



# State of Wisconsin

## Written Hiring Reason Report

Fiscal Year 2019

*The State of Wisconsin Written Hiring Reason Report summarizes the appointing authorities' reason for selecting persons who were appointed as new hires, promotions, and project appointments for each state agency in Wisconsin State Employment from July 1, 2018 through June 30, 2019.*

### Division of Personnel Management

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STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor  
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October 30, 2019

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 the period July 1, 2018 through June 30, 2019. 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 evaluation of 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).



# TABLE OF CONTENTS

|  |          |
|--|----------|
| Introduction   | Page 2   |
| Summary of Key Findings for July 1, 2018- June 30, 2019  | Page 3-5 |
| Table 1 Total Permanent and Classified Hires for Wisconsin State Agencies                        | Page 3   |
| Table 2 Basis for Hiring Decisions for Wisconsin State Agencies                                  | Page 5   |
| Additional Findings  | Page 5   |
| Table 3 New Original Hires and Promotions  | Page 6   |
| Table 4 Project Appointments   | Page 7   |
| Table 5 Written Hiring Reason for Non-Veteran and Non-AA Group New Original Hires and Promotions | Page 8   |
| Table 6 Written Hiring Reason for Non-Veteran and Non-AA Group Project Appointments              | Page 9   |
| State Agency Abbreviations   | Page 10  |

# Written Hiring Reason Report

July 1, 2018-June 30, 2019

## 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 not in an affirmative action category was selected in an underutilized classification. The hiring and promotion selection data is captured in the following categories for this report:

- A veteran, or a spouse of a veteran, as defined in s. 230.03(14) was hired;
- A person who participated in Disabled Expanded Certification (DEC) was hired;
- 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 was hired;
- The position is in a job group that is underutilized for women, and a person who identified as being a woman was hired;
- Non-veteran and non-Affirmative Action (AA) group hires; and
- Other - *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 counted 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 same or similar position;
- Appointed candidate has advanced education and/or training;
- Appointed candidate demonstrated broader or more relevant experience; or
- Appointed candidate demonstrates greater knowledge of key tasks.

## Key Findings

For FY2019, state agencies reported a total of 4,819 hires and promotions for permanent classified positions and 42 project appointments. Among the 4,819 hires and promotions in permanent classified positions (Table 1):

- 431 (8.95%) individuals were either veterans or spouses of veterans; a decrease of 0.2% from last year.
- 26 (0.5%) individuals participated in the Disabled Expanded Certification (DEC); an increase of 0.2% from last year.
- 260 (5.4%) individuals were racial ethnic minorities hired in underutilized positions; an increase of 0.2% from last year.
- 1,084 (22.5%) individuals hired identify as a racial/ethnic minority.
- 674 (14%) individuals were women hired in underutilized positions, an increase of 2.3% from last year.
- 2,667 (55%) individuals hired identify as women.
- 1,323 (27.5%) individuals hired and promoted were neither veteran, spouses of veterans, nor affirmative action group members.

**Table 1**

| HIRES AND PROMOTIONS FOR WISCONSIN STATE<br>AGENCIES:<br>July 1, 2018-June 30, 2019 | PERMANENT<br>CLASSIFIED<br>POSITIONS |       | PROJECT<br>POSITIONS |       |
|---|--------------------------------------|-------|----------------------|-------|
|   | #                                    | %     | #                    | %     |
| Total Hired   | 4819                                 |       | 42                   |       |
| Veteran or Spouse   | 431                                  | 8.9%  | 1                    | 2.4%  |
| Disabled Expanded Certification (DEC)   | 26                                   | 0.5%  | 0                    | 0%    |
| Racial Ethnic Minority  | 1084                                 | 22.5% | 4                    | 9.5%  |
| Racial Ethnic Minority Hired in Underutilized Job Groups                            | 260                                  | 5.4%  | 1                    | 2.4%  |
| Women   | 2667                                 | 55.3% | 32                   | 76.2% |
| Women Hired in Underutilized Job Groups   | 674                                  | 14%   | 4                    | 9.5%  |
| Non-Veteran Non-AA Group Hires  | 1323                                 | 27.5% | 9                    | 21.4% |

For FY 2019, state agencies reported the primary written hiring reason and the number of individuals hired that are non-Veteran and non-AA Group. Among the 1323 individuals hired that are non-Veteran and non-AA group (Table 2):

- The selected person demonstrated greater knowledge of key tasks for 837 individuals in permanent classified positions and four individuals for project positions.
- The selected person has broader or more relevant experience for 297 individuals in permanent classified positions and zero for project positions.
- The selected person has more advanced education and/or training for 54 individuals in permanent classified positions and four individuals for project positions.
- The selected person served in same or similar position for 135 individuals in permanent classified positions and one individual for project positions.

For FY 2019, state agencies reported the primary written hiring reason and the number of individuals hired that are Veteran and of an AA Group. Among the 3496 individuals hired that are Veteran and of an AA Group (Table 2):

- The selected person demonstrated greater knowledge of key tasks for 1995 individuals in permanent classified positions and 13 individuals for project positions.
- The selected person has broader or more relevant experience for 958 individuals in permanent classified positions and nine individuals for project positions.
- The selected person has more advanced education and/or training for 180 individuals in permanent classified positions and four individuals for project positions.
- The selected person served in same or similar position for 363 individuals in permanent classified positions and seven individuals for project positions.



Table 2

| BASIS FOR HIRING DECISIONS FOR WISCONSIN STATE AGENCIES:<br>July 1, 2018-June 30, 2019          | PERMANENT CLASSIFIED POSITIONS |       | PROJECT POSITIONS |       |
|---|--------------------------------|-------|-------------------|-------|
|   | #                              | %     | #                 | %     |
| <b>TOTAL NON-VETERAN NON-AA GROUP HIRES</b>   | 1323                           |       | 9                 |       |
| Selected person demonstrates greater knowledge of the key tasks required in this position.      | 837                            | 63.3% | 4                 | 44.4% |
| Selected person has broader or more relevant experience performing the duties of this position. | 297                            | 22.4% | 0                 | 0%    |
| Selected person has more advanced education and/or training for this position.                  | 54                             | 4.1%  | 4                 | 44.4% |
| Selected person served in this position or a similar position previously.                       | 135                            | 10.2% | 1                 | 11.1% |
| <b>TOTAL VETERAN AND AA GROUP HIRES</b>   | 3496                           |       | 33                |       |
| Selected person demonstrates greater knowledge of the key tasks required in this position.      | 1995                           | 57.1% | 13                | 39.4% |
| Selected person has broader or more relevant experience performing the duties of this position. | 958                            | 27.4% | 9                 | 27.3% |
| Selected person has more advanced education and/or training for this position.                  | 180                            | 5.1%  | 4                 | 12.1% |
| Selected person served in this position or a similar position previously.                       | 363                            | 10.4% | 7                 | 21.2% |

### Additional Findings

- 220 (4.6%) individuals failed to disclose gender, race, or both.
- 66 individuals failed to disclose race for positions underutilized for minorities.
- 21 individuals failed to disclose gender for positions underutilized for women.
- 1,743 permanent classified positions were identified as underutilized for female during recruitment.
- 1,574 permanent classified positions were identified as underutilized for minorities during recruitment.

**Table 3**  
**Hires and promotions for Wisconsin state agencies: July 1, 2018-June 30, 2019**

| Agency       | New Original Hires and Promotions |                                  |            |          |       |     |       |                          |       |       |       |   |            |            |           |
|--------------|-----------------------------------|----------------------------------|------------|----------|-------|-----|-------|--------------------------|-------|-------|-------|---|------------|------------|-----------|
|              | Total Hires                       | Total Veteran & AA Group Hires ~ |            | Veterans |       | DEC |       | Racial/Ethnic Minorities |       | Women |       | Total Non-Veteran & Non-AA Group Hires* |            | Other^     |           |
| BOALTC       | 5                                 | 4                                | 80%        | 1        | 20%   | 0   | 0%    | 1                        | 20%   | 4     | 80%   | 1                                       | 20%        | 0          | 0%        |
| BPDD         | 0                                 | 0                                | 0%         | 0        | 0%    | 0   | 0%    | 0                        | 0%    | 0     | 0%    | 0                                       | 0%         | 0          | 0%        |
| DATCP        | 80                                | 43                               | 54%        | 4        | 5%    | 0   | 0%    | 4                        | 5%    | 38    | 48%   | 35                                      | 44%        | 2          | 2.5%      |
| DCF          | 120                               | 104                              | 87%        | 5        | 4%    | 2   | 1.7%  | 43                       | 36%   | 95    | 79%   | 14                                      | 12%        | 2          | 1.7%      |
| DFI          | 17                                | 6                                | 35%        | 0        | 0%    | 0   | 0%    | 3                        | 18%   | 4     | 23.5% | 11                                      | 65%        | 0          | 0%        |
| DHA          | 8                                 | 5                                | 62.5%      | 0        | 0%    | 0   | 0%    | 1                        | 12.5% | 5     | 62.5% | 1                                       | 12.5%      | 2          | 25%       |
| DHS          | 1157                              | 905                              | 78%        | 46       | 4%    | 5   | 0.4%  | 392                      | 34%   | 760   | 66%   | 216                                     | 19%        | 36         | 3%        |
| DMA          | 92                                | 53                               | 58%        | 30       | 33%   | 0   | 0%    | 9                        | 10%   | 23    | 25%   | 38                                      | 41%        | 1          | 1.1%      |
| DNR          | 235                               | 106                              | 45%        | 9        | 4%    | 1   | 0.4%  | 17                       | 7%    | 89    | 38%   | 112                                     | 48%        | 17         | 7%        |
| DOA          | 135                               | 68                               | 50%        | 9        | 7%    | 1   | 0.7%  | 19                       | 14%   | 50    | 37%   | 57                                      | 42%        | 10         | 7%        |
| DOC          | 1777                              | 1198                             | 67%        | 223      | 12.5% | 9   | 0.5%  | 345                      | 19%   | 888   | 50%   | 557                                     | 31         | 22         | 1.2%      |
| DOJ          | 95                                | 68                               | 72%        | 9        | 9.5%  | 0   | 0%    | 16                       | 17%   | 55    | 58%   | 21                                      | 22%        | 6          | 6%        |
| DOR          | 141                               | 90                               | 64%        | 6        | 4%    | 1   | 0.7%  | 31                       | 22%   | 73    | 52%   | 43                                      | 30%        | 8          | 6%        |
| DOT          | 328                               | 227                              | 69%        | 37       | 11%   | 1   | 0.3%  | 91                       | 28%   | 168   | 51%   | 94                                      | 29%        | 7          | 2%        |
| DPI          | 79                                | 57                               | 72%        | 2        | 3%    | 1   | 1.3%  | 12                       | 15%   | 52    | 66%   | 17                                      | 22%        | 5          | 6%        |
| DSPS         | 55                                | 37                               | 67%        | 3        | 5.5%  | 0   | 0%    | 5                        | 9%    | 34    | 62%   | 17                                      | 31%        | 1          | 1.8%      |
| DVA          | 191                               | 160                              | 84%        | 31       | 16%   | 0   | 0%    | 29                       | 15%   | 135   | 71%   | 23                                      | 12%        | 8          | 4%        |
| DWD          | 197                               | 153                              | 78%        | 11       | 6%    | 3   | 1.5%  | 51                       | 26%   | 126   | 64%   | 39                                      | 20%        | 5          | 3%        |
| ECB          | 4                                 | 3                                | 75%        | 2        | 50%   | 0   | 0%    | 0                        | 0%    | 1     | 25%   | 1                                       | 25%        | 0          | 0%        |
| ELE          | 2                                 | 1                                | 50%        | 0        | 0%    | 0   | 0%    | 0                        | 0%    | 1     | 50%   | 0                                       | 0%         | 1          | 50%       |
| ETF          | 19                                | 11                               | 58%        | 2        | 10.5% | 0   | 0%    | 2                        | 10.5% | 10    | 53%   | 8                                       | 42%        | 0          | 0%        |
| ETH          | 1                                 | 0                                | 0%         | 0        | 0%    | 0   | 0%    | 0                        | 0%    | 0     | 0%    | 1                                       | 100%       | 0          | 0%        |
| HEAB         | 1                                 | 1                                | 100%       | 0        | 0%    | 0   | 0%    | 0                        | 0%    | 1     | 100%  | 0                                       | 0%         | 0          | 0%        |
| OCI          | 12                                | 6                                | 50%        | 0        | 0%    | 0   | 0%    | 2                        | 17%   | 5     | 42%   | 6                                       | 50%        | 0          | 0%        |
| OSPD         | 28                                | 25                               | 89%        | 1        | 4%    | 1   | 4%    | 3                        | 11%   | 24    | 86%   | 3                                       | 11%        | 0          | 0%        |
| PSC          | 19                                | 13                               | 68%        | 0        | 0%    | 0   | 0%    | 4                        | 21%   | 12    | 63%   | 4                                       | 21%        | 2          | 10.5%     |
| 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          | 11                                | 6                                | 55%        | 0        | 0%    | 0   | 0%    | 0                        | 0%    | 6     | 55%   | 3                                       | 27%        | 2          | 18%       |
| WTCSB        | 8                                 | 8                                | 100%       | 0        | 0%    | 1   | 12.5% | 4                        | 50%   | 7     | 87.5% | 0                                       | 0%         | 0          | 0%        |
| <b>Total</b> | <b>4819</b>                       | <b>3359</b>                      | <b>70%</b> |          |       |     |       |                          |       |       |       | <b>1323</b>                             | <b>27%</b> | <b>137</b> | <b>3%</b> |

~Total Veterans and AA Group individual hires who 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 did not identify as Veteran and/or AA Group (~ + \* + ^ = Total Hires).

**Table 4**  
**Hires and promotions for Wisconsin state agencies: July 1, 2018-June 30, 2019**

| Agency       | Project Appointments |   |            |          |     |     |    |                           |       |       |      |  |            |          |           |
|--------------|----------------------|---|------------|----------|-----|-----|----|---------------------------|-------|-------|------|--|------------|----------|-----------|
|              | Total Appt           | Total Veteran & AA Group Appointments ~ |            | Veterans |     | DEC |    | Racial/ Ethnic Minorities |       | Women |      | Total Non-Veteran & Non-AA Group Appointments* |            | Other^   |           |
| BOALTC       | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 0        | 0%        |
| BPDD         | 2                    | 2                                       | 100%       | 0        | 0%  | 0   | 0% | 0                         | 0%    | 2     | 100% | 0  | 0%         | 0        | 0%        |
| DATCP        | 2                    | 2                                       | 100%       | 0        | 0%  | 0   | 0% | 0                         | 0%    | 2     | 100% | 0  | 0%         | 0        | 0%        |
| DCF          | 1                    | 1                                       | 100%       | 0        | 0%  | 0   | 0% | 1                         | 100%  | 1     | 100% | 0  | 0%         | 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          | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 0        | 0%        |
| DNR          | 6                    | 5                                       | 83%        | 1        | 17% | 0   | 0% | 0                         | 0%    | 4     | 67%  | 1  | 17%        | 0        | 0%        |
| DOA          | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 0        | 0%        |
| DOC          | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 0        | 0%        |
| DOJ          | 19                   | 14                                      | 74%        | 0        | 0%  | 0   | 0% | 2                         | 10.5% | 14    | 74%  | 4  | 21%        | 1        | 5%        |
| DOR          | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 0        | 0%        |
| DOT          | 3                    | 1                                       | 33%        | 0        | 0%  | 0   | 0% | 0                         | 0%    | 1     | 33%  | 2  | 67%        | 0        | 0%        |
| DPI          | 1                    | 1                                       | 100%       | 0        | 0%  | 0   | 0% | 0                         | 0%    | 1     | 100% | 0  | 0%         | 0        | 0%        |
| DSPS         | 7                    | 6                                       | 86%        | 0        | 0%  | 0   | 0% | 1                         | 14%   | 6     | 86%  | 1  | 14%        | 0        | 0%        |
| DVA          | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 0        | 0%        |
| DWD          | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 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%        |
| 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         | 0                    | 0                                       | 0%         | 0        | 0%  | 0   | 0% | 0                         | 0%    | 0     | 0%   | 0  | 0%         | 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>42</b>            | <b>33</b>                               | <b>79%</b> |          |     |     |    |                           |       |       |      | <b>8</b>                                       | <b>19%</b> | <b>1</b> | <b>2%</b> |

~Total Veterans and AA Group individual appointments who 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 appointments that did not identify as Veteran and/or AA Group (~ + \* + ^ = Total Appointments).

**Table 5  
Non-Veteran and Non-AA Group Hires by Agency: July 1, 2018-June 30, 2019  
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       | 1           | 0                                  | 0%         | 1                                       | 100%      | 0                                   | 0%         | 0   | 0%         |
| BPDD         | 0           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 0   | 0%         |
| DATCP        | 35          | 9                                  | 26%        | 3                                       | 9%        | 16                                  | 46%        | 7   | 20%        |
| DCF          | 14          | 4                                  | 29%        | 2                                       | 14%       | 5                                   | 36%        | 3   | 21%        |
| DFI          | 11          | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 11  | 100%       |
| DHA          | 1           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 1   | 100%       |
| DHS          | 216         | 46                                 | 21%        | 19                                      | 9%        | 68                                  | 31%        | 83  | 38%        |
| DMA          | 38          | 7                                  | 18%        | 1                                       | 3%        | 14                                  | 37%        | 16  | 42%        |
| DNR          | 112         | 13                                 | 12%        | 9                                       | 8%        | 53                                  | 47%        | 37  | 33%        |
| DOA          | 57          | 18                                 | 32%        | 2                                       | 4%        | 27                                  | 47%        | 10  | 18%        |
| DOC          | 557         | 2                                  | 0.4%       | 2                                       | 0.4%      | 3                                   | 0.5%       | 550   | 98%        |
| DOJ          | 21          | 9                                  | 43%        | 3                                       | 14%       | 4                                   | 19%        | 5   | 24%        |
| DOR          | 43          | 6                                  | 14%        | 5                                       | 12%       | 18                                  | 42%        | 14  | 33%        |
| DOT          | 94          | 2                                  | 2%         | 2                                       | 2%        | 14                                  | 15%        | 76  | 81%        |
| DPI          | 17          | 7                                  | 41%        | 3                                       | 18%       | 6                                   | 35%        | 1   | 6%         |
| DSPS         | 17          | 6                                  | 35%        | 1                                       | 6%        | 3                                   | 18%        | 7   | 41%        |
| DVA          | 23          | 2                                  | 9%         | 1                                       | 4%        | 18                                  | 78%        | 2   | 9%         |
| DWD          | 39          | 0                                  | 0%         | 0                                       | 0%        | 39                                  | 100%       | 0   | 0%         |
| ECB          | 1           | 0                                  | 0%         | 0                                       | 0%        | 1                                   | 100%       | 0   | 0%         |
| ELE          | 0           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 0   | 0%         |
| ETF          | 8           | 1                                  | 12.5%      | 0                                       | 0%        | 4                                   | 50%        | 3   | 37.5%      |
| ETH          | 1           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 1   | 100%       |
| HEAB         | 0           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 0   | 0%         |
| OCI          | 6           | 0                                  | 0%         | 0                                       | 0%        | 4                                   | 67%        | 2   | 33%        |
| OSPD         | 3           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 3   | 100%       |
| PSC          | 4           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 4   | 100%       |
| TOUR         | 1           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 1   | 100%       |
| WERC         | 0           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 0   | 0%         |
| WHS          | 3           | 3                                  | 100%       | 0                                       | 0%        | 0                                   | 0%         | 0   | 0%         |
| WTCSB        | 0           | 0                                  | 0%         | 0                                       | 0%        | 0                                   | 0%         | 0   | 0%         |
| <b>TOTAL</b> | <b>1323</b> | <b>135</b>                         | <b>10%</b> | <b>54</b>                               | <b>4%</b> | <b>297</b>                          | <b>22%</b> | <b>837</b>                                  | <b>62%</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          | 0        | 0                                  | 0%           | 0                                       | 0%         | 0                                   | 0%        | 0   | 0%           |
| 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          | 1        | 0                                  | 0%           | 1                                       | 100%       | 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          | 4        | 1                                  | 25%          | 3                                       | 75%        | 0                                   | 0%        | 0   | 0%           |
| DOR          | 0        | 0                                  | 0%           | 0                                       | 0%         | 0                                   | 0%        | 0   | 0%           |
| DOT          | 2        | 0                                  | 0%           | 0                                       | 0%         | 0                                   | 0%        | 2   | 100%         |
| DPI          | 0        | 0                                  | 0%           | 0                                       | 0%         | 0                                   | 0%        | 0   | 0%           |
| DSPS         | 1        | 0                                  | 0%           | 0                                       | 0%         | 0                                   | 0%        | 1   | 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%           |
| 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         | 0        | 0                                  | 0%           | 0                                       | 0%         | 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>8</b> | <b>1</b>                           | <b>12.5%</b> | <b>4</b>                                | <b>50%</b> | <b>0</b>                            | <b>0%</b> | <b>3</b>                                    | <b>37.5%</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                           |
| 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                |



