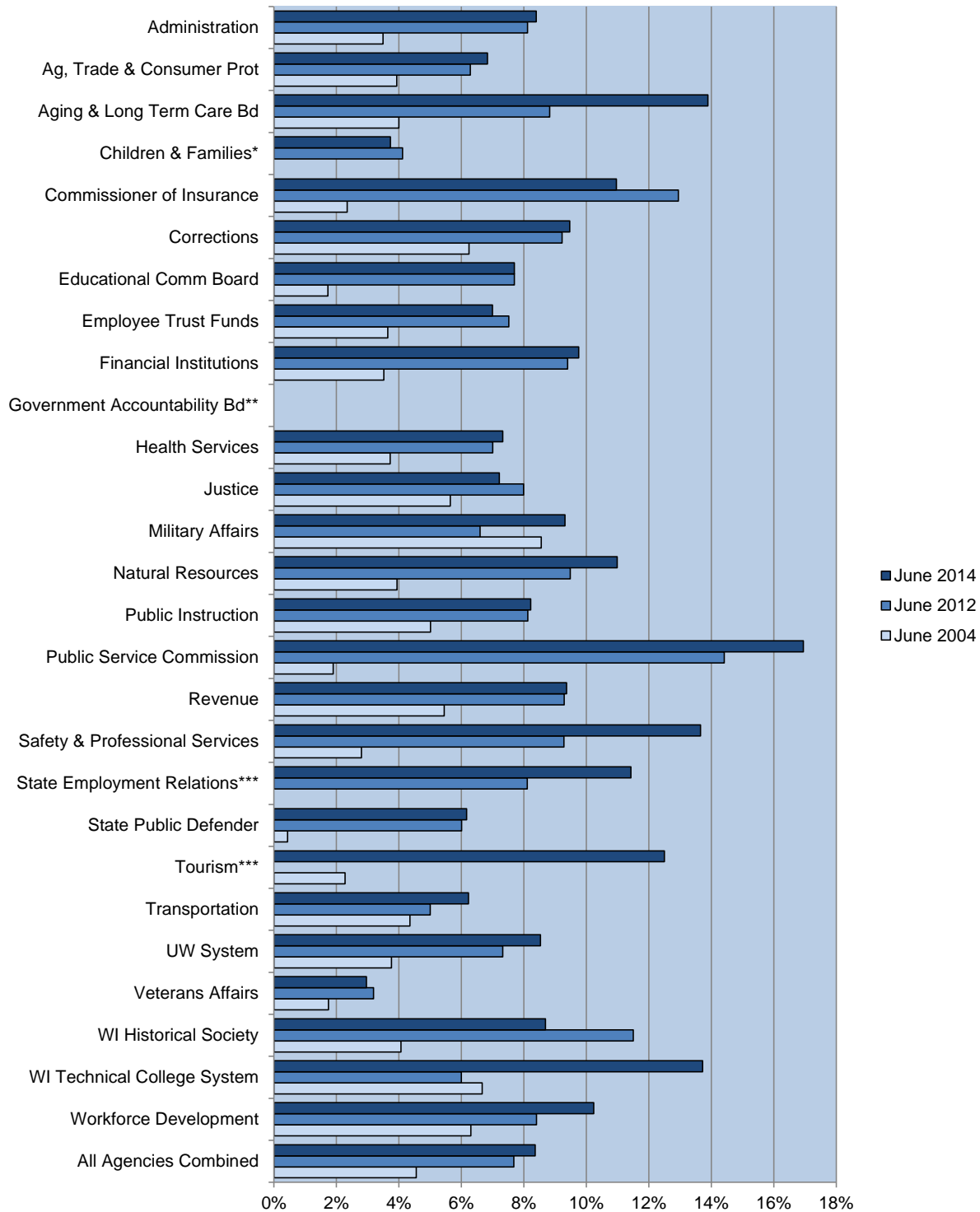
Table 45
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees

Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administration	69	8%	210	26%	373	45%
Ag, Trade & Consumer Prot	38	7%	129	23%	241	43%
Aging & Long Term Care Bd	5	14%	11	31%	20	56%
Children & Families	26	4%	108	15%	199	29%
Commissioner of Insurance	16	11%	45	31%	66	45%
Corrections	899	9%	2,217	23%	4,001	42%
Educational Comm Board	3	8%	11	28%	21	54%
Employee Trust Funds	17	7%	52	21%	93	38%
Employment Relations Comm	2	33%	4	67%	4	67%
Financial Institutions	12	10%	33	27%	50	41%
Government Accountability Bd	0	0%	2	6%	6	19%
Health Services	423	7%	1,177	20%	2,090	36%
Higher Education Aids Bd	1	13%	4	50%	4	50%
Justice	44	7%	126	21%	213	35%
Lower WI St Riverway Bd	0	0%	0	0%	0	0%
Military Affairs	38	9%	96	24%	171	42%
Natural Resources	260	11%	652	28%	1,068	45%
People with Disabilities Bd	0	0%	0	0%	3	50%
Public Instruction	48	8%	121	21%	199	34%
Public Lands Board	0	0%	1	11%	5	56%
Public Service Commission	20	17%	49	42%	68	58%
Revenue	92	9%	272	28%	445	45%
Safety & Professional Services	28	14%	60	29%	93	45%
Secretary of State	0	0%	1	50%	1	50%
State Employment Relations	4	11%	7	20%	10	29%
State Public Defender	14	6%	53	23%	94	41%
Tourism	3	13%	5	21%	9	38%
Transportation	205	6%	693	21%	1,317	40%
Treasurer	0	0%	0	0%	0	0%
UW System	807	9%	2,364	25%	3,974	42%
Veterans Affairs	38	3%	173	13%	366	29%
WI Historical Society	10	9%	29	25%	58	50%
WI Technical College System	7	14%	11	22%	25	49%
Workforce Development	159	10%	357	23%	595	38%
Grand Total	3,288	8.4%	9,073	23.1%	15,882	40.4%

Note: Normal retirement for general (non-protective status employees) is the attainment of both age 57 and 30 years of service, or age 65 regardless of years of service. Normal retirement for protective status employees is the attainment of both age 53 and 25 years of service, or age 54 regardless of years of service. Retirement projections are based on age and years of service as of June 30, 2014.

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

Chart 46
IMMEDIATE RETIREMENT ELIGIBILITY HISTORICAL COMPARISON
Percentage of Employees Eligible for Immediate Normal Retirement
Agencies with at least 10 Permanent Classified Employees



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

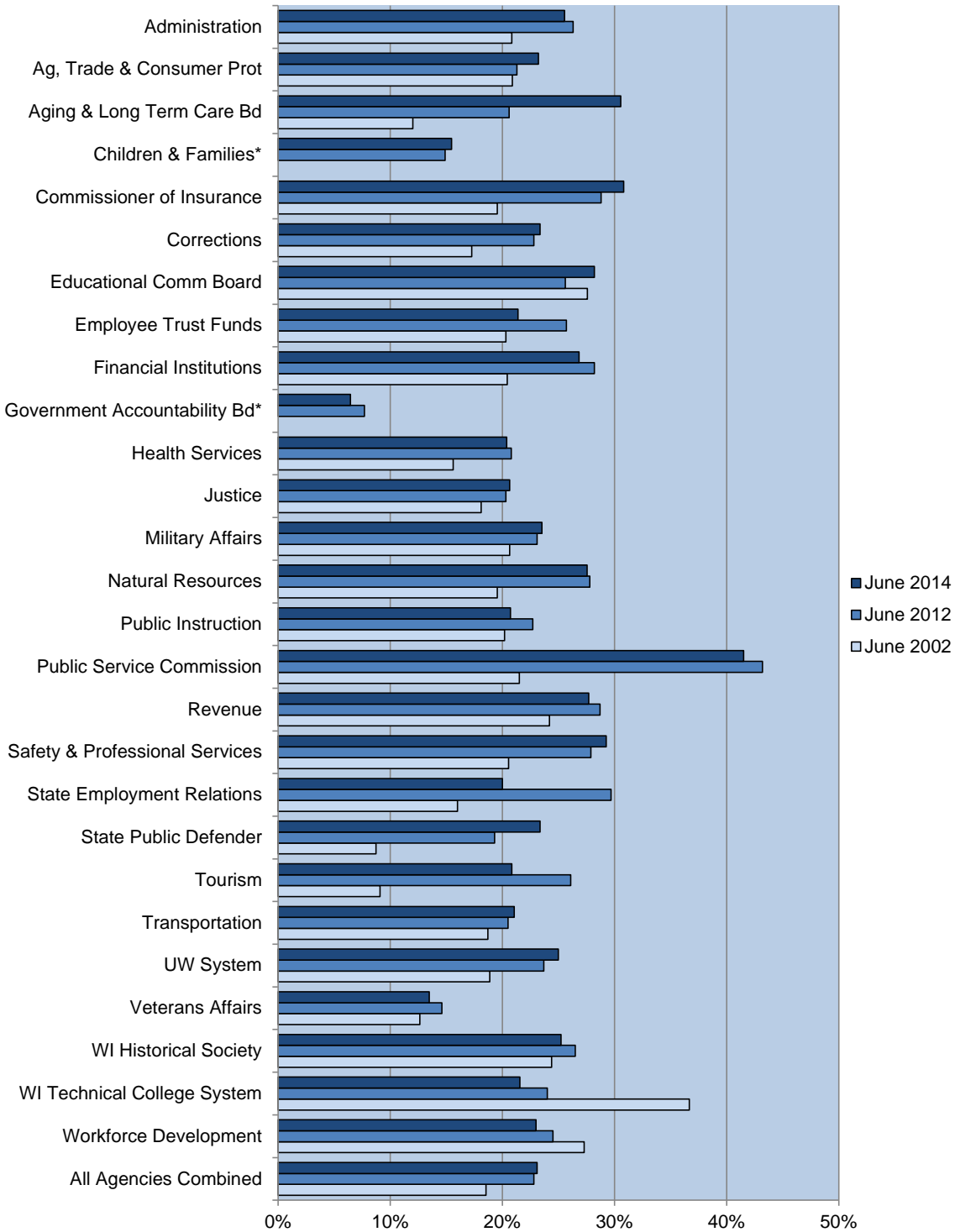
* Children and Families did not exist in 2004.

**Government Accountability Bd did not exist in 2004 and does not have any staff eligible for retirement in the timeframes indicated.

*** There were 0% of Tourism staff eligible for retirement in 2013.

*** There were 0% of State Employment Relations staff eligible for retirement in 2004.

Chart 47
RETIREMENT WITHIN FIVE YEARS HISTORICAL COMPARISON
Percent of Employees Eligible for Normal Retirement Within 5 Years
Agencies with at least 10 Permanent Classified Employees



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

* Children and Families and Government Accountability Bd. did not exist in 2004.

Section 6

APPENDICES

Appendix A

GLOSSARY OF KEY TERMS

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

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

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

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

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

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

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

Disabled: Individuals who:

- (a) Have a physical or mental impairment which makes achievement unusually difficult or limits the capacity to work;
- (b) Have a record of such an impairment; or
- (c) Are perceived as having such an impairment.

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

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

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

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

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

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

Involuntary Separation: A separation from working for the state initiated by the employer, and includes layoff, discharge, death, and work-related disability. Movement between different state jobs is not considered a separation.

Job Group: A set of classifications combined by the Office of State Employment Relations on the basis of similarity in required training and skills, responsibility, pay range and nature of work.

Limited term employee (LTE): "...employment in which the nature and conditions do not permit attainment of permanent status in class and for which the use of normal procedures for recruitment and examination are not practicable" (s. ER 1.02[17], Wis. Adm. Code). An LTE may not work more than 1044 hours in a year in the same position.

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

Normal retirement: Although any state employee may retire at age 55 (age 50 for protective occupation employees), retirement eligibility in this Report is based on "normal" retirement. Normal retirement is the ability to retire with no age-based discount to the retirement benefit, i.e., no penalty for "early" retirement. "Normal retirement age" as defined by the Department of Employee Trust Funds is: age 65 for General employees (including teachers); age 62 for Elected and Executive employees; age 54 for Protective Occupation employees (or age 53 with 25 years of service). Normal retirement eligibility also includes General, Elected, Teachers, and Executive employees who are age 57 or older and have at least 30 years of service.

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) purpose is to provide the Governor, the Legislature, and the Office of State Employment Relations (OSER) with the most up-to-date information pertaining to authorized positions, payroll, and related items covering civil service employment. PMIS includes positions in all executive branch agencies except the University of Wisconsin System, the Court system, and the Legislature (exceptions: Retirement Research Committee and Legislative Audit Bureau). PMIS is created by statute and maintained by the Secretary of the Department of Administration.

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

Promotion: "Except as provided in ER-MRS 14.02, Wis. Adm. Code, 'promotion' means any of the following: (a) The permanent appointment of an employee to a different position in a higher class than the highest position currently held in which the employee has permanent status in class; (b) The permanent appointment of an employee or former employee in layoff status to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee or former employee became subject to layoff; or (c) the permanent appointment of an employee on an approved leave

of absence, either statutorily mandated or granted by an appointing authority, to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee began the leave of absence" (s. ER 1.02[36], Wis. Adm. Code).

Protective Occupation: A category of retirement participation under the Wisconsin Retirement System that covers individuals whose principal duties involve active law enforcement or active fire suppression or prevention, provided the duties require frequent exposure to a high degree of danger or peril and also require a high degree of physical conditioning, or who are specifically included in this category in the statutes. Employees in protective occupations can generally retire at a younger age than other employees.

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

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

Separation from state service: Termination from employment with the state. Movement between positions within an agency or between state agencies, or between the classified and unclassified service, is not considered separation from state service.

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

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

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

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

Underutilization: Having fewer minorities or women in a particular job group than would reasonably be expected by their availability in the relevant labor force.

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

Appendix B

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) JOB CATEGORIES

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

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

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

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

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

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

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

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

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

Appendix C STATISTICAL METHODS

This edition of the *Classified Workforce and Affirmative Action Report* includes statistical significance testing for selected data to help readers interpret the tables and determine whether seemingly large differences in percentages or amounts can confidently be attributed to a cause or causes beyond random variation, or may instead be due to having small numbers of people in some categories.

Some tables and charts show differences between groups or changes over time, often for groups with very small numbers of members. When converted to percentages for ease of comparison across groups of widely varying size, the smaller groups sometimes appear to have large percentage differences when relatively small numbers of employees are involved. For example, in Table 18, the *Agricultural & Natural Resources Technicians* job group had an increase of 34 women since 2004, which ranks as only the 16th largest increase. However, when expressed as a change in percentage of 8.9%, it is the third highest increase of all job groups listed in the table. Thus the question presents itself: did this job group have a modest increase (34 women) or a significant, large increase (8.9%)?

Statistical testing can help guide decision making under uncertainty. It would be useful to rely on some objective standard to distinguish between substantial differences and those that are only superficially large due to the population involved being relatively small. 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 small denominators. Small denominators tend to give wide credibility intervals, which narrow as the denominator size 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:

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

Using this test for the example above, we constructed a 95% CI for the percentage of women in the *Agricultural & Natural Resources Technicians* job group in 2004 (n=81, d=502, ll=13.1%, ul=19.5%), and another CI for the percentage in 2014 (n=115, d=461, ll=21.1%, ul=29.0%). If the confidence intervals do not overlap--the upper limit of one interval is less than the lower limit of the other--then the difference of percentages is “statistically significant” (at the p<.05 level of confidence). In the example case, the confidence intervals do not overlap: the upper limit of 19.5% for 2004 is less than the lower limit of 21.1% for 2014, and therefore the change in percentage increase of 8.9% is considered significant. The Bayesian CI was used for all tests of percentage differences throughout the report: Tables 16, 18, and 24a through 24d, and Chart 29.

Appendix D

RACE/ETHNIC IDENTIFICATION

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

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

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

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

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

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Appendix E

MAP OF WISCONSIN BY REGIONAL RECRUITING AREA

