



# State of Wisconsin Written Hiring Reason Report

Fiscal Year 2020

*The State of Wisconsin Written Hiring Reason Report summarizes the appointing authorities' reason for selecting persons appointed as new hires, promotions, and project appointments for each state agency in Wisconsin State Employment from July 1, 2019, through June 30, 2020.*

## Division of Personnel Management

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STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor  
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October 30, 2020

To: State Agency Heads,  
Affirmative Action Officers and Human Resources Managers

From: Malika Evanco, Administrator  
Division of Personnel Management

Subject: Written Hiring Reason Report

The Division of Personnel Management (DPM) is required under s. 230.25 (1p), 230.21(1m)(b) and 230.27 (2k), Wis. Stats., to prepare a report summarizing, for each agency, the appointing authority's reason(s) for selecting persons who were appointed as new hires, promotions, and project appointments. This document represents the Written Hiring Reason Report for Wisconsin state government covering July 1, 2019, through June 30, 2020. The information collected for this report is self-reported in Wisc.Jobs by all state agencies. DPM appreciates the efforts of all state agencies in making their best effort to comply.

State agencies are encouraged to use this information as a monitoring tool for evaluating their agency's hiring of veterans, persons with disabilities, members of racial and ethnic minority groups, and women in classified and project appointments. This information may also assist agencies with recruitment and retention efforts.

If you have any questions, please contact Angela Nash, EEO/AA Program Compliance Consultant, Bureau of Equity and Inclusion, at (608) 266- 0713 or email [DOADPMBEI@wi.gov](mailto:DOADPMBEI@wi.gov).

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# Written Hiring Reason Report

July 1, 2019-June 30, 2020

## Introduction

The *Written Hiring Reason Report* is an annual summary of the hiring data required by section s. 230.21(1m)(b), 230.25(1p) and 230.27(2k), Wis. Stats provided by each state agency and captures the following information: 1) The hiring selection and the affirmative action category; and, 2) The reason a person in an affirmative action category was not selected in an underutilized classification. The hiring and promotion selection data are captured in the following categories for this report:

- A veteran, or a spouse of a veteran, as defined in s. 230.03(14);
- A person who participated in Disabled Expanded Certification (DEC);
- The position is in a job group that is underutilized for racial/ethnic minorities, and a person who identified as being a racial/ethnic minority;
- The position is in a job group that is underutilized for women, and a person who identified as being a woman;
- Non-veteran and non-Affirmative Action (AA) groups; and
- Undetermined - *the category includes individuals who failed to disclose demographic data that informs whether the individual belongs to an affirmative action category (Tables 3 and 4).*

Note: A person hired may belong to more than one category and count in each category that applies.

Agencies are also required to indicate one of the following reasons for appointing a candidate over other applicants in an affirmative action category:

- Appointed candidate served in the same or similar position;
- Appointed candidate has advanced education and or training;
- Appointed candidate demonstrated broader or more relevant experience; or
- The appointed candidate demonstrates greater knowledge of critical tasks.

## Key Findings

For FY2020, state agencies reported 3,955 hires and promotions for permanent classified positions and 25 project appointments. Among the 3,955 hires and promotions in permanent classified positions (Table 1):

- 395 (9.98%) individuals were either veterans or spouses of veterans. While this was a decrease in the number of veterans hired, it was a percentage increase of 1.03% based on the total number of hires from last fiscal year.
- 13 (0.3%) individuals participated in the Disabled Expanded Certification (DEC), a decrease of 0.2% over the last fiscal year.
- 194 (4.9%) individuals were racial, ethnic minorities hired in underutilized positions, a decrease of 0.5% over the last fiscal year.
- 768 (19.4%) individuals hired identified as a racial/ethnic minority. A significant number decrease of 316 and a percentage decrease of 3.1% over the last fiscal year.
- 657 (16.6%) individuals were women hired in underutilized positions, increasing 2.6% from last year.
- 1,966 (49.7%) individuals hired identified as women. A significant number decrease of 701 from the previous fiscal year and a percentage decrease of 5.3%.
- 1,260 (31.85%) individuals hired and promoted were neither Veteran, spouses of veterans, nor affirmative action group members. A percentage increase of 4.35% over the last fiscal year.

For FY2020, state agencies reported the primary written hiring reason and the number of individuals hired that are non-Veteran and non-AA Group. Among the 1,260 non-Veteran and non-AA Group individuals hired in permanent classified positions and the seven individuals hired in project positions that are non-Veteran and non-AA group (Table 2):

- The selected person demonstrated greater knowledge of key tasks for 869 individuals in permanent classified positions and three individuals for project positions.
- The selected person has a broader or more relevant experience for 243 individuals in permanent classified positions and two for project positions.
- The selected person has more advanced education and or training for 68 individuals in permanent classified positions and one individual for project positions.
- The selected person served in the same or similar position for 80 individuals in permanent classified positions and one individual for project positions.

For FY2020, state agencies reported the primary written hiring reason and the number of hired veterans and AA Group. Among the 2695 individuals hired in permanent classified positions and the 18 hired in project positions that are Veteran and of an AA Group (Table 2):

- The selected person demonstrated greater knowledge of key tasks for 1665 individuals in permanent classified positions and three individuals for project positions.
- The selected person has a broader or more relevant experience for 643 individuals in permanent classified positions and eleven individuals for project positions.

- The selected person has more advanced education and or training for 159 individuals in permanent classified positions and one individual for project positions.
- The selected person served in the same or similar position for 228 individuals in permanent classified positions and three individuals for project positions.

Table 1 HIRES AND PROMOTIONS FOR WISCONSIN STATE AGENCIES: July 1, 2019-June 30, 2020	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	%	#	%
Total Hired	3955		25	
Veteran or Spouse	395	9.98%	1	4%
Disabled Expanded Certification (DEC)	13	0.33%	0	0%
Racial Ethnic Minority	768	19.41%	5	25%
Racial Ethnic Minority Hired in Underutilized Job Groups	194	4.9%	3	12%
Women	1966	49.7%	15	60%
Women Hired in Underutilized Job Groups	657	16.6%	1	4%
Non-Veteran Non-AA Group Hires	1260	31.85%	7	28%

Table 2 BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES: July 1, 2019-June 30, 2020	PERMANENT CLASSIFIED POSITIONS		PROJECT POSITIONS	
	#	%	#	%
<b>TOTAL NON-VETERAN NON-AA GROUP HIRES</b>	1260		7	
The selected person demonstrates greater knowledge of the key tasks required in this position.	869	69%	3	42.9%
The selected person has a broader or more relevant experience performing the duties of this position.	243	19.3%	2	28.6%
The selected person has more advanced education and or training for this position.	68	5.4%	1	14.3%
The selected person served in this position or a similar position previously.	80	6.3%	1	14.3%
<b>TOTAL VETERAN AND AA GROUP HIRES</b>	2568		18	
The selected person demonstrates greater knowledge of the key tasks required in this position.	1591	61.8%	3	16.7%
The selected person has a broader or more relevant experience performing the duties of this position.	610	24%	11	61.1%
The selected person has more advanced education and/or training for this position.	146	5.9%	1	5.6%
The selected person served in this position or a similar position previously.	221	8.5%	3	16.7%

### Additional Findings

- 127 (4.3%) individuals failed to disclose gender, race, or both.
- 33 individuals failed to disclose race for positions underutilized for minorities.
- 1,085 permanent classified positions were identified as underutilized for minorities during recruitment.
- 38 individuals failed to disclose gender for positions underutilized for women.
- 1,795 permanent classified positions were identified as underutilized for women during recruitment.

**Table 3  
New Original Hires and Promotions for Wisconsin state agencies: July 1, 2019-June 30, 2020**

New Original Hires and Promotions															
Agency	Total Hires	Total Veteran & AA Group Hires ~.		Veterans		DEC		Racial/Ethnic Minorities		Women		Total Non-Veteran & Non-AA Group Hires*		Undetermined^	
BOALTC	2	2	100%	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%
BPDD	1	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
DATCP	75	47	62.7%	2	2.7%	0	0%	3	4%	44	58.7%	22	29.3%	6	8%
DCF	79	68	86.1%	3	3.8%	0	0%	24	30.4%	64	81%	9	11.4%	2	2.5%
DFI	24	15	62.5%	1	4.2%	0	0%	4	16.7%	14	58.3%	8	33.3%	1	4.2%
DHA	7	7	100%	0	0%	0	0%	1	14.3%	6	85.7%	0	0%	0	0%
DHS	679	503	74.1%	39	5.7%	4	0.6%	160	23.6%	414	61%	154	22.7%	22	3.2%
DMA	97	71	73.2%	43	44.3%	0	0%	14	14.4%	27	27.8%	25	25.8%	1	1%
DNR	164	81	49.4%	9	5.5%	0	0%	13	7.9%	66	40.2%	73	44.5%	10	6.1%
DOA	146	91	62.3%	23	15.8%	1	0.7%	17	11.6%	64	43.8%	47	32.2%	8	5.5%
DOC	1737	1057	60.9%	183	10.5%	3	0.2%	325	18.7%	771	44.4%	644	37.1%	36	2.1%
DOJ	75	43	57.3%	6	8%	0	0%	10	13.3%	35	46.7%	29	38.7%	3	4%
DOR	120	75	62.5%	13	10.8%	0	0%	36	30%	52	43.3%	40	33.3%	5	4.2%
DOT	315	174	55.2%	38	12.1%	2	0.6%	60	19%	120	38.1%	124	39.4%	17	5.4%
DPI	65	49	75.4%	4	6.2%	2	3.1%	11	16.9%	44	67.7%	14	21.5%	2	3.1%
DSPS	47	27	57.4%	2	4.3%	0	0%	5	10.6%	24	51.1%	20	42.6%	0	0%
DVA	105	85	81%	13	12.4%	0	0%	28	26.7%	76	72.4%	14	13.3%	6	5.7%
DWD	110	96	87.3%	10	9.1%	1	0.9%	38	34.5%	78	70.9%	13	11.8%	1	0.9%
ECB	7	3	42.9%	2	28.6%	0	0%	1	14.3%	0	0%	4	57.1%	0	0%
ELE	4	4	100%	1	25%	0	0%	0	0%	4	100%	0	0%	0	0%
ETF	20	16	80%	2	10%	0	0%	4	20%	13	65%	3	15%	1	5%
ETH	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
HEAB	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
LIRC	2	2	100%	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%
OCI	3	1	33.3%	0	0%	0	0%	1	33.3%	1	33.3%	2	66.7%	0	0%
OSPD	25	23	92%	1	4%	0	0%	6	24%	20	80%	2	8%	0	0%
PSC	23	13	56.5%	0	0%	0	0%	5	21.7%	10	43.5%	8	34.8%	2	8.7%
TOUR	3	3	100%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%
WHS	19	10	52.6%	0	0%	0	0%	2	10.5%	10	52.6%	5	26.3%	4	21.1%
WTCSB	1	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
<b>Total</b>	<b>3955</b>	<b>2568</b>	<b>64.9%</b>	<b>395</b>	<b>10%</b>	<b>13</b>	<b>0.3%</b>	<b>768</b>	<b>19.4%</b>	<b>1966</b>	<b>49.7%</b>	<b>1260</b>	<b>31.9%</b>	<b>127</b>	<b>3.2%</b>

~Total Veterans and AA Group individual hires identified in one or more of the Veteran and or AA groups.

\*Total non-Veterans and non- AA Group individual hires.

^Total number of individual hires that failed to disclose either gender and or race/ethnicity, making it undetermined if they belong to an AA Group.

~ + \* + ^ = Total Hires.



**Table 4  
Project Appointments for Wisconsin state agencies: July 1, 2019-June 30, 2020**

Project Appointments															
Agency	Total Appt	Total Veteran & AA Group Appointments ~		Veterans		DEC		Racial/ Ethnic Minorities		Women		Total Non-Veteran & Non- AA Group Appointments*		Undetermined^	
BOALTC	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
BPDD	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DATCP	3	3	100%	0	0%	0	0%	1	33.3%	2	66.7%	0	0%	0	0%
DCF	3	1	33.3%	0	0%	0	0%	1	33.3%	1	33.3%	2	66.7%	0	0%
DFI	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DHA	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DHS	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DMA	2	2	100%	0	0%	0	0%	1	50%	2	100%	0	0%	0	0%
DNR	1	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
DOA	1	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
DOC	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DOJ	6	4	66.7%	1	16.7%	0	0%	1	16.7%	3	50%	2	33.3%	0	0%
DOR	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DOT	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DPI	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DSPS	4	2	50%	0	0%	0	0%	0	0%	2	50%	2	50%	0	0%
DVA	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DWD	2	2	100%	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%
ECB	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ELE	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ETF	1	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
ETH	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
HEAB	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
LIRC	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
OCI	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
OSPD	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PSC	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOUR	2	1	50%	0	0%	0	0%	0	0%	1	50%	1	50%	0	0%
WERC	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
WHS	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
WTCSB	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>25</b>	<b>18</b>	<b>72%</b>	<b>1</b>	<b>4%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>20%</b>	<b>15</b>	<b>60%</b>	<b>7</b>	<b>28%</b>	<b>0</b>	<b>0%</b>

~Total Veterans and AA Group individual appointments identified in one or more of the Veteran and or AA groups.

\*Total non-Veterans and non- AA Group individual appointments.

^ Total number of individual hires that failed to disclose either gender and or race/ethnicity, making it undetermined if they belong to an AA Group.

~ + \* + ^ = Total Appointments.

**Table 5  
Non-Veteran and Non-AA Group Hires by Agency: July 1, 2019-June 30, 2020  
Written Hiring Reason**

**Permanent Classified**

Agency	Total	Served in Same or Similar Position		More Advanced Education and or Training		Broader or More Relevant Experience		Demonstrates Greater Knowledge of Key Tasks	
BOALTC	0	0	0%	0	0%	0	0%	0	0%
BPDD	0	0	0%	0	0%	0	0%	0	0%
DATCP	22	4	18.2%	5	22.7%	12	54.5%	1	4.5%
DCF	9	0	0%	1	11.1%	7	77.8%	1	11.1%
DFI	8	0	0%	0	0%	3	37.5%	5	62.5%
DHA	0	0	0%	0	0%	0	0%	0	0%
DHS	154	27	17.5%	27	17.5%	40	26%	60	39%
DMA	25	8	32%	6	24%	6	24%	5	20%
DNR	73	6	8.2%	5	6.8%	30	41.1%	32	43.8%
DOA	47	9	19.1%	1	2.1%	28	59.6%	9	19.1%
DOC	644	3	0.5%	1	0.2%	2	0.3%	638	99.1%
DOJ	29	8	27.6%	1	3.4%	18	62.1%	2	6.9%
DOR	40	2	5%	10	25%	23	57.5%	5	12.5%
DOT	124	2	1.6%	6	4.8%	31	25%	85	68.5%
DPI	14	2	14.3%	0	0%	11	78.6%	1	7.1%
DSPS	20	6	30%	4	20%	0	0%	10	50%
DVA	14	0	0%	0	0%	11	78.6%	3	21.4%
DWD	13	0	0%	0	0%	13	100%	0	0%
ECB	4	1	25%	0	0%	3	75%	0	0%
ELE	0	0	0%	0	0%	0	0%	0	0%
ETF	3	1	33.3%	0	0%	0	0%	2	66.7%
ETH	0	0	0%	0	0%	0	0%	0	0%
HEAB	0	0	0%	0	0%	0	0%	0	0%
LIRC	0	0	0%	0	0%	0	0%	0	0%
OCI	2	0	0%	0	0%	2	100%	0	0%
OSPD	2	1	50%	0	0%	0	0%	1	50%
PSC	8	0	0%	0	0%	8	100%	0	0%
TOUR	0	0	0%	0	0%	0	0%	0	0%
WERC	0	0	0%	0	0%	0	0%	0	0%
WHS	5	0	0%	1	20%	3	60%	1	20%
WTCSB	0	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>1260</b>	<b>80</b>	<b>6.3%</b>	<b>68</b>	<b>5.4%</b>	<b>251</b>	<b>19.9%</b>	<b>861</b>	<b>68.3%</b>

**Table 6**  
**Non-Veteran and Non-AA Group Hires: July 1, 2018-June 30, 2019**  
**Written Hiring Reason**

**Project Appointments**

Agency	Total	Served in Same or Similar Position		More Advanced Education and/or Training		Broader or More Relevant Experience		Demonstrates Greater Knowledge of Key Tasks	
BOALTC	0	0	0%	0	0%	0	0%	0	0%
BPDD	0	0	0%	0	0%	0	0%	0	0%
DATCP	0	0	0%	0	0%	0	0%	0	0%
DCF	2	0	0	0	0	1	50%	1	50%
DFI	0	0	0%	0	0%	0	0%	0	0%
DHA	0	0	0%	0	0%	0	0%	0	0%
DHS	0	0	0%	0	0%	0	0%	0	0%
DMA	0	0	0%	0	0%	0	0%	0	0%
DNR	0	0	0%	0	0%	0	0%	0	0%
DOA	0	0	0%	0	0%	0	0%	0	0%
DOC	0	0	0%	0	0%	0	0%	0	0%
DOJ	2	1	50%	0	0%	1	50%	0	0%
DOR	0	0	0%	0	0%	0	0%	0	0%
DOT	0	0	0%	0	0%	0	0%	0	0%
DPI	0	0	0%	0	0%	0	0%	0	0%
DSPS	2	0	0%	0	0%	0	0%	2	100%
DVA	0	0	0%	0	0%	0	0%	0	0%
DWD	0	0	0%	0	0%	0	0%	0	0%
ECB	0	0	0%	0	0%	0	0%	0	0%
ELE	0	0	0%	0	0%	0	0%	0	0%
ETF	0	0	0%	0	0%	0	0%	0	0%
ETH	0	0	0%	0	0%	0	0%	0	0%
HEAB	0	0	0%	0	0%	0	0%	0	0%
LIRC	0	0	0%	0	0%	0	0%	0	0%
OCI	0	0	0%	0	0%	0	0%	0	0%
OSPD	0	0	0%	0	0%	0	0%	0	0%
PSC	0	0	0%	0	0%	0	0%	0	0%
TOUR	1	0	0%	1	100%	0	0%	0	0%
WERC	0	0	0%	0	0%	0	0%	0	0%
WHS	0	0	0%	0	0%	0	0%	0	0%
WTCSB	0	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>7</b>	<b>1</b>	<b>14.3%</b>	<b>1</b>	<b>14.3%</b>	<b>2</b>	<b>28.6%</b>	<b>3</b>	<b>42.9%</b>

**Table 7**  
**Total Permanent Classified Hires by Agency: July 1, 2019-June 30, 2020**  
**Written Hiring Reason**

**Permanent Classified**

Agency	Total	Served in Same or Similar Position		More Advanced Education and or Training		Broader or More Relevant Experience		Demonstrates Greater Knowledge of Key Tasks	
BOALTC	2	0	0%	0	0%	1	50%	1	50%
BPDD	1	0	0%	0	0%	1	100%	0	0%
DATCP	75	14	18.7%	11	14.6%	39	52%	11	14.7%
DCF	79	13	16.5%	13	16.5%	35	44.3%	18	22.8%
DFI	24	0	0%	0	0%	10	41.7%	14	58.3%
DHA	7	0	0%	0	0%	0	0%	7	100%
DHS	679	123	18.1%	93	13.7%	181	26.7%	282	41.5%
DMA	97	14	14.4%	29	30%	27	27.8%	27	27.8%
DNR	164	25	15.2%	15	9.1%	68	41.5%	56	34.1%
DOA	146	18	12.3%	8	5.5%	82	56.2%	38	26%
DOC	1737	7	0.4%	4	0.2%	3	0.1%	1723	99.2%
DOJ	75	23	30.7%	4	5.3%	39	52%	9	12%
DOR	120	14	11.7%	25	20.8%	68	56.7%	13	10.8%
DOT	315	3	1%	12	3.8%	67	21.3%	233	74%
DPI	65	14	21.5%	2	3.1%	43	66.2%	6	9.2%
DSPS	47	15	31.9%	6	12.8%	1	2.1%	25	53.2%
DVA	105	6	5.7%	1	0.95%	72	68.6%	26	24.8%
DWD	110	0	0%	0	0%	110	100%	0	0%
ECB	7	1	14.3%	0	0%	4	57.1%	2	28.6%
ELE	4	1	25%	0	0%	3	75%	0	0%
ETF	20	7	35%	0	0%	3	15%	10	50%
ETH	0	0	0%	0	0%	0	0%	0	0%
HEAB	0	0	0%	0	0%	0	0%	0	0%
LIRC	2	0	0%	0	0%	2	100%	0	0%
OCI	3	0	0%	0	0%	3	100%	0	0%
OSPD	25	5	20%	2	8%	13	52%	5	20%
PSC	23	0	0%	0	0%	0	0%	23	100%
TOUR	3	0	0%	0	0%	2	66.7%	1	33.3%
WERC	0	0	0%	0	0%	0	0%	0	0%
WHS	19	5	26.3%	2	10.5%	9	47.4%	3	15.8%
WTCSB	1	0	0%	0	0%	0	0%	1	100%
<b>TOTAL</b>	<b>3955</b>	<b>308</b>	<b>7.8%</b>	<b>227</b>	<b>5.7%</b>	<b>886</b>	<b>22.4%</b>	<b>2534</b>	<b>64.1%</b>

## STATE AGENCY ABBREVIATIONS KEY

BOALTC	Board on Aging and Long-Term Care
BPDD	Board for People with Developmental Disabilities
DATCP	Department of Agriculture Trade and Consumer Protection
DCF	Department of Children and Families
DFI	Department of Financial Institutions
DHA	Division of Hearing and Appeals
DHS	Department of Health Services
DMA	Department of Military Affairs
DNR	Department of Natural Resources
DOA	Department of Administration
DOC	Department of Corrections
DOJ	Department of Justice
DOR	Department of Revenue
DOT	Department of Transportation
DPI	Department of Public Instruction
DSPS	Department of Safety and Professional Services
DVA	Department of Veterans Affairs
DWD	Department of Workforce Development
ECB	Educational Communications Board
ELE	Elections Commission
ETF	Employee Trust Funds
ETH	Ethics Commission
HEAB	Higher Educational Aids Board
LIRC	Labor and Industry Review Commission
OCI	Office of the Commissioner of Insurance
OSPD	Office of the State Public Defender
PSC	Public Service Commission
TOUR	Department of Tourism
WERC	Wisconsin Employment Relations Commission
WHS	Wisconsin Historical Society
WTCSB	Wisconsin Technical College System Board

