



State of Wisconsin Classified Workforce & Affirmative Action Report

Fiscal Years 2021 and 2022

The State of Wisconsin Classified Workforce & Affirmative Action report documents demographic statistics of the permanent classified workforce, personnel transactions including new hires, retirements and other separations from state service, and the demographics and workforce planning outlook on an agency-by-agency basis from July 1, 2020 through June 30, 2022.

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State of Wisconsin

Classified Workforce & Affirmative Action Report Fiscal Years 2021 and 2022

**Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2022 (June 2022),
and including Affirmative Action statistics for Fiscal Years 2021 and 2022**

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

Classified Workforce & Affirmative Action Report – Fiscal Years 2021 and 2022

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STATE OF WISCONSIN

DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
Kathy Blumenfeld, Secretary-designee
Jen Fogel, Division Administrator

Dear Reader:

It is my pleasure to present the Classified Workforce and Affirmative Action Report for Fiscal Year 2022. This report focuses on the roughly 27,467 permanent classified employees in the executive branch of state government, which is the core workforce segment responsible for agency programs and operations and the backbone of state government in Wisconsin.

This report:

- Continues a series of biennial reports produced by the Division of Personnel Management (DPM) that provide workforce statistics both agency-by-agency and enterprise-wide (across all executive branch state agencies, boards, commissions, and other entities), allowing for analysis of workforce characteristics and trends.
- Provides statutorily mandated affirmative action reporting for Fiscal Year (FY) 2021 and 2022.
- Illuminates the demographic characteristics of the permanent classified workforce as of June 2022 and shows comparisons with the workforce in June 2012, 10 years earlier.
- Quantifies key personnel transactions that occurred during FY 2021 and 2022.
- Exhibits the potential for employee retirements now and in the near future.
- Satisfies the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature regarding equity and inclusion/affirmative action goals, recommended actions for the future, employee diversity statistics, and diversity, equity and inclusion accomplishments.
- Provides a historical reference almanac on classified state employee demographics as of June 2022, and comparison of these demographics with June 2012.
- Serves as a strategic planning tool for workforce planning, through reporting on hiring, turnover, retirement eligibility, and workforce trends at the agency and enterprise levels.

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

Sincerely,

Jen Fogel
Administrator

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EXECUTIVE SUMMARY

Scope of Report

This report focuses on the roughly 27,467 permanent classified employees in the executive branch of state government, which is the core workforce responsible for carrying out the operations and programs for executive branch state agencies.

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

- Elected officials.
- Employees of the legislature.
- Employees of the state judicial system.
- Appointees in the unclassified service, such as agency heads and other executives.
- Assistant district attorneys and assistant public defender attorneys (who are in the unclassified service).
- Limited-term and project employees.
- Employees of the University of Wisconsin System (the UW System included nearly 10,000 classified and unclassified higher education employees, including faculty, academic staff, administrators, research assistants, and student assistants until July 2015, when legislation was implemented that removed all UW employees from the classified and unclassified service).
- Employees of state authorities (who are generally not considered state employees).

Data Sources, Limitations, and Reporting Changes

The data for this report comes from a variety of internal and external sources, including but not limited to the State of Wisconsin's PeopleSoft Human Capital Management (HCM) System, the State of Wisconsin's legacy payroll and Personnel Management Information System (PMIS), and the United States Census Bureau.

As indicated above, the UW System no longer has classified employees. For comparisons of the current workforce with the workforce ten years ago in 2012, UW data was typically removed (unless otherwise noted) to allow for a more accurate historical comparison of the executive branch.

NOTABLE FINDINGS

Workforce Composition

Substantial increase in vacancy rate over last two years. The volume of budgeted classified FTE positions across the state enterprise has increased by approximately 3% (1,074 positions) from 2012 to 2022 (see Table 2). The enterprise vacancy rate increased minimally from 2012 (10.9%) to 2020 (11.9%) but increased substantially in 2022 (17.7%). The enterprise vacancy rate has increased by more than 60% (2,332.6 vacant positions) from 2012 to 2022 and nearly 50% over the last two years.

Corrections and public security jobs are prominent. The Department of Corrections, with nearly 8,000 employees, makes up about 30% of the permanent classified workforce. The four classifications with the most employees across all state agencies were all "protective": Correctional Officer, Correctional Sergeant, Psychiatric Care Technician-Advanced, and Probation and Parole Agent-Senior (see Table 8).

Minimal union representation. In June 2022, approximately 1.9% of permanent classified employees were represented by bargaining units (see Table 5). In June 2012, approximately 8.6% of employees were represented. Union representation has decreased by more than 75% from 2012 to 2022.

Decreasing age and years of state service amongst the state workforce. The average age of employees has dropped by about one year from 45.8 in 2012 to 44.9 in 2022. The average years of state service has also dropped by nearly two years, from 13.1 in 2012 to 11.3 in 2022 (see Statistical Highlights).

A truly statewide workforce. Classified state employees lived and worked in each of Wisconsin's 72 counties in 2022 (see Table 7).

High utilization of state health insurance plans. In June 2022, 86.1% of employees had a state health insurance plan (see Table 6). There were almost twice as many family plans (57.2%) as single plans (28.9%). By comparison, in June 2012, 89.2% of employees had state health insurance, with a greater proportion of family plans (62.8% to 26.4%). The State health insurance plan usage has decreased slightly from 2012 to 2022.

Equal Employment Opportunity and Affirmative Action

The proportion of women continues to increase. Women accounted for 52.2% of the classified workforce in 2022, up from 52.0% in 2021. The percentage of women in the state workforce (52.2%) was significantly higher than the estimated percentage in the labor force (48.1%) in 2022 (see Tables 11 and 14 and Chart 15).

The proportion of racial and ethnic minorities continues to increase. As of June 2022, racial (11.5%) and ethnic (3.8%) minorities comprised 15.3% of the permanent classified workforce, a slow-moving upward trend from a rate of 15.2% in 2021 (see Table 11 and Charts 13 and 16). See Appendix D for more information about how race and ethnicity are defined distinctly.

State racial minority employment lags behind the Wisconsin labor force. The proportion of state-employed racial minorities (11.5%), excluding state employees who identified as Hispanic/Latino, was significantly lower than the estimated percentage in the labor force (13%) in 2022. Additionally, the proportion of state employees who identified as Hispanic/Latino (3.8%) was significantly lower than the estimated percentage in the labor force (6.2%) in 2022. State racial minority employment lags behind the labor force estimates across Wisconsin's Northern, Western, Central, and Southern regions, but state racial minority employment exceeds the labor force estimates in the Eastern region (which includes Milwaukee). The proportion of state employees who identified as Black or African American (7.0%) was significantly higher than the estimated percentage in the labor force (4.9%) in 2022 (see Tables 12 and 14).

The number and proportion of employees with disabilities continues to increase. The number (2,051) and percentage (7.5%) of classified employees with a self-reported disability increased substantially in 2022 compared with the previous year (1,560 employees, 5.4%). The percentage of employees with disabilities in the state workforce (7.5%) also significantly exceeded the estimated percentage in the labor force (5.2%) in 2022 (see Tables 11 and 14 and Chart 17).

Minorities and women were hired at a disproportionately high rate but were also discharged and separated from state service at a disproportionately high rate. Minorities (25.6%) and women (61.1%) were hired at a significantly higher rate than their composition in the workforce (15.3% and 52.2%, respectively) in the fiscal year 2022. However, minorities and women were discharged during probation (50.9% and 69.1%, respectively), after probation (51.2% and 63.7%, respectively), and voluntarily separated (26.0% and 59.1%, respectively) at a significantly higher rate than their composition in the workforce (see Chart 26).

Pay for most affirmative action groups lags behind the state workforce average. Pay for employees who identified as female (97.0% of the average rate), American Indian/Alaska Native (97.0%), Black or African

American (86.1%), Hispanic/Latino (91.9%), Native Hawaiian/Pacific Islander (82.4%), Two or More Races (95.5%) and persons with disabilities (98.5%) was below the average pay for all state employees (see Table 27). Asians (109.7%) were the only affirmative action group above the average salary for all state employees. The two largest EEO job groups, Professionals and Protective Services, had significant pay gaps for all minorities (93.5% and 92.3%, respectively) even when controlling for seniority (see Table 29).

Personnel Transactions and Separations from State Service

About 13 new employees were hired per business day. There were 3,417 new hires into permanent classified positions, or an average of 13.1 per business day (excluding internal transfer or hires of people moving between state positions) in the fiscal year 2022 (see Table 30). The ages of new hires ranged from 18 to 73, with a median of 34 years and an average of 36.2 years. Over half of all new hires were between 22 and 36 (see Chart 32).

Most employees retire by the age of 60. There were 1,308 retirements in the fiscal year 2022 (see Table 31). The median age at retirement was 60, and the average age at retirement was 59.7. More than half of all retirees were between 55 and 62. More than 90% of employees retired by age 66 (see Chart 33).

Substantial increase in turnover over last year. The State of Wisconsin saw a considerable increase in retirement, non-retirement, and total separations in the fiscal year 2022. The retirement rate increased from 3.45% to 4.65%, the non-retirement separation rate increased from 8.63% to 11.73%, and the total separation rate increased from 12.09% to 16.38% from 2021 to 2022 (see Chart 34). The non-retirement and total separation rates in 2022 were the highest recorded over the past twenty years.

High turnover in the Department of Veterans Affairs. Excluding very small agencies, Veterans Affairs had the highest rate of voluntary separations from state service at 18.4%, compared with the enterprise voluntary separation rate of 10.2% (see Table 35). Veterans Affairs experienced both high turnover and high vacancy rates in 2022.

High turnover of Personal Care Aides. The Personal Care Aides job group had the highest voluntary (32.4%) and involuntary (11.3%) separation rates across the 40 job groups in 2022. The voluntary separation rate for employees in the Personal Care Aides job group was more than three times the total voluntary separation rate for all positions across the enterprise (10.2%), and the involuntary separation rate was more than seven times the total involuntary separation rate for all positions across the enterprise (1.5%) in 2022 (see Table 36).

Retirement Eligibility

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

A significant proportion of the state workforce will be eligible for retirement soon. As of June 2022, approximately 6.9% of the classified workforce, or 1,903 employees, were eligible for normal retirement under the Wisconsin Retirement System. It's estimated that approximately one-fifth of the state workforce (20.8%) will be eligible for retirement within five years, and approximately one-third of the workforce (36.4%) will be eligible for retirement within the next ten years (see Table 38).

Conclusion

The state workforce has experienced significant increases in vacancy rates over the past two years, coupled with significant increases in turnover, resulting in workforce planning challenges and strain on the workforce. Prioritization of recruitment and selection of new and diverse talent and retention of current employees is critical for reducing vacancies and turnover. Review and evaluation of onboarding and coaching methods are needed to ensure successful talent development to meet workforce needs.

The state workforce continues to become more diverse as the proportion of affirmative action groups, which includes women, minorities, and persons with disabilities, increased in 2022. However, minority employment still lags behind estimates in the Wisconsin labor force. Pay for most affirmative action groups is lower than the state workforce average. A continued focus on equity and inclusion initiatives is critical for addressing pay gaps.

Agencies must ensure that succession planning is incorporated into workforce planning efforts, as a significant proportion of the workforce will be eligible for retirement soon.

During the development of this report, efforts were made to supply missing data, correct data errors, and categorize and interpret data consistent with past reports, except in a few cases where changes have been documented.

2022 CLASSIFIED WORKFORCE AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

Profile of the Permanent Classified Workforce - June 2022 compared with June 2012 Excluding University of Wisconsin Classified Employees¹

	<u>2022</u>	<u>2012¹</u>
Count of job classifications for the classified service	1,467	1,719
Number of budgeted permanent classified positions	32,567.3	31,493.2
Number of full-time-equivalent permanent classified employees	27,104.6	28,014.3
Headcount of permanent classified employees	27,467	28,649
Percentage of vacant budgeted positions	17.7%	10.9%
Percentage represented by a labor union	1.9%	1.7%
Percentage with protective occupation status	26.4%	27.7%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	49.4%	39.5%
Average age	44.9	45.8
Average years of state service	11.3	13.1
Percentage with single state health insurance coverage	28.9%	26.4%
Percentage with family state health insurance coverage	57.2%	62.8%
Average annualized full-time salary based on hourly rate	\$64,262	\$50,253
Median annualized full-time salary based on hourly rate	\$60,320	\$45,760
Percent racial and ethnic minorities ²	15.3%	11.4%
Percent women	52.2%	50.6%
Percent persons with disabilities ³	7.5%	4.8%
Original new hires into permanent classified positions	3,417	3,289
Annual Turnover Rate		
Rate of retirements from state service	4.6%	4.5%
Rate of layoffs	0.0%	0.3%
Rate of involuntary discharges	1.5%	0.8%
Rate of all other separations (resignations, disability, death)	10.2%	5.0%
Total rate of all separations from state service	16.4%	10.6%
Percent eligible for normal retirement ⁴ immediately	6.9%	7.8%
Percent eligible for normal retirement ⁴ within 5 years	20.8%	22.6%
Percent eligible for normal retirement ⁴ within 10 years	36.4%	40.9%

¹ 2012 data excludes over 9,466 UW System classified employees from that time, for better comparison with the FY 2022 executive branch. Since July 2015 the UW System no longer has classified employees.

² The Two or More Races group was newly created in 2019 and is not included in the 2012 data.

³ Disabilities are voluntarily self-reported.

⁴ Retirement with no actuarial age reduction factor. See definition of "normal retirement" in the glossary.

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Section 1

WORKFORCE COMPOSITION

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

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

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

DID YOU KNOW . . . ?

- The enterprise vacancy rate has increased by nearly 50% over just the last two years.
- The Department of Corrections makes up about 30% of the permanent classified workforce.
- Approximately 1.9% of permanent classified employees were represented by bargaining units in 2022.
- Classified state employees live and work in each of Wisconsin’s 72 counties (see Table 7).

Table 1
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT

Executive Branch

Employees¹ (actual headcount)

- 27,467 Permanent Classified Employees (*the focus of this Report*)
 - 1,315 Unclassified Employees (executives, investment board, unclassified attorneys)
 - 77 Elected Officials (District Attorneys and Constitutional Officers)
- 4,818 Limited Term Employees
- 441 Classified Project Employees
- 40,333 UW System employees, including graduate assistants (as of Fall 2021)
- 6,777 UW System graduate assistants (as of Fall 2021)

Judicial Branch

Includes only those entities with authorized state-funded positions

Employees² (budgeted state-funded positions)

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

Legislative Branch

Employees² (budgeted positions for unelected staff)

- 132.0 Elected Senators (33) and Representatives (99)
- 390.0 Senate (172) and Assembly (218) positions (excludes elected Senators and Representatives)
- 34.2 Joint Legislative Council
- 86.8 Legislative Audit Bureau
- 35.0 Legislative Fiscal Bureau
- 60.0 Legislative Reference Bureau
- 43.0 Legislative Technology Services Bureau

Authorities (public, corporate bodies created for specific purposes)

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

Employees

- 116 Wisconsin Economic Development Corporation (WEDC)³
 - 4 Wisconsin Health and Educational Facilities Authority (based on 2020 Annual Report)⁴
 - 163 Wisconsin Housing and Economic Development Authority (based on WHEDA At A Glance)⁵
- The Aerospace and Fox River Navigational System authorities do not employ permanent staff.*

Note: The University of Wisconsin Hospital & Clinics Authority also has employees who participate in health insurance and the WI Retirement System; the count of employees participating is unavailable due to recent mergers and acquisitions.

¹ Sources: PeopleSoft, June 2022; UW System Accountability Dashboard (see <https://www.wisconsin.edu/accountability/faculty-and-staff/>).

² Source: 2021-2022 Blue Book, compiled by the Legislative Reference Bureau (see <https://legis.wisconsin.gov/LRB/blue-book/>).

³ Source: WEDC Annual Comprehensive Financial Report for FY 2021 (107 permanent and 9 temporary/project employees).

⁴ Source: WHEFA 2021 Annual Report.

⁵ Source: WHEDA FY 20-21 Annual Report.

Table 2
BUDGETED CLASSIFIED POSITIONS BY AGENCY: 2022 and 2012
Budgeted Full-Time-Equivalent Permanent Positions - Filled and Vacant

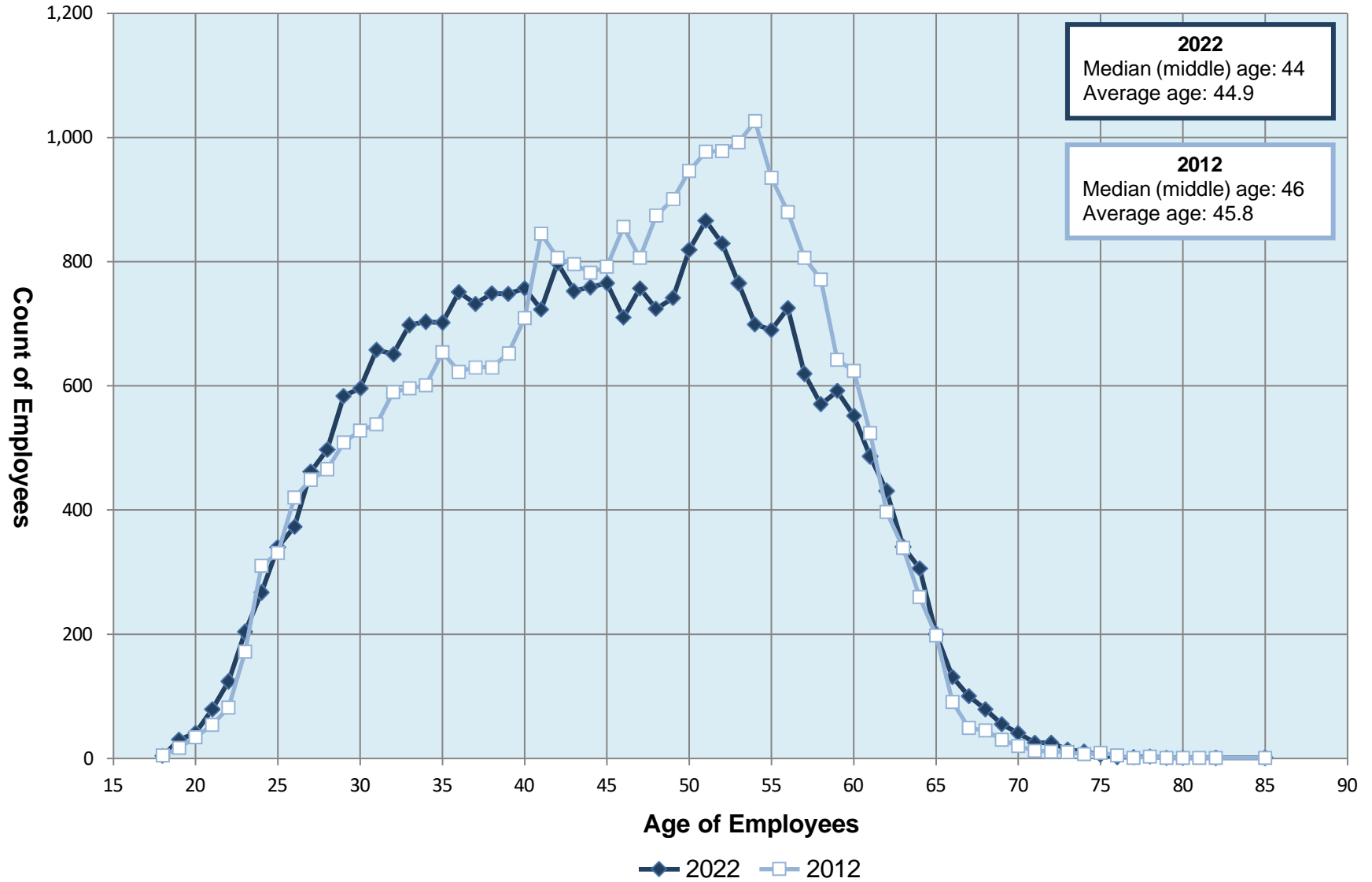
Agency	2022				2012				10-Year Change	
	Total	Filled	Vacant	Vacancy Rate	Total	Filled	Vacant	Vacancy Rate	Total FTE	Vacancy Rate
Corrections	10,239.5	7,844.2	2,395.3	23.4%	10,244.4	9,364.6	879.8	8.6%	-4.8	+14.8%
Health Services	6,368.9	5,322.6	1,046.3	16.4%	5,914.5	5,201.1	713.3	12.1%	+454.5	+4.4%
Transportation	3,227.4	2,832.2	395.3	12.2%	3,320.1	3,106.9	213.2	6.4%	-92.6	+5.8%
Natural Resources	2,492.3	2,168.7	323.7	13.0%	2,631.6	2,199.9	431.7	16.4%	-139.3	-3.4%
Workforce Development	1,586.5	1,353.0	233.5	14.7%	1,636.9	1,434.9	202.0	12.3%	-50.4	+2.4%
Administration	1,405.8	1,244.5	161.3	11.5%	989.6	826.1	163.5	16.5%	+416.1	-5.1%
Veterans Affairs	1,236.4	666.9	569.6	46.1%	1,086.6	976.2	110.4	10.2%	+149.8	+35.9%
Revenue	1,130.0	1,015.0	115.1	10.2%	1,041.1	886.6	154.5	14.8%	+88.9	-4.7%
Children & Families	780.7	718.0	62.7	8.0%	754.7	646.9	107.8	14.3%	+26.0	-6.3%
Justice	708.9	633.3	75.6	10.7%	598.5	530.0	68.5	11.4%	+110.4	-0.8%
Public Instruction	635.0	529.8	105.2	16.6%	613.8	550.9	62.9	10.3%	+21.2	+6.3%
Ag, Trade & Consumer Prot	617.3	559.3	58.0	9.4%	579.9	489.8	90.1	15.5%	+37.4	-6.1%
Military Affairs	573.0	489.0	84.0	14.7%	429.6	396.4	33.2	7.7%	+143.4	+6.9%
Employee Trust Funds	272.2	256.6	15.6	5.7%	257.1	223.1	34.0	13.2%	+15.1	-7.5%
State Public Defender	239.2	228.6	10.6	4.4%	228.7	221.9	6.8	3.0%	+10.5	+1.5%
Safety & Professional Services	227.1	200.9	26.3	11.6%	354.6	283.7	70.9	20.0%	-127.5	-8.4%
Historical Society	171.7	136.7	35.0	20.4%	127.1	112.3	14.8	11.7%	+44.6	+8.7%
Public Service Commission	141.8	128.0	13.8	9.7%	133.0	108.5	24.5	18.4%	+8.8	-8.7%
Financial Institutions	132.5	123.5	9.0	6.8%	127.5	116.6	10.9	8.6%	+5.0	-1.8%
Commissioner of Insurance	130.8	118.0	12.8	9.8%	148.3	136.8	11.5	7.8%	-17.5	+2.1%
Technical College System Bd	51.0	43.0	8.0	15.7%	58.0	51.0	7.0	12.1%	-7.0	+3.6%
Bd on Aging & Long Term Care	44.5	42.5	2.0	4.5%	37.0	32.5	4.5	12.2%	+7.5	-7.7%
Educational Comm Board	39.7	36.0	3.7	9.3%	42.2	37.7	4.5	10.7%	-2.5	-1.4%
Elections Commission	30.0	28.0	2.0	6.7%	-	-	-	-	-	-
Tourism	27.0	25.0	2.0	7.4%	27.0	24.0	3.0	11.1%	0.0	-3.7%
Labor & Industry Rev Comm	14.7	13.7	1.0	6.8%	-	-	-	-	-	-
Higher Education Aids Bd	9.0	7.5	1.5	16.7%	9.0	9.0	0.0	0.0%	0.0	+16.7%
Public Lands Board	8.5	6.7	1.8	21.2%	7.5	7.5	0.0	0.0%	+1.0	+21.2%
Bd for People with Dev Disab	7.0	7.0	0.0	0.0%	6.8	6.8	0.0	0.0%	+0.3	0.0%
Child Abuse & Neglect Prev Bd	7.0	7.0	0.0	0.0%	-	-	-	-	-	-
Ethics Commission	6.0	6.0	0.0	0.0%	-	-	-	-	-	-
Employment Relations Comm	5.0	5.0	0.0	0.0%	21.5	16.5	5.0	23.3%	-16.5	-23.3%
Secretary of State	1.0	1.0	0.0	0.0%	2.0	2.0	0.0	0.0%	-1.0	0.0%
Grand Total	32,567.3	26,796.9	5,770.5	17.7%	31,493.2	28,055.3	3,437.8	10.9%	+1074.2	+6.8%

Note: This table includes only agencies with classified positions in 2022. However, the Grand Total for 2012 includes 64.9 permanent classified positions from the following agencies that no longer exist, that have been subsumed into another agency, or no longer have classified employees: Government Accountability Board, Lower WI State Riverway Bd, State Employment Relations, and State Treasurer.

Note: The total classified positions for 2012 excludes the UW System, for better comparison with 2022 non-UW agencies. Effective July 1, 2015, UW System no longer has employees in the classified civil service.

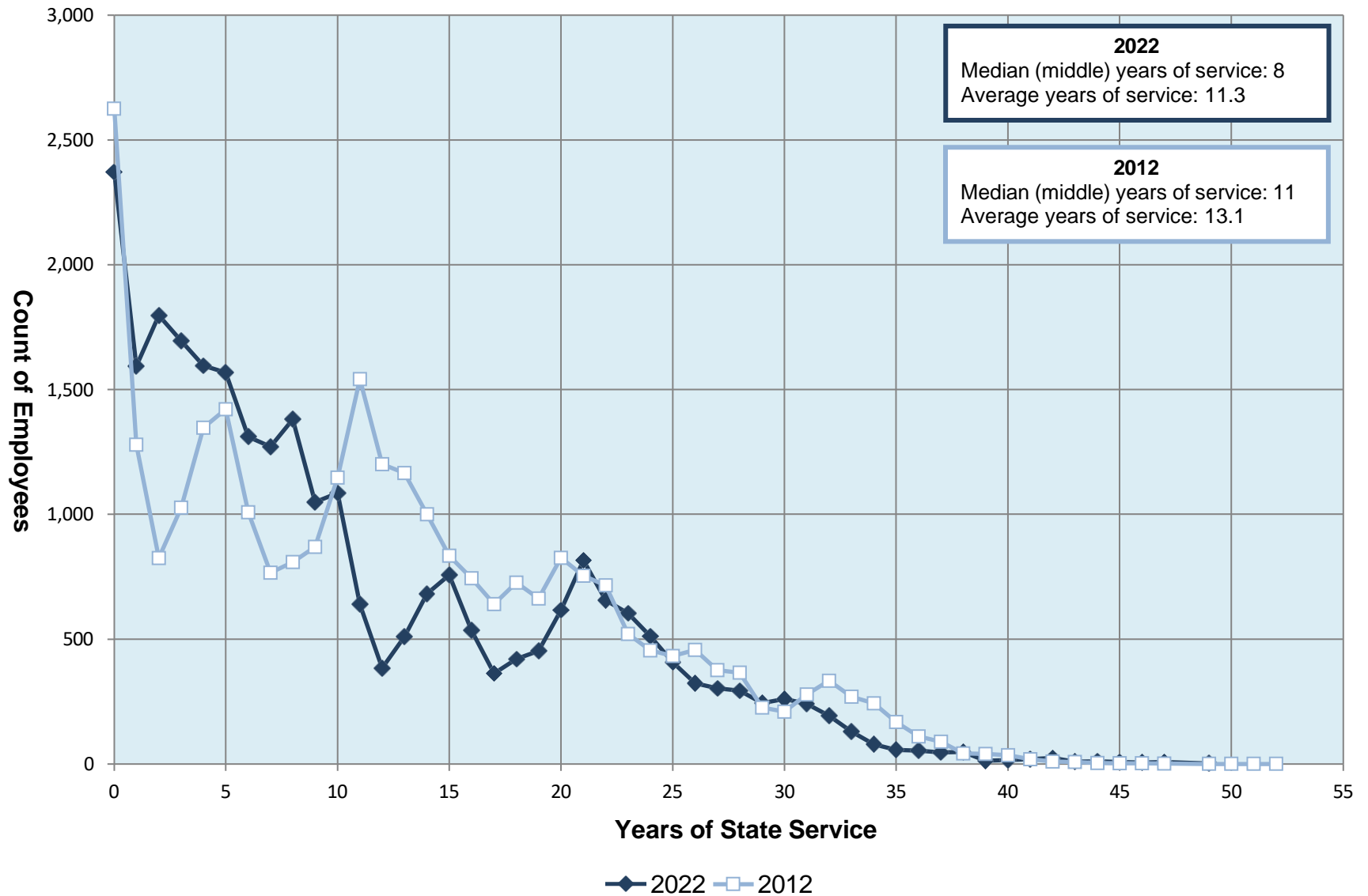
Sources: PeopleSoft, June 2022; PMIS, June 2012; excludes surplus positions.

Chart 3
AGE DISTRIBUTION OF PERMANENT CLASSIFIED EMPLOYEES: 2022 and 2012
Excludes UW System



Source: PeopleSoft, June 2022; PMIS, June 2012.

Chart 4
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2022 and 2012
Excludes UW System



Source: PeopleSoft, June 2022; PMIS, June 2012.

Table 5
STATE OF WISCONSIN EMPLOYEES BY STATUTORY BARGAINING UNIT: 2022 and 2012
For Bargaining Units Represented as of June 2022
Excludes UW System

Bargaining Unit	2022 Count	% of Classified Workforce	2012 Count	% of Classified Workforce	Representation Status as of June 2022
Assistant District Attorneys ¹	408	n/a	359	n/a	Represented for base wage negotiations only
Building Trades Crafts	127	0.5%	116	0.4%	Represented for base wage negotiations only
Education	n/a	n/a	651	2.3%	No longer represented
Legal	n/a	n/a	255	0.9%	No longer represented
Patient Care	n/a	n/a	1,002	3.5%	No longer represented
Public Safety Employees	382	1.4%	385	1.3%	Represented for wages, benefits & working conditions
Research, Statistics & Analysis	n/a	n/a	55	0.2%	No longer represented
Total Represented Permanent Classified Employees	509	1.9%	2,464	8.6%	
Total Permanent Classified Employees	27,467		28,653		

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

Note: Four employees were employed across two distinct bargaining units in 2012. The total distinct count of employees in 2012 was 28,649.

Note: There exist 39 statutorily-designated employee bargaining units in the University of Wisconsin-Madison or in the remainder of the UW System. Only two of these units, both representing building trades crafts employees, were represented as of June 2022.

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

Source: PeopleSoft, June 2022; PMIS, June 2012.

Table 6
SINGLE AND FAMILY HEALTH INSURANCE PLANS BY AGENCY: 2022
Permanent classified employees

Agency	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
Administration	361	28%	727	57%	192	15%
Ag, Trade & Consumer Protctn	157	28%	330	58%	80	14%
Bd for People with Dev Disab	2	29%	4	57%	1	14%
Bd of Commiss of Public Lands	5	63%	3	38%		0%
Bd on Aging & Long Term Care	19	44%	18	42%	6	14%
Child Abuse & Neglect Prev Bd	3	43%	4	57%		0%
Children and Families	220	30%	430	58%	88	12%
Commissioner of Insurance	39	32%	66	55%	16	13%
Corrections	2,184	27%	4,832	60%	983	12%
Educational Communications Bd	13	36%	20	56%	3	8%
Elections Commission	11	37%	15	50%	4	13%
Employee Trust Funds	67	26%	160	62%	33	13%
Employment Relations Comm	1	20%	3	60%	1	20%
Ethics Commission	2	29%	3	43%	2	29%
Financial Institutions	39	31%	65	51%	23	18%
Health Services	1,779	32%	2,981	53%	814	15%
Higher Educational Aids Board	3	38%	5	63%		0%
Historical Society	48	35%	64	46%	26	19%
Justice	210	32%	337	51%	108	16%
Labor & Industry Review Comm	2	14%	9	64%	3	21%
Military Affairs	107	22%	246	50%	139	28%
Natural Resources	580	26%	1,362	62%	266	12%
Public Instruction	169	30%	295	53%	97	17%
Public Service Commission	53	41%	55	43%	20	16%
Revenue	344	33%	565	53%	148	14%
Safety & Professional Services	55	27%	116	57%	34	17%
Secretary of State	<i>very small agency-data suppressed to protect privacy</i>					
State Public Defender	62	26%	127	54%	45	19%
Technical College System Board	8	18%	32	73%	4	9%
Tourism	5	20%	18	72%	2	8%
Transportation	760	26%	1,747	60%	410	14%
Veterans Affairs	209	29%	410	58%	92	13%
Workforce Development	465	33%	733	52%	199	14%
Grand Total	7,982	28.9%	15,783	57.2%	3,839	13.9%

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

Source: PeopleSoft, June 2022.

SINGLE AND FAMILY HEALTH INSURANCE PLANS: 2012
For Historical Comparison

June 2012	Single Health Plans	% of Employees	Family Health Plans	% of Employees	No Health Plan	% of Employees
All Non-UW Agencies	7,727	26.4%	18,401	62.8%	3,195	10.9%

Source: Payroll extract June 2012.

Table 7
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2022

County	Employees Working in County		Employees Residing in County		County	Employees Working in County		Employees Residing in County		
	County	% of Total	County	% of Total		County	% of Total	County	% of Total	
Adams	17	0.1%	100	0.4%	Marinette	46	0.2%	58	0.2%	
Ashland	50	0.2%	42	0.2%	Marquette	10	0.0%	104	0.4%	
Barron	47	0.2%	92	0.3%	Menominee	1	0.0%	3	0.0%	
Bayfield	22	0.1%	67	0.2%	Milwaukee	2197	8.0%	2,286	8.3%	
Brown	864	3.1%	703	2.6%	Monroe	190	0.7%	270	1.0%	
Buffalo	10	0.0%	23	0.1%	Oconto	27	0.1%	99	0.4%	
Burnett	30	0.1%	25	0.1%	Oneida	241	0.9%	222	0.8%	
Calumet	12	0.0%	67	0.2%	Outagamie	268	1.0%	708	2.6%	
Chippewa	598	2.2%	486	1.8%	Ozaukee	29	0.1%	136	0.5%	
Clark	17	0.1%	104	0.4%	Pepin	5	0.0%	13	0.0%	
Columbia	284	1.0%	757	2.8%	Pierce	13	0.0%	28	0.1%	
Crawford	188	0.7%	134	0.5%	Polk	28	0.1%	41	0.1%	
Dane	10,936	39.8%	7,932	28.9%	Portage	41	0.1%	184	0.7%	
Dodge	1,164	4.2%	889	3.2%	Price	36	0.1%	46	0.2%	
Door	38	0.1%	40	0.1%	Racine	1,214	4.4%	997	3.6%	
Douglas	150	0.5%	91	0.3%	Richland	10	0.0%	57	0.2%	
Dunn	31	0.1%	84	0.3%	Rock	185	0.7%	710	2.6%	
Eau Claire	551	2.0%	490	1.8%	Rusk	25	0.1%	49	0.2%	
Florence	9	0.0%	10	0.0%	St. Croix	89	0.3%	81	0.3%	
Fond du Lac	438	1.6%	853	3.1%	Sauk	77	0.3%	423	1.5%	
Forest	15	0.1%	11	0.0%	Sawyer	75	0.3%	43	0.2%	
Grant	232	0.8%	270	1.0%	Shawano	37	0.1%	66	0.2%	
Green	20	0.1%	145	0.5%	Sheboygan	330	1.2%	227	0.8%	
Green Lake	18	0.1%	232	0.8%	Taylor	13	0.0%	30	0.1%	
Iowa	54	0.2%	182	0.7%	Trempealeau	19	0.1%	81	0.3%	
Iron	10	0.0%	18	0.1%	Vernon	20	0.1%	89	0.3%	
Jackson	337	1.2%	213	0.8%	Vilas	41	0.1%	51	0.2%	
Jefferson	56	0.2%	521	1.9%	Walworth	167	0.6%	190	0.7%	
Juneau	836	3.0%	514	1.9%	Washburn	123	0.4%	98	0.4%	
Kenosha	174	0.6%	350	1.3%	Washington	76	0.3%	237	0.9%	
Kewaunee	10	0.0%	39	0.1%	Waukesha	907	3.3%	912	3.3%	
La Crosse	241	0.9%	261	1.0%	Waupaca	527	1.9%	506	1.8%	
Lafayette	16	0.1%	39	0.1%	Waushara	274	1.0%	218	0.8%	
Langlade	28	0.1%	29	0.1%	Winnebago	1,903	6.9%	1,393	5.1%	
Lincoln	245	0.9%	243	0.9%	Wood	165	0.6%	152	0.6%	
Manitowoc	47	0.2%	103	0.4%						
Marathon	244	0.9%	248	0.9%	<i>Out of State</i>	46	0.2%	252	0.9%	
Totals					27,494*	27,467				

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

*The total of employees working across counties is more than the total employee count because 27 employees have two positions located in two distinct counties.

Source: PeopleSoft, June 2022.

Table 8
MOST POPULOUS JOB CLASSIFICATIONS - TOP 40
June 2022

Rank	Classification Title	FTE	% of Classified Workforce
1.	Correctional Officer	1,972.6	7.3%
2.	Correctional Sergeant	1,422.0	5.2%
3.	Psychiatric Care Technician-Advanced	848.6	3.1%
4.	Probation and Parole Agent-Senior	721.5	2.7%
5.	Program and Policy Analyst-Advanced	430.5	1.6%
6.	Office Operations Associate	423.0	1.6%
7.	Nurse Clinician 2	389.4	1.4%
8.	Probation and Parole Agent	362.5	1.3%
9.	Civil Engineer-Transportation-Advanced	276.8	1.0%
10.	Income Maintenance Specialist	265.0	1.0%
11.	State Patrol Trooper	263.0	1.0%
12.	Teacher	254.7	0.9%
13.	Resident Care Technician-Objective	218.4	0.8%
14.	IS Business Automation Specialist	207.5	0.8%
15.	Operations Program Associate	192.0	0.7%
16.	Attorney	179.3	0.7%
17.	Supervising Officer 2	178.0	0.7%
18.	Financial Specialist-Senior	177.8	0.7%
19.	Corrections Field Supervisor	172.0	0.6%
20.	DMV Customer Service Representative-Advanced	171.7	0.6%
21.	Civil Engineer-Transportation-Senior	168.1	0.6%
22.	Nursing Assistant 2	153.0	0.6%
23.	Human Services Program Coordinator-Senior	151.0	0.6%
24.	Social Worker-Corrections-Senior	150.1	0.6%
25.	Resident Care Technician-Advanced	149.9	0.6%
26.	Transportation Specialist-Advanced	141.0	0.5%
27.	Conservation Warden	141.0	0.5%
28.	DMV Customer Service Representative	139.6	0.5%
29.	IS Systems Development Services Specialist	136.3	0.5%
30.	Facilities Maintenance Specialist-Advanced	132.8	0.5%
31.	Corrections Food Service Leader 2	130.5	0.5%
32.	Forester-Senior	130.0	0.5%
33.	IS Technical Services Specialist	128.0	0.5%
34.	Education Consultant	127.8	0.5%
35.	Nursing Supervisor	127.6	0.5%
36.	Vocational Rehabilitation Counselor	127.0	0.5%
37.	Supervising Officer 1	126.0	0.5%
38.	Psychiatric Care Technician	123.8	0.5%
39.	State Patrol Inspector	119.0	0.4%
40.	Employment and Training Specialist	115.3	0.4%

Note: The permanent classified workforce was composed of employees across 1,167 different job classifications at the end of FY22, which was approximately 80% of the 1,467 total existing classifications. More than 33% of all permanent classified FTE serve in the 20 most populous job classifications and more than 43% serve in the 40 most populous job classifications.

Source: PeopleSoft, June 2022.

Table 9
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY
Full-Time-Equivalent Permanent Classified Employees

Administration	FTE	% of Agency			
Payroll Ben Spec-Adv	58.5	4.6%	Treatment Specialist 1	79.0	1.0%
IS Ent Technical Svcs Spec	55.0	4.3%	Psych Associate	69.3	0.9%
Attorney	45.2	3.6%	Facilities Main Spec-Adv	66.0	0.8%
Human Resources Spec-Sen	44.0	3.5%	Program Support Supervisor-Doc	65.0	0.8%
IS Ent Technical Svcs Cns Adm	38.0	3.0%	Corr Communication Oper	50.0	0.6%
Program And Policy Analyst-Adv	31.0	2.5%	Offender Records Assoc	49.5	0.6%
Human Resources Assistant-Adv	27.0	2.1%	Youth Counselor	49.0	0.6%
Human Resources Assistant	25.5	2.0%	Financial Specialist-Sen	43.0	0.5%
Police Officer	24.0	1.9%	Recreation Leader-Sen	40.0	0.5%
Capital Proj Principal-Mgmt	23.0	1.8%	Offender Class Spec-Sen	38.0	0.5%
Inst Human Resources Dir-Adv	22.0	1.7%	Operations Program Associate	37.2	0.5%
Grants Specialist-Adv	21.0	1.7%	Corr Svcs Manager	35.0	0.4%
Hvac Refrig Spec-Adv	21.0	1.7%	Facilities Repair Worker-Adv	34.5	0.4%
			Licensed Practical Nurse	34.5	0.4%
Ag, Trade & Consumer Protection	FTE	% of Agency	Educational Comm Board	FTE	% of Agency
Meat Safety Inspector-Obj	51.0	9.1%	Media Telecom Tech-Sen	9.0	25.0%
Food Scientist-Adv	38.0	6.8%	Media Supervisor-Adv	5.0	13.9%
Wts Measures Petro Spec-Sen	26.0	4.6%			
Envir Health Sanitarian-Sen	25.0	4.5%	Elections Commission	FTE	% of Agency
Envir Enforcement Spec-Sen	13.0	2.3%	Elections Specialist-Sen	8.0	28.6%
Regulatory Specialist-Sen	12.0	2.1%			
Admin Manager	10.0	1.8%	Employee Trust Funds	FTE	% of Agency
Meat Safety Inspector-Entry	10.0	1.8%	Trust Funds Specialist-Obj	56.8	22.0%
			Trust Funds Specialist-Adv	25.0	9.7%
			Emply Ben Plan Pol Advisor-Adv	23.4	9.1%
			IS Business Auto Spec	15.0	5.8%
Board for People with Dev Disab	FTE	% of Agency			
Program And Policy Analyst	3.0	42.9%	Employment Relations Comm	FTE	% of Agency
			Attorney Confidential	3.0	60.0%
Board of Commiss of Public Lands	FTE	% of Agency	Ethics Commission	FTE	% of Agency
BCPL Chief Investment Officer	1.0	14.9%	Ethics Specialist-Sen	3.0	50.0%
Board on Aging & Long Term Care	FTE	% of Agency	Financial Institutions	FTE	% of Agency
Ombudsman Services Specialist	20.0	47.1%	Financial Examiner	16.0	13.0%
Medigap Insurance Spec	6.0	14.1%	Financial Examiner-Sen	15.0	12.1%
Child Abuse & Neglect Prev Bd	FTE	% of Agency	Health Services	FTE	% of Agency
Human Services Prog Coord-Sen	3.0	42.9%	Psychiatric Care Tech-Adv	848.6	15.6%
			Income Maint Spec	265.0	4.9%
			Nurse Clinician 2	229.0	4.2%
			Resident Care Tech-Obj	218.4	4.0%
			Resident Care Tech-Adv	149.9	2.8%
			Human Services Prog Coord-Sen	137.0	2.5%
			Psychiatric Care Tech	123.8	2.3%
			Program And Policy Analyst-Adv	114.5	2.1%
			Office Operations Associate	80.8	1.5%
			Corr Officer	78.0	1.4%
			Nursing Consultant 1	73.0	1.3%
			Nursing Supervisor	70.6	1.3%
			Therapist-Sen	65.1	1.2%
			Resident Care Supervisor	64.1	1.2%
			IS Business Auto Spec	61.0	1.1%
			Custodian	60.8	1.1%
			Psychiatric Care Supervisor	60.0	1.1%
			Operations Program Associate	58.8	1.1%
			Health Services Manager	55.0	1.0%
			Food Service Assistant 2	52.5	1.0%
			Health Services Specialist	51.0	0.9%
			Disability Claims Reviewer	43.8	0.8%
			Disability Determin Spec-Entry	41.0	0.8%
			Health Care Supervisor	40.0	0.7%
			Therapy Assistant-Obj	39.6	0.7%
			Public Health Educator-Adv	39.3	0.7%
			Health Care Program Manager	39.0	0.7%
Commissioner of Insurance	FTE	% of Agency	Higher Education Aids Board	FTE	% of Agency
Insurance Financial Exam-Adv	16.0	13.4%	Grants Specialist	3.0	40.0%
Insurance Examiner-Adv	12.0	10.1%			
Insurance Financial Examiner	10.0	8.4%			
Corrections	FTE	% of Agency			
Corr Officer	1894.6	24.0%			
Corr Sergeant	1397.0	17.7%			
Probation And Parole Agent-Sen	721.5	9.1%			
Probation And Parole Agent	362.5	4.6%			
Office Operations Associate	278.8	3.5%			
Teacher	187.0	2.4%			
Supervising Officer 2	175.0	2.2%			
Corr Field Supervisor	172.0	2.2%			
Social Worker-Corrections-Sen	150.1	1.9%			
Supervising Officer 1	126.0	1.6%			
Nurse Clinician 2	110.6	1.4%			
Corr Food Service Leader 2	106.5	1.3%			
Corr Program Supervisor	99.6	1.3%			

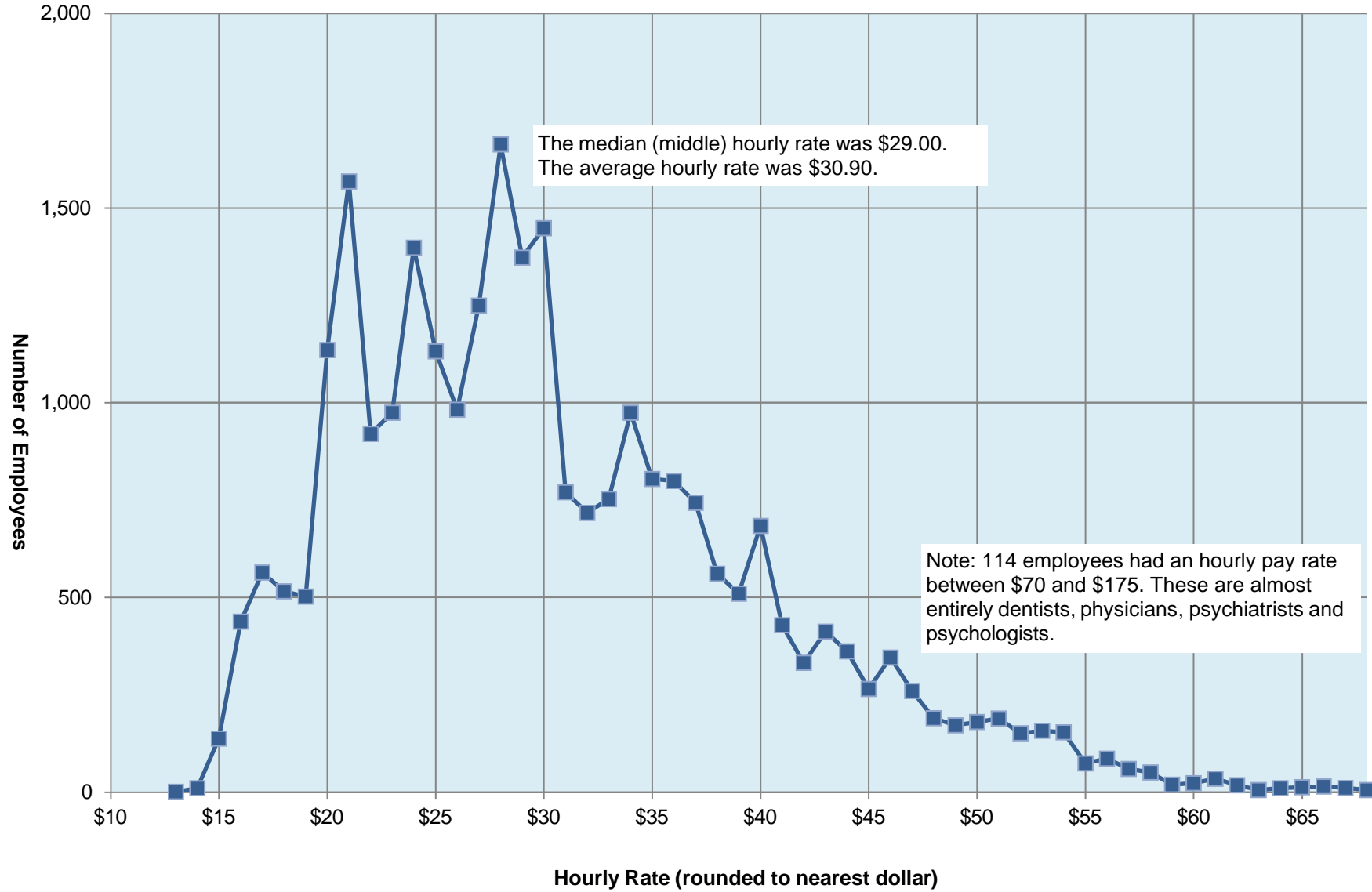
Source: PeopleSoft, June 2022.

Table 9 - Continued
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY
Full-Time-Equivalent Permanent Classified Employees

Historical Society			Safety & Professional Services		
	FTE	% of Agency		FTE	% of Agency
Curator	12.0	8.8%	License Permit Prog Assoc-Sen	16.0	7.9%
Archivist	12.0	8.8%	Attorney	15.0	7.4%
Historical Society Manager	9.0	6.6%	Operations Program Associate	12.9	6.4%
Archeologist	8.0	5.9%	Plumbing Plan Reviewer	11.0	5.4%
Librarian	6.6	4.9%	Constl-Bldg Systems-Sen	11.0	5.4%
			Universal Building Inspector	10.0	5.0%
			License Permit Prog Assoc	8.0	4.0%
Justice			Secretary of State		
	FTE	% of Agency		FTE	% of Agency
Special Agent-Senior	75.0	11.7%	Records Forms Mgmt Spec-Adv	1.0	100.0%
Asst Attorney General	73.2	11.4%			
DNA Analyst-Sen	40.5	6.3%	State Public Defender		
Paralegal-Adv	18.4	2.9%		FTE	% of Agency
Program And Policy Analyst	16.0	2.5%	Legal Secretary	85.3	37.3%
Criminal Analyst-Sen	15.0	2.3%	Public Defender Invest-Sen	39.5	17.3%
DNA Analyst-Adv	15.0	2.3%	Client Services Spec-Sen	13.0	5.7%
			Regional Office Administrator	13.0	5.7%
Labor and Industry Review Comm			Legal Associate	12.8	5.6%
	FTE	% of Agency	Technical College System Board		
Attorney	8.7	68.5%		FTE	% of Agency
			Education Consultant	21.0	48.8%
			Technical College System Admr	4.0	9.3%
Military Affairs			Tourism		
	FTE	% of Agency		FTE	% of Agency
Fire-Crsh Resc Spec	51.0	10.4%	Marketing Specialist	4.0	16.0%
Mil Affairs Sec Officer	32.0	6.5%	Economic Dev Consultant	4.0	16.0%
Facilities Main Spec-Adv	26.0	5.3%	Marketing Supervisor	2.0	8.0%
Emergency Govt Spec	21.0	4.3%			
HVAC Refrig Spec-Adv	18.0	3.7%	Transportation		
				FTE	% of Agency
Natural Resources			Civil Engineer-Transpr-Adv	276.8	9.6%
	FTE	% of Agency	State Patrol Trooper	263.0	9.1%
Conservation Warden	141.0	6.4%	DMV Customer Service Rep Adv	171.7	6.0%
Forester-Sen	130.0	5.9%	Civil Engineer-Transpr-Sen	168.1	5.8%
Fisheries Technician-Adv	78.8	3.6%	Transportation Specialist-Adv	141.0	4.9%
Forestry Specialist	60.9	2.8%	DMV Customer Service Rep	139.6	4.8%
Nat Res Program Manager	58.0	2.6%	State Patrol Inspector	119.0	4.1%
Forestry Technician-Adv	53.5	2.4%	DMV Customer Service Rep Spec	87.9	3.1%
Park Ranger	52.0	2.4%	Civil Engineer-Transpr Supv	83.0	2.9%
Nat Res Manager	52.0	2.4%	Civil Engineer-Transpr	78.0	2.7%
Wildlife Biologist-Sen	51.0	2.3%	DMV Customer Service Rep Lead	66.8	2.3%
Fisheries Biologist-Sen	48.0	2.2%	Program And Policy Analyst-Adv	61.0	2.1%
Hydrogeologist-Adv	44.0	2.0%	State Patrol Sergeant	56.0	1.9%
Wildlife Technician-Adv	41.0	1.9%	Transportation Specialist-Sen	50.0	1.7%
Water Resources Mgt Spec-Sen	40.5	1.9%	Dot Supervisor	50.0	1.7%
Water Supply Specialist-Sen	40.5	1.9%	Motor Vehicle Program Spec-Sen	41.5	1.4%
Nat Res Region Team Supervisor	39.0	1.8%	IS Svstms Devmnt Svcs Spec	40.8	1.4%
Water Resources Mgt Spec-Adv	38.0	1.7%	IS Technical Svcs Spec	37.0	1.3%
Wastewater Specialist-Sen	37.5	1.7%	Structural Engr-Transpr-Adv	36.0	1.3%
			Veterans Affairs		
Public Instruction				FTE	% of Agency
	FTE	% of Agency	Nursing Assistant 2	153.0	22.8%
Education Consultant	98.8	18.6%	Nurse Clinician 2	43.0	6.4%
Education Admin Director	35.0	6.6%	Licensed Practical Nurse	30.3	4.5%
School Admin Consultant	34.0	6.4%	Food Service Assistant 2	28.0	4.2%
Teacher	31.6	5.9%	Custodian	25.4	3.8%
Education Specialist	25.1	4.7%	Nursing Supervisor	23.0	3.4%
			Therapy Assistant-Obj	20.8	3.1%
			Operations Program Associate	15.4	2.3%
Public Service Commission			Workforce Development		
	FTE	% of Agency		FTE	% of Agency
Program And Policy Analyst-Adv	11.0	8.9%	Voc Rehab Counselor	127.0	9.3%
Admin Manager	9.0	7.3%	Emplmt Trng Specialist	115.3	8.5%
Public Util Auditor-Sen	8.0	6.5%	Unemploy Bene Spec	100.0	7.3%
Public Service Engineer-Adv	8.0	6.5%	Emplmt Security Asst 3	68.8	5.1%
Public Service Engineer-Sen	7.0	5.6%	Program And Policy Analyst-Adv	47.0	3.5%
			Voc Rehab Spec	40.0	2.9%
			Financial Specialist-Sen	39.0	2.9%
Revenue			Workforce Devmnt Prog Mgr	33.0	2.4%
	FTE	% of Agency	Unemploy Comp Assoc 1	33.0	2.4%
Revenue Agent	88.0	8.4%	Attorney	31.2	2.3%
Revenue Auditor 2	79.8	7.6%	Unemploy Insurance Supv	27.0	2.0%
Revenue Auditor 3	79.4	7.6%			
Revenue Agent 2	71.5	6.8%			
Revenue Agent 3	70.0	6.7%			
Revenue Auditor 1	69.7	6.6%			
Revenue Auditor 5	55.5	5.3%			
Revenue Agent 4	45.0	4.3%			
Revenue Management Supervisor	26.0	2.5%			
Revenue Administrative Manager	26.0	2.5%			
Revenue Agent Supervisor	26.0	2.5%			

Source: PeopleSoft, June 2022.

Chart 10
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2022



Source: PeopleSoft, June 2022.

Section 2

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

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

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

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

DID YOU KNOW . . . ?

- Women account for more than 52% of the classified workforce, which was significantly higher than the estimated percentage in the labor force (see Tables 11 and 14 and Chart 15).
- The proportion of racial and ethnic minorities employed by state agencies has increased every year from 2012 (11.4%) through 2022 (15.3%), but lags behind the Wisconsin labor force (see Tables 12 and 14 and Chart 13).
- The number and proportion of employees with disabilities increased substantially from 2021 (1,560 employees, 5.4%) to 2022 (2,051 employees, 7.5%), which significantly exceeded the labor force estimate (see Tables 11 and 14 and Chart 17).

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

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

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

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

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

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

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

Equity and Inclusion Planning - Agencies with 30 or more permanent classified employees are required to prepare Equity and Inclusion Strategic Plans. The plans are intended to ensure equal

employment opportunities and eliminate the present effects of past discrimination against racial and ethnic minorities, women, veterans, and persons with disabilities in each agency.

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

State Council on Affirmative Action - The State Council on Affirmative Action (SCAA), which includes individuals appointed by the Governor and legislative leaders, advises the DPM Administrator on state affirmative action efforts. The Council is statutorily charged with evaluating the progress of affirmative action programs throughout the civil service system, seeking compliance with state and federal regulations, and recommending improvements in state affirmative action efforts as an employer (s. 15.107(3) Wis. Stats. and s. 230.46 Wis. Stats.). Council membership is representative of the state population. The Council holds an annual Diversity Award program to recognize best affirmative action practices among state agencies and University of Wisconsin campuses. BEI provides support to the Council.

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

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

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

OVERVIEW OF EQUITY AND INCLUSION REPORTS

BEI leads the development of the equity and inclusion reports with assistance from other bureaus. Reporting is done on an annual, biannual, and triannual cycle, depending upon the

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

report. All recent equity and inclusion reports are publicly available on the [DPM Equity and Inclusion Reports webpage](#).

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

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

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

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

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

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

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

program are to ensure that W-2 customers are: (1) employed in state service in the same ratio as the ratio of persons receiving W-2 to the state civilian labor force and (2) enabled to become economically self-sufficient. The W-2 program is available to parents of minor children whose family income is below 115% of the Federal Poverty Level. W-2 assists clients with employment and training to achieve self-sufficiency.

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

Table 11
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2020, June 2021, and June 2022

Agency	Year	Count of Employees	Women		Total Racial & Ethnic		Amer Indian/ Alaskan Nat		Asian		Racial and Ethnic Minorities				Nat Hawaiian/ Pac Islander		Two or More Races		Not Specified		Persons with Disabilities ¹		Persons with Severe Disabilities	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Administration	2022	1,271	662	52.1%	159	12.5%	8	0.6%	57	4.5%	46	3.6%	33	2.6%	0	0.0%	15	1.2%	30	2.4%	166	13.1%	13	1.0%
	2021	1,285	652	50.7%	171	13.3%	8	0.6%	55	4.3%	53	4.1%	40	3.1%	1	0.1%	14	1.1%	25	1.9%	88	6.8%	18	1.4%
	2020	1,238	620	50.1%	152	12.3%	7	0.6%	49	4.0%	48	3.9%	38	3.1%	1	0.1%	9	0.7%	23	1.9%	90	7.3%	19	1.5%
Ag, Trade & Consumer Protctn	2022	564	278	49.3%	31	5.5%	2	0.4%	8	1.4%	9	1.6%	7	1.2%	0	0.0%	5	0.9%	11	2.0%	43	7.6%	6	1.1%
	2021	581	293	50.4%	34	5.9%	3	0.5%	10	1.7%	11	1.9%	6	1.0%	0	0.0%	4	0.7%	10	1.7%	28	4.8%	5	0.9%
	2020	580	289	49.8%	30	5.2%	2	0.3%	11	1.9%	10	1.7%	4	0.7%	0	0.0%	3	0.5%	10	1.7%	26	4.5%	4	0.7%
Bd on Aging & Long Term Care	2022	43	42	97.7%	6	14.0%	1	2.3%	1	2.3%	2	4.7%	1	2.3%	0	0.0%	1	2.3%	1	2.3%	3	7.0%	0	0.0%
	2021	43	40	93.0%	5	11.6%	1	2.3%	1	2.3%	2	4.7%	1	2.3%	0	0.0%	0	0.0%	1	2.3%	4	9.3%	0	0.0%
	2020	41	38	92.7%	4	9.8%	1	2.4%	1	2.4%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	1	2.4%	4	9.8%	0	0.0%
Children and Families	2022	726	587	80.9%	212	29.2%	1	0.1%	34	4.7%	118	16.3%	40	5.5%	1	0.1%	18	2.5%	9	1.2%	66	9.1%	7	1.0%
	2021	717	575	80.2%	205	28.6%	1	0.1%	30	4.2%	123	17.2%	36	5.0%	1	0.1%	14	2.0%	13	1.8%	45	6.3%	6	0.8%
	2020	708	569	80.4%	197	27.8%	1	0.1%	28	4.0%	119	16.8%	33	4.7%	1	0.1%	15	2.1%	14	2.0%	45	6.4%	5	0.7%
Commissioner of Insurance	2022	120	61	50.8%	24	20.0%	1	0.8%	10	8.3%	5	4.2%	6	5.0%	1	0.8%	1	0.8%	1	0.8%	8	6.7%	1	0.8%
	2021	119	63	52.9%	26	21.8%	1	0.8%	11	9.2%	5	4.2%	6	5.0%	1	0.8%	2	1.7%	1	0.8%	4	3.4%	0	0.0%
	2020	121	67	55.4%	26	21.5%	1	0.8%	11	9.1%	5	4.1%	6	5.0%	1	0.8%	2	1.7%	1	0.8%	4	3.3%	0	0.0%
Corrections	2022	7,990	3,660	45.8%	1,084	13.6%	29	0.4%	83	1.0%	574	7.2%	310	3.9%	7	0.1%	81	1.0%	141	1.8%	426	5.3%	42	0.5%
	2021	8,808	3,983	45.2%	1,174	13.3%	37	0.4%	94	1.1%	634	7.2%	325	3.7%	8	0.1%	76	0.9%	119	1.4%	424	4.8%	43	0.5%
	2020	9,075	4,075	44.9%	1,180	13.0%	36	0.4%	101	1.1%	653	7.2%	315	3.5%	6	0.1%	69	0.8%	116	1.3%	480	5.3%	42	0.5%
Educational Communications Bd	2022	36	8	22.2%	3	8.3%	1	2.8%	0	0.0%	1	2.8%	0	0.0%	0	0.0%	1	2.8%	1	2.8%	5	13.9%	2	5.6%
	2021	34	5	14.7%	2	5.9%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	1	2.9%	1	2.9%	3	8.8%	2	5.9%
	2020	37	7	18.9%	3	8.1%	0	0.0%	0	0	1	0.027	1	0.027	0	0.0%	1	2.7%	1	2.7%	4	10.8%	2	5.4%
Elections Commission	2022	28	12	42.9%	2	7.1%	1	3.6%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	0	0.0%	0	0.0%	2	7.1%	0	0.0%
	2021	29	13	44.8%	2	6.9%	1	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.4%	0	0.0%	1	3.4%	0	0.0%
	2020	28	13	46.4%	2	7.1%	1	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	1	3.6%	1	3.6%
Employee Trust Funds	2022	259	161	62.2%	26	10.0%	0	0.0%	6	2.3%	5	1.9%	12	4.6%	0	0.0%	3	1.2%	1	0.4%	23	8.9%	5	1.9%
	2021	254	162	63.8%	30	11.8%	0	0.0%	9	3.5%	9	3.5%	9	3.5%	0	0.0%	3	1.2%	1	0.4%	13	5.1%	5	2.0%
	2020	253	166	65.6%	33	13.0%	1	0.4%	12	4.7%	8	3.2%	7	2.8%	0	0.0%	5	2.0%	1	0.4%	10	4.0%	4	1.6%

¹The Asian and Native Hawaiian/Pacific Islander groups were not distinguished until 2019. Therefore, the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019). The Two or More Races group was newly created in 2019.

²Persons with Disabilities includes both persons with severe and non-severe disabilities.

Table is continued on next page.

Table 11 - Continued
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2020, June 2021, and June 2022

Agency	Year	Count of Employees		Women		Total Racial & Ethnic Minorities		Amer Indian/ Alaskan Nat		Asian		Racial and Ethnic Minorities Black/ African American		Hispanic/ Latino		Nat Hawaiian/ Pac Islander ¹		Two or More Races ¹		Not Specified ¹		Persons with Disabilities ²		Persons with Severe Disabilities	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Financial Institutions	2022	124	68	54.8%	19	15.3%	2	1.6%	5	4.0%	4	3.2%	6	4.8%	0	0.0%	2	1.6%	5	4.0%	16	12.9%	1	0.8%	
	2021	121	63	52.1%	17	14.0%	3	2.5%	6	5.0%	2	1.7%	5	4.1%	0	0.0%	1	0.8%	6	5.0%	7	5.8%	0	0.0%	
	2020	123	62	50.4%	16	13.0%	2	1.6%	6	4.9%	3	2.4%	5	4.1%	0	0.0%	0	0.0%	5	4.1%	5	4.1%	0	0.0%	
Health Services	2022	5,554	3,585	64.5%	1,306	23.5%	31	0.6%	258	4.6%	739	13.3%	202	3.6%	2	0.0%	74	1.3%	95	1.7%	242	4.4%	30	0.5%	
	2021	5,805	3,779	65.1%	1,355	23.3%	31	0.5%	260	4.5%	772	13.3%	216	3.7%	1	0.0%	75	1.3%	82	1.4%	158	2.7%	34	0.6%	
	2020	5,728	3,715	64.9%	1,296	22.6%	38	0.7%	259	4.5%	733	12.8%	211	3.7%	2	0.0%	53	0.9%	77	1.3%	162	2.8%	31	0.5%	
Historical Society	2022	136	71	51.8%	8	5.8%	3	2.2%	0	0.0%	1	0.7%	2	1.5%	0	0.0%	2	1.5%	2	1.5%	3	2.2%	0	0.0%	
	2021	130	69	53.1%	7	5.4%	3	2.3%	0	0.0%	1	0.8%	1	0.8%	0	0.0%	2	1.5%	2	1.5%	0	0.0%	0	0.0%	
	2020	115	63	54.8%	7	6.1%	3	2.6%	0	0.0%	1	0.9%	2	1.7%	0	0.0%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	
Justice	2022	650	377	58.0%	74	11.4%	2	0.3%	19	2.9%	19	2.9%	28	4.3%	0	0.0%	6	0.9%	17	2.6%	34	5.2%	2	0.3%	
	2021	650	369	56.8%	65	10.0%	1	0.2%	16	2.5%	16	2.5%	27	4.2%	0	0.0%	5	0.8%	14	2.2%	23	3.5%	3	0.5%	
	2020	675	385	57.0%	61	9.0%	1	0.1%	15	2.2%	16	2.4%	24	3.6%	0	0.0%	5	0.7%	13	1.9%	28	4.1%	2	0.3%	
Labor & Industry Review Comm	2022	13	10	76.9%	3	23.1%	0	0.0%	1	7.7%	1	7.7%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	2021	11	10	90.9%	3	27.3%	0	0.0%	1	9.1%	1	9.1%	1	9.1%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	0	0.0%	
	2020	13	11	84.6%	4	30.8%	0	0.0%	1	7.7%	1	7.7%	2	15.4%	0	0.0%	0	0.0%	0	0.0%	2	15.4%	0	0.0%	
Military Affairs	2022	492	142	28.9%	42	8.5%	1	0.2%	9	1.8%	11	2.2%	16	3.3%	1	0.2%	4	0.8%	19	3.9%	59	12.0%	4	0.8%	
	2021	500	128	25.6%	37	7.4%	1	0.2%	8	1.6%	10	2.0%	14	2.8%	1	0.2%	3	0.6%	15	3.0%	65	13.0%	2	0.4%	
	2020	490	126	25.7%	31	6.3%	1	0.2%	7	1.4%	7	1.4%	12	2.4%	1	0.2%	3	0.6%	5	1.0%	70	14.3%	1	0.2%	
Natural Resources	2022	2,202	783	35.6%	107	4.9%	9	0.4%	28	1.3%	16	0.7%	42	1.9%	1	0.0%	11	0.5%	74	3.4%	86	3.9%	21	1.0%	
	2021	2,195	769	35.0%	113	5.1%	10	0.5%	31	1.4%	21	1.0%	41	1.9%	1	0.0%	9	0.4%	72	3.3%	76	3.5%	23	1.0%	
	2020	2,253	785	34.8%	118	5.2%	10	0.4%	32	1.4%	25	1.1%	43	1.9%	1	0.0%	7	0.3%	69	3.1%	84	3.7%	24	1.1%	
Public Instruction	2022	553	378	68.4%	63	11.4%	4	0.7%	15	2.7%	20	3.6%	17	3.1%	0	0.0%	7	1.3%	7	1.3%	102	18.4%	10	1.8%	
	2021	571	390	68.3%	63	11.0%	3	0.5%	17	3.0%	20	3.5%	17	3.0%	0	0.0%	6	1.1%	7	1.2%	83	14.5%	10	1.8%	
	2020	587	404	68.8%	61	10.4%	4	0.7%	19	3.2%	18	3.1%	14	2.4%	0	0.0%	6	1.0%	8	1.4%	88	15.0%	7	1.2%	
Public Service Commission	2022	124	54	43.5%	22	17.7%	1	0.8%	9	7.3%	3	2.4%	7	5.6%	0	0.0%	2	1.6%	4	3.2%	22	17.7%	3	2.4%	
	2021	121	48	39.7%	19	15.7%	0	0.0%	8	6.6%	4	3.3%	7	5.8%	0	0.0%	0	0.0%	4	3.3%	7	5.8%	2	1.7%	
	2020	120	47	39.2%	20	16.7%	0	0.0%	11	9.2%	3	2.5%	6	5.0%	0	0.0%	0	0.0%	3	2.5%	6	5.0%	2	1.7%	

¹The Asian and Native Hawaiian/Pacific Islander groups were not distinguished until 2019. Therefore, the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019). The Two or More Races group was newly created in 2019.

²Persons with Disabilities includes both persons with severe and non-severe disabilities.

Table is continued on next page.

Table 11 - Continued
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2020, June 2021, and June 2022

Agency	Year	Count of Employees	Women		Total Racial & Ethnic Minorities		Amer Indian/ Alaskan Nat		Asian		Racial and Ethnic Minorities Black/ African American		Hispanic/ Latino		Nat Hawaiian/ Pac Islander ¹		Two or More Races ¹			Not Specified ¹			Persons with Disabilities ²		Persons with Severe Disabilities	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Revenue	2022	1,054	544	51.6%	194	18.4%	8	0.8%	62	5.9%	69	6.5%	46	4.4%	1	0.1%	8	0.8%	23	2.2%	104	9.9%	12	1.1%		
	2021	1,081	557	51.5%	198	18.3%	7	0.6%	63	5.8%	75	6.9%	48	4.4%	0	0.0%	5	0.5%	20	1.9%	111	10.3%	12	1.1%		
	2020	1,089	555	51.0%	197	18.1%	7	0.6%	61	5.6%	80	7.3%	43	3.9%	1	0.1%	5	0.5%	20	1.8%	122	11.2%	11	1.0%		
Safety & Professional Services	2022	202	98	48.5%	19	9.4%	1	0.5%	2	1.0%	5	2.5%	9	4.5%	0	0.0%	2	1.0%	2	1.0%	30	14.9%	5	2.5%		
	2021	208	104	50.0%	19	9.1%	1	0.5%	3	1.4%	7	3.4%	6	2.9%	0	0.0%	2	1.0%	3	1.4%	21	10.1%	5	2.4%		
	2020	207	100	48.3%	17	8.2%	2	1.0%	3	1.4%	5	2.4%	5	2.4%	0	0.0%	2	1.0%	2	1.0%	19	9.2%	4	1.9%		
State Public Defender	2022	234	179	76.5%	45	19.2%	1	0.4%	4	1.7%	16	6.8%	22	9.4%	0	0.0%	2	0.9%	2	0.9%	17	7.3%	2	0.9%		
	2021	238	187	78.6%	39	16.4%	2	0.8%	3	1.3%	8	3.4%	24	10.1%	0	0.0%	2	0.8%	4	1.7%	9	3.8%	1	0.4%		
	2020	241	187	77.6%	34	14.1%	2	0.8%	3	1.2%	10	4.1%	17	7.1%	0	0.0%	2	0.8%	4	1.7%	11	4.6%	0	0.0%		
Technical College System Bd	2022	43	31	72.1%	6	14.0%	0	0.0%	3	7.0%	1	2.3%	2	4.7%	0	0.0%	0	0.0%	0	0.0%	2	4.7%	0	0.0%		
	2021	45	31	68.9%	7	15.6%	0	0.0%	2	4.4%	1	2.2%	4	8.9%	0	0.0%	0	0.0%	0	0.0%	2	4.4%	0	0.0%		
	2020	48	32	66.7%	8	16.7%	0	0.0%	2	4.2%	1	2.1%	5	10.4%	0	0.0%	0	0.0%	0	0.0%	3	6.3%	0	0.0%		
Tourism	2022	25	17	68.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	8.0%	1	4.0%		
	2021	23	16	69.6%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	2	8.7%	1	4.3%		
	2020	25	18	72.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	2	8.0%	1	4.0%		
Transportation	2022	2,904	1,075	37.0%	390	13.4%	13	0.4%	97	3.3%	111	3.8%	136	4.7%	0	0.0%	33	1.1%	73	2.5%	267	9.2%	24	0.8%		
	2021	2,949	1,077	36.5%	381	12.9%	14	0.5%	96	3.3%	112	3.8%	132	4.5%	0	0.0%	27	0.9%	62	2.1%	140	4.7%	19	0.6%		
	2020	3,030	1,115	36.8%	383	12.6%	15	0.5%	96	3.2%	124	4.1%	125	4.1%	0	0.0%	23	0.8%	61	2.0%	144	4.8%	20	0.7%		
Veterans Affairs	2022	709	529	74.6%	91	12.8%	4	0.6%	25	3.5%	39	5.5%	21	3.0%	0	0.0%	2	0.3%	7	1.0%	63	8.9%	5	0.7%		
	2021	854	651	76.2%	109	12.8%	3	0.4%	29	3.4%	44	5.2%	27	3.2%	0	0.0%	6	0.7%	7	0.8%	73	8.5%	6	0.7%		
	2020	910	689	75.7%	100	11.0%	1	0.1%	27	3.0%	40	4.4%	27	3.0%	0	0.0%	5	0.5%	4	0.4%	91	10.0%	10	1.1%		
Workforce Development	2022	1,370	904	66.0%	264	19.3%	11	0.8%	61	4.5%	102	7.4%	67	4.9%	2	0.1%	21	1.5%	33	2.4%	256	18.7%	45	3.3%		
	2021	1,397	922	66.0%	289	20.7%	12	0.9%	59	4.2%	131	9.4%	66	4.7%	3	0.2%	18	1.3%	32	2.3%	170	12.2%	43	3.1%		
	2020	1,443	934	64.7%	294	20.4%	9	0.6%	56	3.9%	141	9.8%	70	4.9%	2	0.1%	16	1.1%	28	1.9%	182	12.6%	46	3.2%		
Entities with small employee counts (combined)*	2022	41	26	63.4%	4	9.8%	0	0.0%	3	7.3%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	2	4.9%	4	9.8%	2	4.9%		
	2021	43	28	65.1%	4	9.3%	0	0.0%	3	7.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	2	4.7%	2	4.7%	2	4.7%		
	2020	42	27	64.3%	2	4.8%	0	0.0%	1	2.4%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	2	4.8%	2	4.8%	2	4.8%		
Grand Total	2022	27,467	14,342	52.2%	4,204	15.3%	135	0.5%	800	2.9%	1,917	7.0%	1,035	3.8%	16	0.1%	301	1.1%	560	2.0%	2,051	7.5%	240	0.9%		
Grand Total	2021	28,812	14,984	52.0%	4,375	15.2%	143	0.5%	815	2.8%	2,063	7.2%	1,060	3.7%	17	0.1%	277	1.0%	503	1.7%	1,560	5.4%	242	0.8%		
Grand Total	2020	29,220	15,099	51.7%	4,277	14.6%	145	0.5%	812	2.8%	2,053	7.0%	1,017	3.5%	16	0.1%	234	0.8%	469	1.6%	1,686	5.8%	238	0.8%		

¹The Asian and Native Hawaiian/Pacific Islander groups were not distinguished until 2019. Therefore, the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019). The Two or More Races group was newly created in 2019.

²Persons with Disabilities includes both persons with severe and non-severe disabilities.

*Entities with small employee counts (10 or fewer employees) in 2020, 2021, and 2022 include: Board for People with Developmental Disabilities, Board of Commissioner of Public Lands, Child Abuse & Neglect Prevention Board, Employment Relations Commission, Ethics Commission, Higher Educational Aids Board, and Secretary of State.

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

Source: PeopleSoft June 2020, June 2021, June 2022.

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

Region <small>See map in Appendix E</small>	All Employees	Total Racial & Ethnic Minorities			Total Racial Minorities*			Amer Indian/ Alaska Native			Asian			Black or African American			Hispanic/Latino			Native Hawaiian/ Pacific Islander			Two or More Races		
		Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men
Central																									
Count of Employees	6,062	461	244	217	302	158	144	36	18	18	116	70	46	98	39	59	159	86	73	3	1	2	49	30	19
% of Employees	22.1%	7.6%	4.0%	3.6%	5.0%	2.6%	2.4%	0.6%	0.3%	0.3%	1.9%	1.2%	0.8%	1.6%	0.6%	1.0%	2.6%	1.4%	1.2%	0.0%	0.0%	0.0%	0.8%	0.5%	0.3%
Est. % in Labor Force		n/a			8.1%**			1.0%			2.8%			1.1%			4.3%			0.0%			1.9%		
Eastern																									
Count of Employees	4,764	1,766	1,232	534	1,364	993	371	25	15	10	124	78	46	1,144	849	295	402	239	163	5	3	2	66	48	18
% of Employees	17.4%	37.1%	25.9%	11.2%	28.6%	20.8%	7.8%	0.5%	0.3%	0.2%	2.6%	1.6%	1.0%	24.0%	17.8%	6.2%	8.4%	5.0%	3.4%	0.1%	0.1%	0.0%	1.4%	1.0%	0.4%
Est. % in Labor Force		n/a			21.7%**			0.4%			3.3%			11.3%			10.3%			0.0%			3.0%		
Northern																									
Count of Employees	1,143	57	25	32	34	18	16	12	10	2	8	3	5	5	1	4	23	7	16	0	0	0	9	4	5
% of Employees	4.2%	5.0%	2.2%	2.8%	3.0%	1.6%	1.4%	1.0%	0.9%	0.2%	0.7%	0.3%	0.4%	0.4%	0.1%	0.3%	2.0%	0.6%	1.4%	0.0%	0.0%	0.0%	0.8%	0.3%	0.4%
Est. % in Labor Force		n/a			7.4%**			3.8%			0.6%			0.4%			1.8%			0.0%			2.2%		
Southern																									
Count of Employees	12,799	1,768	986	782	1,360	766	594	50	29	21	506	302	204	645	341	304	408	220	188	5	5	0	154	89	65
% of Employees	46.7%	13.8%	7.7%	6.1%	10.6%	6.0%	4.6%	0.4%	0.2%	0.2%	4.0%	2.4%	1.6%	5.0%	2.7%	2.4%	3.2%	1.7%	1.5%	0.0%	0.0%	0.0%	1.2%	0.7%	0.5%
Est. % in Labor Force		n/a			11.1%**			0.3%			3.4%			2.9%			5.5%			0.1%			2.6%		
Western																									
Count of Employees	2,657	136	55	81	94	36	58	11	6	5	37	16	21	21	4	17	42	19	23	3	1	2	22	9	13
% of Employees	9.7%	5.1%	2.1%	3.0%	3.5%	1.4%	2.2%	0.4%	0.2%	0.2%	1.4%	0.6%	0.8%	0.8%	0.2%	0.6%	1.6%	0.7%	0.9%	0.1%	0.0%	0.1%	0.8%	0.3%	0.5%
Est. % in Labor Force		n/a			5.3%**			0.3%			1.8%			0.8%			2.1%			0.1%			1.6%		
All Regions																									
Count of Employees ¹	27,425	4,188	2,542	1,646	3,154	1,971	1,183	134	78	56	791	469	322	1,913	1,234	679	1,034	571	463	16	10	6	300	180	120
% of Employees	100.0%	15.3%	9.3%	6.0%	11.5%	7.2%	4.3%	0.5%	0.3%	0.2%	2.9%	1.7%	1.2%	7.0%	4.5%	2.5%	3.8%	2.1%	1.7%	0.1%	0.0%	0.0%	1.1%	0.7%	0.4%
Est. % in Labor Force		n/a			13%**			0.7%			2.8%			4.9%			6.2%			0.0%			2.4%		

¹Forty-six employees were working out of state. Four employees worked in two distinct regions. The total distinct count of permanent classified employees working in-state was 27,421.

*Excludes employees who identify as Hispanic/Latino. The US Census Bureau distinguishes ethnicity (Hispanic/Latino) from race for reporting whereas the State of Wisconsin does not. Therefore, comparisons of total racial & ethnic minorities are not available. Comparisons for total racial minorities and the individual racial/ethnic groups (including Hispanic/Latino) are available as more valid comparisons.

**The totals for racial minorities estimated in the labor force includes a racial minority group called "Some other race alone" which is used by the US Census Bureau but not by the State of Wisconsin.

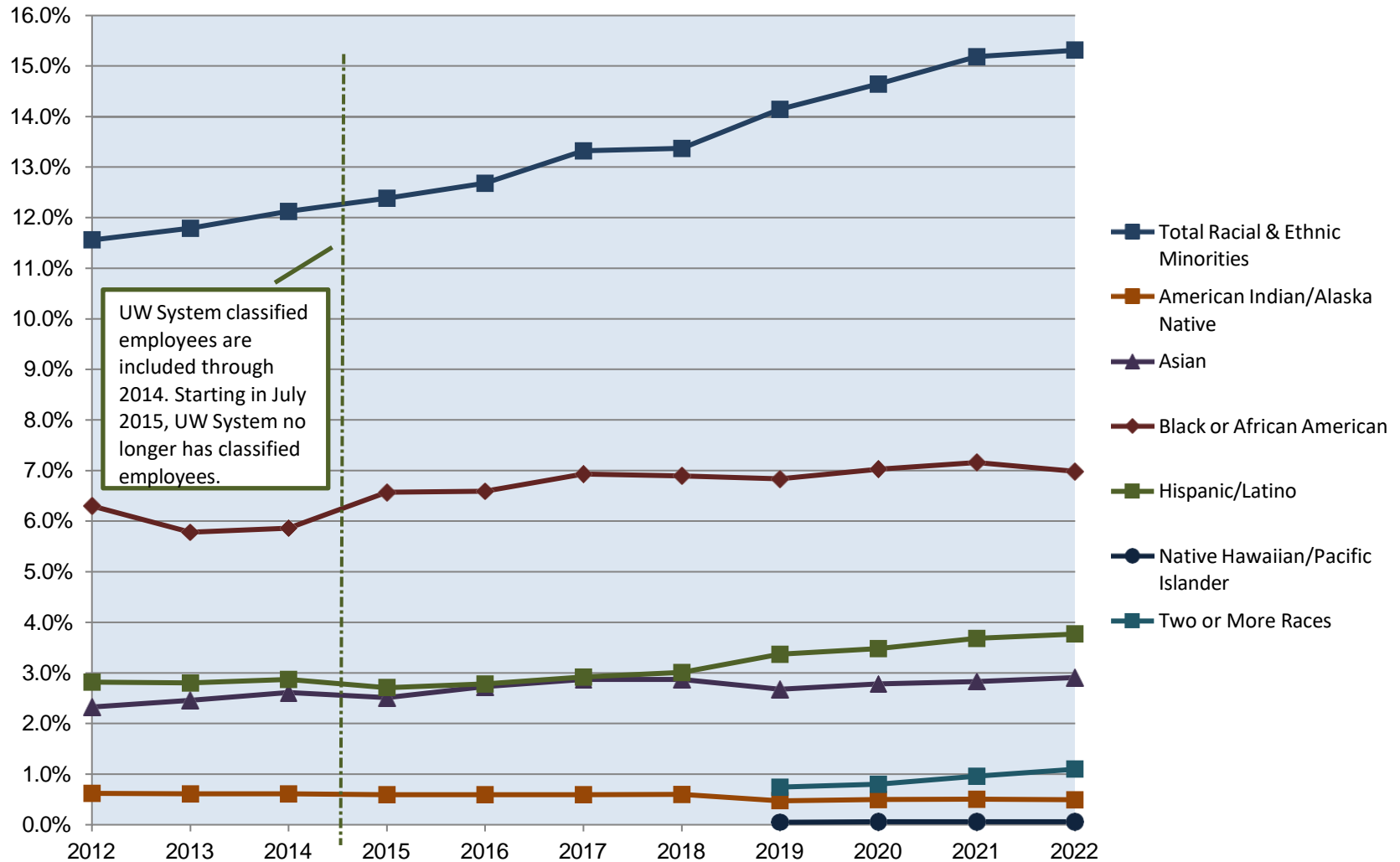
Note: Five hundred and sixty employees did not specify their race or ethnicity. Those employees are not considered minorities for this table or report.

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

Sources: PeopleSoft June 2022; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2016-2020 5-Year Estimate (Table C24010A-G.) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

See Appendix E for the Wisconsin Region Map.

Chart 13
RACIAL AND ETHNIC MINORITY EMPLOYMENT TRENDS: 2012-2022
Percentage of Permanent Classified Workforce



Note: The Asian and Native Hawaiian/Pacific Islander groups were not distinguished until 2019. Therefore, the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019). The Two or More Races group was newly created in 2019.

Source: PMIS, June of each year 2012-2015; PeopleSoft, June 2016-2022.

Table 14
AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION: 2022 and 2012
Permanent Classified Employees

Affirmative Action Group	Count of State Employees	Percent of Total State Employees	Percent of WI Employed Labor Force ¹	Percent of WI Population
All Racial and Ethnic Minorities				
2022	4,204	15.3%	n/a	21.0%
2012	3,278	11.4%	11.9%	14.7%
All Racial Minorities²				
2022	3,169	11.5%	13.0%*	13.5%
2012	2,568	9.0%	7.0%*	8.5%
Black/African American				
2022	1,917	7.0%	4.9%*	6.8%
2012	1,807	6.3%	4.5%*	5.6%
Hispanic/Latino				
2022	1,035	3.8%	6.2%*	7.5%
2012	710	2.5%	4.1%*	4.9%
Asian³				
2022	800	2.9%	2.8%	3.2%
2012	576	2.0%	1.8%	2.1%
American Indian/Alaska Native				
2022	135	0.5%	0.7%	1.2%
2012	185	0.7%	0.7%	0.8%
Native Hawaiian/Pacific Islander³				
2022	16	0.1%	0.0%	0.1%
2012	n/a	n/a	n/a	n/a
Two or More Races³				
2022	301	1.1%	2.4%	2.2%
2012	n/a	n/a	n/a	n/a
Female				
2022	14,342	52.2%	48.1%*	49.9%
2012	14,498	50.6%	47.6%*	50.3%
Total Persons with Disabilities⁴				
2022	2,051	7.5%	5.2%*	8.1%
2012	1,377	4.8%	n/a	n/a

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

Note: Five hundred and sixty employees did not specify their race or ethnicity in 2022. Those employees are not considered minorities for this table or report.

¹ Labor force in 2022 represents all employed civilians age 16+. Labor force in 2012 represents all persons age 16+ who are either employed or looking for work. The inconsistency is due to differences in data available from the WI DWD. The labor force estimates include a racial minority group called "Some other race alone" which is used by the US Census Bureau but not by the State of Wisconsin.

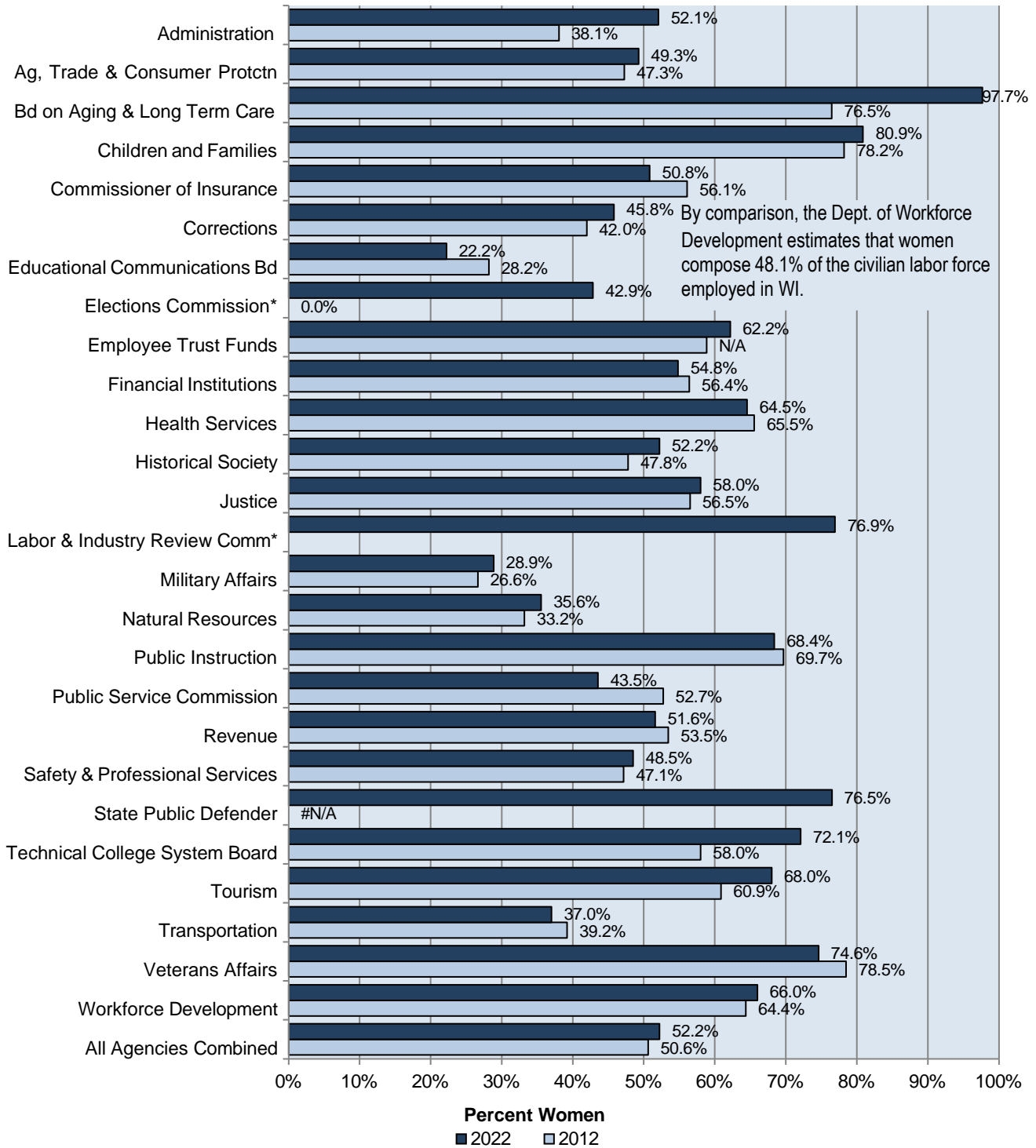
² Excludes employees who identify as Hispanic/Latino. The US Census Bureau distinguishes ethnicity (Hispanic/Latino) from race for reporting whereas the State of Wisconsin does not. Therefore, comparisons of all racial & ethnic minorities are not available. Comparisons for all racial minorities and the individual racial/ethnic groups (including Hispanic/Latino) are available as more valid comparisons.

³ The Asian and Native Hawaiian/Pacific Islander groups were not distinguished by the State of Wisconsin until 2019. The Two or More Races group was newly created in 2019. Therefore, counts and corresponding percentages for the Native Hawaiian/Pacific Islander and Two or More Races groups are not available for 2012, and the Asian group may include employees who identified as Native Hawaiian/Pacific Islanders (until 2019).

⁴ Total persons with disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported. Percentage of disabled under age 65 WI population is from the U.S. Census Bureau for 2019.

Sources: PeopleSoft June 2022, PMIS June 2012 (excluding UW employees); WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2016-2020 5-Year Estimate (Table C24010A-G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors; WI population demographics are U.S. Census Bureau estimates for 2021, and WI DWD population estimates at publication of the 2012 Workforce Report.

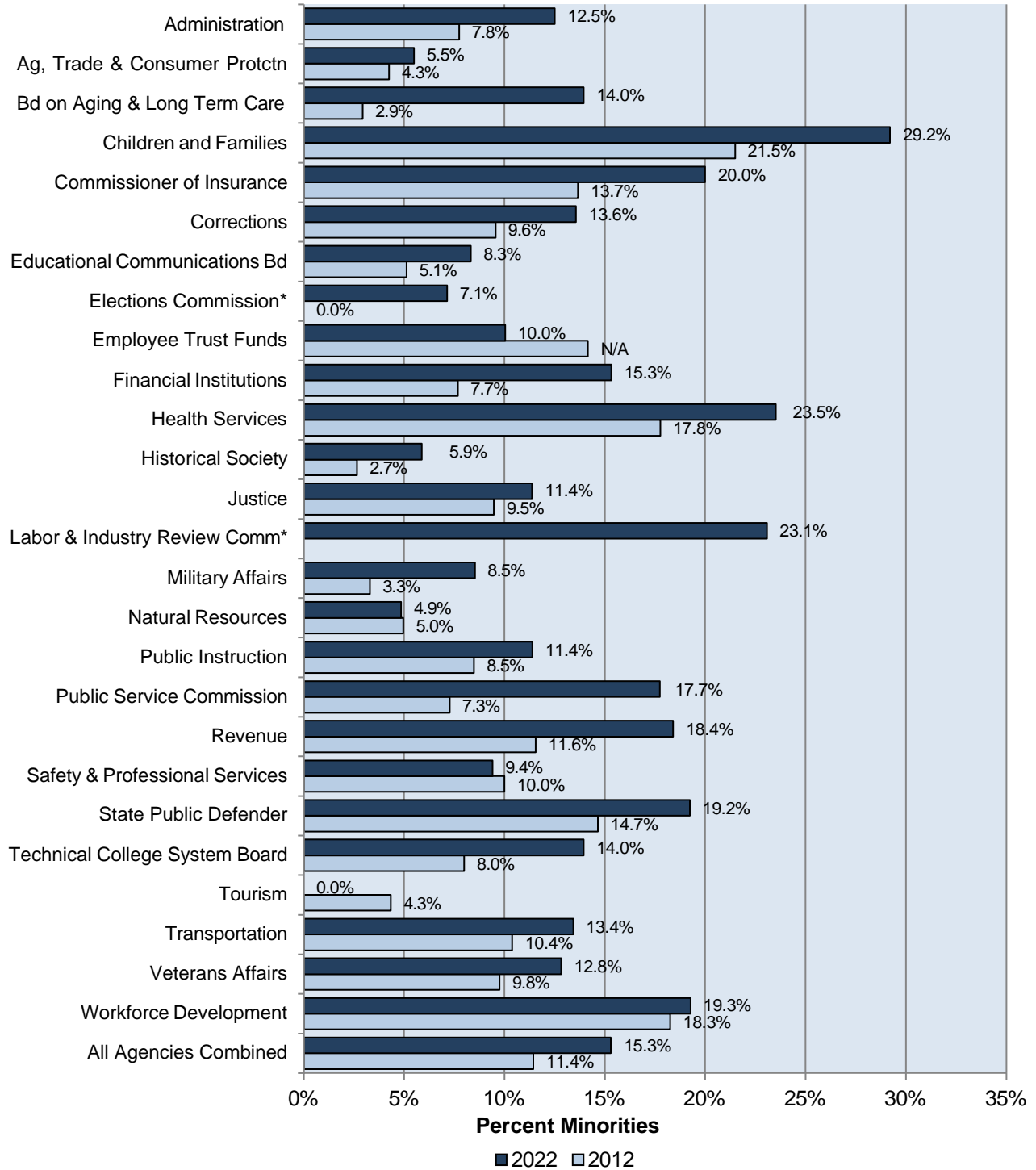
Chart 15
PERCENTAGE OF WOMEN BY AGENCY: 2022 and 2012
Permanent Classified Employees
Agencies with at least 10 employees



*The Elections Commission & the Labor & Industry Review Commission did not exist in 2012. UW System classified employee data is excluded in the 2012 All Agencies Combined total. UW no longer has classified employees.

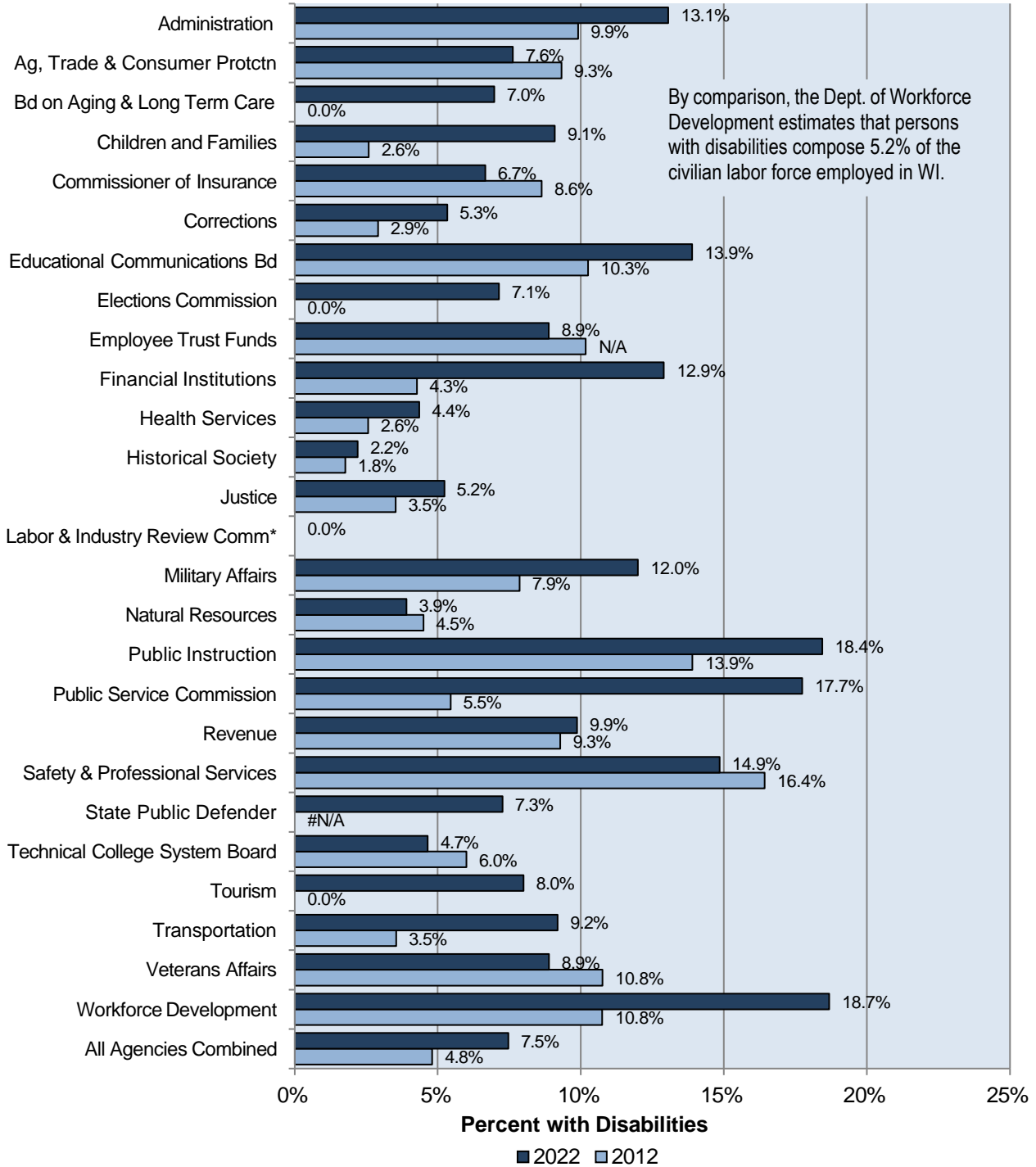
Sources: PeopleSoft, June 2022; PMIS, June 2012.

Chart 16
PERCENTAGE OF RACIAL AND ETHNIC MINORITIES BY AGENCY: 2022 and 2012
Permanent Classified Employees
Agencies with at least 10 employees



*The Elections Commission & the Labor & Industry Review Commission did not exist in 2012.
 UW classified employee data is excluded in the 2012 All Agencies Combined total. UW no longer has classified employees.
 Sources: PeopleSoft, June 2022, PMIS, June 2012.

Chart 17
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2022 and 2012
Permanent Classified Employees
Agencies with at least 10 employees



By comparison, the Dept. of Workforce Development estimates that persons with disabilities compose 5.2% of the civilian labor force employed in WI.

*The Elections Commission & the Labor & Industry Review Commission did not exist in 2012.
 UW System classified employee data is excluded in the 2012 All Agencies Combined total. UW no longer has classified employees.
 Sources: PeopleSoft, June 2022, PMIS, June 2012

Table 18
COMPARING AGENCY EMPLOYMENT WITH WISCONSIN LABOR FORCE
WOMEN - 2022
Permanent Classified Employees

Agency	Female			
	State Employees		Comparison with Estimated % in WI Labor Force	
	#	%	48.1%*	
Administration	662	52.1%		+4.0%
Ag, Trade & Consumer Protctn	278	49.3%		+1.2%
Bd on Aging & Long Term Care	42	97.7%		+49.6%
Children and Families	587	80.9%		+32.8%
Commissioner of Insurance	61	50.8%		+2.7%
Corrections	3,660	45.8%		-2.3%
Educational Communications Bd	8	22.2%		-25.9%
Elections Commission	12	42.9%		-5.2%
Employee Trust Funds	161	62.2%		+14.1%
Financial Institutions	68	54.8%		+6.7%
Health Services	3,585	64.5%		+16.4%
Historical Society	71	52.2%		+4.1%
Justice	377	58.0%		+9.9%
Labor & Industry Review Comm	10	76.9%		+28.8%
Military Affairs	142	28.9%		-19.2%
Natural Resources	783	35.6%		-12.5%
Public Instruction	378	68.4%		+20.3%
Public Service Commission	54	43.5%		-4.6%
Revenue	544	51.6%		+3.5%
Safety & Professional Services	98	48.5%		+0.4%
State Public Defender	179	76.5%		+28.4%
Technical College System Board	31	72.1%		+24.0%
Tourism	17	68.0%		+19.9%
Transportation	1,075	37.0%		-11.1%
Veterans Affairs	529	74.6%		+26.5%
Workforce Development	904	66.0%		+17.9%
Entities with 10 or fewer employees (combined) ¹	26	63.4%		+15.3%
Grand Total	14,342	52.2%		+4.1%

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

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

Sources: PeopleSoft, June 2022; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2016-2020 5-Year Estimate (Table C24010A-G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

Table 19
COMPARING AGENCY EMPLOYMENT WITH WISCONSIN LABOR FORCE
RACIAL AND ETHNIC MINORITIES - 2022
Permanent Classified Employees

Agency	American Indian/Alaska Native			Asian			Black or African American			Hispanic/Latino			Native Hawaiian/Pacific			Two or More Races		
	State Employees		Comp. Est.	State Employees		Comp. Est.	State Employees		Comp. Est.	State Employees		Comp. Est.	State Employees		Comp. Est.	State Employees		Comp. Est.
	#	%	0.7%*	#	%	2.8%*	#	%	4.9%*	#	%	6.2%*	#	%	0.0%*	#	%	2.4%*
Administration	8	0.6%	-0.1%	57	4.5%	+1.7%	46	3.6%	-1.3%	33	2.6%	-3.6%	0	0.0%	0.0%	15	1.2%	-1.2%
Ag, Trade & Consumer Protctn	2	0.4%	-0.3%	8	1.4%	-1.4%	9	1.6%	-3.3%	7	1.2%	-5.0%	0	0.0%	0.0%	5	0.9%	-1.5%
Bd on Aging & Long Term Care	1	2.3%	+1.6%	1	2.3%	-0.5%	2	4.7%	-0.2%	1	2.3%	-3.9%	0	0.0%	0.0%	1	2.3%	-0.1%
Children and Families	1	0.1%	-0.6%	34	4.7%	+1.9%	118	16.3%	+11.4%	40	5.5%	-0.7%	1	0.1%	+0.1%	18	2.5%	+0.1%
Commissioner of Insurance	1	0.8%	+0.1%	10	8.3%	+5.5%	5	4.2%	-0.7%	6	5.0%	-1.2%	1	0.8%	+0.8%	1	0.8%	-1.6%
Corrections	29	0.4%	-0.3%	83	1.0%	-1.8%	574	7.2%	+2.3%	310	3.9%	-2.3%	7	0.1%	+0.1%	81	1.0%	-1.4%
Educational Communications Bd	1	2.8%	+2.1%	0	0.0%	-2.8%	1	2.8%	-2.1%	0	0.0%	-6.2%	0	0.0%	0.0%	1	2.8%	+0.4%
Elections Commission	1	3.6%	+2.9%	0	0.0%	-2.8%	0	0.0%	-4.9%	1	3.6%	-2.6%	0	0.0%	0.0%	0	0.0%	-2.4%
Employee Trust Funds	0	0.0%	-0.7%	6	2.3%	-0.5%	5	1.9%	-3.0%	12	4.6%	-1.6%	0	0.0%	0.0%	3	1.2%	-1.2%
Financial Institutions	2	1.6%	+0.9%	5	4.0%	+1.2%	4	3.2%	-1.7%	6	4.8%	-1.4%	0	0.0%	0.0%	2	1.6%	-0.8%
Health Services	31	0.6%	-0.1%	258	4.6%	+1.8%	739	13.3%	+8.4%	202	3.6%	-2.6%	2	0.0%	+0.0%	74	1.3%	-1.1%
Historical Society	3	2.2%	+1.5%	0	0.0%	-2.8%	1	0.7%	-4.2%	2	1.5%	-4.7%	0	0.0%	0.0%	2	1.5%	-0.9%
Justice	2	0.3%	-0.4%	19	2.9%	+0.1%	19	2.9%	-2.0%	28	4.3%	-1.9%	0	0.0%	0.0%	6	0.9%	-1.5%
Labor & Industry Review Comm	0	0.0%	-0.7%	1	7.7%	+4.9%	1	7.7%	+2.8%	1	7.7%	+1.5%	0	0.0%	0.0%	0	0.0%	-2.4%
Military Affairs	1	0.2%	-0.5%	9	1.8%	-1.0%	11	2.2%	-2.7%	16	3.3%	-2.9%	1	0.2%	+0.2%	4	0.8%	-1.6%
Natural Resources	9	0.4%	-0.3%	28	1.3%	-1.5%	16	0.7%	-4.2%	42	1.9%	-4.3%	1	0.0%	+0.0%	11	0.5%	-1.9%
Public Instruction	4	0.7%	+0.0%	15	2.7%	-0.1%	20	3.6%	-1.3%	17	3.1%	-3.1%	0	0.0%	0.0%	7	1.3%	-1.1%
Public Service Commission	1	0.8%	+0.1%	9	7.3%	+4.5%	3	2.4%	-2.5%	7	5.6%	-0.6%	0	0.0%	0.0%	2	1.6%	-0.8%
Revenue	8	0.8%	+0.1%	62	5.9%	+3.1%	69	6.5%	+1.6%	46	4.4%	-1.8%	1	0.1%	+0.1%	8	0.8%	-1.6%
Safety & Professional Services	1	0.5%	-0.2%	2	1.0%	-1.8%	5	2.5%	-2.4%	9	4.5%	-1.7%	0	0.0%	0.0%	2	1.0%	-1.4%
State Public Defender	1	0.4%	-0.3%	4	1.7%	-1.1%	16	6.8%	+1.9%	22	9.4%	+3.2%	0	0.0%	0.0%	2	0.9%	-1.5%
Technical College System Board	0	0.0%	-0.7%	3	7.0%	+4.2%	1	2.3%	-2.6%	2	4.7%	-1.5%	0	0.0%	0.0%	0	0.0%	-2.4%
Tourism	0	0.0%	-0.7%	0	0.0%	-2.8%	0	0.0%	-4.9%	0	0.0%	-6.2%	0	0.0%	0.0%	0	0.0%	-2.4%
Transportation	13	0.4%	-0.3%	97	3.3%	+0.5%	111	3.8%	-1.1%	136	4.7%	-1.5%	0	0.0%	0.0%	33	1.1%	-1.3%
Veterans Affairs	4	0.6%	-0.1%	25	3.5%	+0.7%	39	5.5%	+0.6%	21	3.0%	-3.2%	0	0.0%	0.0%	2	0.3%	-2.1%
Workforce Development	11	0.8%	+0.1%	61	4.5%	+1.7%	102	7.4%	+2.5%	67	4.9%	-1.3%	2	0.1%	+0.1%	21	1.5%	-0.9%
Entities with 10 or fewer employees (combined) ¹	0	0.0%	-0.7%	3	7.3%	+4.5%	0	0.0%	-4.9%	1	2.4%	-3.8%	0	0.0%	0.0%	0	0.0%	-2.4%
Grand Total	135	0.5%	-0.2%	800	2.9%	+0.1%	1917	7.0%	+2.1%	1035	3.8%	-2.4%	16	0.1%	+0.1%	301	1.1%	-1.3%

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

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

Note: Five hundred and sixty employees did not specify their race or ethnicity. Those employees are not considered minorities for this table or report.

Sources: PeopleSoft, June 2022; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2016-2020 5-Year Estimate (Table C24010A-G.) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

Table 20
COMPARING AGENCY EMPLOYMENT WITH WISCONSIN LABOR FORCE
PERSONS WITH DISABILITIES - 2022
Permanent Classified Employees

Agency	Persons with Disabilities			
	State Employees		Comparison with Estimated % in WI Labor Force	
	#	%	5.2%*	
Administration	166	13.1%		+7.9%
Ag, Trade & Consumer Protctn	43	7.6%		+2.4%
Bd on Aging & Long Term Care	3	7.0%		+1.8%
Children and Families	66	9.1%		+3.9%
Commissioner of Insurance	8	6.7%		+1.5%
Corrections	426	5.3%		+0.1%
Educational Communications Bd	5	13.9%		+8.7%
Elections Commission	2	7.1%		+1.9%
Employee Trust Funds	23	8.9%		+3.7%
Financial Institutions	16	12.9%		+7.7%
Health Services	242	4.4%		-0.8%
Historical Society	3	2.2%		-3.0%
Justice	34	5.2%		+0.0%
Labor & Industry Review Comm	0	0.0%		-5.2%
Military Affairs	59	12.0%		+6.8%
Natural Resources	86	3.9%		-1.3%
Public Instruction	102	18.4%		+13.2%
Public Service Commission	22	17.7%		+12.5%
Revenue	104	9.9%		+4.7%
Safety & Professional Services	30	14.9%		+9.7%
State Public Defender	17	7.3%		+2.1%
Technical College System Board	2	4.7%		-0.5%
Tourism	2	8.0%		+2.8%
Transportation	267	9.2%		+4.0%
Veterans Affairs	63	8.9%		+3.7%
Workforce Development	256	18.7%		+13.5%
Entities with 10 or fewer employees (combined) ¹	4	9.8%		+4.6%
Grand Total	2,051	7.5%		+2.3%

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

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

Sources: PeopleSoft, June 2022; WI Labor Force data from the US Census Bureau - American Community Survey (ACS) 2016-2020 5-Year Estimate (Table C24010A-G,I) - Compiled by the Wisconsin Dept of Workforce Development - Office of Economic Advisors.

Table 21
WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2022 and 2021
Permanent Classified Employees

Job Group	Year	Total	Women		Racial & Ethnic Minorities*		Persons with Disabilities*	
			#	%	#	%	#	%
Administrative Support	2022	2,362	1,912	80.9%	425	18.0%	263	11.1%
	2021	2,503	2,022	80.8%	464	18.5%	173	6.9%
Administrative Support-Fiscal	2022	426	358	84.0%	39	9.2%	50	11.7%
	2021	443	357	80.6%	42	9.5%	36	8.1%
Administrators-Senior Executives	2022	613	314	51.2%	69	11.3%	49	8.0%
	2021	557	269	48.3%	59	10.6%	26	4.7%
Architect/Engineer Supervisors	2022	117	33	28.2%	8	6.8%	10	8.5%
	2021	117	30	25.6%	8	6.8%	5	4.3%
Architects & Engineers	2022	1,125	248	22.0%	106	9.4%	79	7.0%
	2021	1,158	255	22.0%	105	9.1%	56	4.8%
Business & Program Area Supervisors	2022	371	249	67.1%	53	14.3%	49	13.2%
	2021	369	250	67.8%	47	12.7%	28	7.6%
Business Professionals	2022	320	239	74.7%	57	17.8%	37	11.6%
	2021	318	236	74.2%	53	16.7%	15	4.7%
Claims Determination	2022	393	282	71.8%	44	11.2%	56	14.2%
	2021	413	299	72.4%	50	12.1%	32	7.7%
Craft and Trade	2022	144	3	2.1%	7	4.9%	3	2.1%
	2021	136	2	1.5%	6	4.4%	4	2.9%
Education and Training	2022	627	357	56.9%	62	9.9%	67	10.7%
	2021	665	383	57.6%	67	10.1%	60	9.0%
Education Supervisors	2022	26	16	61.5%	3	11.5%	2	7.7%
	2021	26	15	57.7%	2	7.7%	4	15.4%
Environmental Specialists	2022	884	331	37.4%	34	3.8%	31	3.5%
	2021	863	325	37.7%	36	4.2%	29	3.4%
Financial Supervisors	2022	187	124	66.3%	18	9.6%	12	6.4%
	2021	181	115	63.5%	21	11.6%	9	5.0%
Fiscal	2022	1,708	968	56.7%	287	16.8%	168	9.8%
	2021	1,713	966	56.4%	297	17.3%	134	7.8%
Food Production	2022	322	241	74.8%	47	14.6%	19	5.9%
	2021	343	254	74.1%	45	13.1%	15	4.4%
Health and Social Services Supervisors	2022	591	430	72.8%	116	19.6%	35	5.9%
	2021	551	407	73.9%	114	20.7%	23	4.2%

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

Table 21 - Continued
WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2022 and 2021
Permanent Classified Employees

Job Group	Year	Total	Women		Racial & Ethnic Minorities*		Persons with Disabilities*	
			#	%	#	%	#	%
Program Specialist	2022	265	179	67.5%	44	16.6%	57	21.5%
	2021	256	167	65.2%	54	21.1%	51	19.9%
Property Management	2022	93	48	51.6%	8	8.6%	8	8.6%
	2021	87	45	51.7%	9	10.3%	1	1.1%
Protective Services Supervisors	2022	640	140	21.9%	61	9.5%	43	6.7%
	2021	637	145	22.8%	59	9.3%	36	5.7%
Public Relations and Media Technicians	2022	115	54	47.0%	14	12.2%	7	6.1%
	2021	125	56	44.8%	9	7.2%	7	5.6%
Public Safety	2022	4,341	885	20.4%	657	15.1%	211	4.9%
	2021	5,039	1,087	21.6%	751	14.9%	249	4.9%
Science Professionals	2022	259	185	71.4%	17	6.6%	8	3.1%
	2021	257	180	70.0%	21	8.2%	8	3.1%
Service, Quality Control & Compliance Supervisors	2022	222	95	42.8%	18	8.1%	20	9.0%
	2021	214	95	44.4%	15	7.0%	12	5.6%
Social Services Professionals	2022	2,855	2,257	79.1%	690	24.2%	182	6.4%
	2021	2,954	2,313	78.3%	692	23.4%	137	4.6%
All Job Groups Combined	2022	27,468^b	14,342	52.2%	4,204	15.3%	2,051	7.5%
	2021	28,813^a	14,984	52.0%	4,375	15.2%	1,560	5.4%

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

^aOne employee had jobs in two distinct job groups in FY21.

^bOne employee had jobs in two distinct job groups in FY22.

Note: There were 503 employees at the end of FY21 and 560 employees at the end of FY22 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report.

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

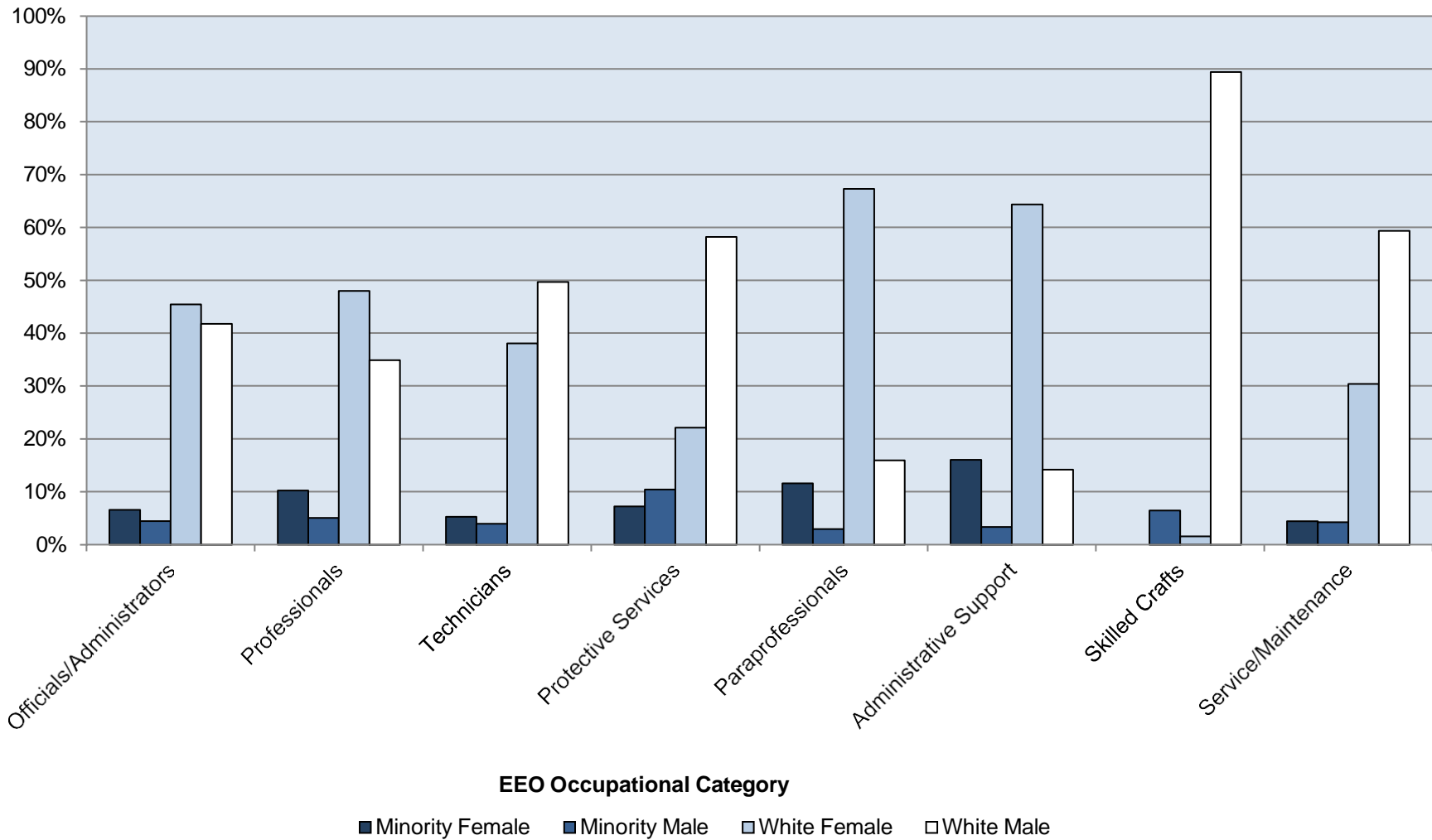
Sources: PeopleSoft, June 2021 and June 2022.

Table 21 - Continued
WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2022 and 2021
Permanent Classified Employees

Job Group	Year	Total	Women		Racial & Ethnic Minorities*		Persons with Disabilities*	
			#	%	#	%	#	%
Health Care Professionals	2022	1,196	984	82.3%	151	12.6%	34	2.8%
	2021	1,281	1,054	82.3%	156	12.2%	32	2.5%
Health Care Technicians	2022	1,518	888	58.5%	312	20.6%	36	2.4%
	2021	1,670	1,025	61.4%	329	19.7%	35	2.1%
Inspectors, Investigators and Compliance	2022	342	147	43.0%	36	10.5%	32	9.4%
	2021	349	153	43.8%	39	11.2%	22	6.3%
IS Professionals	2022	1,336	461	34.5%	218	16.3%	148	11.1%
	2021	1,360	471	34.6%	206	15.1%	93	6.8%
IS Support, Program & Service Technicians	2022	111	15	13.5%	12	10.8%	10	9.0%
	2021	102	17	16.7%	9	8.8%	9	8.8%
Legal Professionals and Paralegal	2022	423	249	58.9%	53	12.5%	35	8.3%
	2021	411	238	57.9%	41	10.0%	21	5.1%
Mechanical and Maintenance Supervisors	2022	152	25	16.4%	9	5.9%	13	8.6%
	2021	158	27	17.1%	9	5.7%	15	9.5%
Mechanical Equipment, Maintenance Repair	2022	340	11	3.2%	17	5.0%	27	7.9%
	2021	367	15	4.1%	17	4.6%	27	7.4%
Mid-Level Supervisors	2022	989	525	53.1%	105	10.6%	90	9.1%
	2021	1,046	559	53.4%	99	9.5%	46	4.4%
Natural Science and Laboratory Technicians	2022	218	56	25.7%	8	3.7%	6	2.8%
	2021	220	52	23.6%	8	3.6%	5	2.3%
Personal Care Aides	2022	441	334	75.7%	210	47.6%	15	3.4%
	2021	515	404	78.4%	243	47.2%	18	3.5%
Physical, Natural and Social Science Supervisors	2022	206	64	31.1%	13	6.3%	8	3.9%
	2021	199	63	31.7%	10	5.0%	7	3.5%
Physicians and Health Care Practitioners	2022	89	39	43.8%	14	15.7%	3	3.4%
	2021	94	39	41.5%	14	14.9%	2	2.1%
Policy, Planning and Research	2022	828	502	60.6%	121	14.6%	105	12.7%
	2021	804	486	60.4%	116	14.4%	59	7.3%
Power Plant	2022	99	1	1.0%	9	9.1%	13	13.1%
	2021	104	1	1.0%	6	5.8%	9	8.7%
Production Laborers	2022	174	93	53.4%	32	18.4%	10	5.7%
	2021	208	107	51.4%	47	22.6%	10	4.8%

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

Chart 22
MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
Permanent Classified Employees - June 2022



For numeric detail, see the next page.
 Source: PeopleSoft, June 2022.

**Table 23
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2020-2022
Permanent Classified Employees**

EEO Job Category	Total Employees #	Total Women		Total Men		Racial and Ethnic Minorities						Persons With Disabilities					
		#	%	#	%	Total #	Total %	Women #	Women %	Men #	Men %	Total #	Total %	Women #	Women %	Men #	Men %
Officials/Administrators																	
2020	1519	773	50.9%	746	49.1%	139	9.2%	71	4.7%	68	4.5%	73	4.8%	24	1.6%	49	3.2%
2021	1565	811	51.8%	754	48.2%	157	10.0%	86	5.5%	71	4.5%	73	4.7%	25	1.6%	48	3.1%
2022	1561	819	52.5%	742	47.5%	171	11.0%	102	6.5%	69	4.4%	140	9.0%	62	4.0%	78	5.0%
Net 2-Year Change			1.6%		-1.6%		1.8%		1.9%		-0.1%		4.2%		2.4%		1.8%
Professionals																	
2020	14174	8244	58.2%	5930	41.8%	2071	14.6%	1365	9.6%	706	5.0%	841	5.9%	377	2.7%	464	3.3%
2021	14037	8267	58.9%	5770	41.1%	2107	15.0%	1404	10.0%	703	5.0%	787	5.6%	368	2.6%	419	3.0%
2022	13868	8177	59.0%	5691	41.0%	2110	15.2%	1414	10.2%	696	5.0%	1120	8.1%	603	4.3%	517	3.7%
Net 2-Year Change			0.8%		-0.8%		0.6%		0.6%		0.0%		2.1%		1.7%		0.5%
Technicians																	
2020	1097	527	48.0%	570	52.0%	78	7.1%	47	4.3%	31	2.8%	60	5.5%	16	1.5%	44	4.0%
2021	1059	498	47.0%	561	53.0%	89	8.4%	53	5.0%	36	3.4%	51	4.8%	12	1.1%	39	3.7%
2022	988	437	44.2%	551	55.8%	91	9.2%	52	5.3%	39	3.9%	53	5.4%	12	1.2%	41	4.1%
Net 2-Year Change			-3.8%		3.8%		2.1%		1.0%		1.1%		-0.1%		-0.2%		0.1%
Protective Services																	
2020	7666	2360	30.8%	5306	69.2%	1279	16.7%	561	7.3%	718	9.4%	366	4.8%	49	0.6%	317	4.1%
2021	7519	2295	30.5%	5224	69.5%	1307	17.4%	548	7.3%	759	10.1%	333	4.4%	42	0.6%	291	3.9%
2022	6682	1976	29.6%	4706	70.4%	1175	17.6%	480	7.2%	695	10.4%	309	4.6%	44	0.7%	265	4.0%
Net 2-Year Change			-1.2%		1.2%		0.9%		-0.1%		1.0%		-0.1%		0.0%		-0.2%
Paraprofessionals																	
2020	1381	1105	80.0%	276	20.0%	208	15.1%	160	11.6%	48	3.5%	113	8.2%	74	5.4%	39	2.8%
2021	1305	1050	80.5%	255	19.5%	201	15.4%	160	12.3%	41	3.1%	109	8.4%	73	5.6%	36	2.8%
2022	1254	1007	80.3%	247	19.7%	182	14.5%	145	11.6%	37	3.0%	154	12.3%	115	9.2%	39	3.1%
Net 2-Year Change			0.3%		-0.3%		-0.5%		0.0%		-0.5%		4.1%		3.8%		0.3%
Administrative Support																	
2020	2142	1726	80.6%	416	19.4%	402	18.8%	333	15.5%	69	3.2%	155	7.2%	105	4.9%	50	2.3%
2021	2123	1732	81.6%	391	18.4%	413	19.5%	347	16.3%	66	3.1%	139	6.5%	95	4.5%	44	2.1%
2022	1981	1617	81.6%	364	18.4%	383	19.3%	317	16.0%	66	3.3%	200	10.1%	143	7.2%	57	2.9%
Net 2-Year Change			1.0%		-1.0%		0.6%		0.5%		0.1%		2.9%		2.3%		0.5%
Skilled Crafts																	
2020	267	2	0.7%	265	99.3%	14	5.2%		0.0%	14	5.2%	14	5.2%	1	0.4%	13	4.9%
2021	262	3	1.1%	259	98.9%	13	5.0%		0.0%	13	5.0%	13	5.0%	1	0.4%	12	4.6%
2022	264	4	1.5%	260	98.5%	17	6.4%	0	0.0%	17	6.4%	16	6.1%	1	0.4%	15	5.7%
Net 2-Year Change			0.8%		-0.8%		1.2%		0.0%		1.2%		0.8%		0.0%		0.8%
Service/Maintenance																	
2020	974	362	37.2%	612	62.8%	86	8.8%	41	4.2%	45	4.6%	64	6.6%	8	0.8%	56	5.7%
2021	942	328	34.8%	614	65.2%	88	9.3%	41	4.4%	47	5.0%	55	5.8%	6	0.6%	49	5.2%
2022	869	305	35.1%	564	64.9%	75	8.6%	38	4.4%	37	4.3%	59	6.8%	10	1.2%	49	5.6%
Net 2-Year Change			-2.1%		2.1%		-0.2%		0.2%		-0.4%		0.2%		0.3%		-0.1%
All Combined																	
2020	29,220	15,099	51.7%	14,121	48.3%	4,277	14.6%	2,578	8.8%	1,699	5.8%	1,686	5.8%	654	2.2%	1,032	3.5%
2021	28,812	14,984	52.0%	13,828	48.0%	4,375	15.2%	2,639	9.2%	1,736	6.0%	1,560	5.4%	622	2.2%	938	3.3%
2022	27,467	14,342	52.2%	13,125	47.8%	4,204	15.3%	2,548	9.3%	1,656	6.0%	2,051	7.5%	990	3.6%	1,061	3.9%
Net 2-Year Change			0.5%		-0.5%		0.7%		0.5%		0.2%		1.7%		1.4%		0.3%

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

Note: There were 469 employees at the end of FY20, 503 employees at the end of FY21, and 560 employees at the end of FY22 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report.

Source: PeopleSoft, June 2020-2022.

Table 24
EMPLOYMENT OF RACIAL AND ETHNIC MINORITIES BY GENDER AND EEO JOB CATEGORY: 2020-2022
Permanent Classified Employees

EEO Job Category	Total EEs #	American Indian/Alaska Native						Asian						Black or African American						Hispanic/Latino						Nat Hawaiian/Pacific Islander						Two or More Races					
		Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%
Officials/Administrators	1519	8	0.5%	3	0.2%	5	0.3%	32	2.1%	15	1.0%	17	1.1%	57	3.8%	30	2.0%	27	1.8%	28	1.8%	16	1.1%	12	0.8%	2	0.1%	2	0.1%	0	0.0%	12	0.8%	5	0.3%	7	0.5%
2020	1565	8	0.5%	4	0.3%	4	0.3%	36	2.3%	20	1.3%	16	1.0%	61	3.9%	32	2.0%	29	1.9%	35	2.2%	21	1.3%	14	0.9%	2	0.1%	2	0.1%	0	0.0%	15	1.0%	7	0.4%	8	0.5%
2021	1561	11	0.7%	7	0.4%	4	0.3%	38	2.4%	22	1.4%	16	1.0%	67	4.3%	39	2.5%	28	1.8%	40	2.6%	24	1.5%	16	1.0%	1	0.1%	1	0.1%	0	0.0%	14	0.9%	9	0.6%	5	0.3%
2-Year Net Change			0.2%		0.3%		-0.1%		0.3%		0.4%		-0.1%		0.5%		0.5%		0.0%		0.7%		0.5%		0.2%		-0.1%		-0.1%		0.0%		0.1%		0.2%		-0.1%
Professionals	14174	74	0.5%	51	0.4%	23	0.2%	527	3.7%	320	2.3%	207	1.5%	890	6.3%	639	4.5%	251	1.8%	449	3.2%	266	1.9%	183	1.3%	5	0.0%	2	0.0%	3	0.0%	126	0.9%	87	0.6%	39	0.3%
2020	14037	70	0.5%	46	0.3%	24	0.2%	530	3.8%	324	2.3%	206	1.5%	893	6.4%	649	4.6%	244	1.7%	474	3.4%	290	2.1%	184	1.3%	4	0.0%	2	0.0%	2	0.0%	136	1.0%	93	0.7%	43	0.3%
2021	13868	68	0.5%	46	0.3%	22	0.2%	532	3.8%	330	2.4%	202	1.5%	864	6.2%	641	4.6%	223	1.6%	484	3.5%	286	2.1%	198	1.4%	5	0.0%	3	0.0%	2	0.0%	157	1.1%	108	0.8%	49	0.4%
2-Year Net Change			0.0%		0.0%		0.0%		0.1%		0.1%		0.0%		0.0%		0.1%		-0.2%		0.3%		0.2%		0.1%		0.0%		0.0%		0.2%		0.2%		0.1%		
Technicians	1097	4	0.4%	1	0.1%	3	0.3%	10	0.9%	6	0.5%	4	0.4%	31	2.8%	17	1.5%	14	1.3%	25	2.3%	19	1.7%	6	0.5%	0	0.0%	0	0.0%	0	0.0%	8	0.7%	4	0.4%	4	0.4%
2020	1059	4	0.4%	1	0.1%	3	0.3%	11	1.0%	7	0.7%	4	0.4%	36	3.4%	21	2.0%	15	1.4%	30	2.8%	20	1.9%	10	0.9%	0	0.0%	0	0.0%	0	0.0%	8	0.8%	4	0.4%	4	0.4%
2021	988	5	0.5%	1	0.1%	4	0.4%	12	1.2%	6	0.6%	6	0.6%	39	3.9%	23	2.3%	16	1.6%	28	2.8%	20	2.0%	8	0.8%	0	0.0%	0	0.0%	0	0.0%	7	0.7%	2	0.2%	5	0.5%
2-Year Net Change			0.1%		0.0%		0.1%		0.3%		0.1%		0.2%		1.1%		0.8%		0.3%		0.6%		0.3%		0.3%		0.0%		0.0%		0.0%		0.0%		-0.2%		0.1%
Protective Services	7666	38	0.5%	13	0.2%	25	0.3%	146	1.9%	56	0.7%	90	1.2%	722	9.4%	347	4.5%	375	4.9%	311	4.1%	121	1.6%	190	2.5%	6	0.1%	3	0.0%	3	0.0%	56	0.7%	21	0.3%	35	0.5%
2020	7519	38	0.5%	13	0.2%	25	0.3%	143	1.9%	53	0.7%	90	1.2%	721	9.6%	330	4.4%	391	5.2%	324	4.3%	116	1.5%	208	2.8%	6	0.1%	3	0.0%	3	0.0%	75	1.0%	33	0.4%	42	0.6%
2021	6682	29	0.4%	6	0.1%	23	0.3%	126	1.9%	40	0.6%	86	1.3%	647	9.7%	296	4.4%	351	5.3%	293	4.4%	105	1.6%	188	2.8%	7	0.1%	4	0.1%	3	0.0%	73	1.1%	29	0.4%	44	0.7%
2-Year Net Change			-0.1%		-0.1%		0.0%		0.0%		-0.1%		0.1%		0.3%		-0.1%		0.4%		0.3%		0.0%		0.3%		0.0%		0.0%		0.4%		0.2%		0.2%		0.2%
Paraprofessionals	1381	6	0.4%	5	0.4%	1	0.1%	37	2.7%	33	2.4%	4	0.3%	105	7.6%	78	5.6%	27	2.0%	51	3.7%	36	2.6%	15	1.1%	1	0.1%	1	0.1%	0	0.0%	8	0.6%	7	0.5%	1	0.1%
2020	1305	6	0.5%	5	0.4%	1	0.1%	34	2.6%	31	2.4%	3	0.2%	102	7.8%	81	6.2%	21	1.6%	49	3.8%	35	2.7%	14	1.1%	1	0.1%	1	0.1%	0	0.0%	9	0.7%	7	0.5%	2	0.2%
2021	1254	5	0.4%	5	0.4%	0	0.0%	28	2.2%	25	2.0%	3	0.2%	94	7.5%	76	6.1%	18	1.4%	42	3.3%	28	2.2%	14	1.1%	1	0.1%	1	0.1%	0	0.0%	12	1.0%	10	0.8%	2	0.2%
2-Year Net Change			0.0%		0.0%		-0.1%		-0.4%		-0.4%		-0.1%		-0.1%		0.4%		-0.5%		-0.3%		-0.4%		0.0%		0.0%		0.0%		0.4%		0.3%		0.1%		
Administrative Support	2142	11	0.5%	11	0.5%	0	0.0%	43	2.0%	28	1.3%	15	0.7%	200	9.3%	172	8.0%	28	1.3%	127	5.9%	105	4.9%	22	1.0%	1	0.0%	1	0.0%	0	0.0%	20	0.9%	16	0.7%	4	0.2%
2020	2123	12	0.6%	12	0.6%	0	0.0%	43	2.0%	30	1.4%	13	0.6%	200	9.4%	173	8.1%	27	1.3%	130	6.1%	108	5.1%	22	1.0%	2	0.1%	2	0.1%	0	0.0%	26	1.2%	22	1.0%	4	0.2%
2021	1981	12	0.6%	12	0.6%	0	0.0%	46	2.3%	35	1.8%	11	0.6%	168	8.5%	146	7.4%	22	1.1%	124	6.3%	100	5.0%	24	1.2%	1	0.1%	1	0.1%	0	0.0%	32	1.6%	23	1.2%	9	0.5%
2-Year Net Change			0.1%		0.1%		0.0%		0.3%		0.5%		-0.1%		-0.9%		-0.7%		-0.2%		0.3%		0.1%		0.2%		0.0%		0.0%		0.7%		0.4%		0.3%		
Skilled Crafts	267	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	2.6%	0	0.0%	7	2.6%	6	2.2%	0	0.0%	6	2.2%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%
2020	262	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%	7	2.7%	0	0.0%	7	2.7%	4	1.5%	0	0.0%	4	1.5%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%
2021	264	1	0.4%	0	0.0%	1	0.4%	1	0.4%	0	0.0%	1	0.4%	8	3.0%	0	0.0%	8	3.0%	6	2.3%	0	0.0%	6	2.3%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%
2-Year Net Change			0.4%		0.0%		0.4%		0.4%		0.0%		0.4%		0.4%		0.0%		0.4%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
Service/Maintenance	974	4	0.4%	1	0.1%	3	0.3%	17	1.7%	11	1.1%	6	0.6%	41	4.2%	22	2.3%	19	2.0%	20	2.1%	7	0.7%	13	1.3%	1	0.1%	0	0.0%	1	0.1%	3	0.3%	0	0.0%	3	0.3%
2020	942	5	0.5%	2	0.2%	3	0.3%	17	1.8%	12	1.3%	5	0.5%	43	4.6%	20	2.1%	23	2.4%	14	1.5%	5	0.5%	9	1.0%	2	0.2%	1	0.1%	1	0.1%	7	0.7%	1	0.1%	6	0.6%
2021	869	4	0.5%	1	0.1%	3	0.3%	17	2.0%	13	1.5%	4	0.5%	30	3.5%	16	1.8%	14	1.6%	18	2.1%	8	0.9%	10	1.2%	1	0.1%	0	0.0%	1	0.1%	5	0.6%	0	0.0%	5	0.6%
2-Year Net Change			0.0%		0.0%		0.0%		0.2%		0.4%		-0.2%		-0.8%		-0.4%		-0.3%		0.0%		0.2%		-0.2%		0.0%		0.0%		0.3%		0.0%		0.0%		0.3%
All Combined	29,220	145	0.5%	85	0.3%	60	0.2%	812	2.8%	469	1.6%	343	1.2%	2,053	7.0%	1,305	4.5%	748	2.6%	1,017	3.5%	570	2.0%	447	1.5%	16	0.1%	9	0.0%	7	0.0%	234	0.8%	140	0.5%	94	0.3%
2020	28,812	143	0.5%	83	0.3%	60	0.2%	815	2.8%	477	1.7%	338	1.2%	2,063	7.2%	1,306	4.5%	757	2.6%	1,060	3.7%	595	2.1%	465	1.6%	17	0.1%	11	0.0%	6	0.0%	277	1.0%	167	0.6%	110	0.4%
2021	27,467	135	0.5%	78	0.3%	57	0.2%	800	2.9%	471	1.7%	329	1.2%	1,917	7.0%	1,237	4.5%	680	2.5%	1,035	3.8%	571	2.1%	464	1.7%	16	0.1%	10	0.0%	6	0.0%	301	1.1%	181	0.7%	120	0.4%
2-Year Net Change			0.0%		0.0%		0.0%		0.1%		0.1%		0.0%		0.0%		0.0%		-0.1%		0.3%		0.1%		0.2%		0.0%		0.0%		0.3%		0.2%		0.1%		

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

Note: There were 469 employees at the end of FY20, 503 employees at the end of FY21, and 560 employees at the end of FY22 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report.

Source: PeopleSoft June 2020-2022.

Table 25
PERSONNEL TRANSACTIONS BY RACIAL AND ETHNIC GROUP, GENDER, & PERSONS WITH DISABILITIES
Permanent Classified Employees
Fiscal Year 2022

Personnel Transaction		Total	White	All Racial & Ethnic Minorities	American Indian/Alaskan Native	Asian	Black or African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	Two or More Races	Not Specified ¹	Persons with Disabilities ²	Persons w/ Severe Disabilities
All Employees as of June 2022	Male	13,125	11,102	1,656	57	329	680	464	6	120	367	1,061	123
	%	47.8%	40.4%	6.0%	0.2%	1.2%	2.5%	1.7%	0.02%	0.4%	1.3%	3.9%	0.4%
	Female	14,342	11,601	2,548	78	471	1,237	571	10	181	193	990	117
	%	52.2%	42.2%	9.3%	0.3%	1.7%	4.5%	2.1%	0.04%	0.7%	0.7%	3.6%	0.4%
Total		27,467	22,703	4,204	135	800	1,917	1,035	16	301	560	2,051	240
	%	100%	82.7%	15.3%	0.5%	2.9%	7.0%	3.8%	0.1%	1.1%	2.0%	7.5%	0.9%
New Hires	Male	1,328	1,023	269	8	47	104	87	0	23	36	97	11
	%	38.9%	29.9%	7.9%	0.2%	1.4%	3.0%	2.5%	0.0%	0.7%	1.1%	2.8%	0.3%
	Female	2,089	1,460	606	17	75	350	114	0	50	23	162	11
	%	61.1%	42.7%	17.7%	0.5%	2.2%	10.2%	3.3%	0.0%	1.5%	0.7%	4.7%	0.3%
Total		3,417	2,483	875	25	122	454	201	0	73	59	259	22
	%	100%	72.7%	25.6%	0.7%	3.6%	13.3%	5.9%	0.0%	2.1%	1.7%	7.6%	0.6%
Promotion	Male	525	428	86	2	13	38	25	0	8	11	115	2
	%	46.3%	37.7%	7.6%	0.2%	1.1%	3.4%	2.2%	0.0%	0.7%	1.0%	10.1%	0.2%
	Female	609	499	102	2	10	65	21	1	3	8	141	5
	%	53.7%	44.0%	9.0%	0.2%	0.9%	5.7%	1.9%	0.1%	0.3%	0.7%	12.4%	0.4%
Total		1,134	927	188	4	23	103	46	1	11	19	256	7
	%	100%	81.7%	16.6%	0.4%	2.0%	9.1%	4.1%	0.1%	1.0%	1.7%	22.6%	0.6%
Re-classification	Male	215	176	33	1	6	4	17	0	5	6	22	2
	%	38.1%	31.2%	5.8%	0.2%	1.1%	0.7%	3.0%	0.0%	0.9%	1.1%	3.9%	0.4%
	Female	350	276	70	0	14	32	17	0	7	4	19	1
	%	61.9%	48.8%	12.4%	0.0%	2.5%	5.7%	3.0%	0.0%	1.2%	0.7%	3.4%	0.2%
Total		565	452	103	1	20	36	34	0	12	10	41	3
	%	100%	80.0%	18.2%	0.2%	3.5%	6.4%	6.0%	0.0%	2.1%	1.8%	7.3%	0.5%
Discharged-Probation	Male	34	15	17	0	0	12	3	0	2	2	2	0
	%	30.9%	13.6%	15.5%	0.0%	0.0%	10.9%	2.7%	0.0%	1.8%	1.8%	1.8%	0.0%
	Female	76	37	39	0	2	31	5	1	0	0	7	3
	%	69.1%	33.6%	35.5%	0.0%	1.8%	28.2%	4.5%	0.9%	0.0%	0.0%	6.4%	2.7%
Total		110	52	56	0	2	43	8	1	2	2	9	3
	%	100.0%	47.3%	50.9%	0.0%	1.8%	39.1%	7.3%	0.9%	1.8%	1.8%	8.2%	2.7%
Discharged-Permanent	Male	78	41	32	0	2	17	12	0	1	5	5	0
	%	36.3%	19.1%	14.9%	0.0%	0.9%	7.9%	5.6%	0.0%	0.5%	2.3%	2.3%	0.0%
	Female	137	57	78	0	2	67	6	0	3	2	4	0
	%	63.7%	26.5%	36.3%	0.0%	0.9%	31.2%	2.8%	0.0%	1.4%	0.9%	1.9%	0.0%
Total		215	98	110	0	4	84	18	0	4	7	9	0
	%	100.0%	45.6%	51.2%	0.0%	1.9%	39.1%	8.4%	0.0%	1.9%	3.3%	4.2%	0.0%
Voluntary Separation	Male	1,176	889	242	8	44	109	64	0	17	45	86	9
	%	40.9%	30.9%	8.4%	0.3%	1.5%	3.8%	2.2%	0.0%	0.6%	1.6%	3.0%	0.3%
	Female	1,698	1,168	505	15	66	275	110	0	39	25	59	11
	%	59.1%	40.6%	17.6%	0.5%	2.3%	9.6%	3.8%	0.0%	1.4%	0.9%	2.1%	0.4%
Total		2,874	2,057	747	23	110	384	174	0	56	70	145	20
	%	100.0%	71.6%	26.0%	0.8%	3.8%	13.4%	6.1%	0.0%	1.9%	2.4%	5.0%	0.7%
Retirement	Male	649	576	54	2	9	30	11	0	2	19	64	18
	%	49.6%	44.0%	4.1%	0.2%	0.7%	2.3%	0.8%	0.0%	0.2%	1.5%	4.9%	1.4%
	Female	659	602	49	1	7	24	15	0	2	8	26	8
	%	50.4%	46.0%	3.7%	0.1%	0.5%	1.8%	1.1%	0.0%	0.2%	0.6%	2.0%	0.6%
Total		1,308	1,178	103	3	16	54	26	0	4	27	90	26
	%	100.0%	90.1%	7.9%	0.2%	1.2%	4.1%	2.0%	0.0%	0.3%	2.1%	6.9%	2.0%

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

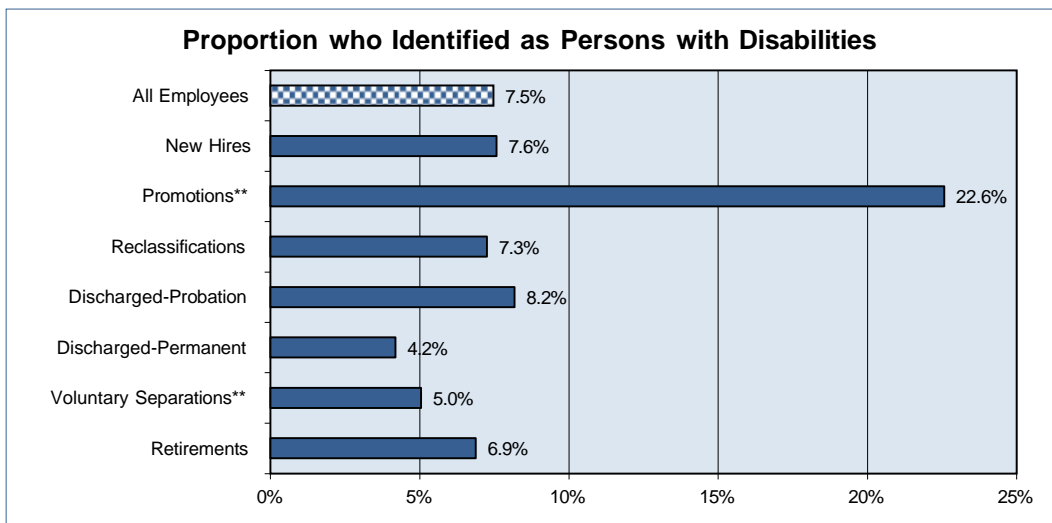
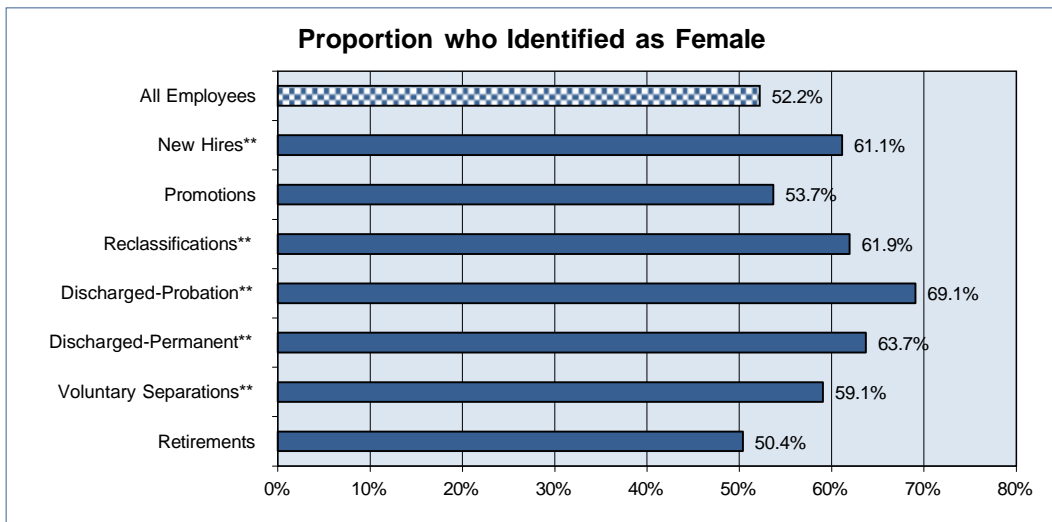
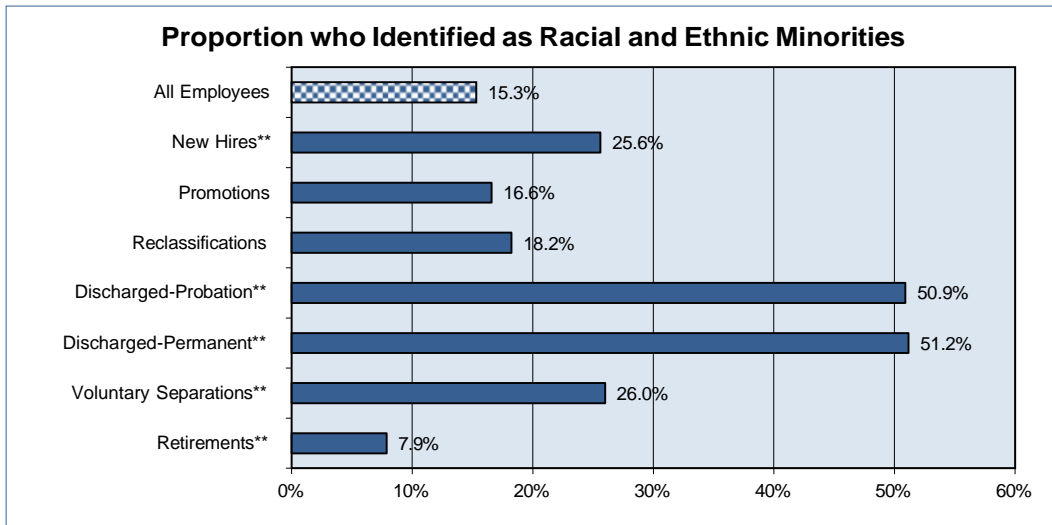
²Persons with Disabilities includes persons with severe disabilities. Disabilities are voluntarily self-reported.

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

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

Source: PeopleSoft Fiscal Year 2022.

Chart 26
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Permanent Classified Employees
Fiscal Year 2022



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

Source: PeopleSoft Fiscal Year 2022.

Table 27
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2022

Group Category	Employee Count	% of All Employees	2022 Annualized Pay Rate ¹	% of Avg Rate
Asian Males	329	1.2%	\$72,946	113.5%
Asian Employees	800	2.9%	\$70,473	109.7%
Asian Females	471	1.7%	\$68,745	107.0%
Not Specified Males	367	1.3%	\$68,326	106.3%
White Males	11102	40.4%	\$66,860	104.0%
All Males	13125	47.8%	\$66,381	103.3%
Not Specified Employees	560	2.0%	\$65,879	102.5%
Males with Disabilities	1061	3.9%	\$65,564	102.0%
White Employees	22703	82.7%	\$65,055	101.2%
All Employees	27467	100.0%	\$64,262	100.0%
Two or More Races Males	120	0.4%	\$64,127	99.8%
White Females	11601	42.2%	\$63,327	98.5%
Employees with Disabilities	2051	7.5%	\$63,280	98.5%
Racial and Ethnic Minority Males	1656	6.0%	\$62,735	97.6%
American Indian/Alaska Native Females	78	0.3%	\$62,616	97.4%
American Indian/Alaska Native Employees	135	0.5%	\$62,347	97.0%
All Females	14342	52.2%	\$62,323	97.0%
American Indian/Alaska Native Males	57	0.2%	\$61,980	96.4%
Two or More Races Employees	301	1.1%	\$61,395	95.5%
Not Specified Females	193	0.7%	\$61,226	95.3%
Females with Disabilities	990	3.6%	\$60,833	94.7%
Hispanic/Latino Males	464	1.7%	\$60,696	94.5%
Racial and Ethnic Minority Employees	4204	15.3%	\$59,764	93.0%
Two or More Races Females	181	0.7%	\$59,583	92.7%
Black or African American Males	680	2.5%	\$59,057	91.9%
Hispanic/Latino Employees	1035	3.8%	\$59,050	91.9%
Racial and Ethnic Minority Females	2548	9.3%	\$57,833	90.0%
Hispanic/Latino Females	571	2.1%	\$57,713	89.8%
Native Hawaiian/Pacific Islander Males	6	0.0%	\$56,746	88.3%
Black or African American Employees	1917	7.0%	\$55,300	86.1%
Black or African American Females	1237	4.5%	\$53,234	82.8%
Native Hawaiian/Pacific Islander Employees	16	0.1%	\$52,946	82.4%
Native Hawaiian/Pacific Islander Females	10	0.0%	\$50,667	78.8%

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

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

Source data: PeopleSoft, June 2022.

Table 28
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2022

Officials/Administrators	Count	Rate	% of Avg Rate
Asian	38	\$127,748	121.5%
All Minorities	171	\$109,072	103.7%
Males	742	\$108,387	103.1%
Hispanic/Latino	40	\$106,500	101.3%
Black or African American	67	\$105,407	100.2%
All Employees	1,561	\$105,167	100.0%
White	1,361	\$104,572	99.4%
Females	819	\$102,249	97.2%
Persons w/ Disabilities	140	\$101,507	96.5%
American Indian/Alaska Native	11	\$95,585	90.9%
Two or More Races	14	\$95,160	90.5%
Native Hawaiian/Pacific Islander	1	\$90,917	86.5%

Professionals	Count	Rate	% of Avg Rate
Asian	532	\$76,214	107.8%
Males	5,691	\$74,182	105.0%
White	11,491	\$71,479	101.1%
All Employees	13,868	\$70,674	100.0%
Females	8,177	\$68,233	96.5%
Persons w/ Disabilities	1,120	\$67,993	96.2%
American Indian/Alaska Native	68	\$66,362	93.9%
Two or More Races	157	\$66,346	93.9%
All Minorities	2,110	\$66,057	93.5%
Hispanic/Latino	484	\$65,888	93.2%
Black or African American	864	\$59,857	84.7%
Native Hawaiian/Pacific Islander	5	\$59,821	84.6%

Technicians	Count	Rate	% of Avg Rate
American Indian/Alaska Native	5	\$58,169	114.4%
Persons w/ Disabilities	53	\$55,314	108.8%
Males	551	\$53,135	104.5%
Black or African American	39	\$51,234	100.8%
White	867	\$50,917	100.1%
All Employees	988	\$50,852	100.0%
Asian	12	\$50,244	98.8%
All Minorities	91	\$49,954	98.2%
Two or More Races	7	\$48,526	95.4%
Females	437	\$47,974	94.3%
Hispanic/Latino	28	\$46,936	92.3%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Protective Services	Count	Rate	% of Avg Rate
Males	4,706	\$57,159	102.1%
White	5,365	\$56,854	101.6%
Two or More Races	73	\$56,637	101.2%
Persons w/ Disabilities	309	\$56,377	100.7%
All Employees	6,682	\$55,972	100.0%
American Indian/Alaska Native	29	\$55,862	99.8%
Females	1,976	\$53,147	95.0%
Hispanic/Latino	293	\$52,672	94.1%
Asian	126	\$52,614	94.0%
All Minorities	1,175	\$51,644	92.3%
Black or African American	647	\$50,275	89.8%
Native Hawaiian/Pacific Islander	7	\$48,182	86.1%

Paraprofessionals	Count	Rate	% of Avg Rate
Two or More Races	12	\$57,049	116.7%
White	1,044	\$48,952	100.2%
Females	1,007	\$48,907	100.1%
All Employees	1,254	\$48,873	100.0%
Males	247	\$48,736	99.7%
Black or African American	94	\$48,236	98.7%
All Minorities	182	\$48,037	98.3%
Hispanic/Latino	42	\$47,842	97.9%
Persons w/ Disabilities	154	\$47,464	97.1%
Asian	28	\$45,267	92.6%
American Indian/Alaska Native	5	\$41,721	85.4%
Native Hawaiian/Pacific Islander	1	\$38,563	78.9%

Administrative Support	Count	Rate	% of Avg Rate
Native Hawaiian/Pacific Islander	1	\$42,931	106.9%
American Indian/Alaska Native	12	\$41,735	103.9%
Hispanic/Latino	124	\$41,129	102.4%
Persons w/ Disabilities	200	\$40,815	101.7%
Males	364	\$40,590	101.1%
White	1,555	\$40,258	100.3%
All Employees	1,981	\$40,152	100.0%
Females	1,617	\$40,054	99.8%
All Minorities	383	\$39,536	98.5%
Asian	46	\$39,199	97.6%
Black or African American	168	\$38,578	96.1%
Two or More Races	32	\$37,948	94.5%

Skilled Crafts	Count	Rate	% of Avg Rate
Two or More Races	1	\$90,792	127.3%
Males	260	\$71,365	100.1%
All Employees	264	\$71,302	100.0%
White	240	\$71,247	99.9%
Black or African American	8	\$70,372	98.7%
All Minorities	17	\$68,432	96.0%
Hispanic/Latino	6	\$67,239	94.3%
Females	4	\$67,168	94.2%
Persons w/ Disabilities	16	\$56,519	79.3%
American Indian/Alaska Native	1	\$55,286	77.5%
Asian	1	\$50,856	71.3%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Service/Maintenance	Count	Rate	% of Avg Rate
Two or More Races	5	\$53,473	125.9%
Persons w/ Disabilities	59	\$45,693	107.6%
Males	564	\$44,371	104.5%
American Indian/Alaska Native	4	\$44,320	104.4%
White	780	\$42,667	100.5%
All Employees	869	\$42,463	100.0%
Hispanic/Latino	18	\$39,294	92.5%
All Minorities	75	\$39,204	92.3%
Females	305	\$38,935	91.7%
Native Hawaiian/Pacific Islander	1	\$38,355	90.3%
Black or African American	30	\$37,532	88.4%
Asian	17	\$36,711	86.5%

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

Note: There were 560 employees at the end of FY22 that did not specify a race or ethnicity. Those employees are not identified as minorities in this report (and are excluded from the table above).

Source: PeopleSoft, June 2022

Table 29
SENIORITY-EQUALIZED AVERAGE PAY RATE WITHIN EEO JOB CATEGORY
Affirmative Action Group Pay Rates Adjusted for Differences in Years of Service
Permanent Classified Employees - June 2022

Officials/Administrators	Count	Rate ¹	% of Avg Rate
Asian	38	\$128,227	121.9%
All Minorities	171	\$109,608	104.2%
Males	742	\$108,255	102.9%
Hispanic/Latino	40	\$107,783	102.5%
Black or African American	67	\$105,719	100.5%
All Employees	1,561	\$105,167	100.0%
White	1,361	\$104,497	99.4%
Females	819	\$102,369	97.3%
Persons w/ Disabilities	140	\$101,861	96.9%
Two or More Races	14	\$95,498	90.8%
American Indian/Alaska Native	11	\$95,043	90.4%
Native Hawaiian/Pacific Islander	1	\$89,654	85.2%

Professionals	Count	Rate ¹	% of Avg Rate
Asian	532	\$77,245	109.3%
Males	5,691	\$74,007	104.7%
White	11,491	\$71,267	100.8%
All Employees	13,868	\$70,674	100.0%
Two or More Races	157	\$68,417	96.8%
Females	8,177	\$68,355	96.7%
Persons w/ Disabilities	1,120	\$68,085	96.3%
Hispanic/Latino	484	\$67,257	95.2%
All Minorities	2,110	\$67,207	95.1%
American Indian/Alaska Native	68	\$66,858	94.6%
Black or African American	864	\$60,934	86.2%
Native Hawaiian/Pacific Islander	5	\$55,063	77.9%

Technicians	Count	Rate ¹	% of Avg Rate
American Indian/Alaska Native	5	\$57,709	113.5%
Persons w/ Disabilities	53	\$54,235	106.7%
Males	551	\$53,124	104.5%
Asian	12	\$51,472	101.2%
Black or African American	39	\$51,374	101.0%
All Employees	988	\$50,852	100.0%
White	867	\$50,826	99.9%
All Minorities	91	\$50,611	99.5%
Two or More Races	7	\$49,370	97.1%
Hispanic/Latino	28	\$48,217	94.8%
Females	437	\$47,989	94.4%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Protective Services	Count	Rate ¹	% of Avg Rate
Two or More Races	73	\$58,193	104.0%
American Indian/Alaska Native	29	\$57,155	102.1%
Males	4,706	\$56,719	101.3%
White	5,365	\$56,442	100.8%
Persons w/ Disabilities	309	\$56,428	100.8%
All Employees	6,682	\$55,972	100.0%
Asian	126	\$54,947	98.2%
Hispanic/Latino	293	\$54,543	97.4%
Females	1,976	\$54,194	96.8%
All Minorities	1,175	\$53,490	95.6%
Black or African American	647	\$52,154	93.2%
Native Hawaiian/Pacific Islander	7	\$48,476	86.6%

Paraprofessionals	Count	Rate ¹	% of Avg Rate
Two or More Races	12	\$57,581	117.8%
Males	247	\$48,965	100.2%
All Employees	1,254	\$48,873	100.0%
White	1,044	\$48,872	100.0%
Females	1,007	\$48,851	100.0%
Black or African American	94	\$48,571	99.4%
All Minorities	182	\$48,497	99.2%
Hispanic/Latino	42	\$47,892	98.0%
Persons w/ Disabilities	154	\$47,664	97.5%
Asian	28	\$46,157	94.4%
American Indian/Alaska Native	5	\$44,864	91.8%
Native Hawaiian/Pacific Islander	1	\$41,668	85.3%

Administrative Support	Count	Rate ¹	% of Avg Rate
Hispanic/Latino	124	\$41,765	104.0%
American Indian/Alaska Native	12	\$41,254	102.7%
Males	364	\$40,994	102.1%
Persons w/ Disabilities	200	\$40,570	101.0%
Asian	46	\$40,443	100.7%
All Minorities	383	\$40,186	100.1%
All Employees	1,981	\$40,152	100.0%
White	1,555	\$40,091	99.8%
Females	1,617	\$39,963	99.5%
Two or More Races	32	\$39,313	97.9%
Black or African American	168	\$39,049	97.3%
Native Hawaiian/Pacific Islander	1	\$38,662	96.3%

Skilled Crafts	Count	Rate ¹	% of Avg Rate
Two or More Races	1	\$91,914	128.9%
Males	260	\$71,353	100.1%
All Employees	264	\$71,302	100.0%
White	240	\$71,240	99.9%
Black or African American	8	\$70,450	98.8%
All Minorities	17	\$68,695	96.3%
Females	4	\$67,942	95.3%
Hispanic/Latino	6	\$67,894	95.2%
Persons w/ Disabilities	16	\$56,647	79.4%
American Indian/Alaska Native	1	\$52,948	74.3%
Asian	1	\$51,731	72.6%
Native Hawaiian/Pacific Islander	0	N/A	N/A

Service/Maintenance	Count	Rate ¹	% of Avg Rate
Two or More Races	5	\$53,931	127.0%
Persons w/ Disabilities	59	\$45,338	106.8%
American Indian/Alaska Native	4	\$44,845	105.6%
Males	564	\$44,334	104.4%
White	780	\$42,604	100.3%
All Employees	869	\$42,463	100.0%
All Minorities	75	\$39,861	93.9%
Hispanic/Latino	18	\$39,628	93.3%
Native Hawaiian/Pacific Islander	1	\$39,553	93.1%
Females	305	\$39,004	91.9%
Black or African American	30	\$38,617	90.9%
Asian	17	\$37,059	87.3%

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

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

Note: Race and ethnicity was not specified for 560 employees - these employees are excluded from the race and ethnicity groupings.

Source data: PeopleSoft, June 2022.

Section 3

PERSONNEL TRANSACTIONS AND SEPARATIONS FROM STATE SERVICE

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

DID YOU KNOW . . . ?

- About 13 new employees were hired per business day in fiscal year 2022 (see Table 30).
- No layoffs occurred in Fiscal Year 2022 (see Table 30).
- The non-retirement and total separation rates in 2022 were the highest recorded over the past 20 years (see Chart 34).

WISC.JOBS RECRUITMENT HIGHLIGHTS



THE OFFICIAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

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

WISC.JOBS DATA HIGHLIGHTS – FISCAL YEAR 2022

- Wisc.Jobs received an average of approximately 6,600 site visits per day, and an average of approximately 30,000 page visits per day.
- Recruiters created more than 3,700 job openings (or job requisitions) and posted more than 4,700 job postings (internal/external listings including continuous or ongoing postings and reposts) on Wisc.Jobs, spanning across 17 job families, nearly 800 job classifications, and 36 state agencies, boards, commissions, and other state government entities.
- Nearly 1,400 applicants created more than 7,000 saved searches. Applicants with saved searches receive automated email notifications when jobs of interest are posted.
- Nearly 40,000 applicants applied for jobs on Wisc.Jobs and a total of over 80,000 job applications were received.
- Approximately 59% of the applicants identified as female, approximately 23% identified as a racial and ethnic minority, and approximately 7% identified as a veteran. Approximately 6% were eligible for W-2 benefits, and less than 1% were eligible for disabled expanded certification.
- Approximately 91% of the applicants lived in Wisconsin.
- The top referral sources identified by applicants were saved searches, internet searches, job websites, and referrals by state employees.

Trending data and comparisons with past years are currently unavailable due to data structural and coding inconsistencies between the current and legacy hiring systems. Future reports will include trending data to show how recruitment and selection metrics have changed over time.

Table 30
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2022
Permanent Classified Employees

Agency	June 2022 Count of Employees		New Original Hires		Promotions		Reclassifications		Discharged-Permanent		Discharged-Probation		Deaths & Unfit for Duty		Voluntary Separations		Retirements	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Administration	1,271	4.6%	130	3.8%	45	4.0%	44	7.8%	4	1.9%	5	4.5%	3	2.9%	98	3.4%	50	3.8%
Ag, Trade & Consumer Protctn	564	2.1%	63	1.8%	16	1.4%	15	2.7%	2	0.9%	1	0.9%	2	2.0%	43	1.5%	28	2.1%
Bd for People with Dev Disab	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd of Commiss of Public Lands	7	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Bd on Aging & Long Term Care	43	0.2%	5	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	3	0.1%	1	0.1%
Child Abuse & Neglect Prev Bd	7	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Children and Families	726	2.6%	81	2.4%	25	2.2%	20	3.5%	1	0.5%	7	6.4%	2	2.0%	39	1.4%	16	1.2%
Commissioner of Insurance	120	0.4%	13	0.4%	6	0.5%	5	0.9%	0	0.0%	0	0.0%	0	0.0%	11	0.4%	5	0.4%
Corrections	7,990	29.1%	885	25.9%	496	43.7%	110	19.5%	69	32.1%	40	36.4%	39	38.2%	1,012	35.2%	463	35.4%
Educational Communications Bd	36	0.1%	5	0.1%	1	0.1%	3	0.5%	0	0.0%	0	0.0%	0	0.0%	3	0.1%	2	0.2%
Elections Commission	28	0.1%	6	0.2%	1	0.1%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	5	0.2%	0	0.0%
Employee Trust Funds	259	0.9%	19	0.6%	1	0.1%	8	1.4%	0	0.0%	3	2.7%	0	0.0%	9	0.3%	9	0.7%
Employment Relations Comm	5	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Ethics Commission	6	0.0%	1	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Financial Institutions	124	0.5%	21	0.6%	6	0.5%	15	2.7%	0	0.0%	1	0.9%	0	0.0%	14	0.5%	4	0.3%
Health Services	5,554	20.2%	869	25.4%	229	20.2%	21	3.7%	103	47.9%	17	15.5%	25	24.5%	718	25.0%	215	16.4%
Higher Educational Aids Board	8	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	0	0.0%
Historical Society	136	0.5%	20	0.6%	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	0.3%	4	0.3%
Justice	650	2.4%	61	1.8%	16	1.4%	24	4.2%	0	0.0%	0	0.0%	1	1.0%	36	1.3%	18	1.4%
Labor & Industry Review Comm	13	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Affairs	492	1.8%	81	2.4%	42	3.7%	0	0.0%	2	0.9%	3	2.7%	2	2.0%	74	2.6%	12	0.9%
Natural Resources	2,202	8.0%	186	5.4%	37	3.3%	32	5.7%	3	1.4%	2	1.8%	1	1.0%	80	2.8%	99	7.6%
Public Instruction	553	2.0%	76	2.2%	18	1.6%	14	2.5%	0	0.0%	1	0.9%	2	2.0%	59	2.1%	24	1.8%
Public Service Commission	124	0.5%	20	0.6%	6	0.5%	7	1.2%	0	0.0%	1	0.9%	0	0.0%	14	0.5%	4	0.3%
Revenue	1,054	3.8%	103	3.0%	20	1.8%	114	20.2%	2	0.9%	4	3.6%	0	0.0%	73	2.5%	50	3.8%
Safety & Professional Services	202	0.7%	38	1.1%	7	0.6%	5	0.9%	1	0.5%	2	1.8%	3	2.9%	28	1.0%	7	0.5%
Secretary of State	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
State Public Defender	234	0.9%	43	1.3%	9	0.8%	4	0.7%	0	0.0%	0	0.0%	0	0.0%	29	1.0%	17	1.3%
Technical College System Board	43	0.2%	5	0.1%	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	0.2%	4	0.3%
Tourism	25	0.1%	4	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%	0	0.0%
Transportation	2,904	10.6%	369	10.8%	86	7.6%	89	15.8%	12	5.6%	5	4.5%	8	7.8%	205	7.1%	162	12.4%
Veterans Affairs	709	2.6%	84	2.5%	22	1.9%	4	0.7%	6	2.8%	9	8.2%	3	2.9%	144	5.0%	55	4.2%
Workforce Development	1,370	5.0%	224	6.6%	40	3.5%	28	5.0%	10	4.7%	9	8.2%	10	9.8%	159	5.5%	56	4.3%
Grand Total	27,467	100.0%	3,417	100.0%	1,134	100.0%	565	100.0%	215	100.0%	110	100.0%	102	100.0%	2,874	100.0%	1,308	100.0%

Note: No layoffs occurred in Fiscal Year 2022.

Source: PeopleSoft Fiscal Year 2022.

Table 31
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees - Fiscal Year 2022
Sorted by Count of Employees, Most to Least

Job Group	June 2022 Count of Employees		New Hires		Retirements		Discharged-Permanent		Discharged-Probation		Deaths & Unfit for Duty		Voluntary Separations	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Public Safety	4,341	15.8%	406	11.9%	293	22.4%	48	22.3%	32	29.1%	24	23.5%	606	21.1%
Social Services Professionals	2,855	10.4%	474	13.9%	105	8.0%	40	18.6%	14	12.7%	7	6.9%	358	12.5%
Administrative Support	2,362	8.6%	575	16.8%	120	9.2%	23	10.7%	12	10.9%	17	16.7%	365	12.7%
Fiscal	1,708	6.2%	212	6.2%	54	4.1%	2	0.9%	8	7.3%	1	1.0%	145	5.0%
Health Care Technicians	1,518	5.5%	177	5.2%	50	3.8%	18	8.4%	13	11.8%	12	11.8%	221	7.7%
IS Professionals	1,336	4.9%	116	3.4%	49	3.7%	3	1.4%	2	1.8%	1	1.0%	80	2.8%
Health Care Professionals	1,196	4.4%	162	4.7%	53	4.1%	4	1.9%	5	4.5%	4	3.9%	171	5.9%
Architects and Engineers	1,125	4.1%	104	3.0%	58	4.4%	1	0.5%	0	0.0%	1	1.0%	55	1.9%
Mid-Level Supervisors	989	3.6%	28	0.8%	50	3.8%	0	0.0%	0	0.0%	0	0.0%	46	1.6%
Environment Specialists	884	3.2%	82	2.4%	22	1.7%	0	0.0%	0	0.0%	0	0.0%	26	0.9%
Policy, Planning, and Research	828	3.0%	108	3.2%	33	2.5%	1	0.5%	0	0.0%	0	0.0%	53	1.8%
Protective Services Supervisors	640	2.3%	5	0.1%	19	1.5%	0	0.0%	0	0.0%	3	2.9%	9	0.3%
Education and Training	627	2.3%	76	2.2%	34	2.6%	0	0.0%	0	0.0%	4	3.9%	67	2.3%
Administrators-Senior Executives	613	2.2%	26	0.8%	50	3.8%	1	0.5%	0	0.0%	2	2.0%	29	1.0%
Health Social Services Supervisors	591	2.2%	21	0.6%	28	2.1%	1	0.5%	0	0.0%	0	0.0%	32	1.1%
Personal Care Aides	441	1.6%	174	5.1%	15	1.1%	48	22.3%	3	2.7%	3	2.9%	155	5.4%
Administrative Support - Fiscal	426	1.6%	50	1.5%	23	1.8%	2	0.9%	1	0.9%	4	3.9%	24	0.8%
Legal Professionals and Paralegals	423	1.5%	55	1.6%	16	1.2%	1	0.5%	1	0.9%	1	1.0%	28	1.0%
Claims Determination	393	1.4%	91	2.7%	19	1.5%	3	1.4%	10	9.1%	2	2.0%	67	2.3%
Business Professionals	371	1.4%	18	0.5%	18	1.4%	1	0.5%	0	0.0%	1	1.0%	20	0.7%
Inspectors, Investigators, and Compliance	342	1.2%	40	1.2%	13	1.0%	1	0.5%	1	0.9%	3	2.9%	28	1.0%
Mechanical and Maintenance Supervisors	340	1.2%	32	0.9%	20	1.5%	2	0.9%	0	0.0%	3	2.9%	28	1.0%
Food Production	322	1.2%	91	2.7%	17	1.3%	11	5.1%	4	3.6%	1	1.0%	59	2.1%
Business and Program Area Supervisors	320	1.2%	24	0.7%	9	0.7%	0	0.0%	2	1.8%	0	0.0%	19	0.7%
Program Specialist	265	1.0%	47	1.4%	18	1.4%	0	0.0%	0	0.0%	1	1.0%	24	0.8%
Science Professionals	259	0.9%	21	0.6%	8	0.6%	0	0.0%	0	0.0%	0	0.0%	14	0.5%
Serv Qual Cntrl and Comply Sup	222	0.8%	11	0.3%	13	1.0%	1	0.5%	0	0.0%	0	0.0%	12	0.4%
Natural Science and Laboratory Technicians	218	0.8%	30	0.9%	13	1.0%	0	0.0%	0	0.0%	0	0.0%	11	0.4%
Physical, Natural, and Social Science Supvs	206	0.7%	6	0.2%	13	1.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Financial Supervisors	187	0.7%	6	0.2%	5	0.4%	0	0.0%	0	0.0%	0	0.0%	8	0.3%
Production Laborers	174	0.6%	33	1.0%	14	1.1%	2	0.9%	1	0.9%	2	2.0%	42	1.5%
Mechanical Equipment, Maintenance, Repair	152	0.6%	4	0.1%	8	0.6%	0	0.0%	0	0.0%	0	0.0%	7	0.2%
Craft and Trade	144	0.5%	18	0.5%	5	0.4%	0	0.0%	0	0.0%	1	1.0%	4	0.1%
Architect/Engineer Supervisors	117	0.4%	1	0.0%	7	0.5%	0	0.0%	0	0.0%	1	1.0%	1	0.0%
Public Relations and Media Technicians	115	0.4%	27	0.8%	5	0.4%	0	0.0%	0	0.0%	1	1.0%	25	0.9%
IS Support Program and Service Technicians	111	0.4%	16	0.5%	4	0.3%	0	0.0%	0	0.0%	0	0.0%	9	0.3%
Power Plant	99	0.4%	19	0.6%	11	0.8%	1	0.5%	0	0.0%	2	2.0%	11	0.4%
Property Management	93	0.3%	17	0.5%	7	0.5%	0	0.0%	0	0.0%	0	0.0%	6	0.2%
Physicians and Health Care Practitioners	89	0.3%	9	0.3%	7	0.5%	0	0.0%	1	0.9%	0	0.0%	4	0.1%
Educational Supervisors	26	0.1%	5	0.1%	2	0.2%	0	0.0%	0	0.0%	0	0.0%	3	0.1%
Grand Total	27,468	100.0%	3,417	100.0%	1,308	100.0%	215	100.0%	110	100.0%	102	100.0%	2,874	100.0%

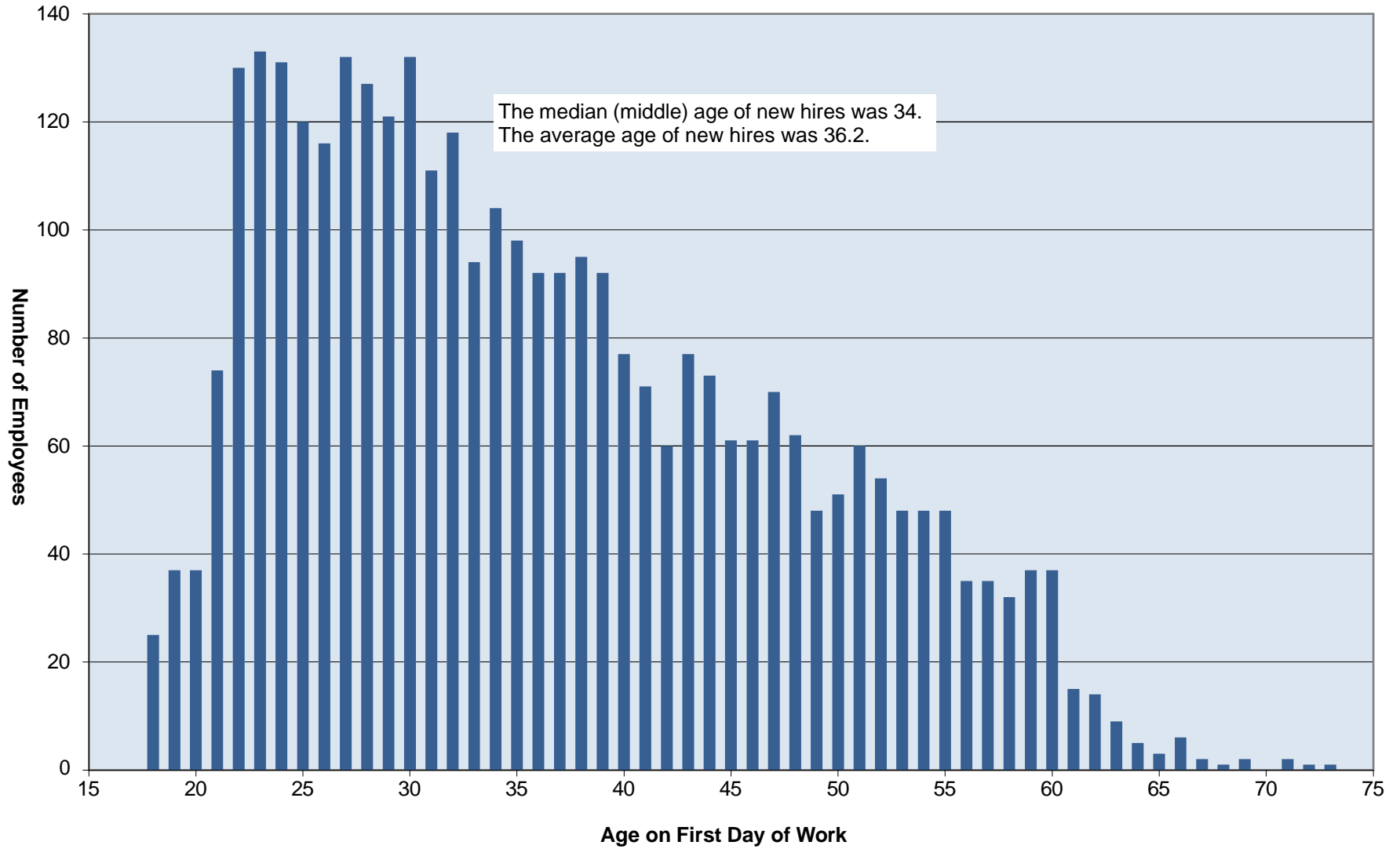
Note: A new set of Job Groups was implemented July 2014.

Note: No layoffs occurred in Fiscal Year 2022.

Note: One employee had jobs in two distinct job groups in Fiscal Year 2022.

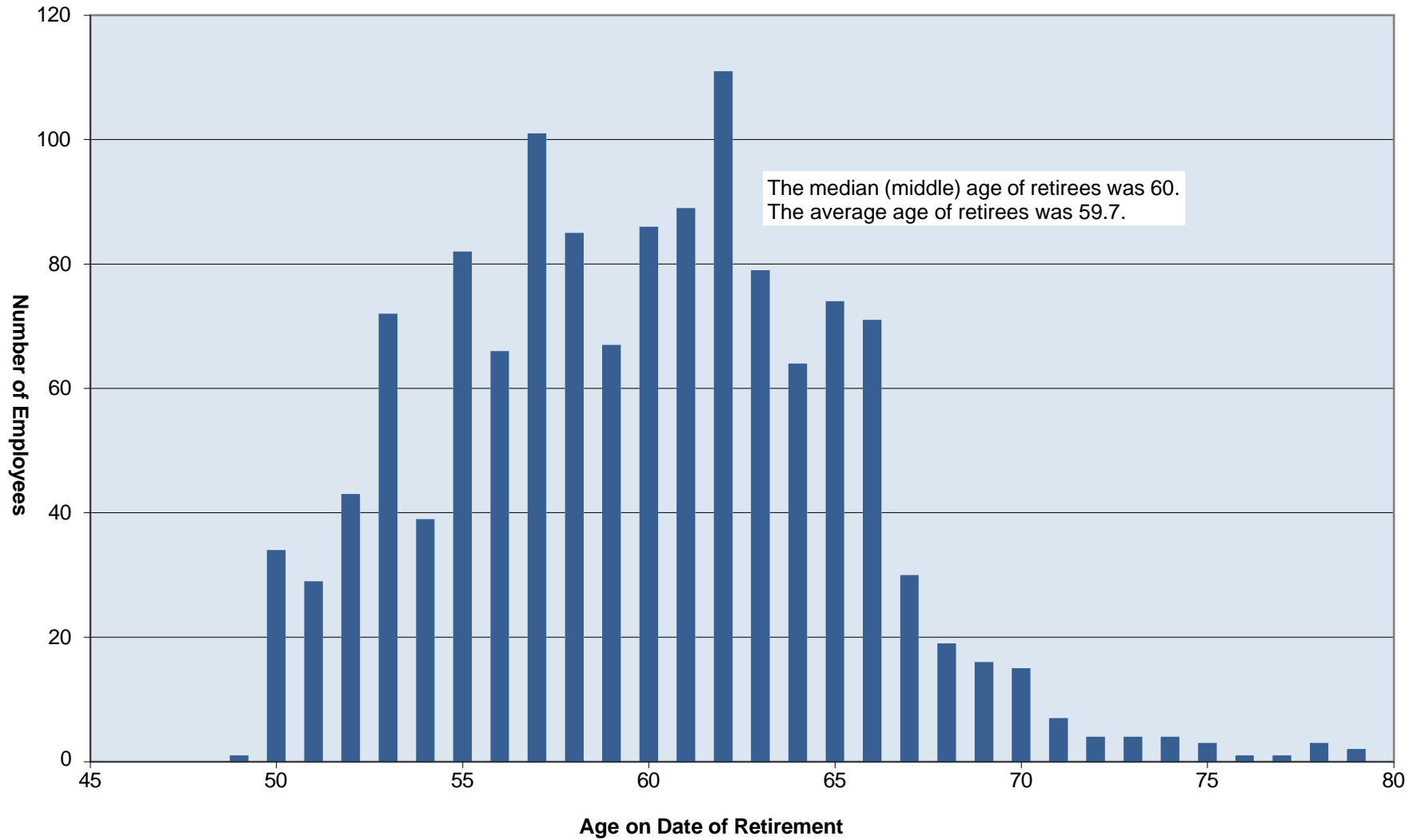
Source: PeopleSoft Fiscal Year 2022.

Chart 32
AGE OF NEW HIRES IN FISCAL YEAR 2022
Permanent Classified Employees



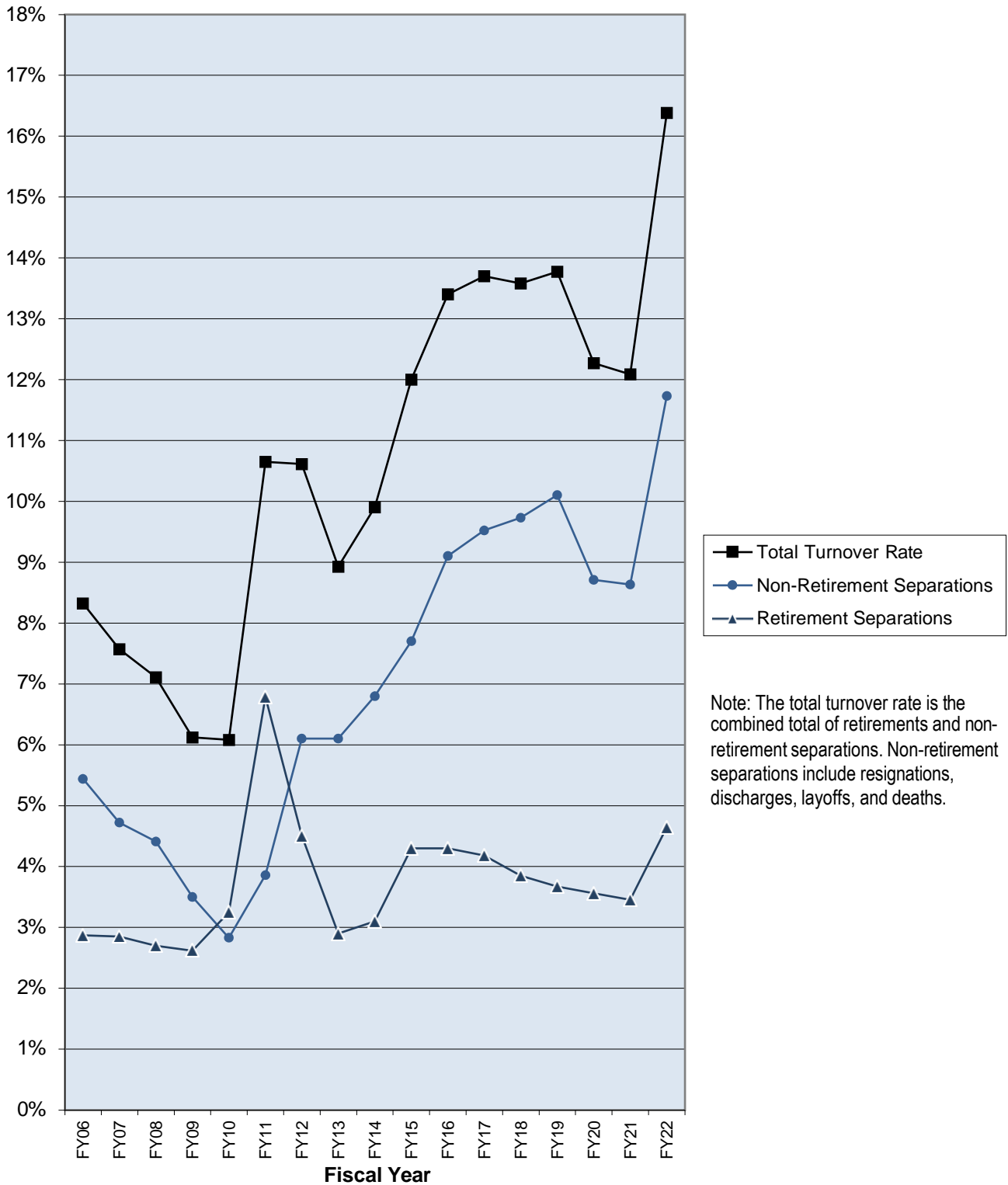
Source: PeopleSoft. Fiscal Year 2022 includes the period from June 19, 2021 through June 18, 2022.

Chart 33
AGE OF RETIREES IN FISCAL YEAR 2022
Permanent Classified Employees



Note: There were five retirements prior to age 45. Retirements can occur before age 45 due to disability.
 Source: PeopleSoft. Fiscal Year 2022 includes the period from June 19, 2021 through June 18, 2022.

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



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

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

Table 35
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2022
Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administration	98	7.7%	12	0.9%	50	3.9%	160	12.5%
Ag, Trade & Consumer Protctn	43	7.5%	5	0.9%	28	4.9%	76	13.3%
Bd for People with Dev Disab	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bd of Commiss of Public Lands	0	0.0%	0	0.0%	1	14.3%	1	14.3%
Bd on Aging & Long Term Care	3	7.0%	1	2.3%	1	2.33%	5	11.6%
Child Abuse & Neglect Prev Bd	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Children and Families	39	5.4%	10	1.4%	16	2.2%	65	9.0%
Commissioner of Insurance	11	9.2%	0	0.0%	5	4.2%	16	13.4%
Corrections	1,012	12.0%	148	1.8%	463	5.5%	1,623	19.3%
Educational Communications Bd	3	8.6%	0	0.0%	2	5.7%	5	14.3%
Elections Commission	5	17.5%	0	0.0%	0	0.0%	5	17.5%
Employee Trust Funds	9	3.5%	3	1.2%	9	3.5%	21	8.2%
Employment Relations Comm	0	0.0%	0	0.0%	1	22.2%	1	22.2%
Ethics Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Financial Institutions	14	11.4%	1	0.8%	4	3.3%	19	15.5%
Health Services	718	12.6%	145	2.6%	215	3.8%	1,078	19.0%
Higher Educational Aids Board	2	22.2%	0	0.0%	0	0.0%	2	22.2%
Historical Society	8	6.0%	0	0.0%	4	3.0%	12	9.0%
Justice	36	5.5%	1	0.2%	18	2.8%	55	8.5%
Labor & Industry Review Comm	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Affairs	74	14.9%	7	1.4%	12	2.4%	93	18.8%
Natural Resources	80	3.6%	7	0.3%	99	4.5%	186	8.5%
Public Instruction	59	10.5%	3	0.5%	24	4.3%	86	15.3%
Public Service Commission	14	11.4%	1	0.8%	4	3.3%	19	15.5%
Revenue	73	6.8%	6	0.6%	50	4.7%	129	12.1%
Safety & Professional Services	28	13.7%	6	2.9%	7	3.4%	41	20.0%
Secretary of State	0	0.0%	0	0.0%	1	100.0%	1	100.0%
State Public Defender	29	12.3%	0	0.0%	17	7.2%	46	19.5%
Technical College System Board	6	13.6%	0	0.0%	4	9.1%	10	22.7%
Tourism	2	8.3%	0	0.0%	0	0.0%	2	8.3%
Transportation	205	7.0%	25	0.9%	162	5.5%	392	13.4%
Veterans Affairs	144	18.4%	18	2.3%	55	7.0%	217	27.8%
Workforce Development	159	11.5%	29	2.1%	56	4.0%	244	17.6%
Grand Total	2,874	10.2%	428	1.5%	1,308	4.6%	4,610	16.4%

Definitions:

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

Voluntary Separations - resignations (not including retirements). Reports through FY 2016 included quits without notice, but these are now considered involuntary as job abandonment.

Involuntary Separations - discharges, job abandonment, layoffs, unfit for duty, death.

Retirements - separation to access WRS pension benefit.

Source: PeopleSoft Fiscal Year 2021 and 2022.

Table 36
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2022
Permanent Classified Employees

Job Group	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
	#	%	#	%	#	%	#	%
Administrative Support	365	15.0%	52	2.1%	120	4.9%	537	22.1%
Administrative Support-Fiscal	24	5.5%	7	1.6%	23	5.3%	54	12.4%
Administrators-Senior Executives	29	5.0%	3	0.5%	50	8.5%	82	14.0%
Architect/Engineer Supervisors	1	0.9%	1	0.9%	7	6.0%	9	7.7%
Architects and Engineers	55	4.8%	2	0.2%	58	5.1%	115	10.1%
Business and Program Area Supervisors	19	6.0%	2	0.6%	9	2.8%	30	9.4%
Business Professionals	20	5.4%	2	0.5%	18	4.9%	40	10.8%
Claims Determination	67	16.6%	15	3.7%	19	4.7%	101	25.1%
Craft and Trade	4	2.9%	1	0.7%	5	3.6%	10	7.1%
Educational Supervisors	67	10.4%	4	0.6%	34	5.3%	105	16.3%
Education and Training	3	11.5%	0	0.0%	2	7.7%	5	19.2%
Environment Specialists	26	3.0%	0	0.0%	22	2.5%	48	5.5%
Financial Supervisors	8	4.3%	0	0.0%	5	2.7%	13	7.1%
Fiscal	145	8.5%	11	0.6%	54	3.2%	210	12.3%
Food Production	59	17.7%	16	4.8%	17	5.1%	92	27.7%
Health and Social Services Supervisors	171	13.8%	13	1.0%	53	4.3%	237	19.1%
Health Care Professionals	221	13.9%	43	2.7%	50	3.1%	314	19.7%
Health Care Technicians	32	5.6%	1	0.2%	28	4.9%	61	10.7%
Inspectors, Investigators, and Compliance	28	8.1%	5	1.4%	13	3.8%	46	13.3%
IS Professionals	80	5.9%	7	0.5%	49	3.6%	136	10.1%
IS Support Program and Service Technicians	9	8.5%	0	0.0%	4	3.8%	13	12.2%
Legal Professionals and Paralegals	28	6.7%	3	0.7%	16	3.8%	47	11.3%
Mechanical Equipment, Maintenance, Repair	28	7.9%	5	1.4%	20	5.7%	53	15.0%
Mechanical and Maintenance Supervisors	7	4.5%	0	0.0%	8	5.2%	15	9.7%
Mid-Level Supervisors	46	4.5%	0	0.0%	50	4.9%	96	9.4%
Natural Science and Laboratory Technicians	11	5.0%	0	0.0%	13	5.9%	24	11.0%
Personal Care Aides	155	32.4%	54	11.3%	15	3.1%	224	46.9%
Physical, Natural and Social Science Supervisors	2	1.0%	0	0.0%	13	6.4%	15	7.4%
Physicians and Health Care Practitioners	4	4.4%	1	1.1%	7	7.7%	12	13.1%
Policy, Planning and Research	53	6.5%	1	0.1%	33	4.0%	87	10.7%
Power Plant	11	10.8%	3	3.0%	11	10.8%	25	24.6%
Production Laborers	42	22.0%	5	2.6%	14	7.3%	61	31.9%
Program Specialist	24	9.2%	1	0.4%	18	6.9%	43	16.5%
Property Management	6	6.7%	0	0.0%	7	7.8%	13	14.4%
Protective Services Supervisors	9	1.4%	3	0.5%	19	3.0%	31	4.9%
Public Relations and Media Technicians	25	20.8%	1	0.8%	5	4.2%	31	25.8%
Public Safety	606	12.9%	104	2.2%	293	6.2%	1003	21.4%
Science Professionals	14	5.4%	0	0.0%	8	3.1%	22	8.5%
Service, Quality Control & Compliance Supvs	12	5.5%	1	0.5%	13	6.0%	26	11.9%
Social Services Professionals	358	12.3%	61	2.1%	105	3.6%	524	18.0%
Total	2,874	10.2%	428	1.5%	1,308	4.6%	4,610	16.4%

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

Note: One employee had jobs in two distinct job groups in Fiscal Year 2021 and Fiscal Year 2022.

Source: PeopleSoft Fiscal Year 2021 and 2022.

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Section 4

RETIREMENT ELIGIBILITY

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

DID YOU KNOW . . . ?

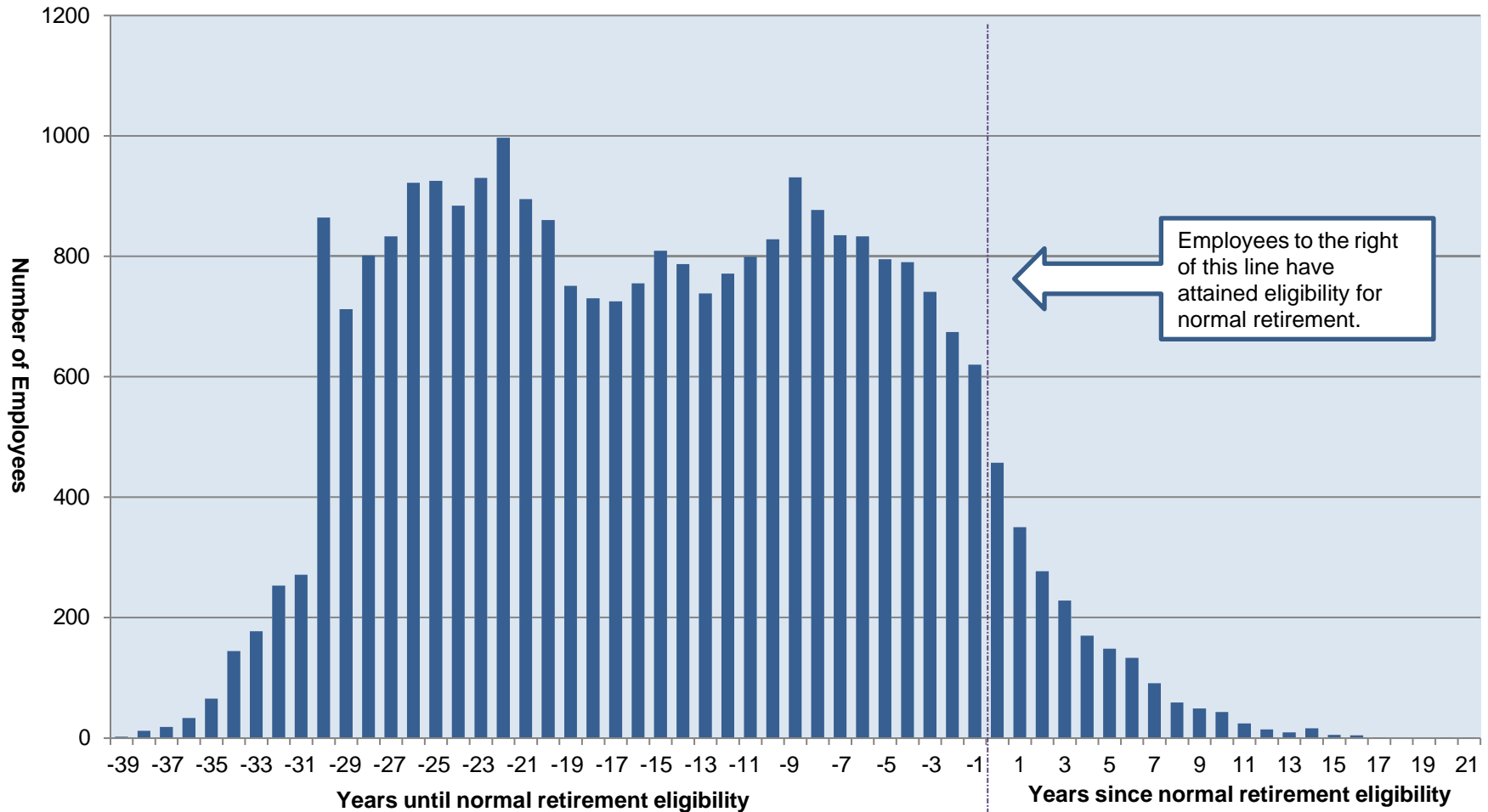
- As of June 2022, approximately 6.9% of the classified workforce were eligible for normal retirement under the Wisconsin Retirement System (see Table 38).
- Approximately one-fifth of the state workforce will be eligible for retirement within 5 years.
- Approximately one-third of the state workforce will be eligible for retirement within 10 years.

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

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

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

Chart 37
DISTRIBUTION OF EMPLOYEES FOR NORMAL RETIREMENT ELIGIBILITY
Permanent Classified Employees - Based on June 18, 2022



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

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

Source: PeopleSoft, June 2022.

Table 38
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees

Agency	Count of Employees in Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
		#	%	#	%	#	%
Administration	1,271	98	8%	280	22%	502	39%
Ag, Trade & Consumer Protctn	564	36	6%	95	17%	168	30%
Bd for People with Dev Disab	7	1	14%	2	29%	3	43%
Bd of Commiss of Public Lands	7	1	14%	2	29%	4	57%
Bd on Aging & Long Term Care	43	6	14%	15	35%	22	51%
Child Abuse & Neglect Prev Bd	7		0%		0%	2	29%
Children and Families	726	34	5%	105	14%	201	28%
Commissioner of Insurance	120	12	10%	32	27%	51	43%
Corrections	7,990	630	8%	1,982	25%	3,362	42%
Educational Communications Bd	36	2	6%	10	28%	18	50%
Elections Commission	28	3	11%	4	14%	7	25%
Employee Trust Funds	259	13	5%	45	17%	100	39%
Employment Relations Comm	5	1	20%	2	40%	2	40%
Ethics Commission	6		0%	1	17%	1	17%
Financial Institutions	124	8	6%	22	18%	35	28%
Health Services	5,554	399	7%	1,038	19%	1,807	33%
Higher Educational Aids Board	8	2	25%	3	38%	5	63%
Historical Society	136	8	6%	30	22%	48	35%
Justice	650	37	6%	104	16%	173	27%
Labor & Industry Review Comm	13	5	38%	6	46%	7	54%
Military Affairs	492	31	6%	95	19%	163	33%
Natural Resources	2,202	151	7%	392	18%	736	33%
Public Instruction	553	29	5%	91	16%	180	33%
Public Service Commission	124	10	8%	19	15%	30	24%
Revenue	1,054	72	7%	214	20%	369	35%
Safety & Professional Services	202	8	4%	38	19%	69	34%
Secretary of State	1		0%		0%		0%
State Public Defender	234	7	3%	33	14%	75	32%
Technical College System Board	43	1	2%	7	16%	14	33%
Tourism	25	3	12%	7	28%	7	28%
Transportation	2,904	177	6%	614	21%	1,094	38%
Veterans Affairs	709	26	4%	133	19%	244	34%
Workforce Development	1,370	92	7%	279	20%	505	37%
Grand Total	27,467	1,903	6.9%	5,700	20.8%	10,004	36.4%

Note: Normal retirement for general (non-protective status employees) is the attainment of both age 57 and 30 years of service, or age 65 regardless of years of service. Normal retirement for protective status employees is the attainment of both age 53 and 25 years of service, or age 54 regardless of years of service. In any case, the employee must be vested with 5 years of service. Retirement projections are based on age and years of service as of June 18, 2022.

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

Source: PeopleSoft, June 2022.

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

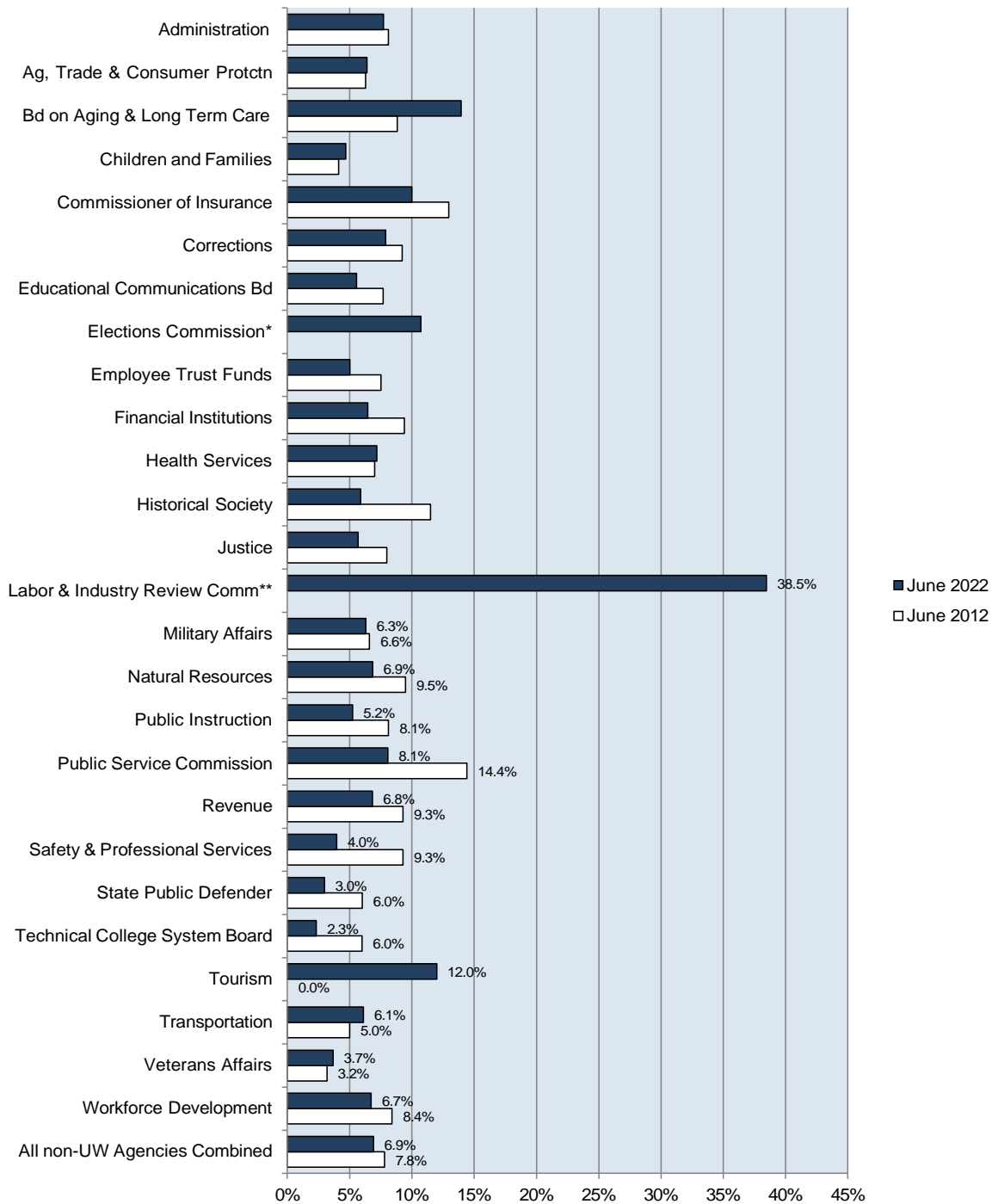
Job Group ¹	Count of Employees in Job Group	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
		#	%	#	%	#	%
Admin Support	2,362	154	7%	454	19%	821	35%
Admin Support - Fiscal	426	44	10%	110	26%	184	43%
Administrators-Senior Exec	613	54	9%	161	26%	301	49%
Architect Engineers Supervisors	117	9	8%	39	33%	69	59%
Architecture and Engineers	1,125	84	7%	238	21%	401	36%
Business Professionals	320	9	3%	40	13%	80	25%
Business Supervisors	371	27	7%	69	19%	131	35%
Claims Determination	393	15	4%	67	17%	112	28%
Craft and Trade	144	2	1%	23	16%	56	39%
Education and Training	627	35	6%	142	23%	253	40%
Educational Supervisors	26	1	4%	3	12%	5	19%
Environment Specialist	884	53	6%	135	15%	261	30%
Financial Supervisors	187	8	4%	44	24%	82	44%
Fiscal	1,708	87	5%	277	16%	520	30%
Food Production	322	12	4%	66	20%	139	43%
Health Care Professionals	1,196	49	4%	168	14%	325	27%
Health Care Technicians	1,518	175	12%	388	26%	594	39%
<i>Health Social Services Supv¹</i>	591	32	5%	120	20%	237	40%
Inspect Investigate and Comply	342	13	4%	43	13%	84	25%
IS Professionals	1,335	105	8%	287	21%	530	40%
IS Support Pro and Serv Tech	111	11	10%	37	33%	57	51%
Legal Professionals	423	34	8%	77	18%	126	30%
Mech Equip-Maintenance Rep	340	34	10%	93	27%	160	47%
Mechanical and Maintnce Supv	152	9	6%	48	32%	75	49%
Mid-Level Supervisors	989	72	7%	233	24%	445	45%
Natural Science and Lab Tech	218	21	10%	44	20%	72	33%
Personal Care	441	6	1%	43	10%	80	18%
Phys Natural and Soc Sci Supv	206	6	3%	26	13%	73	35%
Physicians and Hlth Care Pract	89	12	13%	32	36%	49	55%
Policy Planning and Research	828	42	5%	117	14%	235	28%
Power Plant	99	5	5%	23	23%	44	44%
Production Laborers	174	18	10%	54	31%	83	48%
Program Specialist	265	18	7%	64	24%	108	41%
Property Management	93	1	1%	26	28%	44	47%
<i>Protective Services Supervisors¹</i>	640	36	6%	160	25%	299	47%
Public Relation and Media Tech	115	2	2%	12	10%	36	31%
<i>Public Safety¹</i>	4,341	452	10%	1,211	28%	1,818	42%
Science Professionals	259	14	5%	34	13%	61	24%
Serv Qual Cntrl and Comply Sup	222	9	4%	43	19%	86	39%
Social Services Professionals	2,855	133	5%	449	16%	868	30%
Grand Total	27,467	1,903	6.9%	5,700	20.8%	10,004	36.4%

See Appendix A for definition of "normal retirement."

¹Job groups in italics are composed of mostly "protective occupation" employees, who have earlier eligibility for normal retirement. The group *Health Care Technicians* is 65% protective, the group *Protective Services Supervisors* is 84% protective, and the group *Public Safety* is 98% protective. The highest percentage of protectives in any other group is *Social Services Professionals* at 38%.

Source: PeopleSoft, June 2022.

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



*The Elections Commission was created in 2016.

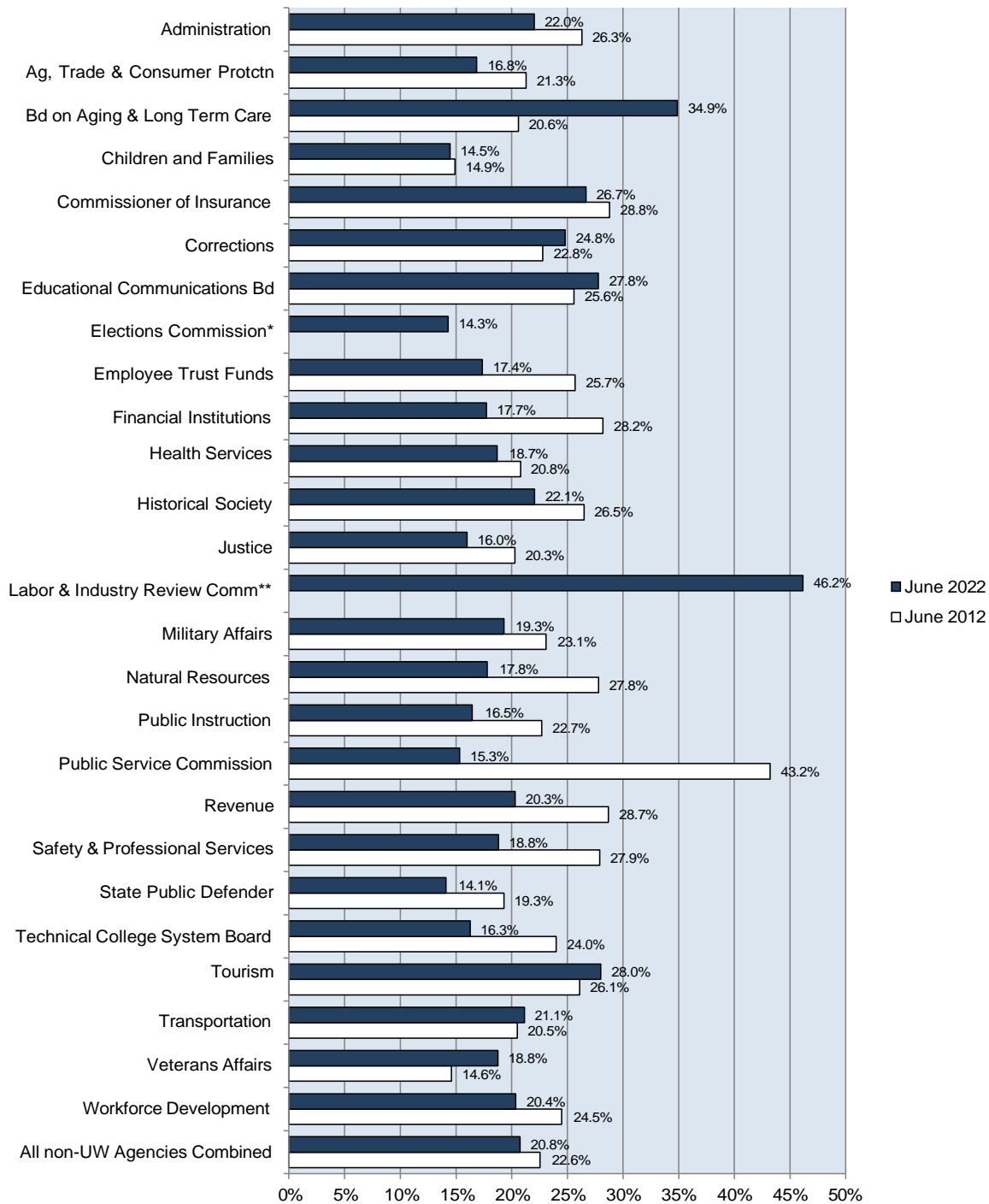
**Although the Labor and Industry Review Commission has existed since 1977, in 2012 its employees were assigned to the Department of Workforce Development.

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

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

Sources: PeopleSoft, June 2022; PMIS, June 2012.

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



*The Elections Commission was created in 2016.

**Although the Labor and Industry Review Commission has existed since 1977, in 2012 its employees were assigned to the Department of Workforce Development.

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

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

Sources: PeopleSoft, June 2022; PMIS, June 2012.

Section 5

AGENCY WORKFORCE SUMMARIES

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

The agency summaries include:

- Employee demographics from a June 2022 snapshot.
- Classifications with the most new original hires in fiscal years 2021 and 2022.
- The eligibility of agency employees for retirement now and in the near future.
- Summary statistics of employees who left state service in fiscal years 2021 and 2022.
- Equal Employment Opportunity/Affirmative Action program accomplishments.

Administration, Department of

Profile of the Classified Workforce as of June 2022

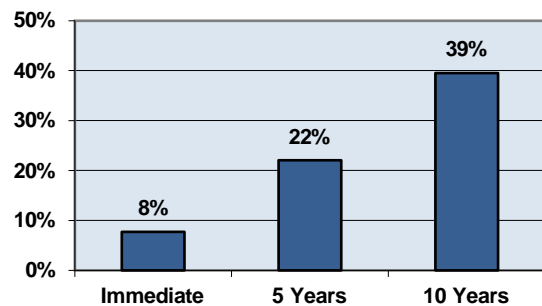
Count of permanent classified employees	1,271
Full-time-equivalent employees	1,264.53
Average years of state service	11.2
Average age of employees	47.1
Percent racial and ethnic minorities	12.5%
Percent women	52.1%
Percent persons with disabilities*	13.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	30.7%
Percent in "protective" occupation	3.1%
Percent in Executive/Management position	8.9%
Percent in Supervisory* position	12.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$36.63
Median hourly pay rate	\$36

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Police Officer	19
Payroll Ben Spec	18
Human Resources Assistant	17
Attorney	14
Facilities Main Spec-Adv	8

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	50	4.0%	6	0.5%	33	2.6%	89	7.1%
Fiscal Year 2022	98	7.7%	12	0.9%	50	3.9%	160	12.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Administration (DOA) continued to expand its recruitment efforts by making connections with underrepresented communities through the State of Wisconsin Student Diversity Internship Program (SWSDIP). DOA had a 125% increase in participation in SWSDIP between FY21 and FY22. DOA also focused efforts on improving the skills of those involved in the recruitment process. DOA provided training to managers called Breaking the Bias Habit. Seventy-one percent (71%) of all participants agreed or strongly agreed that the training empowered them to change their behavior.

In conjunction with the Agency Equity and Inclusion Advisory Committee (Inclusion, Diversity, Equity, Awareness, Service – IDEAS), and a group of internal stakeholders, DOA created an Affinity Group program for employees. Affinity Groups provide opportunities for participants to reflect on shared identity and their experiences within the context of their workplace. DOA has also used a 360-degree approach to survey staff from diverse backgrounds about their perceived relationship with their supervisors and work peers. Comparative analysis data shows upward trends in perceived relationships with supervisors and work peers, including a statistically significant positive improvements for employees who identify as Black or African American. DOA employed an equity lens to making changes to revamp an existing program called the Ambassador Program meant to help effectively onboard new staff and make them feel welcome. A group of internal stakeholders, with input from the wider agency, developed a Diversity, Equity, Inclusion, and Belonging (DEIB) statement that affirms DOA's commitment to action around DEIB. This statement is a part of all DOA job postings.

Agriculture, Trade and Consumer Protection, Department of

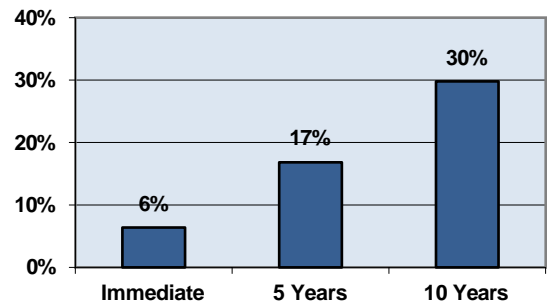
Profile of the Classified Workforce as of June 2022

Count of permanent classified employees	564
Full-time-equivalent employees	559.30
Average years of state service	10.2
Average age of employees	44.2
Percent racial and ethnic minorities	5.5%
Percent women	49.3%
Percent persons with disabilities*	7.6%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	39.7%
Percent in "protective" occupation	0%
Percent in Executive/Management position	4.8%
Percent in Supervisory* position	14.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.62
Median hourly pay rate	\$31

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined	
Meat Safety Inspector-Entry	10
Envir Health Sanitarian-Entry	7
License Permit Prog Assoc	7
Wts Measures Petro Spec-Entry	7
Consumer Protection Invest	4

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	15	2.6%	2	0.3%	23	4.0%	40	6.9%
Fiscal Year 2022	43	7.5%	5	0.9%	28	4.9%	76	13.3%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Agriculture, Trade and Consumer Protection (DATCP) is committed to increasing the diversity of its workforce and providing an equitable and inclusive work environment for its staff and customers. Recent accomplishments related to DATCP's 2021-2023 Equity and Inclusion Strategic Plan include: Increasing community outreach to develop relationships with diverse communities and attract diverse candidates, assessing department policies and procedures to remove barriers to diversity, equity, and inclusion, including a review of recruitments and reclassifications with an equity lens and educating supervisors on the State's programs for hiring veterans, disabled veterans, and persons with disabilities. Additionally, DATCP began incorporating standards for hiring supervisors with an equity framework that addresses implicit and explicit bias, created a shared leadership structure that promotes staff leadership and input on issues that affect the workforce, shared the Agency's Equity and Inclusion Advisory Committee's work in the employee newsletter, established expectations and processes to make communications inclusive to employees and customers through implementing a website accessibility policy, incorporated an equity, inclusion, and diversity section into the annual employee satisfaction survey to gain insight from our staff's perspective, provided staff training opportunities, including Diversity Basics, Cultural Competence at Work, How Does Unaddressed Bias Impact You, Your Work, and Your World?, LGBTQIA+ Sensitivity and Inclusion in the Workplace, and the Power of Perseverance and Grit, and offered presentations by community members such as: We Are Many – United Against Hate, Domestic Abuse and Intervention Services, the Menominee Indian Tribe, Connecting with the Amish and Mennonite communities, and the Jewish Federation of Madison.

Board on Aging & Long Term Care

Profile of the Classified Workforce as of June 2022

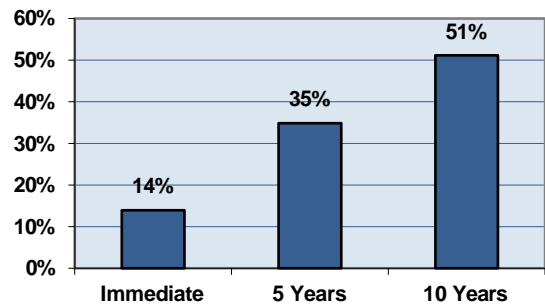
Count of permanent classified employees	43
Full-time-equivalent employees	42.5
Average years of state service	9.2
Average age of employees	51.2
Percent racial and ethnic minorities	14.0%
Percent women	97.7%
Percent persons with disabilities*	7.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	20.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.3%
Percent in Supervisory* position	9.3%
(*but not considered Executive/Management)	
Average hourly pay rate	\$23.96
Median hourly pay rate	\$23

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Ombudsman Services Specialist	12
Volunteer Coordinator	1

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	2	4.8%	0	0.0%	3	7.1%	5	11.9%
Fiscal Year 2022	3	7.0%	1	2.3%	1	2.3%	5	11.6%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Board on Aging and Long Term Care (BOALTC) emphasized the importance of skill building for those involved in the recruitment process. All employees who served on an interview panel were required to complete a training called *Interview Panel Best Practices*. BOALTC required two tiers of Equity and Inclusion (EI) training for all staff. The agency had 100% completion rate of these trainings. Additionally, all supervisors completed the three-part Diversity, Equity, Inclusion & You for Leadership training provided by the Department of Administration (DOA). BOALTC also increased job postings for FY21 and FY22 to listservs in the aging community/network.

BOALTC is committed to facilitating opportunities for leadership development of staff. The agency has sponsored three employees to participate in the highly competitive Enterprise Management Development Academy (EMDA). Increased staff support is a pillar of retention at the BOALTC. The agency has implemented a "coffee and cases" virtual technical support opportunity for interested program staff. An Equity lens was used to create an orientation manual for new hires. Due to the size of the agency, BOALTC does not have their own Equity and Inclusion Advisory Committee although they are active participants in DOA's. In FY21 and FY22, BOALTC developed an EI workgroup. To better understand the work culture, this group developed the agency's first pulse survey. 87% of BOALTC employees responded to this initial survey. The agency workgroup reviewed results with the management team and all staff, and changes were made to agency operations based on the feedback received.

Children and Families, Department of

Profile of the Classified Workforce as of June 2022

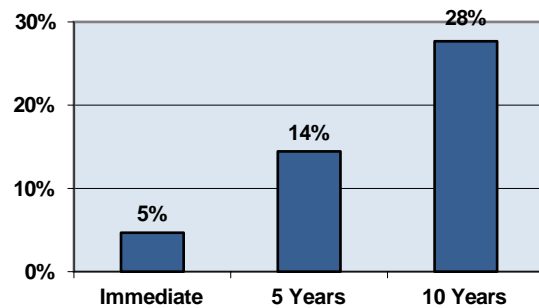
Count of permanent classified employees	726
Full-time-equivalent employees	718.0
Average years of state service	9.8
Average age of employees	44.4
Percent racial and ethnic minorities	29.2%
Percent women	80.9%
Percent persons with disabilities*	9.1%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	30.2%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.1%
Percent in Supervisory* position	16.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.24
Median hourly pay rate	\$32

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Initial Assess Spec	36
Child Care Subsidy Spec-Entry	14
Program And Policy Analyst-Adv	11
Licensing Cert Specialist	8
Operations Program Associate	8

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	31	4.4%	12	1.7%	20	2.8%	63	8.8%
Fiscal Year 2022	39	5.4%	10	1.4%	16	2.2%	65	9.0%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Children and Families (DCF) continues its strong commitment to the recruitment, selection, and retention of a talented and diverse workforce. Here are some examples of areas of improvements DCF has implemented to support equity and inclusion recruitment efforts:

- Broaden required skills and qualifications for positions to allow more diverse individuals to apply and be considered for positions.
- Increased flexibility to expand the certification list of eligible candidates to include a more diverse pool of candidates.
- Announce positions with broader options for work locations throughout the state in a remote work environment.
- Review all positions prior to offer, if underutilized for women and/or minorities, to ensure we are hiring the most qualified candidate.
- Overhauled the onboarding experience to allow for a more positive and welcoming experience for DCF's new employees.
- Collaborated with the Equity Inclusion Advisory Council at DCF to analyze HR data and trends related to the Equity and Inclusion plan and efforts.
- Utilize the Exit Survey and Turnover Dashboards to assess staff exit reasons and turnover percentages to look at areas of improvement.
- Analyze the staff hiring trends to map candidate and then hire locations to analyze diversity makeup.

Commissioner of Insurance, Office of

Profile of the Classified Workforce as of June 2022

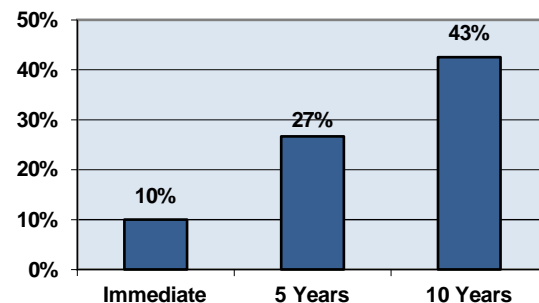
Count of permanent classified employees	120
Full-time-equivalent employees	119.0
Average years of state service	12.1
Average age of employees	48.6
Percent racial and ethnic minorities	20.0%
Percent women	50.8%
Percent persons with disabilities*	6.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	28.3%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	5.0%
Percent in Supervisory* position	12.5%
(*but not considered Executive/Management)	
Average hourly pay rate	\$35.56
Median hourly pay rate	\$34

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Insurance Financial Examiner	7
License Permit Prog Assoc	3
Consumer Complaint Prog Assoc	2
Operations Program Associate	2
Financial Specialist-Sen	1

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	3	2.5%	0	0.0%	5	4.2%	8	6.7%
Fiscal Year 2022	11	9.2%	0	0.0%	5	4.2%	16	13.4%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Office of the Commissioner of Insurance (OCI) has expanded our recruitment efforts to new talent pools by reviewing the candidate criteria for each new job listing to ensure transferrable skills are considered to encourage applicants with diverse backgrounds. OCI has also participated in over a dozen career fairs throughout the state, including those targeting non-traditional candidates, both on and off university campuses. Retention is of equal importance to OCI because our current staff members bring diverse perspectives along with years of experience to their job. To retain staff, we have taken action to improve agency culture by encouraging staff involvement with internal committees and publishing a monthly all-staff newsletter which always begins with a staff shout-out section. This newsletter also often includes a section responding to anonymous suggestions received via one of our agency's two suggestion boxes.

Agency leadership believes that this kind of timely transparency and accountability are important when we receive feedback from staff. Similarly, top agency leaders have held small group discussions with staff to share insights and feedback with them in an open, honest forum. The discussions have provided qualitative data that added depth to the quantitative data we have collected through annual Employee Engagement surveys conducted each January. OCI is also an active member of a national DE&I Leaders Forum with other insurance commissioners to share best practices and resources across regulatory agencies. Through these actions, agency leadership has made their commitment to equity and inclusion clear to senior management, supervisors, and OCI staff.

Corrections, Department of

Profile of the Classified Workforce as of June 2022

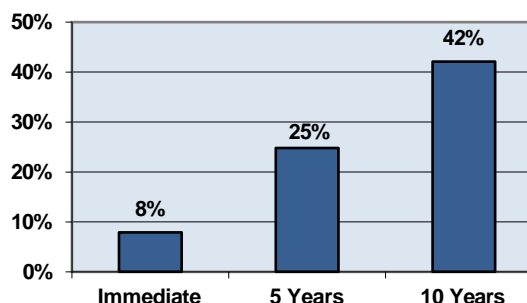
Count of permanent classified employees	7,990
Full-time-equivalent employees	7,906.2
Average years of state service	11.4
Average age of employees	43.2
Percent racial and ethnic minorities	13.6%
Percent women	45.8%
Percent persons with disabilities*	5.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	72.3%
Percent in "protective" occupation	62.0%
Percent in Executive/Management position	1.3%
Percent in Supervisory* position	12.6%
(*but not considered Executive/Management)	
Average hourly pay rate	\$27.68
Median hourly pay rate	\$26

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Corrections Officer	810
Probation And Parole Agent	287
Office Operations Associate	117
Corr Food Service Leader 2	77
Nurse Clinician 2	64

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	828	9.3%	165	1.8%	314	3.5%	1,307	14.6%
Fiscal Year 2022	1,012	12.0%	148	1.8%	463	5.5%	1,623	19.3%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Department of Corrections (DOC) is committed to protecting the public, staff, and Persons in Our Care (PIOC) using holistic equity and inclusion (E&I) integration and practices. The DOC recognizes its employees, who are accountable to each other, PIOC, and the public, as the department's most vital resource. The DOC is committed to an appropriate and effective operation of departmental needs through a diverse workforce.

DOC has taken measures to increase staff retention by addressing pay inequities, where possible, and reviewing policies and procedures. DOC leadership has advocated for pay increases and many classifications have been impacted by these increases. The DOC will continue to address pay inequity where possible. Additionally, several policies have been reviewed by the Equity & Inclusion Advisory Committee (EIAC) with a lens towards equity and inclusion.

DOC also rolled out new Equity & Inclusion trainings for supervisors, hired the agency's first-ever Equity and Inclusion Chief, partnered with the National Training Institute on Race and Equity to provide advanced Implicit Bias Training to staff, began offering WI VINE County Jail and general brochures in English, Spanish and Hmong, and created an Equity & Inclusion Advisory Committee (EIAC), a cross-divisional, diverse group motivated to establish and preserve Equity and Inclusion within DOC.

Educational Communications Board

Profile of the Classified Workforce as of June 2022

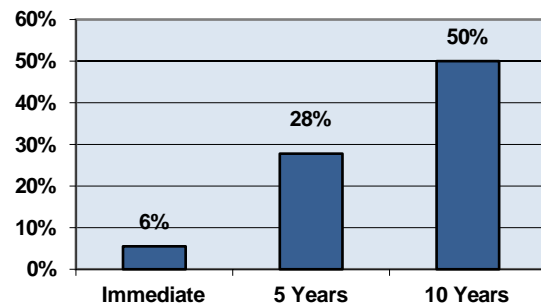
Count of permanent classified employees	36
Full-time-equivalent employees	36.0
Average years of state service	13.2
Average age of employees	47.3
Percent racial and ethnic minorities	8.3%
Percent women	22.2%
Percent persons with disabilities*	13.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	63.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.8%
Percent in Supervisory* position	19.4%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.06
Median hourly pay rate	\$31

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Media Telecom Tech	3
Electronics Tech Media-Int	2
Is Technical Svcs Prof	1
Operations Program Associate	1

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	3	8.5%	0	0.0%	2	5.6%	5	14.1%
Fiscal Year 2022	3	8.6%	0	0.0%	2	5.7%	5	14.3%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Educational Communications Board (ECB) continues to improve its processes around recruitment. ECB formed an internal workgroup to address the way position descriptions, job announcements, and hiring practices could be more inclusive. This workgroup made several recommendations that have been adopted, including running all job announcements through a software program that looks for gendered language. ECB continues to refine posting resources to avoid duplication and reach a wide and diverse audience.

ECB continues to pride itself on taking an employee centered approach to professional development. In FY21 and FY22 ECB has set and met a goal to offer quarterly training topics to all staff on Diversity, Equity, and Inclusion. ECB continues to invest in developing effective and competent leaders. The agency offers a series of conversations for supervisors around effective leadership. ECB has adopted changes to the agency Equity and Inclusion Advisory Committee (EIAC) to offer a larger group of employees the opportunity to have a voice in Equity and Inclusion initiatives at the agency.

To keep the pulse on agency culture, ECB has developed and implemented an employee engagement survey. The most recent engagement survey asked staff to rate their general perception of ECB at the present time. On a scale from 1 to 10, the average response was 8.3. In response to other questions, 90% or more of staff agreed that they have the communication, resources, and support they need from ECB leadership. To ensure the work environment is inclusive for all, the EIAC has made changes to physical and digital accessibility.

Employee Trust Funds, Department of

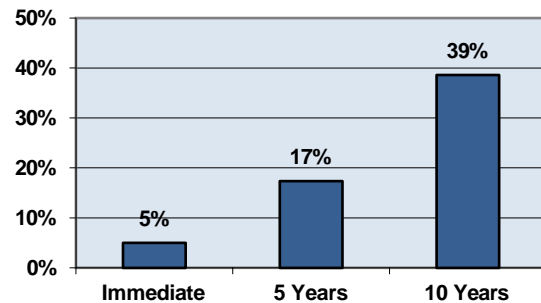
Profile of the Classified Workforce as of June 2022

Count of permanent classified employees	259
Full-time-equivalent employees	257.6
Average years of state service	11.5
Average age of employees	47.1
Percent racial and ethnic minorities	10.0%
Percent women	62.2%
Percent persons with disabilities*	8.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	9.7%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	7.7%
Percent in Supervisory* position	9.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$37.40
Median hourly pay rate	\$36

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined	
Trust Funds Specialist	14
Is Business Auto Spec	4
Accountant-Adv	3
Is Technical Svcs Spec	3
Accountant	2

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	14	5.5%	3	1.2%	7	2.8%	24	9.5%
Fiscal Year 2022	9	3.5%	3	1.2%	9	3.5%	21	8.2%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Employee Trust Funds (ETF) was able to complete most initiatives outlined in the current E&I Plan. In order to demonstrate agency commitment to equity and inclusion efforts, a specific objective has been added to ETF's Strategic Plan to advance diversity and inclusiveness. As a part of this objective, all E&I initiatives are being tracked to ensure timely completion and regular updates are provided to agency leadership on their progress.

Highlights of what has been accomplished include: developed and delivered mandatory trainings for supervisors on the topics of *Implicit Bias* and *Interview Question Development*, began requiring that all interview panel members complete the *Implicit Bias* training, updated the ETF Balanced Interview Panel policy, began researching and developing an ETF Mentoring Program with the goal of helping current employees enhance their leadership skills, conducted stay interviews with a pilot group of employees to learn what motivates them to stay at ETF and what could be improved, began the process of forming a Staff Network Group (SNG) to provide support and sense of community/belonging for ETF staff at work to increase retention efforts, developed and delivered mandatory trainings for supervisors on *Psychological Safety* to support ETF's commitment to cultivating psychological safety among staff and building high-performing teams, enabled staff to add identity preferences including pronouns to their e-mail signature blocks, and offered E&I educational opportunities to staff including playlists in Cornerstone, Diversity Book Club and diversity training by the City of Madison.

Financial Institutions, Department of

Profile of the Classified Workforce as of June 2022

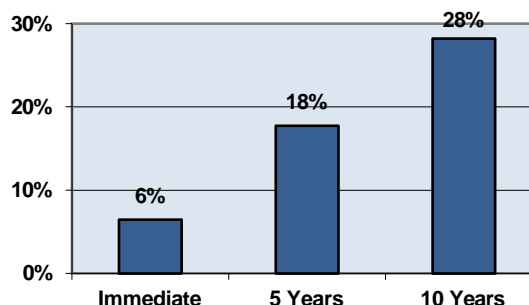
Count of permanent classified employees	124
Full-time-equivalent employees	123.54
Average years of state service	9.9
Average age of employees	42.6
Percent racial and ethnic minorities	15.3%
Percent women	54.8%
Percent persons with disabilities*	12.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	37.9%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	9.7%
Percent in Supervisory* position	9.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$34.87
Median hourly pay rate	\$34

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Financial Examiner	19
Records Program Associate	6
Consumer Credit Examiner	5
Attorney	2
College Investmt Prog Fi Offr	2

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	7	5.7%	5	4.1%	4	3.3%	16	13.1%
Fiscal Year 2022	14	11.4%	1	0.8%	4	3.3%	19	15.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Financial Institutions (DFI) remains committed to recruiting a more diverse workforce. The agency worked with Human Resources (HR) to modify job postings to include language that supports diversity and work life balance. As part of their Equity and Inclusion (EI) hiring goals, the DFI requires interview and rating panel members to review the agency EI plan goals and to complete Interview Panel Best Practices training.

DFI required all employees to complete Respectful Workplace and Beyond Compliance training. In addition, staff from DFI worked with HR to identify and compile mandatory diversity trainings for employees and leadership.

DFI administers an annual employee satisfaction survey. The survey results were compiled, analyzed, and were shared with agency leadership. The survey results were shared with all employees at the all-staff meetings and separately at each division level by supervisors who shared the results with staff.

DFI is continually focused on creating a space where all employees feel welcome and encouraged to embrace their differences and recognize their strengths. Leadership continues to foster a cohesive work environment through a unified DFI and equity lens.

Health Services, Department of

Profile of the Classified Workforce as of June 2022

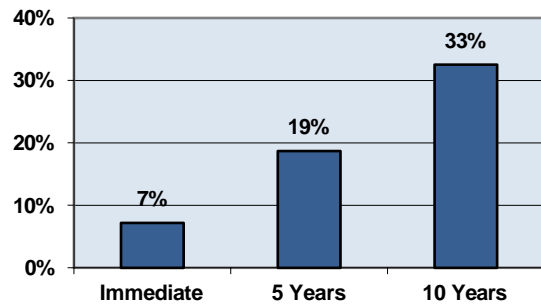
Count of permanent classified employees	5,554
Full-time-equivalent employees	5,427.17
Average years of state service	9.7
Average age of employees	44.1
Percent racial and ethnic minorities	23.5%
Percent women	64.5%
Percent persons with disabilities*	4.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	51.7%
Percent in "protective" occupation	20.9%
Percent in Executive/Management position	2.7%
Percent in Supervisory* position	11.5%
(*but not considered Executive/Management)	
Average hourly pay rate	\$31.72
Median hourly pay rate	\$29

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Resident Care Tech-Obj	348
Income Maint Spec	181
Psychiatric Care Tech-Adv	178
Nurse Clinician 2	83
Psychiatric Care Tech	81

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	491	8.5%	137	2.4%	182	3.2%	810	14.0%
Fiscal Year 2022	718	12.6%	145	2.6%	215	3.8%	1,078	19.0%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

As the state's 2nd largest agency, the Department of Health Services (DHS) takes tremendous pride in the diversity of its workforce. Over this last year under the direction of the Office of Health Equity and our Health, Equity, Diversity & Inclusion Council (HEDI), the agency has taken steps to promote a more inclusive environment and increase opportunities for employees from marginalized communities. These efforts included:

- A new diversity, equity & inclusion webinar series.
- Creation of a serenity room at our 1 W. Wilson St. location.
- Changing the nomination categories for discretionary merit compensation awards to increase award opportunities across our workforce.
- Adopting a self-nomination process for our leadership development program, resulting in our most diverse leadership class to date.
- Receiving over 50 recommendations from HEDI on how to implement the 2021-2023 agency E&I plan.
- Initiating an agency wide strategic planning effort to incorporate all agency DEI efforts—including those for the workforce.
- Initiating a review of the agency's leadership development programs to embed DEI practices.
- Inclusion Diversity Equity and Access (IDEA) analysis of Employee Assistance & Wellness Program.
- Application of IDEA lens to agency budget proposal process.

Over the course of 2023, DHS looks forward to continuing the implementation of the DEI strategies developed to fulfill the goals identified in our 2021-2023 Equity & Inclusion plan.

Historical Society of Wisconsin

Profile of the Classified Workforce as of June 2022

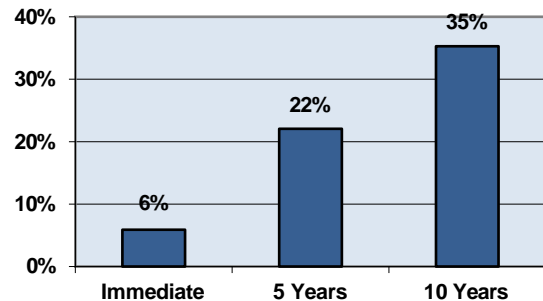
Count of permanent classified employees	136
Full-time-equivalent employees	134.7
Average years of state service	10.1
Average age of employees	47.6
Percent racial and ethnic minorities	5.8%
Percent women	51.8%
Percent persons with disabilities*	2.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	14.0%
Percent in "protective" occupation	0%
Percent in Executive/Management position	15.4%
Percent in Supervisory* position	14.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$30.95
Median hourly pay rate	\$28

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Marketing Specialist	5
Program And Policy Analyst	5
Accountant	3
Historic Preservation Spec	3
Historical Society Manager	3

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	3	2.4%	0	0.0%	2	1.6%	5	4.1%
Fiscal Year 2022	8	6.0%	0	0.0%	4	3.0%	12	9.0%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Wisconsin Historical Society (WHS) seeks to create an environment in which diversity is valued and all employees feel welcome and respected. The unique characteristics and abilities of each employee are part of the fabric that helps make the Society an exciting, enriching environment in which to work.

Some highlights of our efforts and successes related to improving recruitment, retention and agency culture over the past two years include:

- The Diversity, Inclusion and Equity Team (DIET) sponsored quarterly speaker events and Lunch & Learn discussions that focused on supporting inclusion, diversity, and equity goals.
- WHS conducted an employee engagement survey assessing workplace and job satisfaction in order to provide critical insight to recruitment, retention and agency culture.
- Utilized project management software to develop a more efficient, transparent and informational recruitment workflow process.
- Partnered with StepUp to develop a plan focused on a purposeful and systemic change to increase the effectiveness of equity and inclusion in our workforce and the communities we serve.
- Increased communication and transparency between leadership and staff to foster a culture of open communication and transparency so diverse voices are amplified.
- Focused on importance of diverse/inclusive workplace and context of 'value driven' work by incorporating the WHS Values into annual performance evaluations.

Justice, Department of

Profile of the Classified Workforce as of June 2022

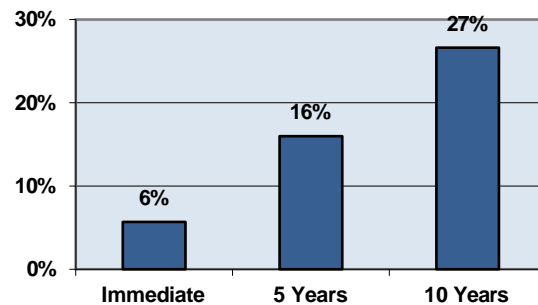
Count of permanent classified employees	650
Full-time-equivalent employees	643.25
Average years of state service	10.3
Average age of employees	42.5
Percent racial and ethnic minorities	11.4%
Percent women	58.0%
Percent persons with disabilities*	5.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	37.4%
Percent in "protective" occupation	14.8%
Percent in Executive/Management position	4.2%
Percent in Supervisory* position	10.2%
(*but not considered Executive/Management)	
Average hourly pay rate	\$37.64
Median hourly pay rate	\$36

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Asst Attorney General	14
Laboratory Technician 1	9
Criminal Analyst	7
Justice Program Assoc	6
Justice Program Assoc Sr	6

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	37	5.6%	2	0.3%	21	3.2%	60	9.1%
Fiscal Year 2022	36	5.5%	1	0.2%	18	2.8%	55	8.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Justice (DOJ) experienced progress toward improving equity, inclusion, and employee well-being in an effort to increase and sustain diversity and belonging within the department. Some of these achievements include:

- A notable increase of participation in the State of Wisconsin Student Diversity Internship Program.
- Position development and successful recruitment of the Equity, Inclusion, & Wellness Program Director position.
- Significant employee participation and engagement of the department's Diversity Advisory Council and Wellness Committee.
- A re-imagined New Employee Orientation process and program.
- The Division of Criminal Investigation developed a structure for all recruitments to have a bilingual add-on. This process can be adopted for other divisions within the agency.
- Important changes to the way people are permitted to work; including telework and hybrid work schedules based on the needs of the division/work unit.
- Substantial changes to the workplace; including collaborative working spaces and hoteling workstations and offices.
- In addition to agency-wide equity, inclusion, and wellness goals and strategies, each departmental division has developed goals to support internal and external diversity and wellness initiatives.
- Multiple work units have reviewed all external-facing language to be more inclusive and applied an equity lens for readability and understanding.

Moving forward, the Department of Justice has identified three priority areas for the remainder of the plan cycle to include modified SMART goals for the areas of recruitment, retention, and agency culture that will set a foundation to support sustainable and meaningful equity work for the next EI Plan cycle.

Military Affairs, Department of

Profile of the Classified Workforce as of June 2022

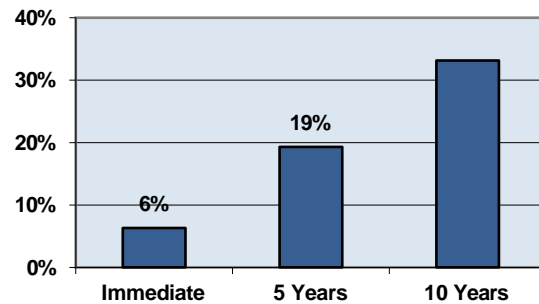
Count of permanent classified employees	492
Full-time-equivalent employees	491.0
Average years of state service	7.7
Average age of employees	44.7
Percent racial and ethnic minorities	8.5%
Percent women	28.9%
Percent persons with disabilities*	12.0%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	66.3%
Percent in "protective" occupation	25.4%
Percent in Executive/Management position	1.8%
Percent in Supervisory* position	11.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.01
Median hourly pay rate	\$25

Job Classification with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Mil Affairs Sec Officer	24
Fire-Crsh Resc Spec	19
Cadet Specialist Obj	17
Emergency Govt Spec	15
Facilities Main Spec-Adv	9

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	55	11.1%	6	1.2%	20	4.0%	81	16.4%
Fiscal Year 2022	74	14.9%	7	1.4%	12	2.4%	93	18.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Military Affairs (DMA) has focused on several areas of Equity and Inclusion, including the wording of job titles, job summaries and analyzing minimum requirements for job announcements to allow for transferable skills to allow for more diversity in the hiring process. There are also efforts in place to work with managers to examine requirements of positions and remove unnecessary barriers to provide flexibility to employees where it is possible.

In addition, DMA focused on measuring and addressing employee satisfaction with climate surveys and asking exiting employees to provide feedback. We are also studying results of an internal telework survey to determine impacts on the workforce of increasing or decreasing telework, with the goal of understanding how telework impacts current staff and the ability to be successful in their positions, in addition to creating an environment that will help to diversify and expand hiring pools.

The DMA Equal Opportunity Committee (DEOC) is taking a hard look at initiatives of the committee to ensure they are aligning with the needs of the workforce and to provide recommendations for opportunities to make a more inclusive and engaged culture. The selection process for this committee changed from asking supervisors to volunteer staff, to an application process which has resulted in individuals on the committee that have shown initiative by applying for the committee and they have established their dedication and commitment to supporting an inclusive work environment. DMA's goals for continuing the efforts of an inclusive work environment are focused on improving onboarding and training opportunities.

Natural Resources, Department of

Profile of the Classified Workforce as of June 2022

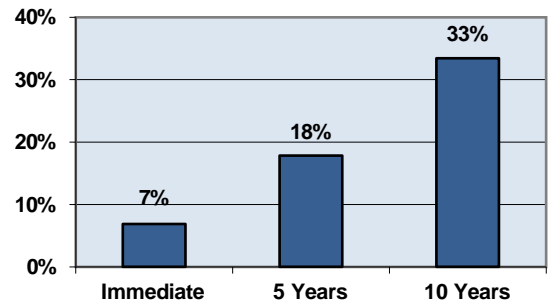
Count of permanent classified employees	2,202
Full-time-equivalent employees	2,188.8
Average years of state service	11.8
Average age of employees	43.3
Percent racial and ethnic minorities	4.9%
Percent women	35.6%
Percent persons with disabilities*	3.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	25.2%
Percent in "protective" occupation	17.7%
Percent in Executive/Management position	4.0%
Percent in Supervisory* position	15.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.14
Median hourly pay rate	\$33

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Conservation Warden	25
Park Ranger	25
Nat Res Cust Svcs Rep	16
Wildlife Biologist-Sen	12
Fisheries Technician-Adv	11

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	49	2.2%	13	0.6%	84	3.8%	146	6.6%
Fiscal Year 2022	80	3.6%	7	0.3%	99	4.5%	186	8.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Natural Resources (DNR) is committed to being an agency that is equitable, inclusive, and representative of the public we serve. Employees and leadership are encouraged and expected to participate in workplace practices that reflect DNR values and that promote an equitable and inclusive work environment. The DNR recognizes that equity and inclusion are not milestones to achieve, but rather a mindset and continuous way of work. The DNR current Equity and Inclusion Plan focuses on the goals of recruitment, retention, and agency culture. The DNR's accomplishments include workforce strategies which support these goals. These strategies include:

- The DNR Diversity Team researches and promotes external career recruitment sites that have a focus on diversity.
- Active agency participation in the State of Wisconsin Student Diversity Internship Program.
- Review and updates to the DNR New Employee Orientation to create an inclusive and informative onboarding and orientation experience.
- An annual Equity and Inclusion Learning initiative has been designed to engage all agency staff in regular training and learning opportunities.
- The DNR Diversity Team provides employees with monthly articles to promote awareness and increase knowledge on a variety of diversity related topics.
- The DNR continues their commitment to employee wellbeing and support through the employee facilitated teams of the Wellness Committee, Engagement Team, and Diversity Team.

Public Instruction, Department of

Profile of the Classified Workforce as of June 2022

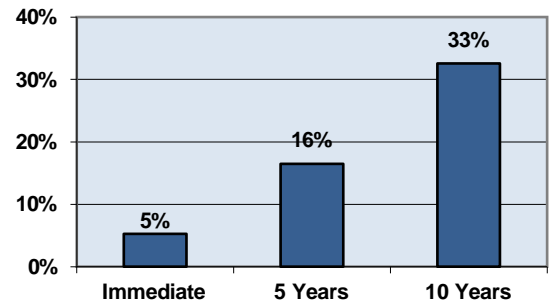
Count of permanent classified employees	553
Full-time-equivalent employees	530.79
Average years of state service	9.6
Average age of employees	46.2
Percent racial and ethnic minorities	11.4%
Percent women	68.4%
Percent persons with disabilities*	18.4%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	24.6%
Percent in "protective" occupation	0%
Percent in Executive/Management position	8.3%
Percent in Supervisory* position	4.5%
(*but not considered Executive/Management)	
Average hourly pay rate	\$33.07
Median hourly pay rate	\$34

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Education Consultant	18
Education Specialist	12
Teacher	11
Child Care Counselor 1	8
Office Operations Associate	8

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	32	5.5%	4	0.7%	18	3.1%	54	9.3%
Fiscal Year 2022	59	10.5%	3	0.5%	24	4.3%	86	15.3%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Public Instruction (DPI) Equity and Inclusion plan included various strategies related to recruitment, retention and culture and have completed the following action items:

Recruitment: An E&I policy workgroup updated DPI's Recruitment policy. During this process, feedback was collected from various stakeholders throughout the agency and updates were made to DPI's job announcements to include information regarding the vacant position's ability to telework.

Retention: DPI gathers feedback from each new employee orientation session to inform improvements needed. DPI awarded the largest amount of Discretionary Merit Awards and Discretionary Equity and Retention Adjustments in its compensation history. An exit interview database was created to gather important information and related policy updates. An updated telework policy was implemented to allow for permanent remote work, including a position assessment tool to inform the allowable telework percentage. A new Employee Resource Group was created (LGBTQ+).

Culture: DPI administered the first Culture & Climate survey to all staff and ongoing data evaluation is being conducted by focus groups. Updates were made to DPI's Contract policy to include more information relating to diverse organization options and a DPI Respectful Workplace policy was created.

Public Service Commission

Profile of the Classified Workforce as of June 2022

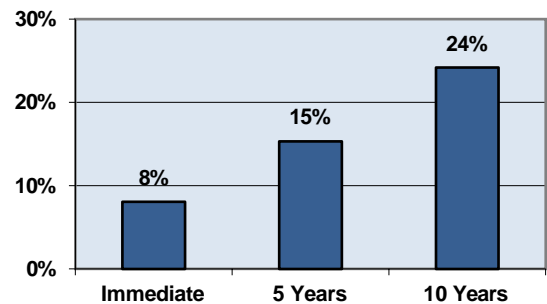
Count of permanent classified employees	124
Full-time-equivalent employees	124.0
Average years of state service	9.5
Average age of employees	41.8
Percent racial and ethnic minorities	17.7%
Percent women	43.5%
Percent persons with disabilities*	17.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	17.7%
Percent in "protective" occupation	0%
Percent in Executive/Management position	8.1%
Percent in Supervisory* position	9.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$37.03
Median hourly pay rate	\$37

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Exec Staff Assistant	4
Public Service Engineer-Sen	4
Public Util Auditor-Sen	4
Attorney	3
Is Data Svcs Sen	3

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	14	11.6%	0	0.0%	4	3.3%	18	14.9%
Fiscal Year 2022	14	11.4%	1	0.8%	4	3.3%	19	15.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Public Service Commission (PSC) worked to recruit a more diverse workforce by modifying job postings to include gender neutral language, removing non-essential language, and including language supporting diversity and work life balance.

The agency developed a comprehensive new employee orientation and mentoring program. New employees are introduced to and directly engage with agency leadership on their first day. They are also acquainted with the Inclusion, Diversity, Equity, Awareness and Service (IDEAS) Council where they learn about the purpose of the council and their contribution to the agency.

The PSC is committed to a team approach within the agency which includes reviewing employee survey data and employee feedback which is beneficial when decision making. Leadership encouraged employees to attend lunch and learns sponsored by the IDEAS Council.

The agency is committed to ensuring that a respectful workplace is afforded to all employees. PSC employees were required to complete diversity training to include Respectful Workplace and Moving Beyond Compliance. In addition to the Respectful Workplace and Moving Beyond Compliance training, employees were required to complete two tiers of diversity training and supervisors were required to complete four tiers of diversity training.

Revenue, Department of

Profile of the Classified Workforce as of June 2022

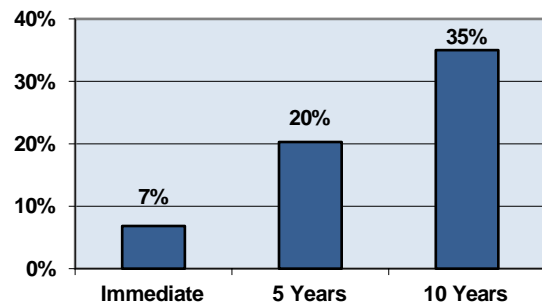
Count of permanent classified employees	1,054
Full-time-equivalent employees	1,048.95
Average years of state service	10.2
Average age of employees	46.2
Percent racial and ethnic minorities	18.4%
Percent women	51.6%
Percent persons with disabilities*	9.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	25.2%
Percent in "protective" occupation	0.8%
Percent in Executive/Management position	3.0%
Percent in Supervisory* position	8.8%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.84
Median hourly pay rate	\$30

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Revenue Agent	89
Revenue Auditor 1	50
Tax Representative 3	10
Property Assessment Spec	8
Revenue Tax Assistant-Obj	7

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	54	5.0%	20	1.8%	29	2.7%	103	9.5%
Fiscal Year 2022	73	6.8%	6	0.6%	50	4.7%	129	12.1%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

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

Programs and Internships: DOR created an Audit Gateway Program, in partnership with Wisconsin 4-year colleges to assist students completing a 2-year degree obtain a bachelor's degree. Program participants work for the department while enrolled in the 4-year program and DOR reimburses most tuition costs. DOR currently has 9 participants and will continue to expand annually. DOR continues to hire and maintain limited-term employees (LTEs) through the TeamWorks Program, a partnership with Madison area high schools' Vocational Transition Programs. This program has provided the participating students with valuable job training while simultaneously increasing diversity awareness among DOR employees.

Internal Structure, Accountability and Outreach: DOR's Diversity Advisory Council (DAC) is very active and continues to provide resources and learning opportunities on a monthly basis to increase awareness of diversity throughout the agency. DAC has attended a number of cultural events throughout this last calendar year to promote the work the agency does and to share more about employment opportunities at the Department of Revenue.

Retention Efforts: Annually, the Department of Revenue administers an employee engagement survey to understand more about the current workforce and as a retention mechanism. DOR uses the data compiled from the survey to identify trends and to target areas of needed growth. DOR implemented an electronic exit interview which provides crucial electronic data about why individuals are leaving the department. This data is reviewed to identify trends in specific Divisions, Bureaus and Sections.

Safety and Professional Services, Department of

Profile of the Classified Workforce as of June 2022

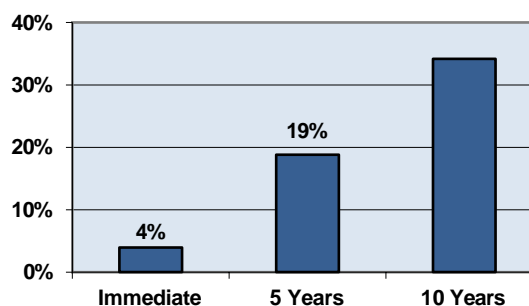
Count of permanent classified employees	202
Full-time-equivalent employees	201.89
Average years of state service	7.5
Average age of employees	46.8
Percent racial and ethnic minorities	9.4%
Percent women	48.5%
Percent persons with disabilities*	14.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	55.9%
Percent in "protective" occupation	0%
Percent in Executive/Management position	2.0%
Percent in Supervisory* position	7.9%
(*but not considered Executive/Management)	
Average hourly pay rate	\$29.93
Median hourly pay rate	\$31

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

License Permit Prog Assoc
Operations Program Associate
Consumer Complaint Prog Assoc
Consumer Protection Invest
Attorney

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	16	7.7%	0	0.0%	7	3.4%	23	11.1%
Fiscal Year 2022	28	13.7%	6	2.9%	7	3.4%	41	20.0%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Safety and Professional Services (DSPS) worked in concert with Human Resources to expand recruitment activities to reach a broader range of potential applicants. The agency modified job postings to include language supporting diversity, flexibility, and work life balance. The agency prioritized employee development with training for new employees, new supervisors, cross training, and a host of internal and external training opportunities for all staff.

The DSPS continued to support diversity, equity, and inclusion through leadership participation on the Equity and Inclusion Advisory Committee (EIAC), the employee satisfaction survey and through sharing diversity related information during staff and division meetings. The EIAC worked directly with agency leadership to ensure that employees from various agencies throughout DSPS are represented on the EIAC. Increased agencywide participation on the EIAC provided the committee with more feedback opportunities and added opportunities to improve employee satisfaction specific to diversity, equity, and inclusion.

The agency continued their commitment to ensuring a respectful workplace is afforded to all employees. DSPS personnel were required to complete Respectful Workplace, Moving Beyond Compliance and various diversity trainings (2 training tiers for employees and 4 training tiers for supervisors).

State Public Defender Office

Profile of the Classified Workforce as of June 2022

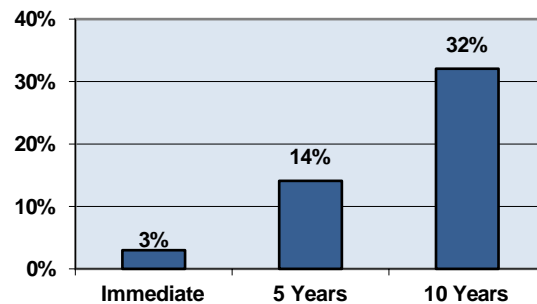
Count of permanent classified employees	234
Full-time-equivalent employees	228.55
Average years of state service	10.5
Average age of employees	43.7
Percent racial and ethnic minorities	19.2%
Percent women	76.5%
Percent persons with disabilities*	7.3%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	82.5%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.1%
Percent in Supervisory* position	10.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$25.19
Median hourly pay rate	\$24

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Legal Secretary	45
Client Services Spec-Obj	4
Public Defender Investigator	4
Financial Specialist-Sen	2
Program Asst Supv-Adv	2

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	13	5.4%	1	0.4%	9	3.8%	23	9.6%
Fiscal Year 2022	29	12.3%	0	0.0%	17	7.2%	46	19.5%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The State Public Defender Office (SPD) has increased its recruitment efforts by attending and recruiting at various career fairs across the country, including the National Black Law Students Association career fair and the Midwest Public Interest Law Career Conference. SPD also advertised open positions to a wider range of applicants using Handshake, HBCU Connect, and Job Center of Wisconsin. All job postings confirm SPD's commitment to inclusive hiring through a statement developed by our Equity & Inclusion Committee: "At the SPD, we are committed to diversity in hiring, retention, and career development. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, or veteran status."

SPD updated its website to include its equity and inclusion vision/mission statement: "The Wisconsin State Public Defender is dedicated to the principles of diversity, equity, and inclusion. We are committed to diversity in hiring, retention, and career development. We will foster a safe, inclusive, and respectful workplace. Discrimination of any kind will not be tolerated. We pledge to target and counteract racism, discrimination, and bias within our organization and in our client representation."

The Equity & Inclusion Committee is developing a survey for the agency to administer to better clarify the current and future needs of employees. SPD is focusing on inclusion, work/life balance, and our agency's environment.

Technical College System Board

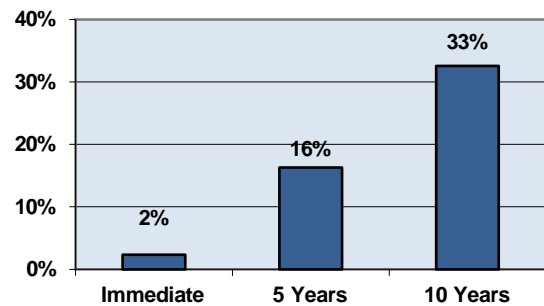
Profile of the Classified Workforce as of June 2022

Count of permanent classified employees	43
Full-time-equivalent employees	43.0
Average years of state service	11.3
Average age of employees	46.3
Percent racial and ethnic minorities	14.0%
Percent women	72.1%
Percent persons with disabilities*	4.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	2.3%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	16.3%
Percent in Supervisory* position	0.0%
(*but not considered Executive/Management)	
Average hourly pay rate	\$37.09
Median hourly pay rate	\$37

Job Classifications with the Most New Hires Fiscal Years 2021 and 2022 Combined

Education Consultant	3
Education Specialist	1
Technical College System Admr	1

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	0	0.0%	0	0.0%	3	6.5%	3	6.5%
Fiscal Year 2022	6	13.6%	0	0.0%	4	9.1%	10	22.7%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The retention goal at the Wisconsin Technical College System (WTCS) is to, “continuously improve its climate of inclusion to retain a diverse work group” and the goal is to, “foster a culture of inclusion as expected operational practice”. In the last fiscal year, WTCS has worked to accomplish this goal by doing the following:

Enrichment and Diversity Committee (EDC) Operations:

- Completed DOA’s Equity and Inclusion Advisory Committee Self-Assessment; WTCS EDC scored a 60 out of 63.
- Developed responses to DOA’s Equity and Inclusion Advisory Committee Self-Assessment results e.g., developed an outline to onboard new EDC members at the beginning of each year.
- Created the WTCS EDC Teams channel to house EDC related materials and provide a space for the office to post relevant updates or professional development opportunities.

System Office DEI Operations:

- Developed and implemented an equity audit process to systematically review all internal WTCS Office policy.
- Completed policy review with equity lens and made refinement recommendations for 6 of the 6 policy groups. Leadership is making changes to the policies.
- Created Onboarding Teams channel for ease of information access by new and current staff.

Transportation, Department of

Profile of the Classified Workforce as of June 2022

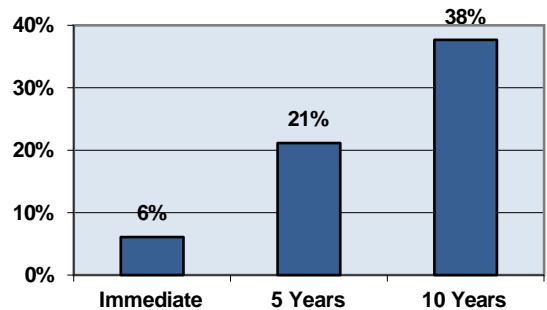
Count of permanent classified employees	2,904
Full-time-equivalent employees	2,879.15
Average years of state service	12.1
Average age of employees	44.7
Percent racial and ethnic minorities	13.4%
Percent women	37.0%
Percent persons with disabilities*	9.2%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	42.5%
Percent in "protective" occupation	16.2%
Percent in Executive/Management position	2.4%
Percent in Supervisory* position	13.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$32.63
Median hourly pay rate	\$32

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

DMV Customer Service Rep	156
State Patrol Inspector	91
Civil Engineer-Transpr	52
Law Enforcement Dispatcher	16
Civil Engineer-Transpr-Sen	15

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	108	3.6%	20	0.7%	114	3.8%	242	8.1%
Fiscal Year 2022	205	7.0%	25	0.9%	162	5.5%	392	13.4%

Equal Employment Opportunity/Affirmative Action Program Accomplishments

The Department of Transportation (DOT) modified job postings to highlight the agency's commitment to diversity and work life balance. A more diverse pool of employees was trained to participate in recruitment and outreach efforts and the agency is working with Human Resources to develop job aids for applicants and supervisors. The Affirmative Action Advisory Council (AAAC) continued to work with the Division of State Patrol to support recruitment efforts and provide analytical data assistance.

The DOT hired an Equity and Inclusion Program Policy Advisor to oversee and manage the implementation of the Equity and Inclusion (EI) Plan and to lead the agency's diversity, equity, and inclusion efforts. The Equity and Inclusion Policy Advisor welcomes all new DOT employees to the agency and conducts periodic check ins to share additional information about available resources.

The internal MyDOT page was updated to include EI plan updates, employee resources, an equity calendar of events, EI reports, training opportunities, and educational resources. The DOT's Affirmative Action Advisory Council shared the results of the diversity survey with DOT leadership. The survey allowed employees to share their level of satisfaction with various aspects of diversity and inclusion across the agency. DOT leadership supported the AAAC who, in collaboration with the Equity and Inclusion Program Policy Advisor, hosted several diversity events. The DOT continued its commitment to ensuring that all employees have a respectful workplace. All staff was required to complete Respectful Workplace, Beyond Compliance and additional diversity training.

Veterans Affairs, Department of

Profile of the Classified Workforce as of June 2022

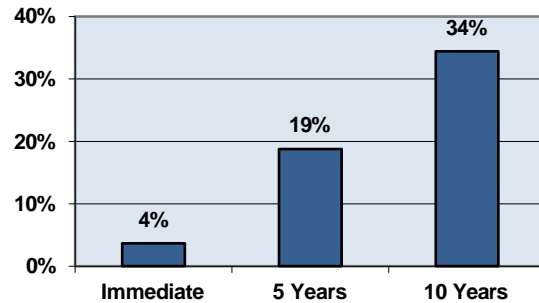
Count of permanent classified employees	709
Full-time-equivalent employees	669.85
Average years of state service	<u>9.6</u>
Average age of employees	46.8
Percent racial and ethnic minorities	12.8%
Percent women	74.6%
Percent persons with disabilities*	8.9%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	66.0%
Percent in "protective" occupation	1.1%
Percent in Executive/Management position	2.0%
Percent in Supervisory* position	8.7%
(*but not considered Executive/Management)	
Average hourly pay rate	\$26.21
Median hourly pay rate	\$21

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Nursing Assistant 2	87
Food Service Assistant 2	31
Nurse Clinician 2	21
Custodian	7
Cemetery Caretaker-Sen	5

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	125	14.2%	25	2.8%	46	5.2%	196	22.2%
Fiscal Year 2022	144	18.4%	18	2.3%	55	7.0%	217	27.8%

Equal Employment Opportunity/Affirmative Action Program Accomplishment

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

Outreach and Programs: This past summer, DVA participated for the first time in a number of years in SWSDIP. DVA brought on 3 summer interns to assist with work at the Veterans Museum. DVA has included additional outreach efforts to attract more diverse candidates for open positions. The department launched a marketing campaign targeting diverse areas of the state to attract more candidates. The King Veterans Home provides opportunities for individuals to enroll in Nursing Assistant classes to obtain their license and provide employment opportunities after completion of their certification. The Union Grove Veterans Home partners with local colleges who run Certified Nursing Assistant programs to provide clinical hours at their facility.

Internal Structure and Accountability: The Cultivating Culture Committee was established last calendar year and continues to meet on a consistent basis. The committee implemented an employee recognition program and is releasing quarterly newsletters to all DVA employees on the committee's work. The committee has partnered with other state agencies to provide resources and learning opportunities in the area of Equity and Inclusion on a monthly basis.

Retention Efforts: DVA implemented an electronic exit interview which provides crucial electronic data about why individuals are leaving the department. This data is reviewed to identify trends in specific Divisions, Veterans Homes, Bureaus and Sections.

Workforce Development, Department of

Profile of the Classified Workforce as of June 2022

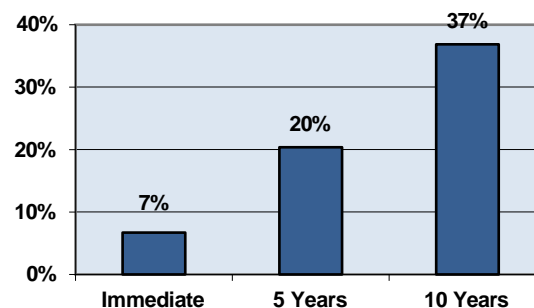
Count of permanent classified employees	1,370
Full-time-equivalent employees	1,360.95
Average years of state service	10.2
Average age of employees	47.2
Percent racial and ethnic minorities	19.3%
Percent women	66.0%
Percent persons with disabilities*	18.7%
*disabilities are voluntarily self-reported	
Percent overtime-eligible per FLSA	48.4%
Percent in "protective" occupation	0.0%
Percent in Executive/Management position	2.8%
Percent in Supervisory* position	10.1%
(*but not considered Executive/Management)	
Average hourly pay rate	\$29.14
Median hourly pay rate	\$27

Job Classifications with the Most New Hires

Fiscal Years 2021 and 2022 Combined

Unemploy Bene Spec	94
Emplmt Security Asst 3	88
Emplmt Trng Specialist	36
Unemploy Comp Assoc 1	28
Voc Rehab Counselor-In Trng	16

Eligibility for Normal Retirement as of June 2022



Separations from State Service – Permanent Classified Employees

	Voluntary Separations		Involuntary Separations		Retirements		Total – All Separations	
	#	%	#	%	#	%	#	%
Fiscal Year 2021	97	6.8%	30	2.1%	45	3.2%	172	12.1%
Fiscal Year 2022	159	11.5%	29	2.1%	56	4.0%	244	17.6%

Equal Employment Opportunity/Affirmative Action Program Accomplishment

The Department of Workforce Development (DWD) continues its commitment to focusing on diversity, equity, and inclusion (DEI) practices and to promoting a welcoming, diverse culture. A few of the major initiatives include the following: The DWD's DEI Recruitment and Retention has made recommendations to improve the recruitment, hiring, and retention processes, including internal upward movement. Baseline data included a review of candidate/employee experience, current HR policies and resources, best recruitment practices and workplace branding. This data and information provided a better understanding of opportunities to strengthen the recruitment process. The workgroup also conducted an audit of the resume review process. Additionally, Team Possible developed an accountability model for all DWD employees, at all levels, to advance a culture of equity and inclusion throughout our workplace; and a workforce planning dashboard that allows DWD leaders to track diversity across the agency to more effectively engage in equitable and inclusive workforce planning. As a result of these two initiatives DWD was the proud recipient of the 2022 SCAA Diversity Award.

The Division of Vocational Rehabilitation (DVR) hired an independent DEI consultant to evaluate its adherence to DEI goals and efficacy of its efforts. The consultant issued recommendations that DVR will use to build an action plan to guide the division's DEI work over the next 5 years.

The agency DEI Committee developed an internal web page hub increasing the visibility of all DEI initiatives within the agency. The Committee sponsored events in 2022 highlighting Black History Month, Hispanic Heritage, Disability Awareness, and LGBTQ Pride month.

Section 6

APPENDICES

Appendix A

GLOSSARY OF KEY TERMS

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

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

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

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

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

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

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

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

Disabled: Individuals who:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Appendix B

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) JOB CATEGORIES

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

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

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

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

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

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

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

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

Source: [State and Local Government Information \(EEO-4\)](#), updated 3/31/2023

Appendix C

STATISTICAL METHODS

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

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

Bayesian Confidence Interval

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

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

For example, Chart 26 shows that women account for 52.2% of all permanent classified employees and accounted for 69.1% of all discharges during probation. Are these percentages significantly different? We construct a 95% CI for the percentage of employees who identified as women (n=14,342, d=27,467, ll=51.6%, ul=52.8%), and another CI for the percentage of discharges during probation that were women (n=76, d=110, ll=60.2%, ul=77.3%). If the confidence intervals do not overlap--the upper limit of one interval is less than the lower limit of the other--then the difference of percentages is “statistically significant” (at the p<.05 level of confidence). In this example, the confidence intervals 51.6% to 52.8% and 60.2% to 77.3% do not overlap, and therefore the difference between 69.1% of discharges during probation and 52.2% in the workforce may be considered significant. In fact, because the two confidence intervals do not come very close to overlapping, we can strongly infer that the difference between 69.1% of discharges during probation and the overall prevalence of 52.2% in the workforce is not due to random chance.

Interpretation of Statistical Significance

It is important to recognize that the statistically significant difference discussed above is not sufficient to indicate a bias against discharging women during probation. Chart 26 shows that women accounted for a relatively higher proportion of new hires (61.1%) than their proportion in the workforce (52.2%). Therefore, one might expect that women would account for a higher proportion of the discharges during probation than their proportion in the workforce since women were hired at a higher rate than their proportion in the workforce. Furthermore, the difference between the percentage of new hires that were women (61.1%) and the percentage of women discharged during probation (69.1%) was not statistically significant. In evaluating any statistically significant outcome, it is important to consider the comparison being made and additional factors that were not accounted for in the statistical test itself.

Appendix D

RACE and ETHNIC IDENTIFICATION

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

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

Some tables and charts in this report rely on US Census Bureau data. The US Census Bureau defines race and ethnicity differently than the EEOC. Ethnicity is defined "as a person's self-identification with one or more social groups. An individual can report as White, Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, or some other race.

Survey respondents may report multiple races." Ethnicity, according to the [US Census Bureau](#), "determines whether a person is of Hispanic origin or not. For this reason, ethnicity is broken out in two categories, Hispanic or Latino and Not Hispanic or Latino. Hispanics may report as any race."

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

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

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

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

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

Source: <https://www.eeoc.gov/federal-sector/reports/appendix-1-glossarydefinitions-0>, as of 12/7/2022

Appendix E

MAP OF WISCONSIN BY REGION

