

State of Wisconsin
Workforce &
Affirmative Action Report
Fiscal Year 2010





OSER's Mission Statement

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

OSER's Vision Statement

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

State of Wisconsin

Workforce & Affirmative Action Report Fiscal Year 2010

**Workforce Statistics and Analysis
Covering Primarily the Permanent Classified Workforce
in the Executive Branch of Wisconsin State Government
at the close of Fiscal Year 2010 (June 2010),
and including Affirmative Action statistics for Fiscal Years 2009 and 2010**

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Special thanks to:

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

2010 Workforce Planning & Affirmative Action Report

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Scott Walker, Governor

Gregory L. Gracz, Director

SERVING PEOPLE
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<http://oser.state.wi.us>

Dear Reader:

It is my pleasure to present the Workforce and Affirmative Action Report for Fiscal Year 2010.

This Report is intended to serve the following purposes:

- Satisfy the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature on affirmative action statistics, accomplishments, goals, and recommended actions for fiscal years 2009 and 2010;
- Provide a historical reference almanac on classified state employee demographics as of June 2010, and how they changed in the ten years since 2000; and
- Serve as a strategic planning tool for managing the state's permanent classified workforce, through reporting on hiring, turnover, retirement eligibility, and workforce trends, at both the agency and enterprise level.

This Report documents the permanent classified workforce, for the most part excluding unclassified, temporary, judicial, legislative, and higher education employees in the University of Wisconsin System. There are two primary reasons for this limited scope. The first reason is that permanent classified employees are the stable "career" workforce in the executive branch for carrying out the programs established by the governor and legislature. The second reason is data availability. There is no statewide human resources information system, and affirmative action-related data is not reliably obtained for unclassified and temporary positions. This Report relies on the Department of Administration's Personnel Management Information System, which encompasses the executive branch and the classified employees of the UW System.

We hope you will find this Report a useful resource as we work together to ensure state government provides excellent and cost-effective service to the citizens of Wisconsin.

Sincerely,

Gregory L. Gracz
Director

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2010 WORKFORCE PLANNING AND AFFIRMATIVE ACTION REPORT

STATISTICAL HIGHLIGHTS

Profile of the Permanent Classified Workforce - June 2010 compared with June 2000

	2010	2000
Count of job classifications for the classified service	1,725	2,334
Number of full-time-equivalent permanent classified employees	38,191.3	37,651.0
Headcount of permanent classified employees	39,406	39,000
Percentage represented by a labor union	85.3%	84.9%
Percentage categorized as overtime-exempt under FLSA (Supervisory, Professional, or Administrative employees)	37.3%	36.5%
Average age	47.1	44.5
Average years of state service	14.1	13.1
Percentage with single state health insurance coverage	26.5%	25.9%
Percentage with family state health insurance coverage	65.1%	63.0%
Average annualized full-time salary based on hourly rate	\$49,339	\$35,701
Median annualized full-time salary based on hourly rate	\$45,535	\$32,817
Percent racial/ethnic minorities	10.4%	7.9%
Percent women	51.3%	51.4%
Percent persons with disabilities ²	5.1%	8.5%
New hires into permanent classified positions in fiscal year	1,748	3,133
Annual Turnover Rate - turnover rates exclude UW System, for which data is unavailable		
Rate of retirements from state service	3.3%	2.5%
Rate of voluntary separations (non-retirement) and deaths	2.1%	4.9%
Rate of involuntary discharges	0.5%	0.8%
Rate of layoffs	0.2%	0.3%
Total rate of all separations from state service	6.1%	8.5%
Percent eligible for normal retirement ¹ immediately	9.2%	3.0%
Percent eligible for normal retirement ¹ within 5 years	25.2%	13.6%
Percent eligible for normal retirement ¹ within 10 years	43.6%	32.2%

¹Retirement with no actuarial age reduction factor. See definition of "normal retirement" in the glossary.

²Disabilities are self-reported by individuals.

EXECUTIVE SUMMARY

This Report serves several purposes:

- It provides workforce statistics and goals on an agency-by-agency basis.
- It provides statutorily mandated affirmative action reporting for fiscal years 2009 and 2010.
- It illuminates the demographic characteristics of the permanent classified workforce as of June 2010 and makes comparisons with the workforce in June 2000, ten years earlier.
- It quantifies certain personnel transactions that occurred during fiscal year 2010.
- It analyzes the potential for employee retirements now and in the near future.

Scope of Report

This Report focuses on the 39,000-plus employees making up the permanent classified workforce in the executive branch of state government, which is the core workforce for carrying out the operations and programs for executive branch state agencies. The data reflects filled positions, i.e., persons working and receiving pay, and does not address authorized but vacant positions.

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

- Elected officials
- Employees of the legislature
- Employees of the state judicial system
- Appointees in the unclassified service such as agency heads and other executives
- State prosecutor and public defender attorneys, which are in the unclassified service
- Limited term and project employees
- Higher education employees in the unclassified service such as faculty, academic staff, research and student assistants
- Employees of state authorities

Data Sources and Limitations

Data for the permanent classified workforce is drawn from the Personnel Management Information System (PMIS) maintained by the state budget office. Although data for classified employees in the UW System is merged into PMIS, some UW information is not available. As a result, all descriptions of employee turnover in this Report exclude UW System due to lack of UW data.

Composition of the Permanent Classified Workforce

At the end of fiscal year (FY) 2010, the state employed 38,191 full-time-equivalent permanent classified employees, representing a decrease of 334 employees from the end of FY 2008, but an increase of 540 employees from the end of FY 2000. Most agencies have fewer employees than in the year 2000, but a few agencies have grown considerably, particularly the Departments of Corrections and Veterans Affairs, and the UW System.

The average age of an employee continued to increase, reaching 47.1 years at the end of FY 2010. Many sizeable agencies had an average age greater than 50, the largest of these being the Department of Workforce Development. The average years of state service also continued to increase, reaching 14.1 years at the end of FY 2010. Three agencies averaged more than 20 years

of service per employee: the Technical College System Board, the Public Service Commission, and the Employment Relations Commission.

The number of employees in administrative support bargaining unit positions continued to decrease, with a decrease of 1,247 such employees, or minus 18%, in the last ten years. By contrast, the number of employees in the security and public safety bargaining unit (mainly Correctional Officers, Correctional Sergeants, and Probation & Parole Agents) continued to increase, with an increase of 1,437, or 30%, in the last ten years.

State employees continue to live and work in every Wisconsin county.

Rounding individual pay rates to the nearest dollar, the most common pay rate among permanent classified state employees was \$15 per hour. The next five most common pay rates were from \$16 to \$20 per hour.

Affirmative Action and Equal Employment Opportunity

The percentage of racial/ethnic minorities among state employees continues to increase, reaching 10.4% at the end of FY 2010, up from 9.9% at the end of FY 2008 and 7.9%, at the end of FY 2000. However, the 10.4% employment of minorities in the state civil service is less than the estimated 12.8% minority composition of the general Wisconsin labor force. In the populous Eastern region of Wisconsin, 25.1% of state employees are minorities, compared with 23.8% minorities in the Eastern region labor force. Statewide, the largest gap between state employment and the general labor force is for minority men, who represent 4.6% of the state workforce compared to 6.9% of the labor force. Minority women are employed at 5.8% of state employees compared to 5.9% of the labor force. Among racial/ethnic groups, Hispanics were most underrepresented among state employees, at 2.6%, compared to 4.2% in the labor force.

In the past ten years, out of fifty total job groups, nine job groups have registered a statistically significant increase in racial/ethnic minorities. These are: Administrative Support - General, Agricultural and Natural Resources Technicians, Claims Determination and Collections - Professionals and Supervisors, Fiscal and Related Professionals and Supervisors, General Laborers, Management Information Professionals and Supervisors, Personal Care Aides, Program Support Professionals and Supervisors and Technicians - Health Care and Related. No job group had a statistically significant decrease in racial/ethnic minorities.

The percentage of women in the classified workforce has remained consistent at a little over 51% during the past ten years. This has occurred even as the number of women-dominated administrative support jobs greatly decreased, offset by the increased percentage of women in professional state job groups. In all, over the past ten years, seven job groups (Agricultural and Natural Resources Technicians, Fiscal and Related Professionals and Supervisors, Human Resources Professionals and Supervisors, Natural Resources Professionals and Supervisors, Program Support Professionals and Supervisors, Psychologists and Social Services Professionals and Supervisors) registered a statistically significant increase in the percentage of women, compared to three job groups (General Clerical Occupations, Management Information Professionals and Supervisors and Technicians – Health Care and Related) registering a statistically significant decrease.

The percentage of classified employees with a self-reported disability continues to decline, down to 5.1% from 5.8% at the end of FY 2008 and 8.5% at the end of FY 2000. This trend is of particular interest because the average age of employees has increased during that same period, and increased age is typically correlated with a higher probability of having a disability. Further

research is needed to determine the cause(s) for the declining percentage of employees reporting disabilities.

Racial/ethnic minorities made up 10.2% of all non-UW classified employees, but accounted for 26.2% of discharges of employees with permanent status and 16.9% of voluntary separations. Also, racial/ethnic minorities made up 14.5% of all non-UW classified employee new hires, but accounted for 24.4% of discharges while on probation. This same general pattern is identifiable in past reports going back many years. The reasons for this pattern have not been identified.

Personnel Transactions and Separations from State Service

In fiscal year 2010, there were 1,748 new hires into permanent classified positions. This was 41% fewer new hires than in fiscal year 2008, reflecting both the shrinking of the classified workforce and the decreased rate of turnover. There were new hires at every age from 18 through 66, with a median age of 36.

Of 973 retirements (not including the UW System) the median age was 60 years. The single most common age at retirement was 62 years, which is the age for early Social Security retirement. The next two most common retirement ages were 60 and 55, the latter being the earliest retirement age for most state employees.

Turnover, defined as separation from state service, decreased in fiscal year 2010 for the fifth consecutive year, to a 6.1% annual rate. However, the rate of retirements jumped to 3.3%, which was the highest rate in at least ten years. The increase in retirements was more than offset by the decrease in non-retirement separations to a rate of just 2.8%. This was the first time in at least ten years that retirements exceeded non-retirement separations.

Retirement Eligibility

Note: The accuracy of retirement eligibility data in this Report is limited by the fact that some employees have creditable service toward retirement earned outside of state service that is not 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.

As of June 2010, 9.2% of the workforce, or more than 3,600 classified employees, were eligible for normal retirement under the Wisconsin Retirement System. This percentage is up from 7.6% retirement-eligible in June 2008, even after the increase in the rate of retirements in fiscal year 2010 noted in the previous section. Projecting five years forward, over 25% of June 2010 employees will attain eligibility for normal retirement by June 2015. Among sizeable state agencies, the Technical College System Board had 24% of its workforce already eligible for retirement, and 44% by June 2015. The Public Service Commission will have 42% of its June 2010 employees retirement-eligible by June 2015, and the Department of Financial Institutions will have 38% attaining retirement eligibility.

Among sizeable non-executive job groups, classified attorneys had the highest percentage already eligible for retirement, at 17%. Projecting forward to June 2015, 35% of these same attorneys will attain retirement eligibility. Other groups with high rates of retirement eligibility within five years include:

- 39% of Purchasing Professionals & Supervisors
- 36% of Doctors, Dentists, and Veterinarians

33% of Administrative Support-General
33% of Environmental Specialists & Supervisors
33% of Management Information Technicians
33% of Real Estate Technicians, Professionals & Supervisors
32% of Inspectors & Investigators-Materials & Structures

Conclusion

At the end of fiscal year 2010, it appeared that the single greatest challenge for workforce planning was the aging workforce with the likelihood of high rates of retirements in the near future. Before this Report was published, the new administration under Governor Scott Walker, along with the state legislature, instituted significant changes in the conditions of state employment, particularly with respect to collective bargaining rights and pension and health insurance benefits, which prompted historically high interest in retirement, and will likely alter employee demographics significantly in the near future. Agencies are managing succession and knowledge retention and transfer. For affirmative action, the greatest challenges remain the same as those identified in the previous report: (1) reaching out to the growing Hispanic labor force, (2) improving the retention rate of minority employees, and (3) exploring the reasons for the reduced number of employees reporting disabilities.

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Section 1

AGENCY WORKFORCE SUMMARIES

This Section provides one-page summaries for each state agency with at least 35 permanent classified employees. (The University of Wisconsin System is excluded, primarily because the majority of its workforce consists of unclassified faculty, academic staff, and student assistants, who are not considered in this Report.)

The agency summaries on the following pages include:

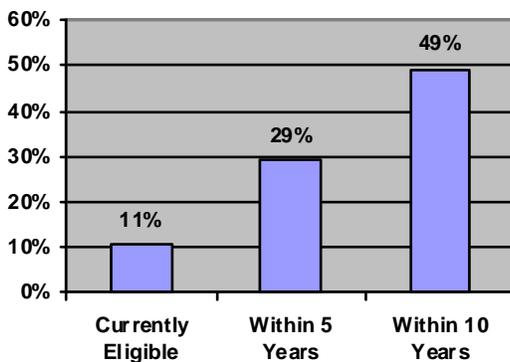
- Employee demographics,
- Turnover experience in fiscal years 2009 and 2010 (with turnover including only those who left state service, not those who left the agency for other state agencies),
- Classifications with the most new hires in fiscal years 2009 and 2010,
- The eligibility of its employees for retirement now and in the near future,
- Critical hiring needs, and
- Identification of areas where the employment of persons in affirmative action target groups falls short of their availability in the labor force (technically referred to as “underutilization”).

Department of Administration

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	876
Full-time-equivalent employees	862.4
Average years of service	16.1
Average age of employees	50.2
Percent racial/ethnic minorities	7.8%
Percent women	39.2%
Percent persons with disabilities*	9.8%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	4.5%
Percent represented by a labor union	68.2%
Percent overtime-eligible per FLSA	30.8%
Percent in Executive/Management position	12.1%
Percent in Supervisory position (but not considered Executive/Management)	11.2%

Eligibility for Normal Retirement as of June 2010



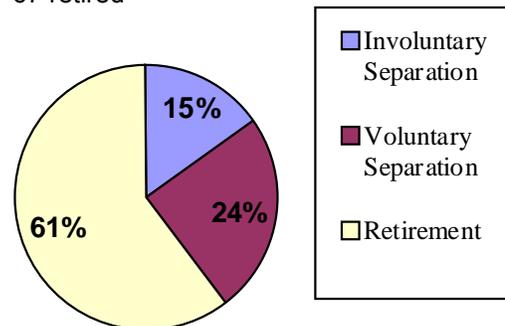
Separations from State Service

Fiscal Years 2009 and 2010 Combined

- 111 classified employees left DOA and separated from state service
- 5.9% annual rate of separations

Of these separations:

- 17 left involuntarily (discharge, layoff, death, work-related disability)
- 27 left by voluntary separation from state service
- 67 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 5 - IS Enterprise Technical Services Specialist
- 4 - Police Officer
- 3 - Community Services Technician
- 3 - Engineering Specialist Management

Critical Hiring Needs for DOA:

Accountant
 Accountant (DOA GAAP) MGT
 Accountant – Advanced
 Accountant - Journey
 Capital Finance Officer
 Construction Rep – Journey
 Facilities maintenance Specialist – Advanced
 HVAC/Refrigeration Specialist - Advanced
 IS Enterprise Network Specialist/Consultant
 IS Enterprise Systems Development Services CN/ADM
 IS Enterprise Technical Services CNS/ADM
 IS Enterprise Technical Services Specialist
 Payroll & Benefits Program Officer
 Police Officer
 Power Plant Operator – In Charge
 Power Plant Operator - Senior

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities & Females
 Architects & Engineers - Minorities & Females
 Attorneys - Minorities & Females
 Fiscal & Related Professionals & Supervisors - Minorities
 Inspectors & Investigators - Products & Services - Minorities
 Law Enforcement & Public Safety - Minorities & Females
 Management Information Professionals & Supvs - Minorities
 Program Support Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

Clerks - Shipping, Storage, & Related - Females (Southern)
 Construction Trades - Minorities & Females (Southern)

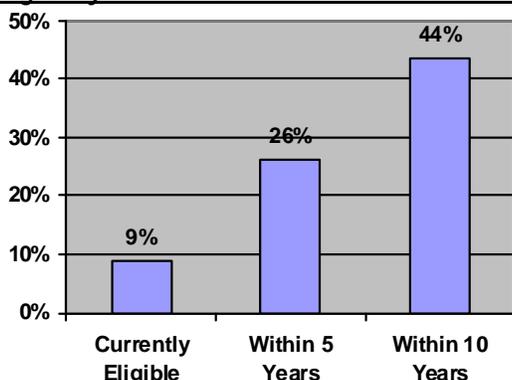
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Agriculture, Trade, and Consumer Protection

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	499
Full-time-equivalent employees	484.5
Average years of service	16.0
Average age of employees	49.1
Percent racial/ethnic minorities	4.2%
Percent women	45.9%
Percent persons with disabilities*	9.0%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	79.2%
Percent overtime-eligible per FLSA	48.7%
Percent in Executive/Management position	6.6%
Percent in Supervisory position (but not considered Executive/Management)	11.2%

Eligibility for Normal Retirement as of June 2010

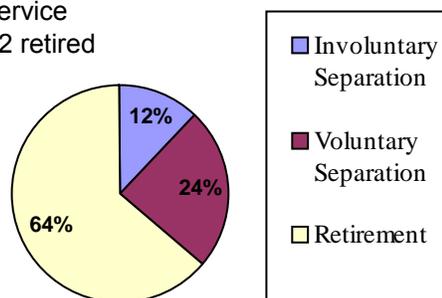


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 66 classified employees left DATCP and separated from state service
- 6.3% annual rate of separations

Of these separations:

- 8 left involuntarily (discharge, layoff, death, work-related disability)
- 16 left by voluntary separation from state service
- 42 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 7 – Meat Safety Inspector-Entry
- 4 – Plant Pest & Disease Specialist
- 2 – Communications Specialist-Senior
- 2 – Economic Development Consultant
- 2 – Food Safety Inspector-Entry
- 2 – Consumer Specialist 1
- 2 – Consumer Complaint Program Associate

Critical Hiring Needs for DATCP:

Agricultural Auditor	Hydrogeologist – Advanced
Agricultural Engineer – Sr. & Adv.	IS Consultant – Management
AH Compliance Specialists	IS Systems Development Svcs- Specialist & Consultant
AH Inspectors	IT Manager
Chemist Supervisor	Lab Evaluation Officer
Chief, Regulation and Safety	Management Information Chief
Consumer Complaint Supervisor	Meat Compliance
Contract Specialist - Advanced	Meat Consultant
Director of Lab Services	Metrologist
Economist 4	Natural Resources Program Mgr.
Environmental Analysis and Review Specialist – Senior	PA Supervisor
Environmental Enforcement Spec. and Supervisor	Payroll Program Supervisor
Food and Meat Inspectors	Plant Pest & Disease Specialist
Food Scientists	Produce Inspector
Fruit & Vegetable Program Mgr.	Science Management Supervisor
Grain Operations Manager	Veterinarian
Grain weighing Technician	Waste Management Specialist
Human Resources Manager	Weights and Measures Inspector

Affirmative Action and EEO Planning

Underutilized Statewide Job Groups

- Administrators – Senior Executives – Minorities
- Environmental Specialists & Supv – Minorities
- Management Information Prof & Supv – Minorities
- Natural Resources Prof & Supv – Minorities
- Science Prof & Supv – Minorities
- Inspectors & Investigators Products & Service – Minorities
- Attorneys Prof & Supv – Minorities

Underutilized Regional Job Groups

- Administrative Support – General – Minorities (Southern)

Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Children & Families

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	581
Full-time-equivalent employees	569.2
Average years of service	12.8
Average age of employees	48.1
Percent racial/ethnic minorities	17.9%
Percent women	77.5%
Percent persons with disabilities*	3.3%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	75.9%
Percent overtime-eligible per FLSA	15.3%
Percent in Executive/Management position	4.3%
Percent in Supervisory position (but not considered Executive/Management)	15.3%

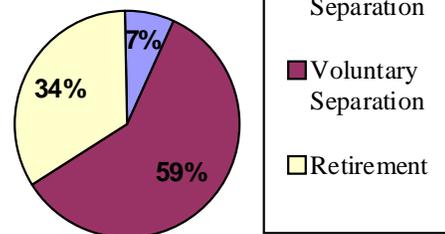
Separations from State Service

Fiscal Years 2009 and 2010 Combined

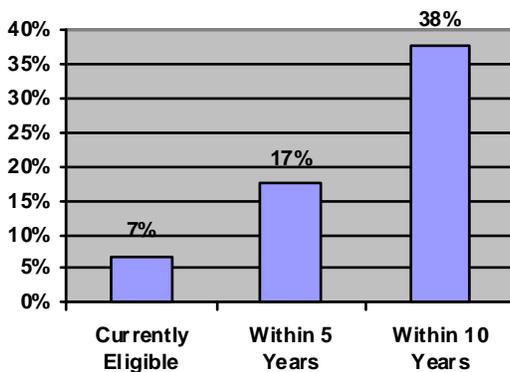
- 88 classified employees left DCF and separated from state service
- 7.8% annual rate of separations

Of these separations:

- 6 left involuntarily (discharge, layoff, death, work-related disability)
- 52 left by voluntary separation from state service
- 30 retired



Eligibility for Normal Retirement as of June 2010



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 38 - Social Worker-Advanced
- 17 - Social Worker
- 5 - Area Administrator
- 5 - Child Protective Services Manager

Critical Hiring Needs for DCF:

Social Worker

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
 Program Support Professionals & Supervisors - Minorities
 Management Information Professionals & Supervisors - Minorities
 Doctors, Dentists, & Veterinarians - Females
 Patient Care Professional & Supervisors - Minorities
 Librarians, Archivists, & Curators - Minorities & Females
 Social Services Professionals & Supervisors - Minorities
 Attorneys - Minorities
 Public Information & Media Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

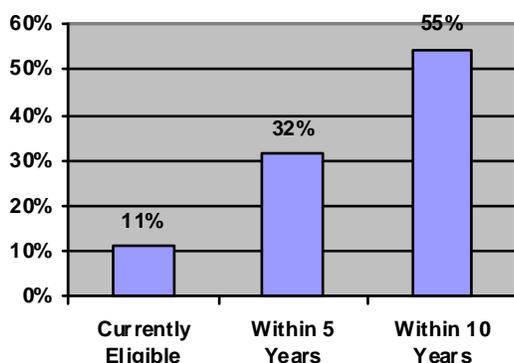
Administrative Support - General - Minorities (Western & Northern)
 General Clerical Occupations - Minorities (Southern, Northern, & Central)

Department of Commerce

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	323
Full-time-equivalent employees	316.8
Average years of service	16.4
Average age of employees	52.2
Percent racial/ethnic minorities	8.7%
Percent women	38.1%
Percent persons with disabilities*	18.0%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	78.6%
Percent overtime-eligible per FLSA	47.1%
Percent in Executive/Management position	12.4%
Percent in Supervisory position (but not considered Executive/Management)	5.9%

Eligibility for Normal Retirement as of June 2010

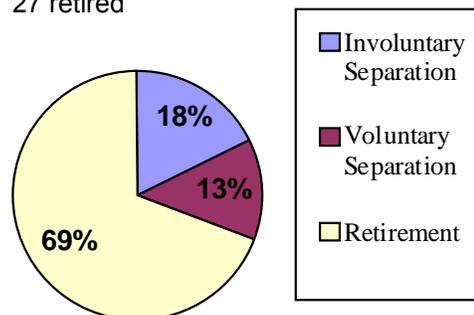


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 39 classified employees left Commerce and separated from state service
- 5.7% annual rate of separations

Of these separations:

- 7 left involuntarily (discharge, layoff, death, work-related disability)
- 5 left by voluntary separation from state service
- 27 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 2 - Community Services Specialist
- 2 - Petroleum System Specialist-Entry

Critical Hiring Needs for Commerce:

Boiler Safety inspector Advanced
 Budget and Planning Analyst Advanced - Division
 Building Inspector
 Engineering Consultant Building
 Engineering Consultant Fire Suppression
 Environmental Health Specialist Advanced (Industrial Hygienist)
 Financial Manager
 Grants Supervisor
 License Permit Program Associate
 Management Information Chief
 Occupational Safety Inspector 3
 POWTS Plan Reviewer
 Plumbing Consultant

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Inspectors & Investigators - Materials & Structures - Minorities & Females
 Architects & Engineers - Females
 Science Professionals & Supervisors - Minorities
 Social Services Professionals & Supervisors - Minorities
 Public Information & Media Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

Construction Trades – Minorities & Females (Southern)

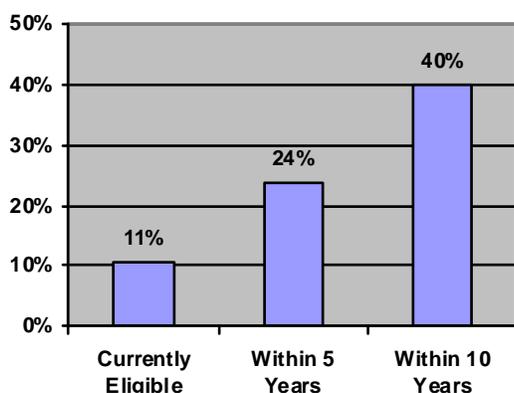
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Corrections

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	10,070
Full-time-equivalent employees	9,891.4
Average years of service	12.2
Average age of employees	43.8
Percent racial/ethnic minorities	9.3%
Percent women	41.8%
Percent persons with disabilities*	3.0%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	65.2%
Percent represented by a labor union	88.2%
Percent overtime-eligible per FLSA	77.5%
Percent in Executive/Management position	1.0%
Percent in Supervisory position (but not considered Executive/Management)	8.6%

Eligibility for Normal Retirement as of June 2010

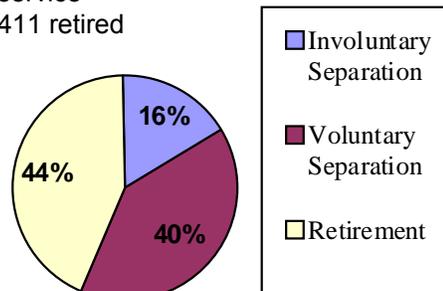


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 938 classified employees left DOC and separated from state service
- 4.7% annual rate of separations

Of these separations:

- 153 left involuntarily (discharge, layoff, death, work-related disability)
- 374 left by voluntary separation from state service
- 411 retired



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 409 - Correctional Officer
- 80 - Probation & Parole Agent
- 43 - Teacher
- 37 - Nurse Clinician 2
- 33 - Social Worker-Corrections
- 29 - Psychological Associate
- 27 - Licensed Practical Nurse

Critical Hiring Needs for DOC:

Advanced Practice Nurse Prescriber/Supervisor
Buildings and Grounds Supervisors/Superintendents
Chaplain
Correctional Officers and Sergeants
Corrections Communications Operators and Supervisors
Corrections Food Service Leaders
Electronics Technician Security
Facilities Maintenance Specialist
HVAC/Refrigeration Specialist - Advanced
IS Classifications
Payroll and Benefits Classifications
Power Plant Operator Classifications
Program Support Supervisor - Corrections
Psychologist Classifications
Security Director

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Program Support Professionals & Supervisors - Minorities
Human Resources Professionals & Supervisors - Minorities
Science Professionals & Supervisors - Minorities
Teachers & Education Professionals & Supv - Minorities & Females
Librarians, Archivists, & Curators - Minorities & Females
Psychologists - Minorities & Females
Social Services Professionals & Supervisors - Minorities
Technicians - Health Care & Related - Minorities & Females
Doctors, Dentists, & Veterinarians - Minorities & Females
Corrections Occupations - Females

Underutilized Regional Job Groups

Mechanical Equip, Construction, & Repair - Minorities & Females
(Central & Western)
Food Production & Service - Minorities (Eastern, Southern & Western) & Females (Southern)

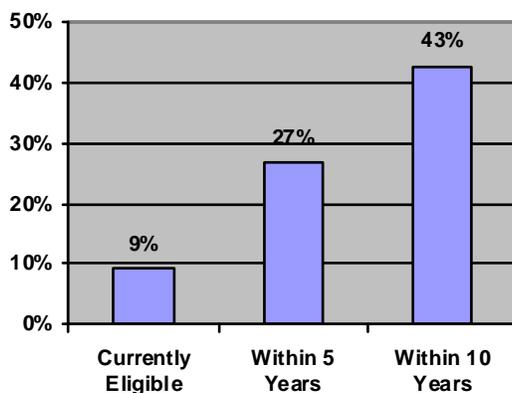
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Employee Trust Funds

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	208
Full-time-equivalent employees	202.8
Average years of service	14.4
Average age of employees	48.6
Percent racial/ethnic minorities	14.4%
Percent women	61.5%
Percent persons with disabilities*	10.1%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	73.6%
Percent overtime-eligible per FLSA	41.3%
Percent in Executive/Management position	6.3%
Percent in Supervisory position (but not considered Executive/Management)	11.1%

Eligibility for Normal Retirement as of June 2010

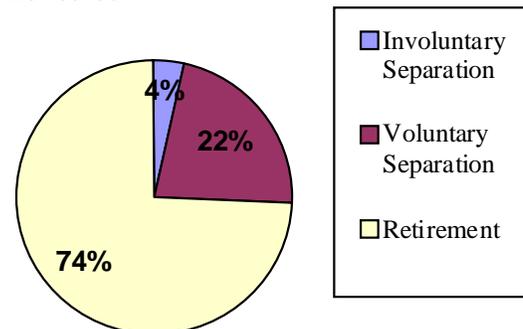


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 27 classified employees left ETF and separated from state service
- 6.5% annual rate of separations

Of these separations:

- 1 left involuntarily (discharge, layoff, death, work-related disability)
- 6 left by voluntary separation from state service
- 20 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 6 - Trust Funds Specialist
- 4 - Trust Funds Assistant 2
- 2 - Accountant
- 2 - Publications Editor 3
- 2 - IS Systems Development Services Professional

Critical Hiring Needs for ETF:

Administrative Managers
Accountants
Auditors
Financial Managers
IS Development Services series
Management Information
Trust Funds Directors

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
Management Information Professionals & Supervisors - Minorities
Program Support Professionals & Supervisors - Minorities
Librarians, Archivists, & Curators - Minorities & Females
Attorneys - Minorities
Public Information and Media Professionals & Supv - Minorities

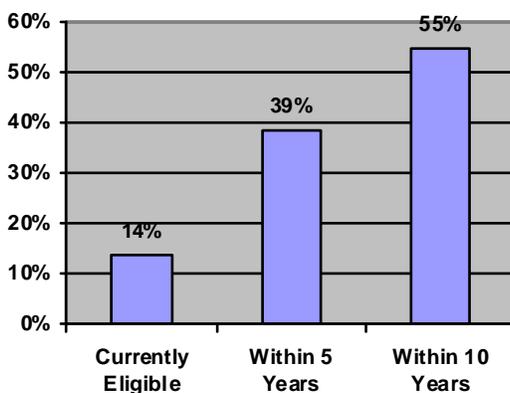
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Financial Institutions

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	117
Full-time-equivalent employees	115.7
Average years of service	18.8
Average age of employees	50.2
Percent racial/ethnic minorities	7.7%
Percent women	58.1%
Percent persons with disabilities*	6.8%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	78.6%
Percent overtime-eligible per FLSA	34.2%
Percent in Executive/Management position	10.3%
Percent in Supervisory position (but not considered Executive/Management)	7.7%

Eligibility for Normal Retirement as of June 2010

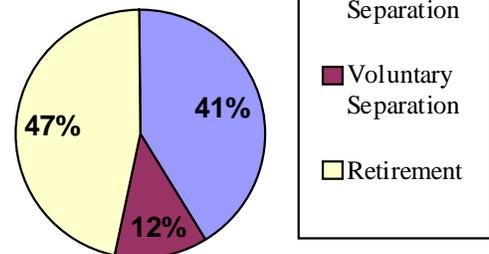


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 17 classified employees left DFI and separated from state service
- 6.9% annual rate of separations

Of these separations:

- 7 left involuntarily (discharge, layoff, death, work-related disability)
- 2 left by voluntary separation from state service
- 8 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 6 - Financial Examiner
- 1 - Office Management Specialist
- 1 - IS Business Automation Senior
- 1 - IS Systems Development Services Specialist

Critical Hiring Needs for DFI:

Financial Examiners (*In Banking and Credit Unions*)

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators – Senior Executives - Minorities
 Fiscal & Related Professionals & Supervisors - Minorities
 Program Support Professionals & Supervisors - Minorities
 Management Information Professionals & Supervisors - Minorities
 Attorneys - Minorities
 Public Information & Media Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Southern)

Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Health Services

Profile of the Classified Workforce as of June 2010

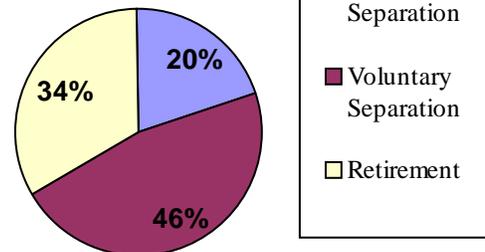
Count of permanent classified employees	5,388
Full-time-equivalent employees	5,139.2
Average years of service	13.2
Average age of employees	46.4
Percent racial/ethnic minorities	13.6%
Percent women	65.0%
Percent persons with disabilities*	3.2%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	12.3%
Percent represented by a labor union	86.3%
Percent overtime-eligible per FLSA	57.2%
Percent in Executive/Management position	2.1%
Percent in Supervisory position (but not considered Executive/Management)	9.3%

Separations from State Service Fiscal Years 2009 and 2010 Combined

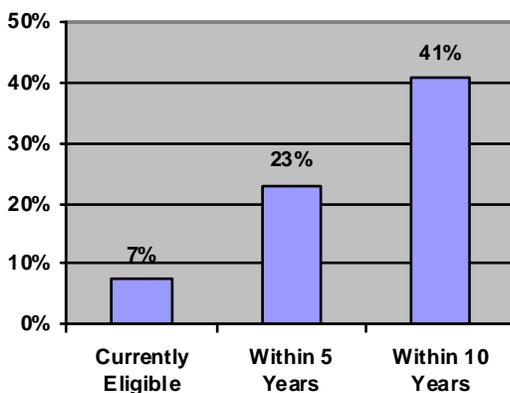
- 912 classified employees left DHS and separated from state service
- 8.3% annual rate of separations

Of these separations:

- 184 left involuntarily (discharge, layoff, death, work-related disability)
- 418 left by voluntary separation from state service
- 310 retired



Eligibility for Normal Retirement as of June 2010



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 262 - Resident Care Technician 1
- 59 - Psychiatric Care Technician
- 41 - Nurse Clinician 2
- 35 - Disability Determination Specialist-Entry
- 31 - Human Services Program Coordinator-Senior
- 14 - Human Services Program Coordinator

Critical Hiring Needs for DHS:

Human Resources - Specialist and Payroll/Benefits
 Nuclear Engineers
 Nurse Clinicians
 Resident Care Technicians
 Psychiatric Care Technicians
 Social Workers
 Supervisory, Managerial and underutilized positions

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
 Management Information Professionals & Supervisors - Minorities
 Dietitians & Nutritionists - Minorities
 Health Therapists - Minorities
 Claims Determination & Collections - Professionals & Supervisors - Minorities
 Corrections Occupations - Minorities & Females
 Law Enforcement & Public Safety - Minorities & Females
 Inspectors & Investigators - Products & Services - Minorities
 Human Resources Professionals & Supervisors - Minorities
 Technicians - Health Care & Related - Females

Underutilized Regional Job Groups

Administrative Support - General - Minorities (Central & Southern)
 Food Production & Food Service - Minorities (Eastern)

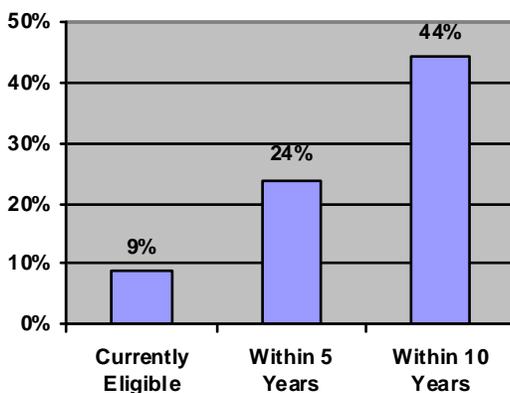
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Justice

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	520
Full-time-equivalent employees	507.6
Average years of service	15.1
Average age of employees	47.0
Percent racial/ethnic minorities	10.6%
Percent women	56.2%
Percent persons with disabilities*	5.0%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	16.3%
Percent represented by a labor union	86.7%
Percent overtime-eligible per FLSA	51.7%
Percent in Executive/Management position	2.9%
Percent in Supervisory position (but not considered Executive/Management)	6.7%

Eligibility for Normal Retirement as of June 2010

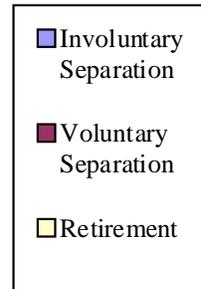
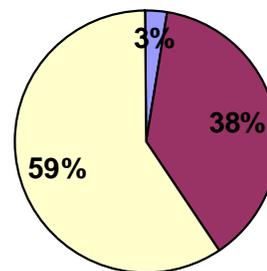


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 74 classified employees left DOJ and separated from state service
- 6.7% annual rate of separations

Of these separations:

- 2 left involuntarily (discharge, layoff, death, work-related disability)
- 28 left by voluntary separation from state service
- 44 retired



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 11 - Attorney
- 5 - DNA Analyst
- 4 - DNA Analyst-Senior
- 4 - Legal Secretary
- 3 - Consumer Protection Investigator 3

Critical Hiring Needs for DOJ:

- Criminal Investigator Director
- Crime Victim Claims Specialists
- Experienced Attorneys (multiple disciplines)
- Experienced Consumer Protection Investigators
- Experienced Consumer Protection Supervisor
- Experienced Forensic Scientists (multiple disciplines)
- Experienced Forensic Scientists Sups (multiple disciplines)
- IT Professionals (Network and Data Services)
- Special Agent
- Special Agent in Charge

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

- Administrator- Senior Executives - Minorities
- Attorneys – Minorities
- Management Information Professionals & Supv – Minorities
- Science Professionals & Supervisors – Minorities
- Law Enforcement & Public Safety – Minorities & Females
- Laboratory Technicians – Minorities
- Program Support Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

- General Clerical Occupations – Minorities (Southern)

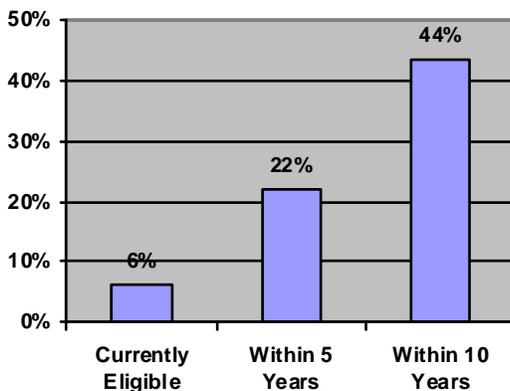
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Military Affairs

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	392
Full-time-equivalent employees	387.5
Average years of service	11.5
Average age of employees	47.0
Percent racial/ethnic minorities	2.3%
Percent women	26.3%
Percent persons with disabilities*	10.7%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	25.8%
Percent represented by a labor union	84.9%
Percent overtime-eligible per FLSA	71.2%
Percent in Executive/Management position	1.5%
Percent in Supervisory position (but not considered Executive/Management)	9.9%

Eligibility for Normal Retirement as of June 2010

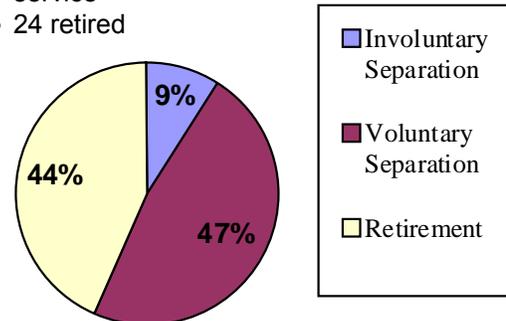


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 55 classified employees left DMA and separated from state service
- 7.2% annual rate of separations

Of these separations:

- 5 left involuntarily (discharge, layoff, death, work-related disability)
- 26 left by voluntary separation from state service
- 24 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 10 - Fire/Crash Rescue Specialist 2
- 7 - Fire/Crash Rescue Specialist 1
- 5 - Emergency Government Specialist
- 5 - Facilities Maintenance Specialist
- 4 - Military Affairs Security Officer-Entry
- 4 - Military Affairs Security Officer-Objective

Critical Hiring Needs for DMA:

- Administrators – Senior Executives
- Program Support Professionals and Supervisors
- Law Enforcement and Public Safety
- Mechanical Equipment – Construction and Repair

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

- Law Enforcement & Public Safety - Minorities & Females
- Program Support Professionals & Supervisors - Minorities & Females
- Social Services Professionals & Supervisors– Minorities
- Management Information Professionals & Supervisors – Minorities
- Environmental Specialists & Supervisors - Minorities
- Administrators - Senior Executives - Minorities

Underutilized Regional Job Groups

- General Clerical Occupations - Minorities (Southern, Western, Northern, Central)
- Mechanical Equipment, Construction, & Repair - Minorities & Females (Central, Western, Eastern & Southern)

Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Natural Resources

Profile of the Classified Workforce as of June 2010

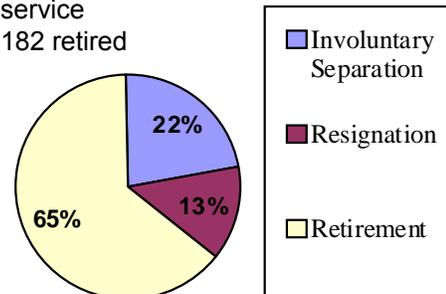
Count of permanent classified employees	2,352
Full-time-equivalent employees	2,307.7
Average years of service	17.8
Average age of employees	48.5
Percent racial/ethnic minorities	4.9%
Percent women	30.6%
Percent persons with disabilities*	6.0%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	16.5%
Percent represented by a labor union	80.1%
Percent overtime-eligible per FLSA	33.5%
Percent in Executive/Management position	4.7%
Percent in Supervisory position (but not considered Executive/Management)	12.9%

Separations from State Service Fiscal Years 2009 and 2010 Combined

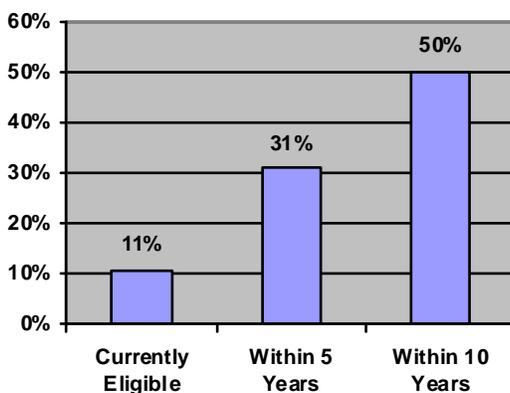
- 233 classified employees left DNR and separated from state service
- 4.8% annual rate of separations

Of these separations:

- 18 left involuntarily (discharge, layoff, death, work-related disability)
- 33 left by voluntary separation from state service
- 182 retired



Eligibility for Normal Retirement as of June 2010



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 5 - Forester-Senior
- 3 - Wildlife Technician-Advanced
- 2 - Environmental Analysis & Review Specialist, Water Resources Management Specialist-Senior, Nat Res Program Manager, Ranger-Operations, Facilities Repair Worker-Advanced, Aircraft Pilot, Fisheries Technician-Advanced, Nat Res Administrative Policy Coordinator

Critical Hiring Needs for DNR:

Conservation Warden
Forester
Natural Resources Research Scientist
Natural Resources Manager
Wastewater Specialist
Water Regulation & Zoning Engineer
Water Regulation & Zoning Specialist

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities & Females
Attorneys - Minorities
Environmental Specialists & Supervisors - Minorities
Law Enforcement & Public Safety - Minorities & Females
Management Information Professionals & Supervisors - Minorities
Natural Resources Professionals & Supervisors - Minorities
Planning & Research Professionals & Supervisors - Minorities
Program Support Professionals & Supervisors - Minorities & Females

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Central & Southern)
Administrative Support - General - Minorities (Central, Northern & Western)
Agricultural & Natural Resources Technicians - Minorities & Females
(Central, Northern, Southern & Western)

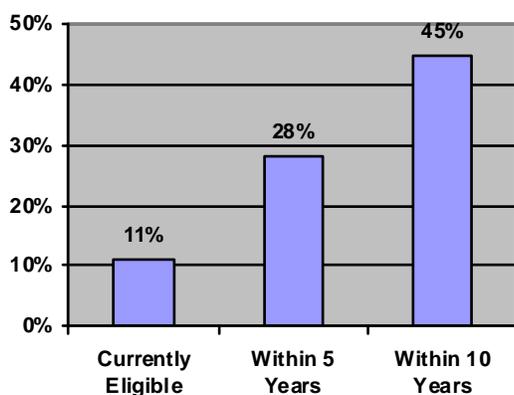
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Public Instruction

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	626
Full-time-equivalent employees	570.4
Average years of service	14.0
Average age of employees	49.1
Percent racial/ethnic minorities	8.0%
Percent women	72.8%
Percent persons with disabilities*	16.6%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	86.7%
Percent overtime-eligible per FLSA	36.9%
Percent in Executive/Management position	6.1%
Percent in Supervisory position (but not considered Executive/Management)	3.5%

Eligibility for Normal Retirement as of June 2010

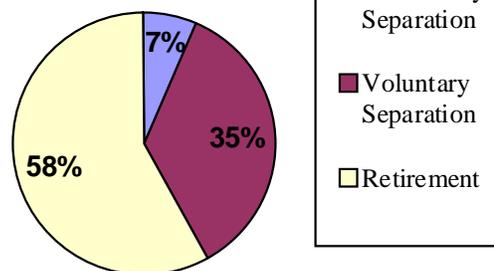


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 74 classified employees left DPI and separated from state service
- 5.9% annual rate of separations

Of these separations:

- 5 left involuntarily (discharge, layoff, death, work-related disability)
- 26 left by voluntary separation from state service
- 43 retired



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 15 - Education Consultant
- 5 - Child Care Counselor 1
- 5 - Education Administrative Director
- 4 - Teacher
- 4 - Office Operations Associate

Critical Hiring Needs for DPI:

Education Consultant
 Education Program Specialist
 Education Specialist
 Psychological Associate
 School Administration Consultant
 Social Worker
 Teacher

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
 Dietitians & Nutritionists - Minorities
 Librarians, Archivists, & Curators – Minorities & Females
 Management Information Professionals & Supervisors - Minorities
 Teachers and Education Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Southern)

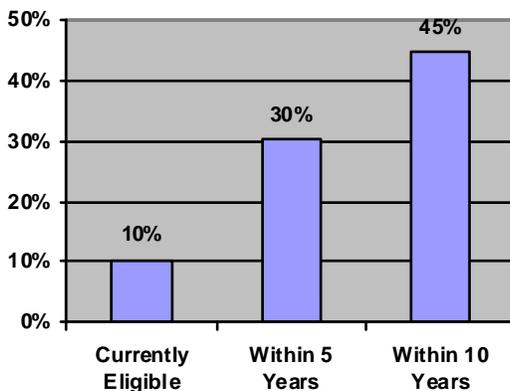
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Regulation & Licensing

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	96
Full-time-equivalent employees	94.6
Average years of service	16.6
Average age of employees	47.9
Percent racial/ethnic minorities	13.5%
Percent women	71.9%
Percent persons with disabilities*	10.4%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	84.4%
Percent overtime-eligible per FLSA	54.2%
Percent in Executive/Management position	3.1%
Percent in Supervisory position (but not considered Executive/Management)	8.3%

Eligibility for Normal Retirement as of June 2010

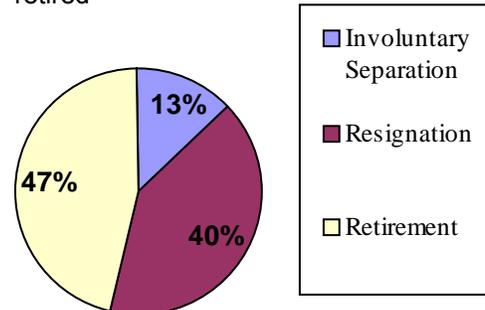


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 15 classified employees left DRL and separated from state service
- 7.8% annual rate of separations

Of these separations:

- 2 left involuntarily (discharge, layoff, death, work-related disability)
- 6 left by voluntary separation from state service
- 7 retired



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 5 - Attorney
- 3 - License/Permit Program Associate (A)
- 2 - License/Permit Program Associate
- 2 - Paralegal

Critical Hiring Needs for DRL:

Attorney
Consumer Protection Investigator
IT Developers
Paralegal

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
Attorneys - Minorities
Inspectors & Investigators - Products & Services - Minorities
Management Information Professionals & Supv - Minorities
Program Support Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Southern)
Clerks - Shipping, Storage, and Related - Females (Southern)

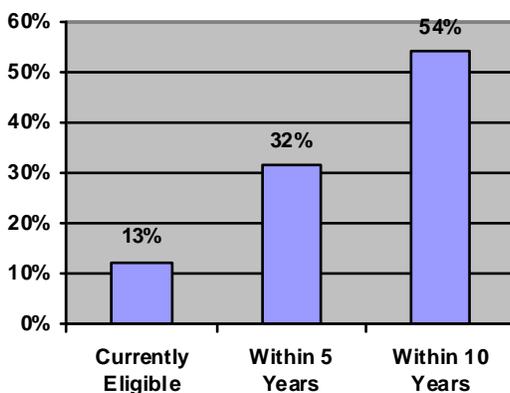
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Revenue

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	960
Full-time-equivalent employees	945.7
Average years of service	17.8
Average age of employees	50.2
Percent racial/ethnic minorities	10.6%
Percent women	55.0%
Percent persons with disabilities*	12.9%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.8%
Percent represented by a labor union	87.7%
Percent overtime-eligible per FLSA	38.5%
Percent in Executive/Management position	2.9%
Percent in Supervisory position (but not considered Executive/Management)	6.8%

Eligibility for Normal Retirement as of June 2010

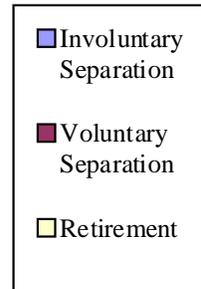
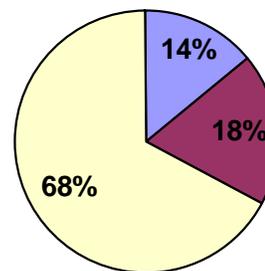


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 98 classified employees left DOR and separated from state service
- 5.0% annual rate of separations

Of these separations:

- 14 left involuntarily (discharge, layoff, death, work-related disability)
- 18 left by voluntary separation from state service
- 66 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 28 - Revenue Agent
- 24 - Revenue Auditor
- 4 - IS Systems Development Services Specialist

Critical Hiring Needs for DOR:

Administrative Support -Fiscal
 Attorney
 Clerks-Shipping, Storage and Related
 Fiscal & Related Professionals and Supervisors
 General Clerical Operations (Revenue Customer Service Reps)
 Management Information Professionals & Supervisors
 Program Support Professionals & Supervisors
 Real Estate Technicians, Professionals and Supervisors

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Management Information Professionals & Supervisors - Minorities
 Program Support Professionals & Supervisors – Minorities
 Attorneys - Minorities
 Administrators - Senior Executives – Minorities
 Inspectors & Investigators – Products and Services – Minorities
 Public Information & Media Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Western, Central & Southern)
 Mechanical Equipment, Construction, & Repair - Minorities & Females (Southern)
 Clerks - Shipping, Storage and Related - Females (Southern)

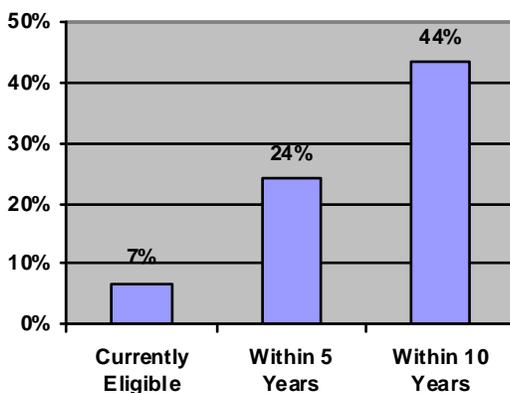
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Transportation

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	3,109
Full-time-equivalent employees	3,069.0
Average years of service	16.5
Average age of employees	47.4
Percent racial/ethnic minorities	10.1%
Percent women	38.8%
Percent persons with disabilities*	5.5%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	15.3%
Percent represented by a labor union	85.3%
Percent overtime-eligible per FLSA	48.5%
Percent in Executive/Management position	1.7%
Percent in Supervisory position (but not considered Executive/Management)	10.7%

Eligibility for Normal Retirement as of June 2010

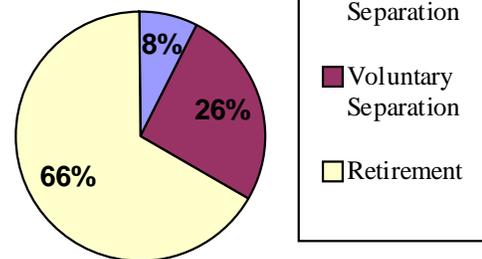


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 335 classified employees left DOT and separated from state service
- 5.2% annual rate of separations

Of these separations:

- 26 left involuntarily (discharge, layoff, death, work-related disability)
- 86 left by voluntary separation from state service
- 223 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 27 - State Patrol Inspector
- 25 - Transportation Customer Rep 2 Field
- 10 - Police Communications Operator
- 9 - Transportation Customer Rep Field-Examiner
- 7 - Civil Engineer-Transportation
- 4 - Purchasing Agent-Senior
- 4 - DOT Program Supervisor

Critical Hiring Needs for DOT:

- Chemical Test Coordinators
- Communications Technicians
- Consumer Protection Investigators
- Contracts Specialist Advanced
- Fuel Tax and Registration Auditor - Lead
- Information Systems (multiple series – Technicians, Specialists and Supervisory)
- State Patrol Troopers and Inspectors

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

- Administrators - Senior Executives - Minorities & Females
- Administrators - Others - Females
- Program Support Professionals & Supervisors - Minorities
- Management Information Professionals & Supervisors - Minorities
- Planning & Research Professionals & Supervisors - Minorities
- Environmental Specialists & Supervisors - Minorities
- Media Technicians - Minorities & Females
- Public Information & Media Professionals & Supervisors - Minorities
- Law Enforcement & Public Safety - Minorities & Females
- Inspectors & Investigators - Products & Services - Minorities

Underutilized Regional Job Groups

- Administrative Support - General - Females (Western)
- General Clerical Occupations - Minorities (Southern)

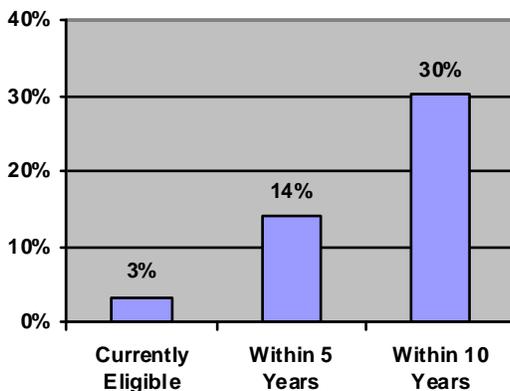
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Veterans Affairs

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	1,193
Full-time-equivalent employees	1,034.1
Average years of service	10.2
Average age of employees	44.7
Percent racial/ethnic minorities	9.9%
Percent women	78.3%
Percent persons with disabilities*	12.5%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.8%
Percent represented by a labor union	88.7%
Percent overtime-eligible per FLSA	75.3%
Percent in Executive/Management position	2.2%
Percent in Supervisory position (but not considered Executive/Management)	6.2%

Eligibility for Normal Retirement as of June 2010

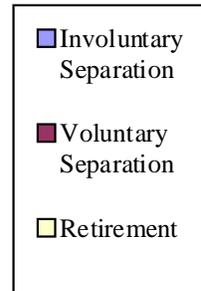
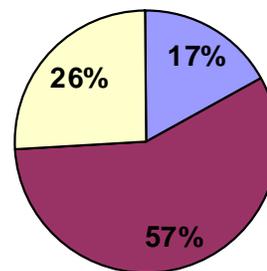


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 245 classified employees left DVA and separated from state service
- 10.6% annual rate of separations

Of these separations:

- 42 left involuntarily (discharge, layoff, death, work-related disability)
- 139 left by voluntary separation from state service
- 64 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 81 - Nursing Assistant 1
- 66 - Nursing Assistant 2
- 16 - Licensed Practical Nurse
- 13 - Nurse Clinician 2
- 12 - Food Service Assistant 1
- 6 - Therapy Assistant 1
- 6 - Medical Program Assistant-Associate

Critical Hiring Needs for DVA:

Clinical Social Workers (mental health)
 Financial Supervisors and Managers
 Licensed Practical Nurse (LPN)
 Nurse Practitioners (mental health)
 Nursing Home Administrators (credentialed)
 Payroll
 Pharmacists
 Pharmacist Supervisors

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
 Management Information Professionals & Supervisors - Minorities
 Social Services Professionals & Supervisors - Minorities
 Patient Care Professionals & Supervisors - Minorities
 Health Therapists - Minorities
 Technicians - Health Care & Related - Minorities & Females
 Law Enforcement & Public Safety - Minorities & Females

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Central)
 Administrative Support - Fiscal - Minorities (Central)
 Mechanical Equipment, Construction & Repair - Minorities (Central)
 Food Production & Food Service - Minorities (Eastern)

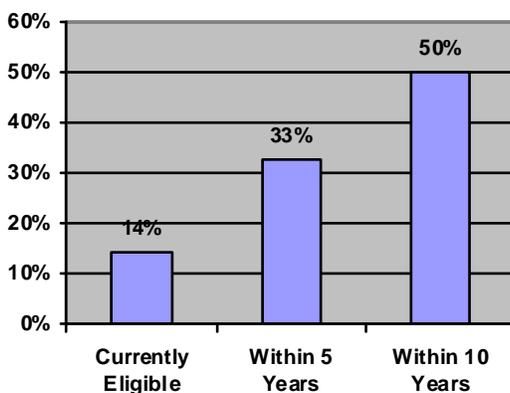
NOTE: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Department of Workforce Development

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	1,419
Full-time-equivalent employees	1,368.1
Average years of service	16.7
Average age of employees	50.2
Percent racial/ethnic minorities	16.7%
Percent women	64.5%
Percent persons with disabilities*	11.6%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	87.0%
Percent overtime-eligible per FLSA	50.8%
Percent in Executive/Management position	1.6%
Percent in Supervisory position (but not considered Executive/Management)	8.9%

Eligibility for Normal Retirement as of June 2010

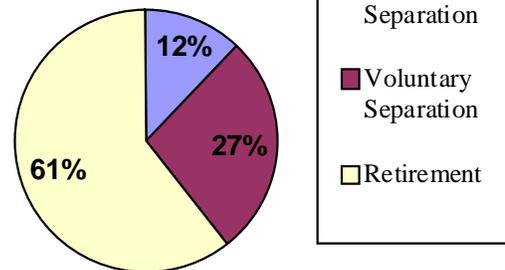


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 220 classified employees left DWD and separated from state service
- 7.2% annual rate of separations

Of these separations:

- 27 left involuntarily (discharge, layoff, death, work-related disability)
- 60 left by voluntary separation from state service
- 133 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 26 - Unemployment Benefit Specialist 1
- 23 - Employment Security Assistant 3
- 17 - Employment & Training Specialist
- 9 - Vocational Rehabilitation Counselor-In Training
- 4 - Vocational Rehabilitation Program Assoc (A)

Critical Hiring Needs for DWD:

DWD Managers
 Employment and Training Counselors
 Unemployment Insurance Professionals and Supervisors
 Information Technology
 Vocational Rehabilitation Counselors
 LIRC Workforce (Attorneys and Support Staff and Business Manager)

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Management Information Professionals & Supervisors - Minorities
 Attorneys - Minorities
 Social Services Professionals & Supervisors - Minorities
 Administrators - Senior Executives - Minorities
 Program Support Professionals & Supervisors - Minorities
 Vocational Rehabilitation Counselors - Minorities

Underutilized Regional Job Groups

Administrative Support - General - Minorities (Western and Northern)

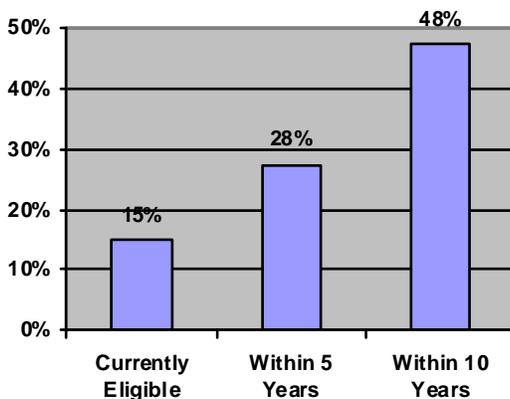
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Educational Communications Board

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	40
Full-time-equivalent employees	39.2
Average years of service	18.2
Average age of employees	50.7
Percent racial/ethnic minorities	2.5%
Percent women	27.5%
Percent persons with disabilities*	10.0%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	82.5%
Percent overtime-eligible per FLSA	75.0%
Percent in Executive/Management position	2.5%
Percent in Supervisory position (but not considered Executive/Management)	12.5%

Eligibility for Normal Retirement as of June 2010

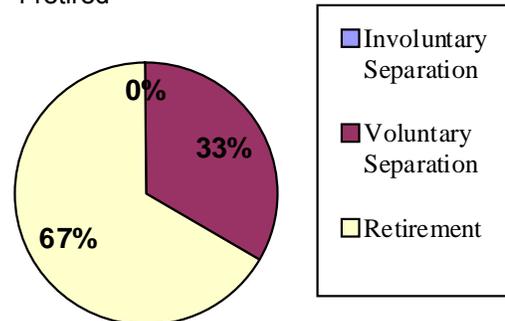


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 6 classified employees left the ECB and separated from state service
- 7.1% annual rate of separations

Of these separations:

- 0 left involuntarily (discharge, layoff, death, work-related disability)
- 2 left by voluntary separation from state service
- 4 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 1 - Financial Management Supervisor
- 1 - Executive Staff Assistant

Critical Hiring Needs for the ECB:

Accountants and Fiscal
Technicians and Technical Supervisors

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Management Information Professionals & Supervisors - Minorities
Media Technicians - Minorities & Females
Public Information & Media Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations – Minorities (Southern)

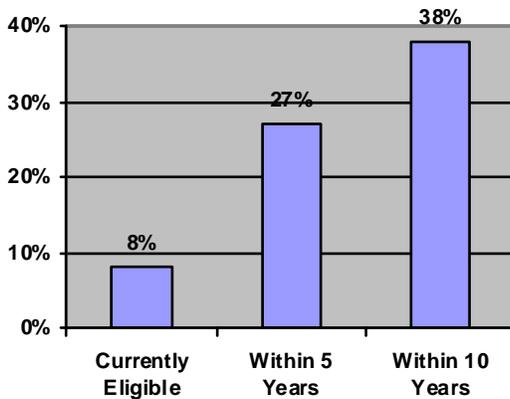
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Office of State Employment Relations

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	37
Full-time-equivalent employees	36.2
Average years of service	15.9
Average age of employees	48.2
Percent racial/ethnic minorities	18.9%
Percent women	54.1%
Percent persons with disabilities*	5.4%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	0.0%
Percent overtime-eligible per FLSA	16.2%
Percent in Executive/Management position	16.2%
Percent in Supervisory position (but not considered Executive/Management)	0.0%

Eligibility for Normal Retirement as of June 2010

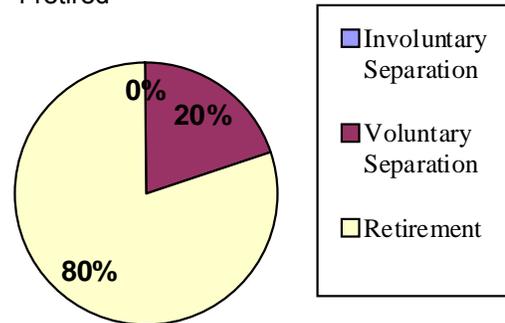


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 5 classified employees left OSER and separated from state service
- 6.6% annual rate of separations

Of these separations:

- 0 left involuntarily (discharge, layoff, death, work-related disability)
- 1 left by voluntary separation from state service
- 4 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 1 - Executive Human Resources Specialist
- 1 - Executive Human Resources Spec-Senior
- 1 - Executive Human Resources Manager

Critical Hiring Needs for the OSER:

None

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

- Administrators - Senior Executives - Minorities
- Program Support Professionals & Supervisors - Minorities
- Management Information Professionals & Supervisors - Minorities
- Attorneys - Minorities

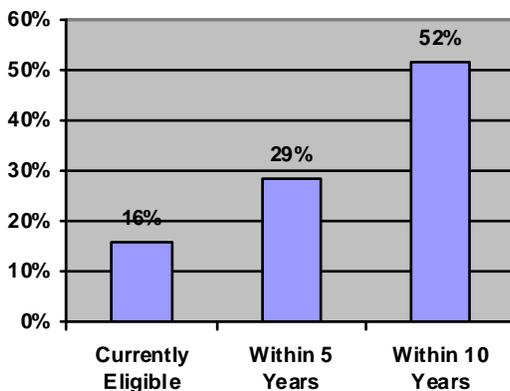
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Office of the Commissioner of Insurance

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	137
Full-time-equivalent employees	134.0
Average years of service	16.2
Average age of employees	49.7
Percent racial/ethnic minorities	11.7%
Percent women	55.5%
Percent persons with disabilities*	10.9%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	78.8%
Percent overtime-eligible per FLSA	27.7%
Percent in Executive/Management position	6.6%
Percent in Supervisory position (but not considered Executive/Management)	10.9%

Eligibility for Normal Retirement as of June 2010

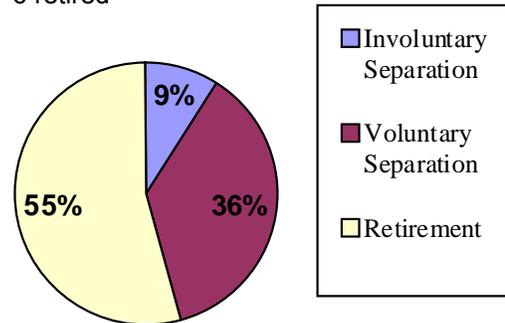


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 11 classified employees left OCI and separated from state service
- 4.2% annual rate of separations

Of these separations:

- 1 left involuntarily (discharge, layoff, death, work-related disability)
- 4 left by voluntary separation from state service
- 6 retired



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 4 - Insurance Financial Examiner
- 4 - Insurance Examiner
- 1 - Policy Initiatives Advisor-Administrative

Critical Hiring Needs for the OCI:

Insurance Examiner
Insurance Financial Examiners

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
Attorneys - Minorities
Fiscal & Related Professionals & Supervisors - Females
Program Support Professionals & Supervisors - Minorities
Management Information Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Southern)

Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Office of the State Public Defender

Note. About one-half of the employees in the Office of the State Public Defender are Public Defender Attorneys. However, these attorneys are not part of the classified service, and therefore they are excluded from the data in this Report, which generally covers only the permanent classified workforce.

Profile of the Classified Workforce as of June 2010

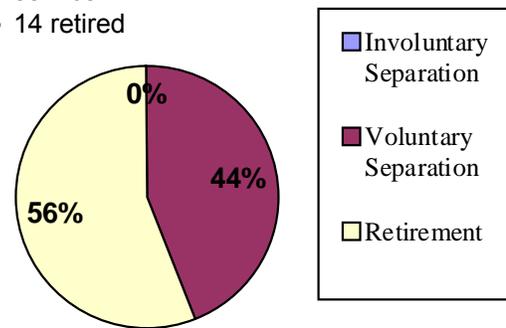
Count of permanent classified employees	225
Full-time-equivalent employees	204.8
Average years of service	14.0
Average age of employees	47.1
Percent racial/ethnic minorities	14.2%
Percent women	80.4%
Percent persons with disabilities*	5.8%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	84.4%
Percent overtime-eligible per FLSA	84.4%
Percent in Executive/Management position	3.1%
Percent in Supervisory position (but not considered Executive/Management)	9.8%

Separations from State Service Fiscal Years 2009 and 2010 Combined

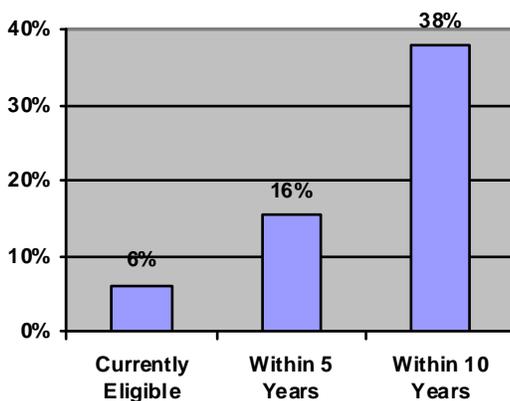
- 25 classified employees left OSPD and separated from state service
- 5.5% annual rate of separations

Of these separations:

- 0 left involuntarily (discharge, layoff, death, work-related disability)
- 11 left by voluntary separations from state service
- 14 retired



Eligibility for Normal Retirement as of June 2010



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 11 - Legal Secretary
- 4 - Public Defender Investigator
- 1 - Executive Staff Secretary
- 1 - IS Systems Development Services Senior
- 1 - Paralegal
- 1 - Legal Associate
- 1 - Client Services Specialist-Objective

Critical Hiring Needs for the OSPD:

- Assistant State Public Defender Attorneys (*these attorneys are unclassified employees and not included in the data elsewhere in this Report*)
- Client Services Specialist
- Legal Secretary
- Management/Supervisory Classifications
- Public Defender Investigator

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

- Administrators - Senior Executives - Minorities
- Program Support Professionals & Supervisors – Minorities & Females
- Management Information Professionals & Supervisors - Minorities
- Social Services Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

- Administrative Support - General - Minorities (Southern & Northern)

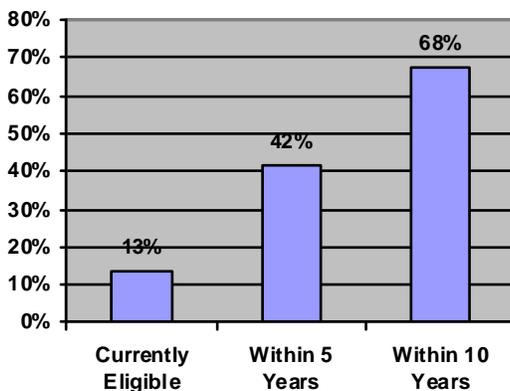
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Public Service Commission

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	127
Full-time-equivalent employees	124.0
Average years of service	20.6
Average age of employees	52.3
Percent racial/ethnic minorities	7.1%
Percent women	50.4%
Percent persons with disabilities*	6.3%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	82.7%
Percent overtime-eligible per FLSA	22.0%
Percent in Executive/Management position	11.0%
Percent in Supervisory position (but not considered Executive/Management)	3.1%

Eligibility for Normal Retirement as of June 2010

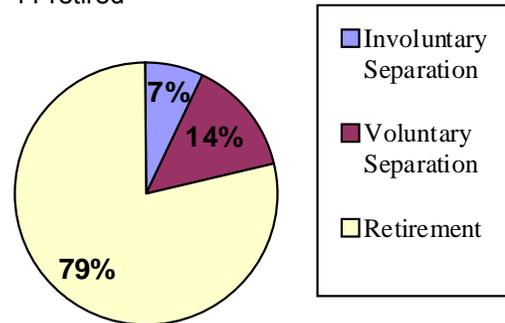


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 14 classified employees left PSC and separated from state service
- 5.6% annual rate of separations

Of these separations:

- 1 left involuntarily (discharge, layoff, death, work-related disability)
- 2 left by voluntary separation from state service
- 11 retired



Job Classifications with the Most New Hires Fiscal Years 2009 and 2010 Combined

- 2 - Executive Staff Assistant
- 1 - Public Utility Financial Analyst-Senior
- 1 - Program and Planning Analyst-Advanced
- 1 - Legal Secretary
- 1 - Consumer Specialist 2

Critical Hiring Needs for the PSC:

- Public Service Engineer – Advanced
- Public Service Engineer – Senior
- Public Utility Auditor – Advanced
- Public Utility Auditor - Principal

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

- Administrators - Senior Executives - Minorities
- Fiscal & Related Professionals & Supervisors - Minorities & Females
- Program Support Professionals & Supervisors - Minorities
- Environmental Specialists & Supervisors - Minorities
- Attorneys - Minorities
- Management Information Professionals & Supervisors - Minorities

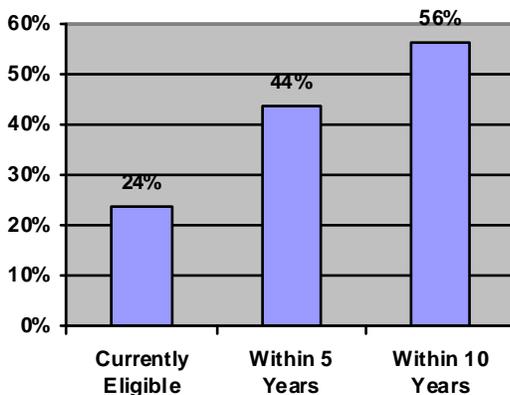
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Technical College System Board

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	55
Full-time-equivalent employees	55.0
Average years of service	20.7
Average age of employees	52.7
Percent racial/ethnic minorities	10.9%
Percent women	61.8%
Percent persons with disabilities*	7.3%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	67.3%
Percent overtime-eligible per FLSA	18.2%
Percent in Executive/Management position	14.5%
Percent in Supervisory position (but not considered Executive/Management)	0.0%

Eligibility for Normal Retirement as of June 2010

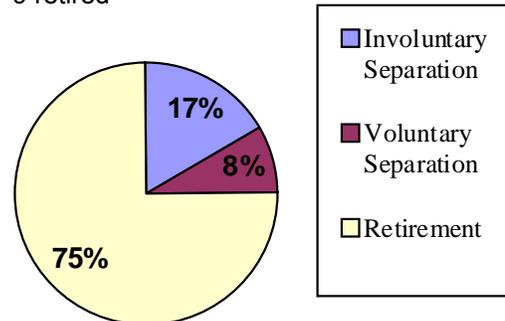


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 12 classified employees left TCSB and separated from state service
- 10.2% annual rate of separations

Of these separations:

- 2 left involuntarily (discharge, layoff, death, work-related disability)
- 1 left by voluntary separation from state service
- 9 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 1 - IS Data Services Specialist
- 1 - Technical College System Administrator

Critical Hiring Needs for the TCSB:

Accountant Senior
 Architect/Engineer Management
 Auditor (School Finance) Confidential
 Education Consultant
 Education Program Specialist
 IS Network Services Consultant/Administrator

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Administrators - Senior Executives - Minorities
 Management Information Professionals & Supv - Minorities
 Teachers and Education Professionals & Supervisors - Minorities

Underutilized Regional Job Groups

General Clerical Occupations - Minorities (Southern)

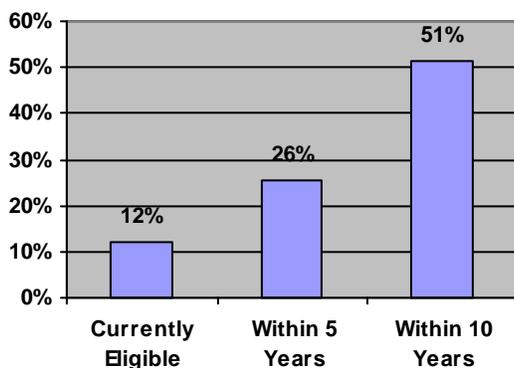
Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

Wisconsin Historical Society

Profile of the Classified Workforce as of June 2010

Count of permanent classified employees	117
Full-time-equivalent employees	113.1
Average years of service	15.4
Average age of employees	51.4
Percent racial/ethnic minorities	2.6%
Percent women	47.9%
Percent persons with disabilities*	2.6%
*disabilities are self-reported by individuals	
Percent in "protective" occupation	0.0%
Percent represented by a labor union	74.4%
Percent overtime-eligible per FLSA	21.4%
Percent in Executive/Management position	7.7%
Percent in Supervisory position (but not considered Executive/Management)	14.5%

Eligibility for Normal Retirement as of June 2010

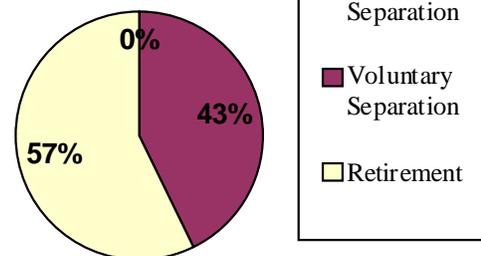


Separations from State Service Fiscal Years 2009 and 2010 Combined

- 14 classified employees left WHS and separated from state service
- 5.8% annual rate of separations

Of these separations:

- 0 left involuntarily (discharge, layoff, death, work-related disability)
- 6 left by voluntary separation from state service
- 8 retired



Job Classifications with the Most New Hires

Fiscal Years 2009 and 2010 Combined

- 1 - Financial Specialist 3
- 1 - Marketing Specialist
- 1 - IS Systems Development Services Senior
- 1 - Preservation Architect-Advanced
- 1 - Archivist
- 1 - Historic Preservation Specialist
- 1 - Librarian Supervisor

Critical Hiring Needs for the WHS:

Accountant – Senior	Historical Collections Consultant
Administrative Manager	Historical Society Manager & Program Supervisor
Archeologist & Archeologist Supervisor	Human Resources
Archivist	IS Classifications
Bookstore/Museum Gift Shop Manager	Librarian and Supervisor
Budget and Policy Analyst	Library Services Assistant – Senior & Advanced/Lead
Buildings and Grounds Supervisor	Marketing Specialist
Conservator	Non-ESG Executive
Curator and Curator Supervisor	Office Associate
Custodian – Lead	Operations Program Associate (B)
Education Consultant & Specialist	Payroll/Benefits
ESG 3, 4, 6, and 7	Preservation Architect Senior & Advanced
Exhibits Technician	Publications Editor 4
Facilities Repair Worker 1, 3, and 4	Purchasing Agent Program Supv
Financial Specialist 3 and 4	
Graphic Designer – Senior	
Historic Farmer	
Historic Preservation Specialist	
Historic Site Coordinator and Manager	

Affirmative Action and EEO Planning:

Underutilized Statewide Job Groups

Librarians, Archivists, & Curator - Minorities & Females
 Administrators - Senior Executives - Minorities
 Media Technicians - Minorities & Females
 Public Information and Media Professionals & Supervisors - Minorities
 Science Professionals & Supervisors - Minorities
 Teachers and Education Professionals & Supervisors - Minorities

Note: The list above is incomplete. The complete list of underutilized job groups can be found at the OSER website.

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Section 2

WORKFORCE COMPOSITION

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

The method of counting employees varies depending on the purpose. Where the purpose is to look at the size of the workforce, this report counts employees in terms of “full-time-equivalent,” meaning that a full-time employee counts as one and two half-time employees together count as one. Alternatively, “headcount” is used for all 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 quantifying the many other persons also considered to be state employees, as well as those persons who work for state authorities but do not have formal standing as state employees.

DID YOU KNOW . . . ?

- Seven state agencies have more than 1,000 permanent classified employees.
- Of 34 state agencies existing now and ten years ago, 24 have fewer employees than ten years ago.
- Thirteen state agencies had ten-year employment decreases of 20% or larger.
- The Department of Veterans Affairs had the largest ten-year percentage increase in employment of 40%.
- Classified state employees live and work in every county in Wisconsin.
- The average age increased in 32 of 34 agencies compared to ten years ago.
- The number of permanent classified employees in administrative support jobs decreased by over 1,200 between 2000 and 2010.
- The number of security and public safety employees increased by over 1,400 between 2000 and 2010.

Table 1
PERMANENT CLASSIFIED EMPLOYEES BY AGENCY: 2010 and 2000
Full-Time-Equivalent Filled Positions

Agency	2010	2000	10-Year Change	10-Year % Change
Administration	862.4	1,004.2	-141.8	-14%
Ag, Trade & Consumer Prot	484.5	558.3	-73.8	-13%
Aging & Long Term Care Bd	31.5	23.9	7.6	32%
Arts Board	8.0	9.0	-1.0	-11%
Children & Families	569.2	-	-	-
Commerce	316.8	402.2	-85.4	-21%
Commissioner of Insurance	134.0	113.0	21.0	19%
Corrections	9,891.4	8,002.4	1,889.0	24%
Educational Comm Board	39.2	72.0	-32.8	-46%
Employee Trust Funds	202.8	159.9	43.0	27%
Employment Relations Comm	20.5	25.5	-5.0	-20%
Financial Institutions	115.7	145.0	-29.3	-20%
Government Accountability Bd	23.8	-	-	-
Health Services	5,139.2	5,524.5	-385.3	-7%
Higher Education Aids Bd	8.0	12.0	-4.0	-33%
Investment Board	2.0	6.0	-4.0	-67%
Justice	507.6	514.2	-6.5	-1%
Lower WI St Riverway Bd	1.0	1.0	0.0	0%
Military Affairs	387.5	337.2	50.4	15%
Natural Resources	2,307.7	2,701.8	-394.1	-15%
People with Disabilities Bd	5.8	-	-	-
Public Instruction	570.4	518.9	51.5	10%
Public Lands Board	6.0	9.0	-3.0	-33%
Public Service Commission	124.0	168.5	-44.5	-26%
Regulation & Licensing	94.6	106.8	-12.2	-11%
Revenue	945.7	1,196.9	-251.1	-21%
Secretary of State	5.5	5.5	0.0	0%
State Employment Relations	36.2	75.0	-38.9	-52%
State Fair Park	12.0	-	-	-
State Public Defender	204.8	206.2	-1.4	-1%
Technical College Sys Bd	55.0	67.3	-12.3	-18%
Tourism	24.0	53.3	-29.3	-55%
Transportation	3,069.0	3,718.2	-649.2	-17%
Treasurer	10.2	14.5	-4.3	-30%
UW System	9,460.3	8,866.3	594.0	7%
Veterans Affairs	1,034.1	736.8	297.3	40%
WI Historical Society	113.1	143.6	-30.5	-21%
Workforce Development	1,368.1	2,124.1	-756.0	-36%
Grand Total	38,191.3	37,651.0	540.2	1.4%

Source: PMIS, June 2010, June 2000

Note. The list of agencies does not include agencies that existed in 2000, but not in 2010. However, the Grand Totals for 2000 include employee data from these no-longer-existing agencies: Elections Bd, Ethics Bd, Personnel Commission, Retirement Research Committee, & TEACH Bd.

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

Agency	Full Time Equivalent Employees		Average Age		Average Years of Service	
	2010	2000	2010	2000	2010	2000
Administration	862.4	1,004.2	50.2	45.9	16.1	13.3
Ag, Trade & Consumer Prot	484.5	558.3	49.1	46.0	16.0	14.0
Aging & Long Term Care Bd	31.5	23.9	50.5	46.0	9.5	8.1
Arts Board	8.0	9.0	52.6	46.2	15.0	13.4
Children & Families	569.2	-	48.1	-	12.8	-
Commerce	316.8	402.2	52.2	46.7	16.4	12.0
Commissioner of Insurance	134.0	113.0	49.7	45.5	16.2	14.4
Corrections	9,891.4	8,002.4	43.8	40.5	12.2	9.6
Educational Comm Board	39.2	72.0	50.7	47.2	18.2	13.9
Employee Trust Funds	202.8	159.9	48.6	47.0	14.4	16.5
Employment Relations Comm	20.5	25.5	54.6	48.6	20.3	17.9
Financial Institutions	115.7	145.0	50.2	45.7	18.8	15.2
Government Accountability Bd	23.8	-	41.8	-	7.0	-
Health Services	5,139.2	5,524.5	46.4	44.2	13.2	12.4
Higher Education Aids Bd	8.0	12.0	50.4	47.0	16.7	11.7
Investment Board	2.0	6.0	56.5	37.3	15.1	6.6
Justice	507.6	514.2	47.0	43.6	15.1	12.7
Lower WI St Riverway Bd	1.0	1.0	40.6	29.2	8.7	0.1
Military Affairs	387.5	337.2	47.0	45.9	11.5	11.4
Natural Resources	2,307.7	2,701.8	48.5	44.8	17.8	15.1
People with Disabilities Bd	5.8	-	50.3	-	10.1	-
Public Instruction	570.4	518.9	49.1	47.6	14.0	14.7
Public Lands Board	6.0	9.0	48.9	46.0	11.8	11.3
Public Service Commission	124.0	168.5	52.3	46.6	20.6	15.8
Regulation & Licensing	94.6	106.8	47.9	45.1	16.6	14.6
Revenue	945.7	1,196.9	50.2	46.4	17.8	15.4
Secretary of State	5.5	5.5	51.5	45.0	17.7	10.8
State Employment Relations	36.2	75.0	48.2	42.9	15.9	11.3
State Fair Park	12.0	-	50.3	-	13.7	-
State Public Defender	204.8	206.2	47.1	42.4	14.0	9.5
Technical College Sys Bd	55.0	67.3	52.7	50.5	20.7	19.7
Tourism	24.0	53.3	49.5	42.7	16.3	10.7
Transportation	3,069.0	3,718.2	47.4	44.5	16.5	14.8
Treasurer	10.2	14.5	44.3	46.3	8.7	18.9
UW System	9,460.3	8,866.3	48.9	46.5	14.0	14.3
Veterans Affairs	1,034.1	736.8	44.7	45.1	10.2	12.5
WI Historical Society	113.1	143.6	51.4	47.2	15.4	13.5
Workforce Development	1,368.1	2,124.1	50.2	47.5	16.7	15.9
Grand Total	38,191.3	37,651.0	47.1	44.5	14.1	13.1

Source: PMIS, June 2010, June 2000

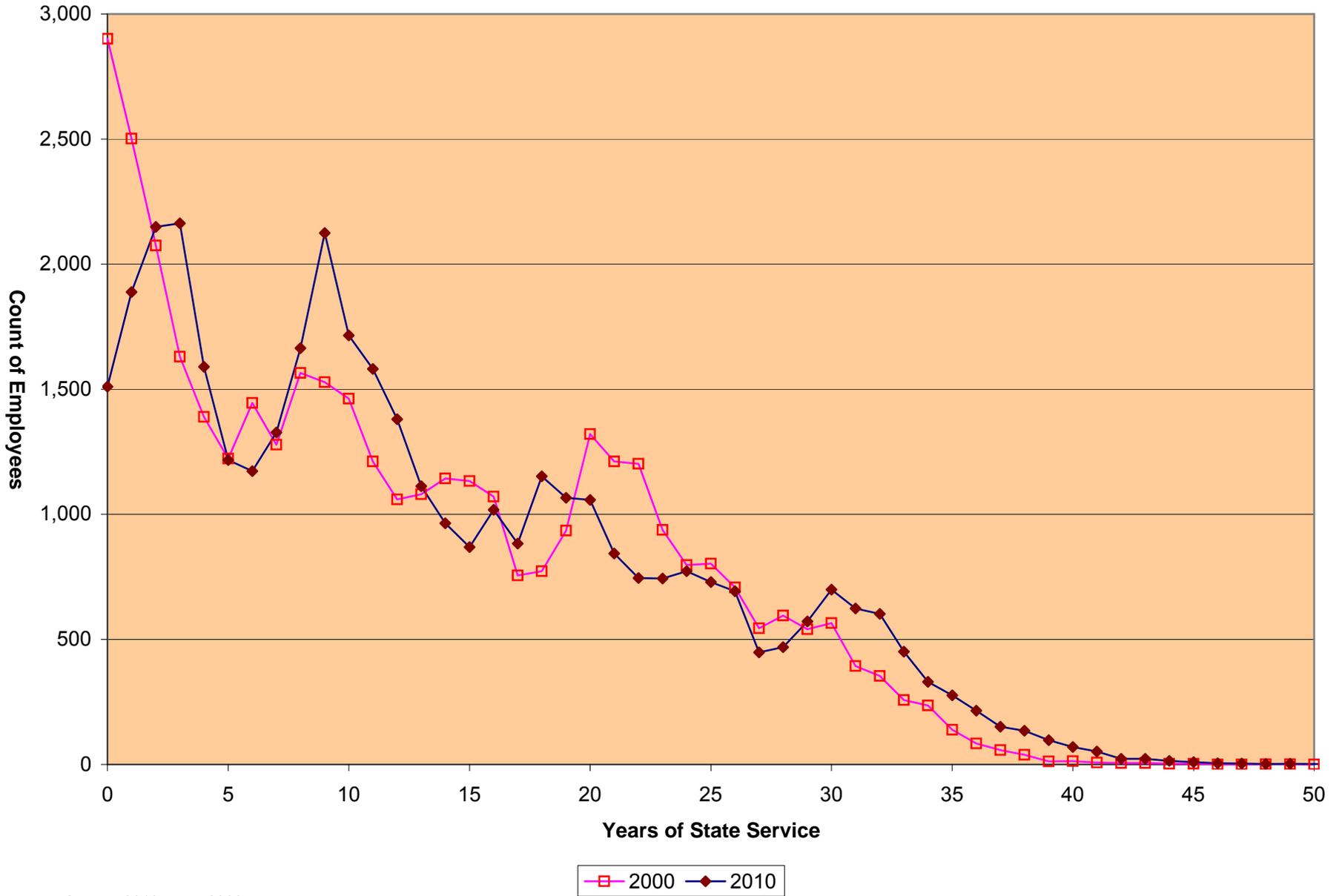
Note. The list of agencies does not include agencies that existed in 2000, but not in 2010. However, the Grand Totals for 2000 include employee data from these no-longer-existing agencies: Elections Bd, Ethics Bd, Personnel Commission, Retirement Research Committee, & TEACH Bd.

Chart 3
AGE OF PERMANENT CLASSIFIED EMPLOYEES: 2010 and 2000



Source: PMIS, June 2010, June 2000

Chart 4
YEARS OF STATE SERVICE OF PERMANENT CLASSIFIED EMPLOYEES: 2010 and 2000



Source: PMIS, June 2010, June 2000

Table 5
PERMANENT CLASSIFIED EMPLOYEES BY COLLECTIVE BARGAINING UNIT
Full-Time-Equivalent Filled Positions

Bargaining Unit	2010	2000	10-Year Change	10-Year % Change
Administrative Support	5,652.2	6,899.5	-1,247.3	-18%
Blue Collar & Non-Building Trades	3,602.3	3,620.3	-17.9	0%
Building Trades Crafts	434.6	460.0	-25.4	-6%
Education	694.1	709.5	-15.4	-2%
Engineering	1,087.8	1,310.8	-223.0	-17%
Fiscal & Staff Services	4,815.1	4,374.3	440.7	10%
Law Enforcement	907.4	937.1	-29.7	-3%
Legal	255.3	285.2	-29.9	-10%
Patient Care	1,002.9	812.9	189.9	23%
Patient Treatment	83.3	72.8	10.5	14%
Research, Statistics & Analysis	51.5	95.0	-43.5	-46%
Science	1,265.3	1,201.4	64.0	5%
Security and Public Safety	6,171.8	4,734.6	1,437.2	30%
Social Services	3,054.0	2,994.2	59.8	2%
Technical	3,370.7	3,319.1	51.6	2%
<i>Nonrepresented</i>	5,743.1	5,824.4	-81.3	-1%
Grand Total	38,191.3	37,651.0	540.2	1.4%

Collective bargaining units are established under s. 111.825, Wis. Stats
Source: PMIS, June 2010, June 2000

Table 6
UNCLASSIFIED EMPLOYEES BY COLLECTIVE BARGAINING UNIT
Full Time Equivalent Filled Positions

Bargaining Unit¹	2010	2000	10-Year Change	10-Year % Change
Assistant District Attorneys	336.6	308.9	27.8	9%
Assistant State Public Defenders	248.9	228.9	20.1	9%

Bargaining Unit¹	2009²	2000	9-Year Change	9-Year % Change
UW-Madison Graduate Assistants	1,231.4	1,198.3	33.1	3%
UW-Milwaukee Graduate Assistants	430.0	285.3	144.7	51%

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

²Graduate Assistant data is from November 2009.
Source: PMIS and UW System Service Center

**Table 7
UNION-REPRESENTED EMPLOYEES BY AGENCY
Headcount of All Union-Represented Classified and Unclassified Employees**

Agency	Classified Employee Bargaining Units*															Unclassified Employee Units*				NonRep ³
	AS	BC	Crafts	SPS	Tech	WPEC	PERSA	WSAA	WPDA	SEIU	PSS	WEAC	SEA	WSP	LE	ASP	WSPDA	TAA ¹	MGAA ²	
Administration	59	89	21		24	327	1	34					18	24					279	
Ag, Trade & Consumer Prot	51	1		147	20	46	4	5			1		11	109					104	
Aging & Long Term Care Bd	2					1					24								5	
Arts Board	1				1	4													2	
Children & Families	61				4	189	4	4		1	177	1							140	
Commerce	40	1		49	36	69	1	1					38	19					69	
Commissioner of Insurance	20			2		81		5											29	
Corrections	734	475	28	4,941	170	106		5	45	229	1,823	313	2	9					1,190	
Educational Comm Board	4				24	5													7	
Employee Trust Funds	50	1				101						1							55	
Employment Relations Comm																			21	
Financial Institutions	24					67		1											25	
Government Accountability Bd	4				1	12		2											5	
Health Services	364	402	27	604	1,390	423	25	11	55	743	463	50	33	59					739	
Higher Education Aids Bd	1				1	4													2	
Investment Board	3																		0	
Justice	83	1		4	23	157		76			2	5		100					69	
Lower WI St Riverway Bd	1																		0	
Military Affairs	37	94	7	90	13	46				1	26	4	9	6					59	
Natural Resources	161	41		213	304	227		14					190	734					468	
Office of the District Attorney																	360			
People with Disabilities Bd						3					1								2	
Public Instruction	98	34	2		69	64		1		12	6	257							83	
Public Lands Board						2								1					3	
Public Service Commission	13			7	1	41	7	9					20	7					22	
Regulation & Licensing	34	1		14		19		13											15	
Revenue	149	12		2	23	649		7											118	
Secretary of State	4																		2	
State Employment Relations																			37	
State Fair Park	3	6	1			2													0	
State Public Defender	127					50					13						252		35	
Technical College Sys Bd	7					10						20							18	
Tourism	3				2	11													8	
Transportation	346	8	30	28	221	482		4			11	1	739	21	761				457	
Treasurer	7					3													2	
UW System	3,120	2,299	314	58	771	1,404				38		11	33	230	131			2,903	951	1,367
Veterans Affairs	76	187	6	16	573	46		1	1	105	33	8		6						135
WI Historical Society	12	9			2	9						54	1							30
Workforce Development	337	5		10	14	234	11	74			546	1	2							185
Grand Total	6,036	3,666	436	6,185	3,687	4,894	53	267	101	1,129	3,126	726	1,096	1,301	916	360	252	2,903	951	5,787

*See Appendix E for an explanation of the bargaining unit abbreviations used as column headers in this table.

Source: PMIS and UW Service Center ¹TAA headcount is from November 2009. ²MGAA headcount is from April 2009.

³NonRep is the count of non-represented permanent classified employees, only, and excludes limited term, project, and unclassified non-represented employees such as appointees, faculty & academic staff.

Table 8
PERMANENT CLASSIFIED EMPLOYEES BY COUNTY
June 2010

County	Employees Working in County	Employees Residing in County	County	Employees Working in County	Employees Residing in County
Adams	18	87	Marinette	73	78
Ashland	59	42	Marquette	12	198
Barron	68	102	Menominee	2	1
Bayfield	21	67	Milwaukee	3,100	2,763
Brown	1,165	891	Monroe	167	326
Buffalo	12	36	Oconto	8	116
Burnette	31	33	Oneida	268	240
Calumet	18	135	Outagamie	194	483
Chippewa	698	641	Ozaukee	36	185
Clark	14	111	Pepin	3	34
Columbia	376	1,070	Pierce	233	125
Crawford	203	192	Polk	27	42
Dane	16,223	13,135	Portage	439	573
Dodge	1,635	895	Price	34	50
Door	43	62	Racine	1,939	1,697
Douglas	323	275	Richland	31	93
Dunn	394	362	Rock	226	728
Eau Claire	986	846	Rusk	22	52
Florence	7	7	Sauk	70	510
Fond du Lac	523	1,436	Sawyer	66	52
Forest	6	16	Shawano	35	59
Grant	539	511	Sheboygan	433	240
Green	20	258	St. Croix	91	194
Green Lake	12	275	Taylor	12	40
Iowa	47	215	Trempealeau	16	125
Iron	12	22	Vernon	18	129
Jackson	388	279	Vilas	40	73
Jefferson	42	522	Walworth	534	459
Juneau	812	506	Washburn	150	129
Kenosha	319	465	Washington	68	269
Kewaunee	9	53	Waukesha	879	967
LaCrosse	586	516	Waupaca	872	685
Lafayette	13	90	Waushara	336	342
Langlade	33	41	Winnebago	2,533	2,079
Lincoln	240	235	Wood	214	230
Manitowoc	55	105	<i>Out of State</i>	0	217
Marathon	275	289			
			Totals	39,406	39,406

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

Source: PMIS, June 2010

Table 9
MOST POPULOUS CLASSIFICATION TITLES -TOP 40
June 2010

Rank	Classification Title	Full Time Equivalent Employees
1.	Correctional Officer	3,135.0
2.	Correctional Sergeant	1,654.0
3.	Custodian	1,338.8
4.	Probation & Parole Agent (C)	1,016.5
5.	Resident Care Tech 2	864.7
6.	Office Operations Associate	822.8
7.	University Services Associate 2	537.8
8.	Nurse Clinician 2	502.2
9.	Psychiatric Care Technician	473.5
10.	University Services Prog Associate	469.0
11.	Teacher	396.5
12.	Operations Program Associate	352.7
13.	Financial Specialist 3	325.4
14.	State Patrol Trooper	307.0
15.	Nursing Assistant 2	289.0
16.	Social Worker-Corrections (C)	271.6
17.	IS Systems Development Services Spec	256.7
18.	Attorney	255.3
19.	IS Technical Services Senior	253.6
20.	Civil Engineer-Transportation-Adv	231.8
21.	Licensed Practical Nurse	230.9
22.	Office Associate	230.7
23.	IS Systems Development Services Senior	222.9
24.	Financial Specialist 2	221.8
25.	Academic Department Associate	220.1
26.	Youth Counselor	214.5
27.	Facilities Maintenance Spec-Adv	203.8
28.	Program And Policy Analyst-Adv	203.8
29.	Medical Program Assistant-Associate	195.6
30.	Library Services Asst-Adv/Lead	189.5
31.	University Services Associate 1	189.5
32.	Resident Care Tech 1	189.1
33.	Supervising Officer 2	185.0
34.	Civil Engineer-Transportation-Senior	183.1
35.	Program Assistant-Adv-Confidential	176.5
36.	Financial Specialist 4	174.9
37.	Engineering Spec-Transportation-Adv 2	171.0
38.	Power Plant Operator-Senior	161.0
39.	Facilities Repair Worker-Adv	156.5
40.	IS Technical Services Specialist	155.7

Note. Out of 1,725 classification titles, 46% of all permanent classified employees serve in these 40 most populous titles.
Source: PMIS, June 2010

Table 10
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY
Full-Time-Equivalent Permanent Classified Employees

Administration	Employees
IS Enterprise Technical Svcs Cns/Admr	63.0
IS Enterprise Technical Svcs Spec	39.5
Attorney	31.5
Program and Policy Analyst-Adv	29.3
Architect/Engineer Management	28.0
IS Enterprise Network Svcs Consultant/A	21.0
Facilities Maintenance Spec-Adv	19.0
Police Officer	18.5
Administrative Manager	18.0
IS Enterprise Sysms Development Svcs	15.0
Ag, Trade & Consumer Protection	Employees
Meat Safety Inspector-Obj	45.0
Food Safety Inspector-Obj	38.0
License/Permit Prog Associate	14.0
Weights & Measures Inspector-Obj	14.0
Veterinarian-Senior	13.0
Environmental Enforcement Spec-Sen	12.0
Food Scientist-Adv	12.0
Aging & Long Term Care Bd	Employees
Ombudsman Services Spec-B	14.0
Medigap Insurance Specialist (B)	4.0
Volunteer Coordinator	4.0
Arts Board	Employees
Community Services Specialist-Sen	2.0
Children & Families	Employees
Social Worker-Adv	80.0
Licensing/Certification Specialist	61.6
Child Protective Services Manager	27.0
Program and Policy Analyst-Adv	25.0
Human Services Area Coordinator	20.0
Commerce	Employees
License/Permit Prog Associate	24.7
Petroleum System Specialist-Sen	22.0
Grants Specialist-Adv	18.5
Economic Development Consultant	18.0
Eng Consultant-Building Systems-Adv	15.0
Hydrogeologist-Senior	14.5
Private Sewage Plan Reviewer	12.0
Building Inspector-Obj	11.0
Commissioner of Insurance	Employees
Insurance Financial Examiner-Journey	20.0
Insurance Examiner-Journey	9.5
Office Operations Associate	7.5
Corrections	Employees
Correctional Officer	3,051.0
Correctional Sergeant	1,622.0
Probation & Parole Agent (C)	1,016.5
Office Operations Associate	375.6
Teacher	292.0
Social Worker-Corrections (C)	271.6
Youth Counselor	214.5
Supervising Officer 2	179.0
Nurse Clinician 2	158.6
Corrections Food Service Leader 2	146.0
Probation & Parole Agent (B)	126.0
Corrections Field Supervisor	113.0
Supervising Officer 1	107.0
Facilities Maintenance Spec-Adv	69.5
Program Support Supervisor-Doc	62.0
Financial Specialist 2	54.5
Psychologist-Licensed	53.5
Probation & Parole Agent (A)	51.5

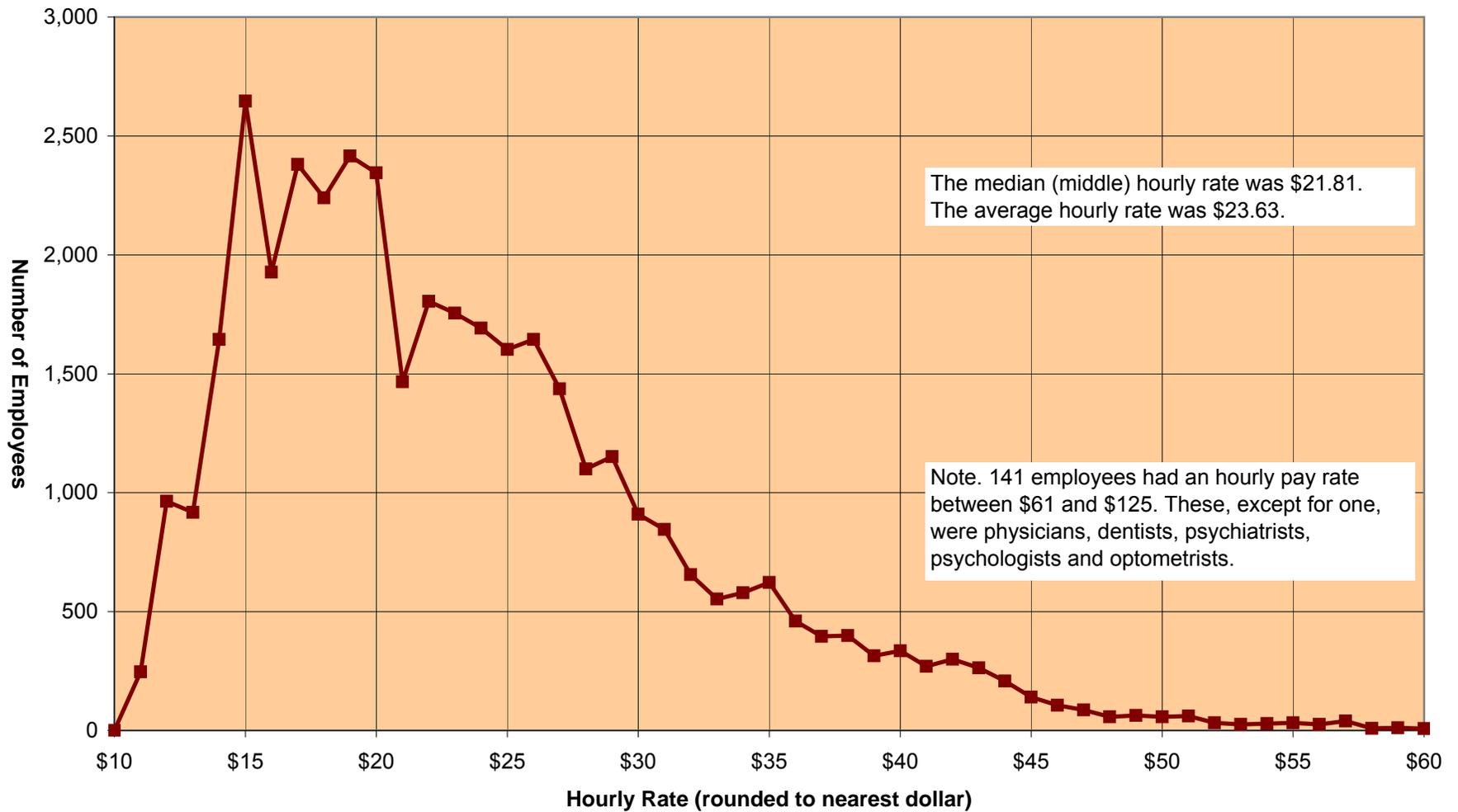
Educational Comm Board	Employees
Media Telecommunication Tech	10.0
Employee Trust Funds	Employees
Trust Funds Assistant 3	21.6
Trust Funds Specialist-Adv	20.5
Trust Funds Specialist	20.0
Trust Funds Specialist-Obj	16.0
Employment Relations Comm	Employees
Attorney Confidential	13.0
Financial Institutions	Employees
Operations Program Associate	19.3
Financial Examiner-Senior	19.0
Financial Examiner	9.0
Securities Examiner-Senior	8.0
Government Accountability Bd	Employees
Elections Specialist	8.0
Health Services	Employees
Resident Care Tech 2	864.7
Psychiatric Care Technician	473.5
Nurse Clinician 2	260.2
Resident Care Tech 1	189.1
Office Operations Associate	114.8
Licensed Practical Nurse	85.7
Correctional Officer	84.0
Nursing Consultant 1	79.3
Human Services Program Coord-Sen	78.6
Custodian	76.5
Food Service Assistant 2	67.3
Resident Care Supervisor	67.0
Office Associate	61.9
Nursing Supervisor	59.8
Therapist-Senior	57.5
Psychiatric Care Supervisor	56.0
Program and Policy Analyst-Adv	55.8
Social Worker-Senior	50.4
Disability Claims Reviewer	49.8
Public Health Educator-Adv	49.3
Higher Education Aids Board	Employees
Grants Specialist	4.0
Investment Board	Employees
Office Operations Associate	1.0
Justice	Employees
Attorney	72.9
Special Agent-Senior	69.0
DNA Analyst	27.0
DNA Analyst-Sen	24.5
Legal Secretary	19.8
Paralegal-Adv	17.5
Office Operations Associate	13.0
Criminal History Records Spec-Adv	12.0
Criminal Analyst-Senior	11.0
Criminal History Records Spec-Sen	10.0
Fingerprint & Footwear Examiner-Sen	10.0
Lower WI State Riverway Bd	Employees
Office Associate	1.0
Military Affairs	Employees
Fire/Crash Rescue Specialist 2	45.0
Military Affairs Security Officer-Obj	28.0
Facilities Repair Worker	16.0
Office Operations Associate	15.8

Table 10 - continued
MOST POPULOUS CLASSIFICATION TITLES BY AGENCY

Natural Resources	Employees
Forester-Senior	148.0
Conservation Warden	126.0
Forestry Technician-Adv	96.0
Fisheries Technician-Adv	77.0
Hydrogeologist-Adv	59.0
Wildlife Technician-Adv	53.8
Nat Res Manager	51.0
Air Management Engineer-Adv	50.8
Nat Res Program Manager	50.0
Nat Res Customer Svcs Rep-Senior	46.1
Nat Res Region Team Supervisor	44.0
Wildlife Biologist-Senior	43.5
Fisheries Biologist-Senior	36.0
Wastewater Engineer-Adv	35.8
Nat Res Property Supervisor	35.0
Ranger-Enforcement	34.0
People with Disabilities Bd	Employees
Dir Bd People With Dev Disabilities	1.0
Public Instruction	Employees
Education Consultant	79.8
Teacher	58.0
Office Operations Associate	34.9
Education Specialist	32.5
School Administration Consultant	31.1
Education Administrative Director	27.0
Public Lands Board	Employees
Trust Lands Forestry Supervisor	1.0
Public Service Commission	Employees
Public Service Engineer-Adv	14.0
Attorney	9.0
Public Utility Auditor-Advanced	9.0
Regulation & Licensing	Employees
Attorney	13.0
License/Permit Prog Associate	13.0
Consumer Protection Investigator 3	12.6
Revenue	Employees
Revenue Agent	60.5
Revenue Field Auditor 5	57.0
Revenue Field Agent 4	56.0
Revenue Tax Representative-Obj	50.2
Revenue Tax Assistant-Obj	44.0
Revenue Auditor 3	40.6
Revenue Auditor	39.0
Property Assessment Spec-Adv	33.0
Secretary of State	Employees
Office Operations Associate	3.0
State Employment Relations	Employees
Exec Human Resources Spec-Adv	7.0
Human Resources Assistant-Adv	4.0
Labor Relations Spec-Chief	4.0
State Fair Park	Employees
Laborer	4.0
State Public Defender	Employees
Legal Secretary	80.1
Public Defender Investigator-Sen	33.4
Legal Associate	13.8
Program Assistant Supervisor-Adv	12.9
Client Services Specialist-Senior	9.5
Technical College Sys Bd	Employees
Education Consultant	17.0

Tourism	Employees
Tourism Coordinator-Senior	5.0
Transportation	Employees
State Patrol Trooper	307.0
Civil Engineer-Transportation-Adv	231.8
Civil Engineer-Transportation-Senior	183.1
Engineering Spec-Transportation-Adv 2	171.0
DMV Field Agent-Examiner	145.2
Transportation Cust Rep-Advanced	114.6
State Patrol Inspector	95.0
DMV Field Agent-Advanced	81.7
Engineering Tech-Transportation-Adv	73.6
Transportation Cust Rep-Senior	68.6
Civil Engineer-Transportation Supv	67.0
Eng Technician-Transportation-Adv 2	64.8
Treasurer	Employees
Operations Program Associate	2.2
UW System	Employees
Custodian	1,189.3
University Services Associate 2	537.8
University Services Prog Assoc	469.0
Academic Department Associate	220.1
Financial Specialist 3	213.6
University Services Associate 1	189.5
Library Services Asst-Adv/Lead	182.8
IS Technical Services Senior	143.2
Medical Program Assistant-Assoc	141.9
Office Operations Associate	138.9
Financial Specialist 2	134.6
Custodian Lead	113.0
IS Systems Development Services Spec	108.3
Police Officer	105.0
Operations Program Associate	100.1
IS Systems Development Services Senior	98.3
Custodial Services Supv	94.0
Animal Research Tech-Obj/Int	89.1
IS Technical Services Specialist	86.8
Program Assistant-Adv-Confidential	86.5
Power Plant Operator-Senior	84.0
Student Status Examiner Senior	82.0
HVAC/Refrigeration Spec-Advanced	79.7
Veterans Affairs	Employees
Nursing Assistant 2	285.0
Licensed Practical Nurse	71.5
Nurse Clinician 2	63.5
Food Service Assistant 2	49.0
Nursing Assistant 1	35.5
Custodian	35.0
Nursing Supervisor	26.5
Nursing Assistant 3	23.0
WI Historical Society	Employees
Curator	11.3
Archivist	11.0
Librarian	7.5
Historic Preservation Specialist	7.0
Archeologist	6.5
Historic Site Coordinator	6.0
Workforce Development	Employees
Vocational Rehab Counselor (B)	134.0
Employment & Training Spec (B)	85.7
Employment Security Assistant 3	79.3
Attorney	71.0
Vocational Rehab Prog Assoc	61.0
Unemployment Benefit Spec 3	59.0
Unemployment Benefit Spec 1	52.0
Unemployment Compensation Assoc 2	29.7

Chart 11
DISTRIBUTION OF HOURLY PAY RATES - PERMANENT CLASSIFIED EMPLOYEES
June 2010



Source: PMIS, June 2010

Table 12
OVERVIEW OF ALL STATE AND AUTHORITY EMPLOYMENT

Executive Branch

Employees¹ (actual headcount of workers, except budgeted fte for UW System as noted)
 39,406 Permanent Classified Employees (*the focus of this Report*)
 1,160 Unclassified Employees (other than UW) including Elected Officials
 (*appointees, state prosecutor & public defender attorneys, investment board, etc.*)
 6,175 Limited Term Employees
 899 Project Employees
 22,756 UW System full-time-equivalent unclassified employees - **budgeted for 2009-10**
 (*faculty, academic staff, student assistants*)

Judicial Branch

Includes only those entities with state-funded positions

Employees² (actual headcount of state-funded employees)
 39 Supreme Court
 76 Court of Appeals
 557 Circuit Courts (state-funded positions, only)
 117 Director of State Courts
 12 State Law Library
 30 Office of Lawyer Regulations
 7 Board of Bar Examiners
 2 Judicial Commission
 1 Judicial Council

Legislative Branch

Employees³ (actual headcount of workers)
 132 Elected Senators and Representatives
 358 Assembly and Senate staff
 38 Assembly and Senate limited term employees
 29 Joint Legislative Council
 81 Legislative Audit Bureau
 29 Legislative Fiscal Bureau
 56 Legislative Reference Bureau
 37 Legislative Technology Services Bureau

Authorities (public, corporate bodies created for specific purposes)

Note: Authority employees are not paid from state funds and are generally not considered state employees.

Employees⁴
 10 Fox River Navigational System Authority
 4 Health Insurance Risk-Sharing Plan Authority
 7,518 University of Wisconsin Hospital & Clinics Authority*
 **The UWHC Authority includes both civil service and non-civil service employees.*
 4 Wisconsin Health and Educational Facilities Authority
 178 Wisconsin Housing and Economic Development Authority
 0 The Aerospace and World Dairy Center authorities do not employ permanent staff

¹ June 2010; Source: DOA PMIS except 2009-10 UW System Fact Book for UW budgeted fte

² June 2010; Source: Director of State Courts Office, except DOA PMIS for Judicial Council and Judicial Commission

³ Actual employment June 2010; Source: Senate Clerk's Office, except DOA PMIS for Legislative Audit Bureau

⁴ Authorized positions; Source: 2009-2010 Blue Book, compiled by the Legislative Reference Bureau

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Section 3

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY

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

DID YOU KNOW . . . ?

- Since 2000, the percentages of Black, Asian/Pacific Islander, and Hispanic employees have all increased, but the percentage of American Indians has decreased.
- The job group of General Clerical Occupations had the highest percentage of women at 91.0%, while the job group of Power Plant Occupations had the highest percentage of men at 98.8%.
- The top three job groups with the highest minority representation are: Equal Opportunity Professionals and Supervisors (40.2%), General Laborers (27.7%) and Personal Care Aides (24.2%).
- The hiring of 201 employees from the W-2 program in fiscal years 2009 and 2010 combined was less than the 217 W-2 hires in fiscal year 2008 alone.
- Minority men are most concentrated in Service/Maintenance jobs at 9.8% of workers, while minority women are most concentrated in Paraprofessional jobs at 13.8%.
- Among EEO job categories, the highest concentration of persons with reported disabilities is in Officials/Administrators at 6.9%.
- Women hold 53.3% of EEO job category “Professional” positions.
- The percentage of Blacks and Asian/Pacific Islanders in the classified workforce exceeds their estimated percentage in the Wisconsin labor force.
- In the Eastern region of Wisconsin, the state employs more than twice as many Black women as Black men in permanent classified positions.
- The percentage of employees reporting disabilities has decreased in ten years from 8.5% to 5.1%.
- Although the past ten years saw a large decline in administrative support positions and a large increase in security and public safety positions, the percentage of women in the permanent classified workforce remained about the same at a little over 51%.

OVERVIEW OF AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY STATISTICS AND PROGRAMS

OVERVIEW OF STATISTICS

The Office of State Employment Relations (OSER) is statutorily¹ charged with advancing and reporting on affirmative action programs to ensure that the diversity of the government's workforce reflects the diversity of the state labor force. The tables in this section of this Report generally include data for 2009 and 2010 and sometimes comparison with 2000. The Report complies with the annual reporting requirement to the Governor and Legislature on the state affirmative action program accomplishments.

As of June 2010, racial/ethnic minorities comprised 10.4% of the permanent classified workforce, continuing an upward trend of steady increases from a rate of 7.9% in 2000. However, the percentage of 10.4% racial/ethnic minorities lagged behind the estimated 12.8% of racial/ethnic minorities in the state labor force. Part of the explanation may be attributed to the rapid growth in the Hispanic labor force which increased from 1.7% in 2000 to 4.2% in 2010. In 2010, Hispanics represented 2.6% of the state permanent classified work force but were below the Hispanic representation of 4.2% in the state labor force. Blacks and Asians on the other hand have exceeded their overall representation in the labor force while the percentage of American Indians lagged slightly behind their representation in the labor force.

Another perspective can be gained by looking at employment of racial/ethnic minorities by geographical region. Wisconsin is divided into 5 regional recruiting areas for affirmative action purposes. (See Appendix F for a map of the regions.) Table 14 shows that in 4 out of the 5 regions, racial/ethnic minorities lagged behind their representation in the labor force availability. The exception is the Eastern Region where racial/ethnic minorities comprised 25.1% of state classified workforce as compared to 23.8% in their labor force availability. If we look at the Hispanic minority group alone, the percentage of Hispanics in the state workforce was less than their labor force availability in all 5 regions. Black and American Indian minority groups, on the other hand, were only below their labor force availability in the Northern region while Asians were below their labor force availabilities in the Northern, Central and Eastern regions.

Women accounted for 51.3% of the classified work force and their overall percentage remained basically unchanged over the last ten years despite a loss of over 1,000 women-dominated administrative support and general clerical occupations during this period. Women, however, made significant gains in professional and non-traditional occupations such as psychologists, administrators-others, agricultural and natural resources technicians, science professionals and supervisors, fiscal and related professionals and supervisors, and other types of jobs, offsetting their reduction in the clerical and administrative occupations. Table 18 depicts the employment gains and loss of women by job group since 2000. Chart 19 focuses solely on the changes since 2000 in the employment of women in 14 nontraditional job groups. The percentage of women increased in 9 of these 14 nontraditional job groups, most notably for doctors, dentists, and veterinarians, natural resources professionals and supervisors, agricultural and natural resources technicians, technicians - engineering and related, and architects and engineers. This Report uses the definition adopted by the U.S. Department of Labor that a nontraditional occupation is a job in which women make up less than 25% of the total number of workers.

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

Tables 24a through 24d document, by job group, the overall success in increasing the percentages of women and racial/ethnic minority classified employees from 2000 to 2010. Since 2000, racial/ethnic minorities made good gains in the following job groups: administrative support – general, claims determination and collections, fiscal and related, management information professionals and supervisors and personal care aides, and more than doubled their numbers in the agricultural and natural resources technicians and technicians - health care and related job groups. By contrast, the table shows a continued steady decline in the employment of persons with disabilities over the past ten years from 8.5% in 2000 to 5.1% of the classified workforce in 2010. The percentage of employees with disabilities is based on self-reporting by state employees who voluntarily disclose if they have a disability.

An analysis of personnel transactions by membership in an affirmative action category raises some questions. For example, as shown in Table 28, although racial/ethnic minorities comprised 14.5% of all new hires outside of the UW System in FY 2010, they accounted for 24.4% of discharges while on probation. Also, while racial/ethnic minorities represented 10.2% of the non-UW classified workforce, they accounted for 26.2% of all discharges of employees with permanent status, and 16.9% of voluntary separations. This same general pattern is identifiable in past reports going back many years. The reasons for this pattern have not been identified.

The average pay for men and women with disabilities is higher than the average pay for all employees. However, if the effect of state seniority is equalized, persons with disabilities are paid less, on average, than other employees in seven of the eight Equal Employment Opportunity (EEO) job categories. Another example: all Asian men and women combined average a higher pay rate than all employees combined. However, controlling for seniority differences and EEO job category, Asians have the highest average pay rate in three job categories (Professionals, Skilled Crafts and Administrative Support) but the lowest average pay rate in Service/Maintenance and the second lowest in Officials/Administrators.

OVERVIEW OF AFFIRMATIVE ACTION (AA) PROGRAMS

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

Underutilization Analysis – Underutilization Analysis is fundamental in affirmative action planning for Wisconsin state government. A finding of underutilization is considered evidence of an imbalance in the racial/ethnic and/or gender composition of employees in a particular job category. Underutilization is determined by comparing the percentage of racial/ethnic minorities and women in a job group with the percentage of those groups in the relevant labor pool. If the percentage of racial/ethnic minorities or women is substantially lower than their percentage in the relevant labor pool (less than 80%), the job group is underutilized for racial/ethnic minorities and/or women.

Expanded Certification Program – The Expanded Certification Program allows OSER’s Division of Merit Recruitment and Selection (DMRS) to include up to three additional names of

qualified women or qualified racial/ethnic minorities to the certified list if the classification is underutilized.

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

OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAMS

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

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

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

Affirmative Action Recruitment Resource Directory (AARRD) – The DAA aims at assisting state agencies to recruit affirmative action target groups by providing a resource through the AARRD. The AARRD provides a convenient means for human resources staff, supervisors, or hiring managers to request relevant information for affirmative action recruitment. The directory is a list of over 1,000 community-based organizations, campus groups, human resources contacts and other persons who work with target populations throughout Wisconsin and surrounding areas.

Management: Personnel Administration Training – Provided jointly by all OSER Divisions (DAA/DMRS/DCLR), the Personnel Administration training program is basic management/personnel administration training designed for new supervisors to meet the statutory training requirement. The AA/EEO training portion highlights the AA/EEO roles and responsibilities of supervisors, and it covers basic AA/EEO concepts that are instrumental for supervisors such as AA/EEO laws, AA/EEO policies and procedures for the hiring process, sexual harassment and reasonable accommodations for persons with disabilities. This program is provided to most state agencies except for the five largest agencies which conduct their own new supervisor training.

JET Training – JET training is a customized one hour affirmative action training program provided by OSER/DAA upon request by a state agency. The purposes of JET training courses are to provide timely, “just-en-time” training to address the immediate needs of state agencies and

University of Wisconsin system campuses, and to assist them in becoming excellent AA/EEO and diversity employers. JET training on the “Essentials of an Effective AA Advisory Committee,” “Reasonable Accommodations in Employment” and “Prejudice and its Impact on the Workforce” are some of the training courses offered.

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

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

Wisconsin Association of Equal Opportunity Partnership – The DAA, in partnership with the Wisconsin Association of Equal Opportunity (WAEO), is involved in the annual planning and development of training topics and agenda items for the WAEO Conference. The WAEO conference is the yearly gathering place for all professional participants in the civil rights field. These trainings also effectively fulfill the DAA’s goal that state AA/EEO professionals receive at least eight to twelve hours of AA/EEO or diversity training in a given fiscal year.

Wisconsin Works (W-2) Program – All agencies are required to develop goals and timetables for hiring Wisconsin Works (W-2) program participants into state service. Agencies and university campuses now include the W-2 hiring plan into the AA plan. The DAA monitors and reports on progress made in this area. There are also W-2 outreach efforts made within select components of statewide recruitment activities. W-2 Hiring Reports can be found on the OSER website in the AA/EEO category of the Document Library.

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

OVERVIEW OF AA /EEO REPORTS

The DAA prepares the following reports as required by federal and state statutes.

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

Veterans Employment Report – The DAA prepares an annual report summarizing the progress being made to provide employment opportunities for veterans. The report includes statistics on the percentage of new hires and the number of incumbent employees who are veterans for all state agencies, university campuses, and UW System Administration. The Veterans Employment Report can be found on the OSER website in the AA/EEO category of the Document Library.

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

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

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

Table 13a
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2009 and June 2010

Agency	Year	Count of Employees	Racial/Ethnic Minorities ¹										Persons with Disabilities ²		Persons with Severe Disabilities			
			Women		Total Racial/Ethnic Minorities		American Indians		Asians		Blacks		Hispanics		#	%	#	%
			#	%	#	%	#	%	#	%	#	%	#	%				
Administration	2010	876	343	39.2%	68	7.8%	8	0.9%	20	2.3%	28	3.2%	12	1.4%	86	9.8%	37	4.2%
	2009	952	366	38.4%	72	7.6%	10	1.1%	20	2.1%	31	3.3%	11	1.2%	96	10.1%	47	4.9%
Ag, Trade & Consumer Prot	2010	499	229	45.9%	21	4.2%	0	0.0%	9	1.8%	8	1.6%	4	0.8%	45	9.0%	9	1.8%
	2009	531	240	45.2%	20	3.8%	0	0.0%	7	1.3%	9	1.7%	4	0.8%	54	10.2%	10	1.9%
Aging & Long Term Care Bd	2010	32	23	71.9%	3	9.4%	0	0.0%	1	3.1%	1	3.1%	1	3.1%	1	3.1%	1	3.1%
	2009	34	25	73.5%	3	8.8%	0	0.0%	1	2.9%	1	2.9%	1	2.9%	1	2.9%	1	2.9%
Arts Board	2010	8	6	75.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	1	12.5%	1	12.5%
	2009	8	6	75.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	1	12.5%	1	12.5%
Children & Families	2010	581	450	77.5%	104	17.9%	2	0.3%	24	4.1%	69	11.9%	9	1.5%	19	3.3%	2	0.3%
	2009	549	421	76.7%	94	17.1%	2	0.4%	19	3.5%	63	11.5%	10	1.8%	20	3.6%	3	0.5%
Commerce	2010	323	123	38.1%	28	8.7%	5	1.5%	5	1.5%	9	2.8%	9	2.8%	58	18.0%	5	1.5%
	2009	346	129	37.3%	31	9.0%	4	1.2%	7	2.0%	11	3.2%	9	2.6%	65	18.8%	5	1.4%
Commissioner of Insurance	2010	137	76	55.5%	16	11.7%	1	0.7%	9	6.6%	1	0.7%	5	3.6%	15	10.9%	4	2.9%
	2009	127	73	57.5%	14	11.0%	1	0.8%	8	6.3%	0	0.0%	5	3.9%	15	11.8%	4	3.1%
Corrections	2010	10,070	4,209	41.8%	941	9.3%	72	0.7%	65	0.6%	574	5.7%	230	2.3%	307	3.0%	36	0.4%
	2009	10,100	4,233	41.9%	947	9.4%	79	0.8%	62	0.6%	575	5.7%	231	2.3%	332	3.3%	39	0.4%
Educational Comm Board	2010	40	11	27.5%	1	2.5%	0	0.0%	0	0.0%	1	2.5%	0	0.0%	4	10.0%	4	10.0%
	2009	42	10	23.8%	1	2.4%	0	0.0%	0	0.0%	1	2.4%	0	0.0%	5	11.9%	5	11.9%
Employee Trust Funds	2010	208	128	61.5%	30	14.4%	1	0.5%	11	5.3%	13	6.3%	5	2.4%	21	10.1%	5	2.4%
	2009	206	135	65.5%	22	10.7%	1	0.5%	6	2.9%	11	5.3%	4	1.9%	24	11.7%	5	2.4%
Employment Relations Comm	2010	21	7	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.8%	0	0.0%
	2009	20	7	35.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.0%	0	0.0%
Financial Institutions	2010	117	68	58.1%	9	7.7%	1	0.9%	1	0.9%	7	6.0%	0	0.0%	8	6.8%	4	3.4%
	2009	127	75	59.1%	9	7.1%	1	0.8%	1	0.8%	7	5.5%	0	0.0%	9	7.1%	5	3.9%
Government Accountability Bd	2010	24	9	37.5%	3	12.5%	1	4.2%	0	0.0%	1	4.2%	1	4.2%	0	0.0%	0	0.0%
	2009	23	8	34.8%	3	13.0%	1	4.3%	1	4.3%	1	4.3%	0	0.0%	0	0.0%	0	0.0%
Health Services	2010	5,388	3,502	65.0%	734	13.6%	30	0.6%	152	2.8%	454	8.4%	98	1.8%	170	3.2%	35	0.6%
	2009	5,557	3,621	65.2%	722	13.0%	28	0.5%	148	2.7%	454	8.2%	92	1.7%	196	3.5%	37	0.7%
Higher Education Aids Bd	2010	8	8	100.0%	1	12.5%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	1	12.5%	0	0.0%
	2009	9	9	100.0%	1	11.1%	0	0.0%	0	0.0%	1	11.1%	0	0.0%	1	11.1%	0	0.0%
Investment Board	2010	3	3	100.0%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2009	4	4	100.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%
Justice	2010	520	292	56.2%	55	10.6%	4	0.8%	8	1.5%	24	4.6%	19	3.7%	26	5.0%	3	0.6%
	2009	544	307	56.4%	58	10.7%	3	0.6%	9	1.7%	25	4.6%	21	3.9%	29	5.3%	3	0.6%
Lower WI St Riverway Bd	2010	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2009	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Affairs	2010	392	103	26.3%	9	2.3%	1	0.3%	3	0.8%	1	0.3%	4	1.0%	42	10.7%	4	1.0%
	2009	379	101	26.6%	11	2.9%	2	0.5%	3	0.8%	2	0.5%	4	1.1%	44	11.6%	5	1.3%

Table 13b
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2009 and June 2010

Agency	Year	Count of Employees	Racial/Ethnic Minorities ¹										Persons with Disabilities ²		Persons with Severe Disabilities			
			Women		Total Racial/Ethnic Minorities		American Indians		Asians		Blacks		Hispanics		#	%	#	%
			#	%	#	%	#	%	#	%	#	%	#	%				
Natural Resources	2010	2,352	720	30.6%	115	4.9%	23	1.0%	34	1.4%	33	1.4%	25	1.1%	142	6.0%	5	0.2%
	2009	2,446	743	30.4%	115	4.7%	23	0.9%	36	1.5%	31	1.3%	25	1.0%	150	6.1%	5	0.2%
People with Disabilities Bd	2010	6	3	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%
	2009	6	3	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%
Public Instruction	2010	626	456	72.8%	50	8.0%	3	0.5%	9	1.4%	22	3.5%	16	2.6%	104	16.6%	1	0.2%
	2009	629	457	72.7%	46	7.3%	3	0.5%	8	1.3%	21	3.3%	14	2.2%	108	17.2%	1	0.2%
Public Lands Board	2010	6	2	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2009	7	2	28.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public Service Commission	2010	127	64	50.4%	9	7.1%	0	0.0%	6	4.7%	1	0.8%	2	1.6%	8	6.3%	5	3.9%
	2009	133	64	48.1%	10	7.5%	0	0.0%	7	5.3%	1	0.8%	2	1.5%	9	6.8%	6	4.5%
Regulation & Licensing	2010	96	69	71.9%	13	13.5%	2	2.1%	5	5.2%	5	5.2%	1	1.0%	10	10.4%	5	5.2%
	2009	94	66	70.2%	8	8.5%	2	2.1%	1	1.1%	4	4.3%	1	1.1%	11	11.7%	6	6.4%
Revenue	2010	960	528	55.0%	102	10.6%	4	0.4%	26	2.7%	54	5.6%	18	1.9%	124	12.9%	32	3.3%
	2009	980	529	54.0%	101	10.3%	5	0.5%	23	2.3%	54	5.5%	19	1.9%	137	14.0%	34	3.5%
Secretary of State	2010	6	5	83.3%	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2009	6	5	83.3%	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State Employment Relations	2010	37	20	54.1%	7	18.9%	0	0.0%	3	8.1%	2	5.4%	2	5.4%	2	5.4%	2	5.4%
	2009	38	21	55.3%	6	15.8%	0	0.0%	2	5.3%	2	5.3%	2	5.3%	2	5.3%	2	5.3%
State Fair Park	2010	12	6	50.0%	4	33.3%	0	0.0%	0	0.0%	4	33.3%	0	0.0%	0	0.0%	0	0.0%
	2009	12	6	50.0%	4	33.3%	0	0.0%	0	0.0%	4	33.3%	0	0.0%	0	0.0%	0	0.0%
State Public Defender	2010	225	181	80.4%	32	14.2%	2	0.9%	3	1.3%	17	7.6%	10	4.4%	13	5.8%	0	0.0%
	2009	226	182	80.5%	31	13.7%	2	0.9%	3	1.3%	16	7.1%	10	4.4%	15	6.6%	0	0.0%
Technical College Sys Bd	2010	55	34	61.8%	6	10.9%	0	0.0%	2	3.6%	2	3.6%	2	3.6%	4	7.3%	1	1.8%
	2009	60	36	60.0%	6	10.0%	0	0.0%	2	3.3%	2	3.3%	2	3.3%	7	11.7%	1	1.7%
Tourism	2010	24	15	62.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.2%	1	4.2%
	2009	25	15	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.0%
Transportation	2010	3,109	1,206	38.8%	314	10.1%	40	1.3%	69	2.2%	125	4.0%	80	2.6%	172	5.5%	22	0.7%
	2009	3,240	1,270	39.2%	335	10.3%	44	1.4%	71	2.2%	136	4.2%	84	2.6%	178	5.5%	22	0.7%
Treasurer	2010	12	7	58.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	2009	9	5	55.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UW 2-Year Campuses	2010	235	130	55.3%	13	5.5%	3	1.3%	6	2.6%	2	0.9%	2	0.9%	8	3.4%	0	0.0%
	2009	246	139	56.5%	12	4.9%	2	0.8%	6	2.4%	2	0.8%	2	0.8%	10	4.1%	0	0.0%
UW Eau Claire	2010	406	244	60.1%	13	3.2%	1	0.2%	6	1.5%	4	1.0%	2	0.5%	15	3.7%	2	0.5%
	2009	422	253	60.0%	12	2.8%	2	0.5%	6	1.4%	3	0.7%	1	0.2%	16	3.8%	2	0.5%
UW Extension	2010	229	126	55.0%	18	7.9%	0	0.0%	5	2.2%	7	3.1%	6	2.6%	7	3.1%	0	0.0%
	2009	225	127	56.4%	14	6.2%	0	0.0%	4	1.8%	6	2.7%	4	1.8%	6	2.7%	0	0.0%
UW Green Bay	2010	203	120	59.1%	6	3.0%	3	1.5%	2	1.0%	0	0.0%	1	0.5%	5	2.5%	0	0.0%
	2009	206	122	59.2%	4	1.9%	2	1.0%	1	0.5%	0	0.0%	1	0.5%	5	2.4%	0	0.0%

Table 13c
PERMANENT CLASSIFIED EMPLOYEES IN AFFIRMATIVE ACTION CATEGORIES - BY AGENCY
June 2009 and June 2010

Agency	Year	Count of Employees	Racial/Ethnic Minorities ¹												Persons with Disabilities ²		Persons with Severe Disabilities	
			Women		Total Racial/Ethnic Minorities		American Indians		Asians		Blacks		Hispanics		#	%	#	%
			#	%	#	%	#	%	#	%	#	%	#	%				
UW La Crosse	2010	315	171	54.3%	14	4.4%	3	1.0%	7	2.2%	3	1.0%	1	0.3%	12	3.8%	1	0.3%
	2009	314	170	54.1%	14	4.5%	3	1.0%	7	2.2%	3	1.0%	1	0.3%	12	3.8%	1	0.3%
UW Madison	2010	5,045	2,734	54.2%	650	12.9%	18	0.4%	220	4.4%	132	2.6%	278	5.5%	153	3.0%	5	0.1%
	2009	5,044	2,739	54.3%	629	12.5%	14	0.3%	217	4.3%	128	2.5%	270	5.4%	166	3.3%	7	0.1%
UW Milwaukee	2010	937	479	51.1%	236	25.2%	10	1.1%	21	2.2%	172	18.4%	31	3.3%	30	3.2%	10	1.1%
	2009	925	474	51.2%	229	24.8%	8	0.9%	22	2.4%	169	18.3%	30	3.2%	32	3.5%	11	1.2%
UW Oshkosh	2010	391	240	61.4%	11	2.8%	0	0.0%	6	1.5%	1	0.3%	4	1.0%	12	3.1%	0	0.0%
	2009	410	256	62.4%	13	3.2%	0	0.0%	7	1.7%	2	0.5%	4	1.0%	13	3.2%	0	0.0%
UW Parkside	2010	182	102	56.0%	34	18.7%	1	0.5%	3	1.6%	16	8.8%	14	7.7%	0	0.0%	0	0.0%
	2009	179	103	57.5%	28	15.6%	1	0.6%	3	1.7%	14	7.8%	10	5.6%	0	0.0%	0	0.0%
UW Platteville	2010	245	141	57.6%	8	3.3%	1	0.4%	2	0.8%	2	0.8%	3	1.2%	6	2.4%	1	0.4%
	2009	253	147	58.1%	7	2.8%	1	0.4%	2	0.8%	2	0.8%	2	0.8%	7	2.8%	1	0.4%
UW River Falls	2010	223	118	52.9%	7	3.1%	0	0.0%	2	0.9%	2	0.9%	3	1.3%	12	5.4%	0	0.0%
	2009	230	121	52.6%	7	3.0%	0	0.0%	2	0.9%	2	0.9%	3	1.3%	14	6.1%	0	0.0%
UW Stevens Point	2010	371	207	55.8%	20	5.4%	4	1.1%	1	0.3%	3	0.8%	12	3.2%	10	2.7%	1	0.3%
	2009	354	202	57.1%	15	4.2%	1	0.3%	1	0.3%	3	0.8%	10	2.8%	12	3.4%	2	0.6%
UW Stout	2010	372	233	62.6%	15	4.0%	4	1.1%	4	1.1%	2	0.5%	5	1.3%	21	5.6%	1	0.3%
	2009	368	233	63.3%	13	3.5%	4	1.1%	3	0.8%	2	0.5%	4	1.1%	25	6.8%	1	0.3%
UW Superior	2010	148	78	52.7%	8	5.4%	6	4.1%	0	0.0%	1	0.7%	1	0.7%	7	4.7%	0	0.0%
	2009	149	80	53.7%	8	5.4%	6	4.0%	0	0.0%	1	0.7%	1	0.7%	6	4.0%	0	0.0%
UW System Administration	2010	122	76	62.3%	10	8.2%	1	0.8%	6	4.9%	3	2.5%	0	0.0%	3	2.5%	0	0.0%
	2009	124	77	62.1%	10	8.1%	1	0.8%	6	4.8%	3	2.4%	0	0.0%	3	2.4%	0	0.0%
UW Whitewater	2010	352	200	56.8%	8	2.3%	2	0.6%	1	0.3%	1	0.3%	4	1.1%	12	3.4%	2	0.6%
	2009	350	204	58.3%	11	3.1%	3	0.9%	1	0.3%	2	0.6%	5	1.4%	12	3.4%	2	0.6%
Veterans Affairs	2010	1,193	934	78.3%	118	9.9%	4	0.3%	11	0.9%	70	5.9%	33	2.8%	149	12.5%	26	2.2%
	2009	1,148	905	78.8%	113	9.8%	4	0.3%	11	1.0%	68	5.9%	30	2.6%	154	13.4%	26	2.3%
WI Historical Society	2010	117	56	47.9%	3	2.6%	1	0.9%	0	0.0%	1	0.9%	1	0.9%	3	2.6%	1	0.9%
	2009	120	55	45.8%	2	1.7%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	3	2.5%	1	0.8%
Workforce Development	2010	1,419	915	64.5%	237	16.7%	9	0.6%	36	2.5%	132	9.3%	60	4.2%	164	11.6%	37	2.6%
	2009	1,474	955	64.8%	246	16.7%	9	0.6%	38	2.6%	141	9.6%	58	3.9%	175	11.9%	36	2.4%
Classified Employee Total	2010	39,406	20,211	51.3%	4,107	10.4%	271	0.7%	806	2.0%	2,011	5.1%	1,015	2.6%	2,015	5.1%	311	0.8%
Classified Employee Total	2009	40,011	20,537	51.3%	4,060	10.1%	273	0.7%	784	2.0%	2,015	5.0%	988	2.5%	2,184	5.5%	338	0.8%

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

²Disabled includes both persons with severe and non-severe disabilities. Disabilities are self-reported by employees.
Source: PMIS, June 2010, June 2009

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

Region	Total Minorities ¹			Blacks			Asian/Pacific Islanders			American Indians			Hispanics		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Northern															
# Minorities	46	31	15	2	0	2	6	5	1	28	19	9	10	7	3
% Minorities	3.3%	2.3%	1.1%	0.1%	0.0%	0.1%	0.4%	0.4%	0.1%	2.0%	1.4%	0.7%	0.7%	0.5%	0.2%
Est. % in Labor Force	6.6%	3.5%	3.1%	0.3%	0.2%	0.1%	0.5%	0.3%	0.2%	3.9%	2.0%	1.9%	1.0%	0.6%	0.4%
Total Employees	1,377														
Central															
# Minorities	337	176	161	65	40	25	85	35	50	75	47	28	112	54	58
% Minorities	4.4%	2.3%	2.1%	0.9%	0.5%	0.3%	1.1%	0.5%	0.7%	1.0%	0.6%	0.4%	1.5%	0.7%	0.8%
Est. % in Labor Force	6.9%	4.0%	2.9%	0.6%	0.3%	0.2%	1.3%	0.7%	0.6%	0.8%	0.4%	0.4%	2.7%	1.7%	1.1%
Total Employees	7,619														
Eastern															
# Minorities	1,723	627	1,096	1,220	399	821	113	59	54	48	21	27	340	148	192
% Minorities	25.1%	9.1%	15.9%	17.7%	5.8%	11.9%	1.6%	0.9%	0.8%	0.7%	0.3%	0.4%	4.9%	2.2%	2.8%
Est. % in Labor Force	23.8%	12.4%	11.4%	10.5%	4.4%	6.0%	2.0%	1.2%	0.9%	0.5%	0.2%	0.2%	7.4%	4.5%	2.9%
Total Employees	6,875														
Southern															
# Minorities	1,850	886	964	696	317	379	553	258	295	89	44	45	510	266	244
% Minorities	9.9%	4.7%	5.2%	3.7%	1.7%	2.0%	3.0%	1.4%	1.6%	0.5%	0.2%	0.2%	2.7%	1.4%	1.3%
Est. % in Labor Force	10.5%	6.1%	4.4%	2.1%	1.1%	1.0%	2.2%	1.2%	0.9%	0.4%	0.2%	0.2%	4.1%	2.6%	1.5%
Total Employees	18,685														
Western															
# Minorities	151	86	65	28	19	9	49	28	21	31	18	13	43	21	22
% Minorities	3.1%	1.8%	1.3%	0.6%	0.4%	0.2%	1.0%	0.6%	0.4%	0.6%	0.4%	0.3%	0.9%	0.4%	0.5%
Est. % in Labor Force	3.7%	2.1%	1.6%	0.5%	0.3%	0.2%	0.9%	0.5%	0.4%	0.5%	0.2%	0.2%	1.1%	0.7%	0.4%
Total Employees	4,850														
All Regions Total															
Total Minorities	4,107	1,806	2,301	2,011	775	1,236	806	385	421	271	149	122	1,015	496	519
% Minorities	10.4%	4.6%	5.8%	5.1%	2.0%	3.1%	2.0%	1.0%	1.1%	0.7%	0.4%	0.3%	2.6%	1.3%	1.3%
Est. % in Labor Force	12.8%	6.9%	5.9%	4.2%	1.8%	2.3%	1.6%	0.9%	0.7%	0.8%	0.4%	0.4%	4.2%	2.6%	1.6%
Total Employees	39,406	17,389	17,910												

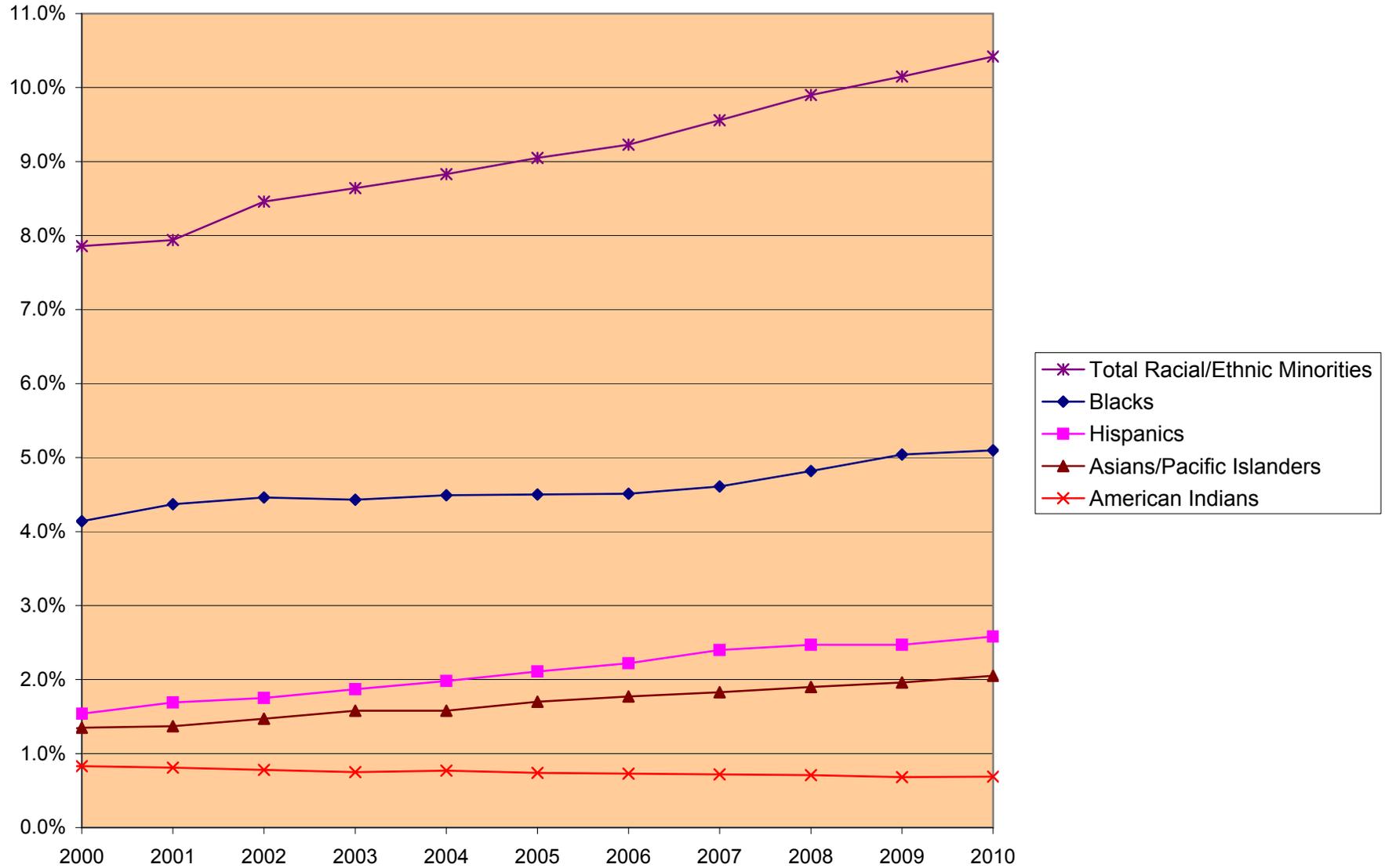
Note: For Wisconsin Regional Map, see Appendix F.

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

The categories of "other race" and "two or more races" are used in census reporting but are not used for state government employee EEO reporting. For state employees, this table includes only the four racial categories used for state government EEO reporting, but the "Total Minorities" in the WI labor force includes persons categorized as "other race" or "two or more races."

Sources: Permanent classified state employee data from PMIS, June 2010; WI Labor Force data estimates for 2010-2011 from the Department of Workforce Development, Office of Economic Advisors

Chart 15
RACIAL/ETHNIC MINORITY EMPLOYMENT TRENDS: 2000-2010
Percentage of Permanent Classified Workforce



Source: PMIS, June of each year

Table 16
AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION: 2010 and 2000
Permanent Classified Employees

Affirmative Action Group	Count of State Employees	Percent of Total State Employees	Percent of State Labor Force ¹	Percent of State Population
All Racial / Ethnic Minorities²				
2010	4,107	10.4%*	12.8%	15.9%
2000	3,067	7.9%	7.2%	10.4%
Blacks				
2010	2,011	5.1%	4.2%	5.6%
2000	1,616	4.1%	3.7%	5.5%
Hispanics				
2010	1,015	2.6%*	4.2%	4.9%
2000	602	1.5%	1.7%	2.5%
Asians / Pacific Islanders				
2010	806	2.0%	1.6%	2.0%
2000	527	1.4%	0.9%	1.5%
American Indians / Alaska Natives				
2010	271	0.7%	0.8%	0.9%
2000	322	0.8%	0.8%	0.9%
Females				
2010	20,211	51.3%*	47.3%	50.3%
2000	20,044	51.4%*	47.1%	51.0%
Total Persons with Disabilities³				
2010	2,015	5.1%	na	na
2000	3,314	8.5%	na	na

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

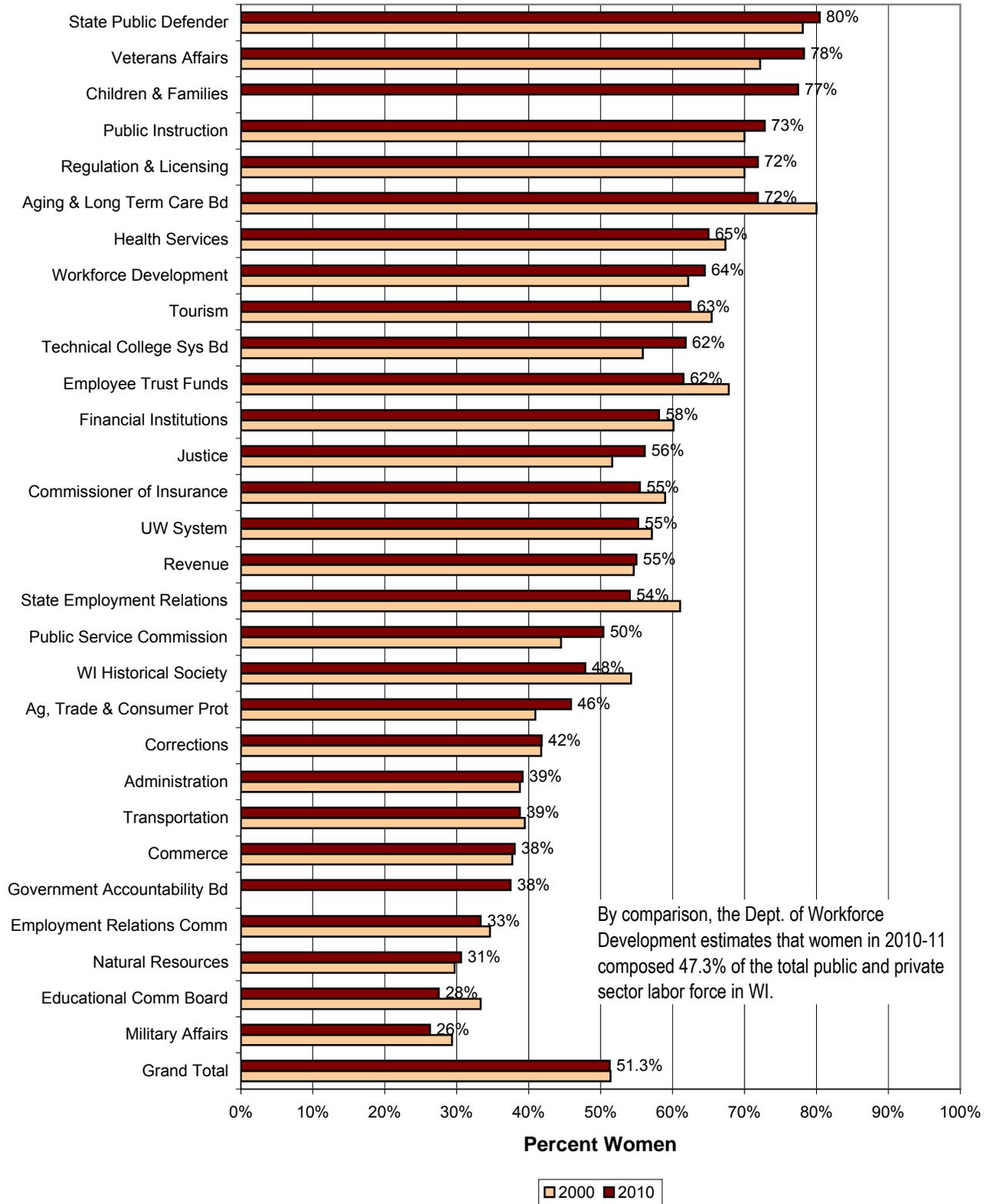
¹ Labor Force represents all persons 16 years of age and older, who are either employed or unemployed and looking for work. Racial/Ethnic minority percentages in the labor force are estimates projected forward from the 2000 census and 2007 ACS.

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

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

Sources: Permanent classified state employee data is compiled by the Division of Affirmative Action for June of each year from PMIS. State population and workforce estimates are compiled by the Department of Workforce Development.

Chart 17
PERCENTAGE OF WOMEN BY AGENCY: 2010 and 2000
Permanent Classified Employees
Agencies with at least 20 employees



Source: PMIS, June 2010, June 2000

Table 18
TEN YEAR CHANGE IN GENDER COMPOSITION OF JOB GROUPS
Sorted by Percentage Change in Women

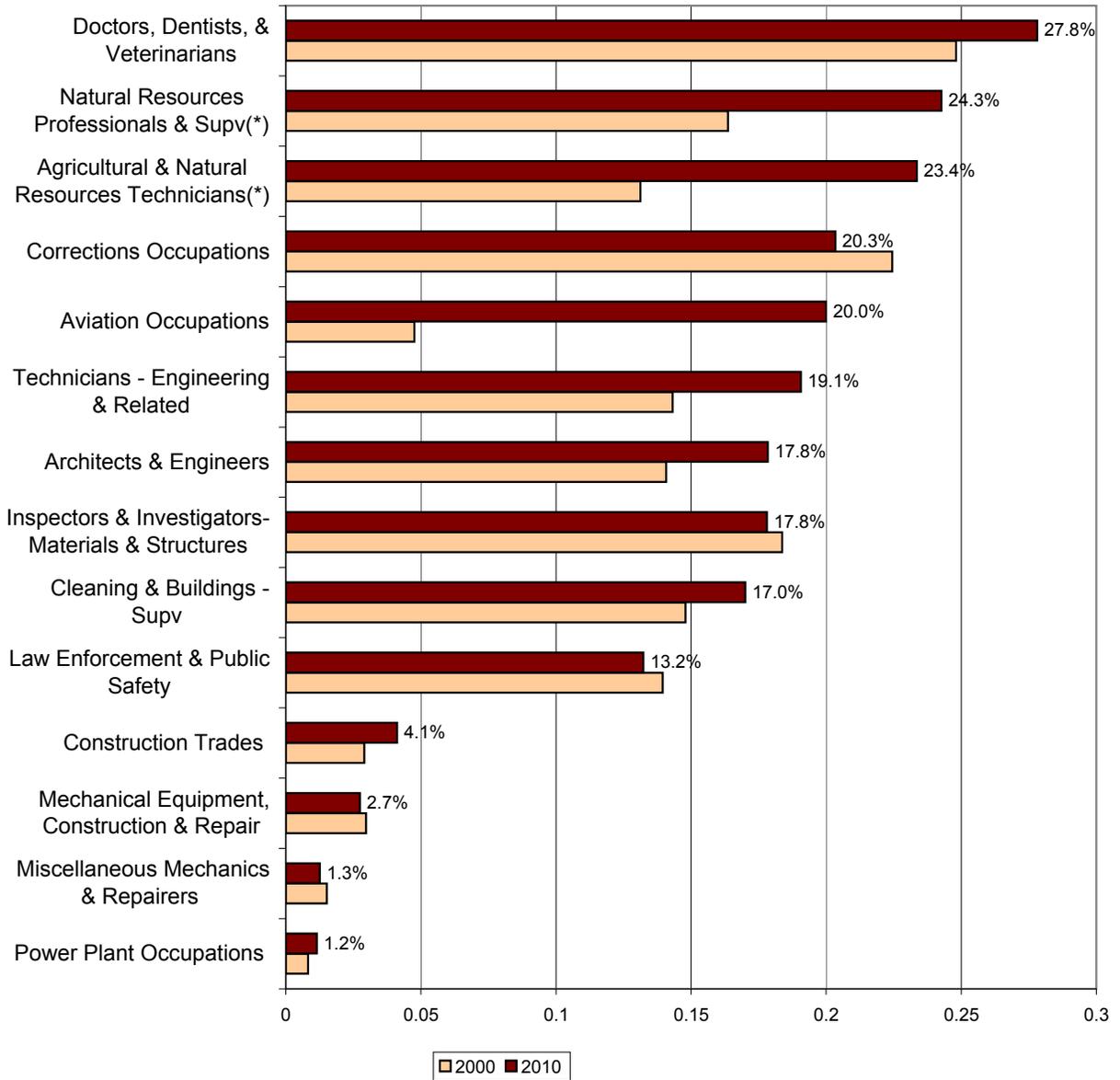
Job Group	Increase¹ in Percentage of Women in Job Group Since 2000	Percentage of Women in Job Group in June 2010	Increase in Count of Women in Job Group Since 2000
Psychologists	16.4% *	52%	51
Aviation Occupations	15.2%	20%	2
Administrators-Others	10.6%	54%	41
Human Resources Professionals & Supv	10.5% *	69%	-18
Agricultural & Natural Resources Technicians	10.2% *	23%	30
Communication Equipment Operators	10.2%	77%	9
Science Professionals & Supv	9.4%	51%	79
Health Therapists	9.1%	85%	13
Laboratory Technicians	8.9%	72%	28
Fiscal & Related Professionals & Supv	8.9% *	56%	137
Attorneys	8.3%	40%	16
Natural Resources Professionals & Supv	7.9% *	24%	32
Social Services Professionals & Supv	7.3% *	69%	254
Inspectors & Investigators-Products & Services	7.2%	39%	-1
Administrators-Senior Executives	6.9%	41%	19
Claims Determination & Collections-Prof/Supv	6.5%	72%	50
Public Information & Media Professionals & Supv	6.4%	64%	15
Program Support Professionals & Supv	6.0% *	66%	159
Planning & Research Professionals & Supv	5.7%	58%	-7
Dietitians & Nutritionists	5.5%	92%	-1
Seamstress & Upholsterers	5.2%	79%	0
Technicians - Engineering & Related	4.8%	19%	-2
Teachers & Education Professionals & Supv	4.7%	58%	51
Real Estate Technicians, Professionals & Supv	4.7%	47%	-22
Clerks - Shipping, Storage & Related	4.0%	33%	-9
General Laborers	4.0%	35%	122
Architects & Engineers	3.8%	18%	35
Doctors, Dentists, & Veterinarians	3.0%	28%	10
Environmental Specialists & Supv	3.0%	31%	25
Management Information Technicians	2.2%	63%	8
Cleaning & Buildings - Supv	2.2%	17%	18
Construction Trades	1.2%	4%	5
Patient Care Professionals & Supv	0.9%	84%	221
Purchasing Professionals & Supv	0.9%	61%	-30
Media Technicians	0.5%	36%	-23
Power Plant Occupations	0.3%	1%	1
Mechanical Equipment, Construction & Repair	-0.2%	3%	-6
Miscellaneous Mechanics & Repairers	-0.3%	1%	1
Food Production & Food Service	-0.3%	61%	46
Administrative Support - Fiscal	-0.3%	83%	-47
Inspectors & Investigators-Materials & Structures	-0.6%	18%	-5
Law Enforcement & Public Safety	-0.7%	13%	-10
Administrative Support - General	-0.9%	86%	-266
Personal Care Aides	-1.2%	79%	40
Corrections Occupations	-2.1%	20%	138
Equal Opportunity Professionals & Supv	-2.7%	62%	3
General Clerical Occupations	-3.2% *	91%	-1,256
Librarians, Archivists, & Curators	-3.5%	54%	-22
Management Information Professionals & Supv	-4.7% *	34%	-8
Technicians - Health Care & Related	-28.1% *	63%	241

¹Calculated by taking the % of women in 2010 and subtracting the percentage of women in 2000.

*Statistically significant change in percentage from 2000 to 2010 at p<.05. See Appendix C for technical notes.

Source: PMIS, Permanent Classified Employees, June 2010 and June 2000

Chart 19
PERCENTAGE OF WOMEN IN NONTRADITIONAL JOBS FOR WOMEN
2010 Compared with 2000
Permanent Classified Employees



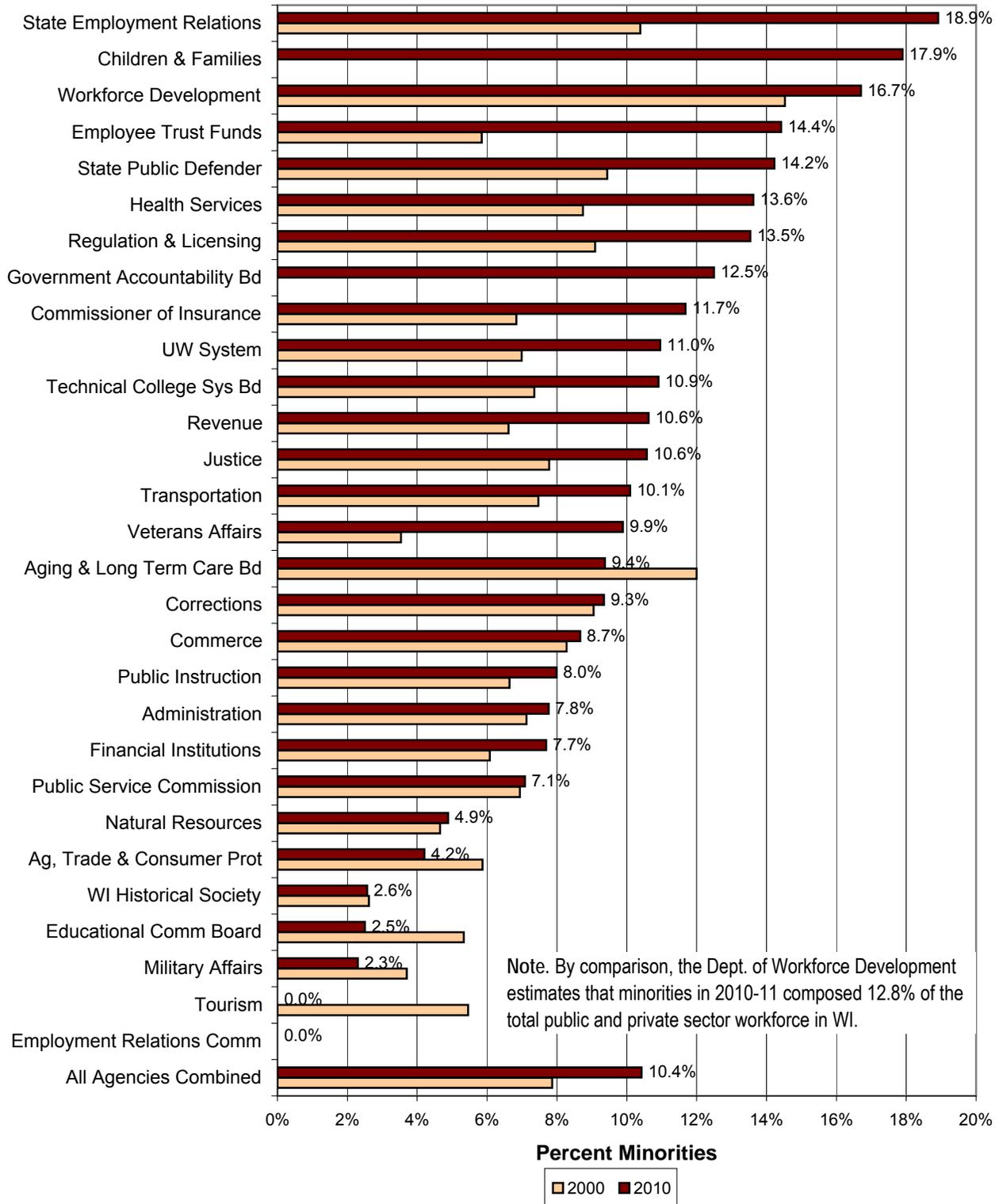
Source: PMIS, June 2010 and June 2000

(*)Statistically significant change in percentage from 2000 to 2010 at $p < .05$. See Appendix C for technical notes.

Defining nontraditional jobs for women

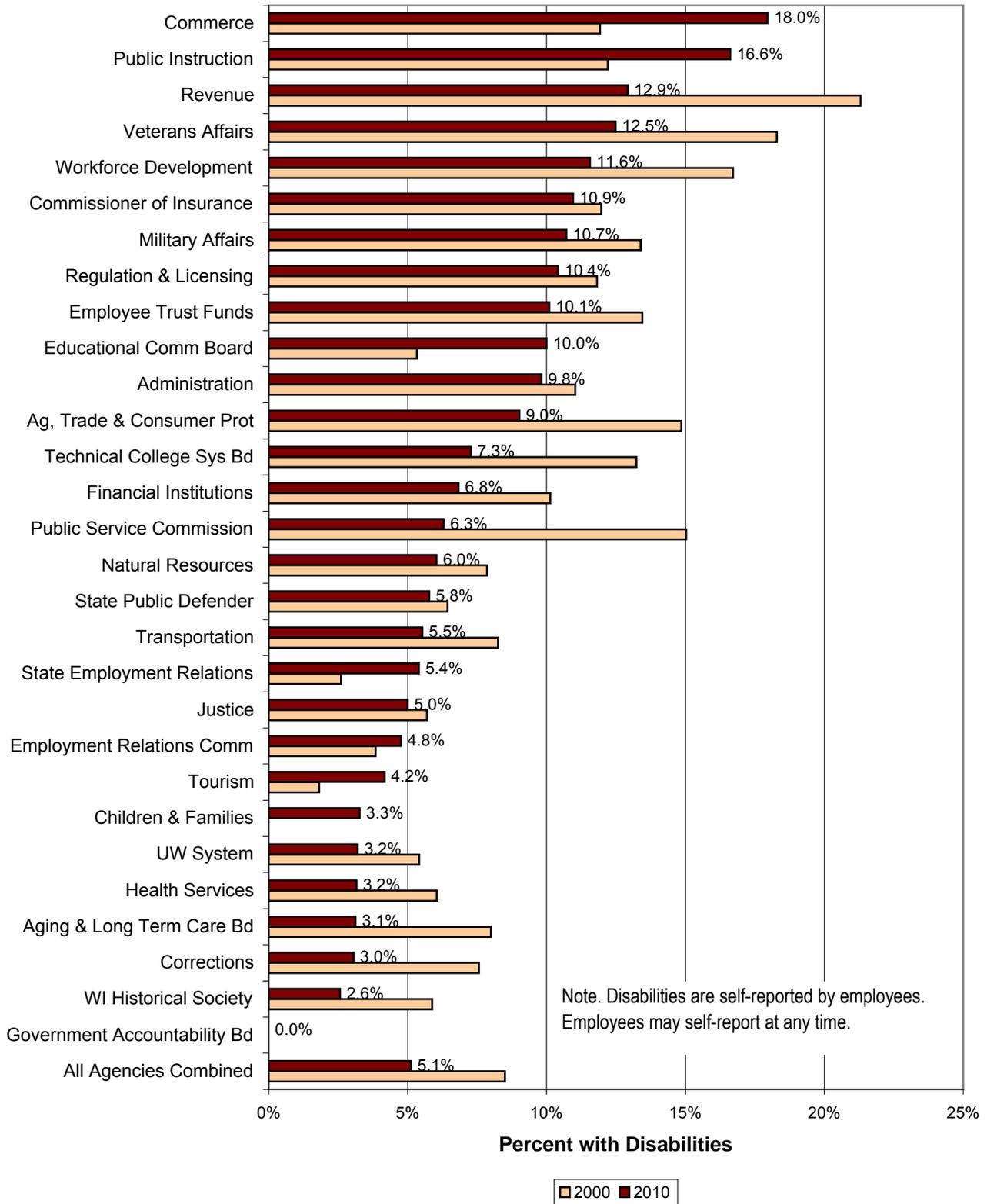
The U.S. Department of Labor defines nontraditional occupations for women as those jobs in which women make up less than 25% of the total number of workers. For the purpose of establishing a baseline for this report, nontraditional occupations for women are those state employment job groups which had less than 25% women in 2000.

Chart 20
PERCENTAGE OF RACIAL/ETHNIC MINORITIES BY AGENCY: 2010 and 2000
Permanent Classified Employees
Agencies with at least 20 employees



Sources: PMIS, June 2010, June 2000

Chart 21
PERCENTAGE OF PERSONS WITH DISABILITIES BY AGENCY: 2010 and 2000
Permanent Classified Employees
Agencies with at least 20 employees



Sources: PMIS, June 2010, June 2000

Table 22
RANKING AGENCIES ON RACIAL/ETHNIC MINORITY EMPLOYMENT: 2009-2010
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2009 Rank	Total Minorities	% Minorities
Children & Families	1	94	17.1%
Workforce Development	2	246	16.7%
Health Services	3	722	13.0%
Justice	4	58	10.7%
UW System	5	1026	10.5%
Transportation	6	335	10.3%
Revenue	7	101	10.3%
Veterans Affairs	8	113	9.8%
Corrections	9	947	9.4%
Administration	10	72	7.6%
Public Instruction	11	46	7.3%
Natural Resources	12	115	4.7%
Ag, Trade & Consumer Prot	13	20	3.8%

Agency	2010 Rank	Total Minorities	% Minorities	Net % Change
Children & Families	1	104	17.9%	0.8%
Workforce Development	2	237	16.7%	0.0%
Health Services	3	734	13.6%	0.6%
UW System	4	1,071	11.0%	0.5%
Revenue	5	102	10.6%	0.3%
Justice	6	55	10.6%	-0.1%
Transportation	7	314	10.1%	-0.2%
Veterans Affairs	8	118	9.9%	0.0%
Corrections	9	941	9.3%	0.0%
Public Instruction	10	50	8.0%	0.7%
Administration	11	68	7.8%	0.2%
Natural Resources	12	115	4.9%	0.2%

Medium Agencies (100-499 employees)

Agency	2009 Rank	Total Minorities	% Minorities
State Public Defender	1	31	13.7%
Commissioner of Insurance	2	14	11.0%
Employee Trust Funds	3	22	10.7%
Commerce	4	31	9.0%
Public Service Commission	5	10	7.5%
Financial Institutions	6	9	7.1%
Military Affairs	7	11	2.9%
WI Historical Society	8	2	1.7%

Agency	2010 Rank	Total Minorities	% Minorities	Net % Change
Employee Trust Funds	1	30	14.4%	3.7%
State Public Defender	2	32	14.2%	0.5%
Commissioner of Insurance	3	16	11.7%	0.7%
Commerce	4	28	8.7%	-0.3%
Financial Institutions	5	9	7.7%	0.6%
Public Service Commission	6	9	7.1%	-0.4%
Ag, Trade & Consumer Prot	7	21	4.2%	0.4%
WI Historical Society	8	3	2.6%	0.9%
Military Affairs	9	9	2.3%	-0.6%

Small Agencies (15-99 employees)

Agency	2009 Rank	Total Minorities	% Minorities
State Employment Relations	1	6	15.8%
Government Accountability Bd	2	3	13.0%
Technical College Sys Bd	3	6	10.0%
Aging & Long Term Care Bd	4	3	8.8%
Regulation & Licensing	5	8	8.5%
Educational Comm Board	6	1	2.4%
Tourism	7	0	0.0%
Employment Relations Comm	8	0	0.0%

Agency	2010 Rank	Total Minorities	% Minorities	Net % Change
State Employment Relations	1	7	18.9%	3.1%
Regulation & Licensing	2	13	13.5%	5.0%
Government Accountability Bd	3	3	12.5%	-0.5%
Technical College Sys Bd	4	6	10.9%	0.9%
Aging & Long Term Care Bd	5	3	9.4%	0.6%
Educational Comm Board	6	1	2.5%	0.1%
Tourism	7	0	0.0%	0.0%
Employment Relations Comm	8	0	0.0%	0.0%

Source: PMIS, June 2009, June 2010

Table 23
RANKING AGENCIES ON EMPLOYMENT OF PERSONS WITH DISABILITIES: 2009-2010
Permanent Classified Employees

Large Agencies (500 or more employees)

Agency	2009 Rank	Total PWD	% PWD
Public Instruction	1	108	17.2%
Revenue	2	137	14.0%
Veterans Affairs	3	154	13.4%
Workforce Development	4	175	11.9%
Ag, Trade & Consumer Prot	5	54	10.2%
Administration	6	96	10.1%
Natural Resources	7	150	6.1%
Transportation	8	178	5.5%
Justice	9	29	5.3%
Children & Families	10	20	3.6%
Health Services	11	196	3.5%
UW System	12	339	3.5%
Corrections	13	332	3.3%

Agency	2010 Rank	Total PWD	% PWD	Net % Change
Public Instruction	1	104	16.6%	-0.6%
Revenue	2	124	12.9%	-1.1%
Veterans Affairs	3	149	12.5%	-0.9%
Workforce Development	4	164	11.6%	-0.3%
Administration	5	86	9.8%	-0.3%
Natural Resources	6	142	6.0%	-0.1%
Transportation	7	172	5.5%	0.0%
Justice	8	26	5.0%	-0.3%
Children & Families	9	19	3.3%	-0.4%
UW System	10	313	3.2%	-0.3%
Health Services	11	170	3.2%	-0.4%
Corrections	12	307	3.0%	-0.2%

Medium Agencies (100-499 employees)

Agency	2009 Rank	Total PWD	% PWD
Commerce	1	65	18.8%
Commissioner of Insurance	2	15	11.8%
Employee Trust Funds	3	24	11.7%
Military Affairs	4	44	11.6%
Financial Institutions	5	9	7.1%
Public Service Commission	6	9	6.8%
State Public Defender	7	15	6.6%
WI Historical Society	8	3	2.5%

Agency	2010 Rank	Total PWD	% PWD	Net % Change
Commerce	1	58	18.0%	-0.8%
Commissioner of Insurance	2	15	10.9%	-0.9%
Military Affairs	3	42	10.7%	-0.9%
Employee Trust Funds	4	21	10.1%	-1.6%
Ag, Trade & Consumer Prot	5	45	9.0%	-1.2%
Financial Institutions	6	8	6.8%	-0.2%
Public Service Commission	7	8	6.3%	-0.5%
State Public Defender	8	13	5.8%	-0.9%
WI Historical Society	9	3	2.6%	0.1%

Small Agencies (15-99 employees)

Agency	2009 Rank	Total PWD	% PWD
Educational Comm Board	1	5	11.9%
Regulation & Licensing	2	11	11.7%
Technical College Sys Bd	3	7	11.7%
State Employment Relations	4	2	5.3%
Employment Relations Comm	5	1	5.0%
Tourism	6	1	4.0%
Aging & Long Term Care Bd	7	1	2.9%
Government Accountability Bd	8	0	0.0%

Agency	2010 Rank	Total PWD	% PWD	Net % Change
Regulation & Licensing	1	10	10.4%	-1.3%
Educational Comm Board	2	4	10.0%	-1.9%
Technical College Sys Bd	3	4	7.3%	-4.4%
State Employment Relations	4	2	5.4%	0.1%
Employment Relations Comm	5	1	4.8%	-0.2%
Tourism	6	1	4.2%	0.2%
Aging & Long Term Care Bd	7	1	3.1%	0.2%
Government Accountability Bd	8	0	0.0%	0.0%

Source: PMIS, June 2009, June 2010

Table 24a
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2010, 2009, and 2000
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Administrative Support - Fiscal	2010	1,157	86	7.4%	957	82.7%	83	7.2%
	2009	1,178	81	6.9%	971	82.4%	90	7.6%
	2000	1,209	68	5.6%	1,004	83.0%	125	10.3%
Administrative Support - General	2010	3,544	366	10.3%*	3,043	85.9%	204	5.8%*
	2009	3,722	378	10.2%	3,219	86.5%	224	6.0%
	2000	3,816	250	6.6%	3,309	86.7%	315	8.3%
Administrators-Others	2010	241	21	8.7%	129	53.5%	15	6.2%
	2009	243	19	7.8%	129	53.1%	19	7.8%
	2000	205	19	9.3%	88	42.9%	18	8.8%
Administrators-Senior Executives	2010	522	46	8.8%	212	40.6%	33	6.3%
	2009	551	47	8.5%	210	38.1%	38	6.9%
	2000	573	40	7.0%	193	33.7%	50	8.7%
Agricultural & Natural Resources Technicians	2010	501	42	8.4%*	117	23.4%*	27	5.4%
	2009	516	42	8.1%	116	22.5%	31	6.0%
	2000	663	17	2.6%	87	13.1%	57	8.6%
Architects & Engineers	2010	1,009	89	8.8%	180	17.8%	49	4.9%
	2009	1,036	92	8.9%	181	17.5%	52	5.0%
	2000	1,030	98	9.5%	145	14.1%	45	4.4%
Attorneys	2010	333	34	10.2%	132	39.6%	21	6.3%
	2009	338	33	9.8%	132	39.1%	21	6.2%
	2000	370	26	7.0%	116	31.4%	32	8.6%
Aviation Occupations	2010	15	0	0.0%	3	20.0%	0	0.0%
	2009	14	0	0.0%	2	14.3%	0	0.0%
	2000	21	1	4.8%	1	4.8%	0	0.0%
Claims Determination & Collections- Profs/Supv	2010	469	69	14.7%*	338	72.1%	31	6.6%*
	2009	457	62	13.6%	329	72.0%	36	7.9%
	2000	439	35	8.0%	288	65.6%	57	13.0%
Cleaning & Buildings - Supv	2010	300	23	7.7%	51	17.0%	25	8.3%
	2009	297	20	6.7%	52	17.5%	26	8.8%
	2000	223	11	4.9%	33	14.8%	20	9.0%
Clerks - Shipping, Storage & Related	2010	255	24	9.4%	85	33.3%	16	6.3%
	2009	267	23	8.6%	92	34.5%	19	7.1%
	2000	320	24	7.5%	94	29.4%	27	8.4%
Communication Equipment Operators	2010	75	3	4.0%	58	77.3%	3	4.0%
	2009	75	3	4.0%	59	78.7%	4	5.3%
	2000	73	5	6.8%	49	67.1%	6	8.2%
Construction Trades	2010	485	18	3.7%	20	4.1%	14	2.9%*
	2009	494	19	3.8%	20	4.0%	16	3.2%
	2000	516	18	3.5%	15	2.9%	37	7.2%

*Statistically significant change in percentage from 2000 to 2010 at p<.05. See Appendix C for technical notes.

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

Table 24b
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2010, 2009, and 2000
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Corrections Occupations	2010	5,467	512	9.4%	1,112	20.3%	145	2.7%*
	2009	5,431	514	9.5%	1,122	20.7%	152	2.8%
	2000	4,339	397	9.1%	974	22.4%	285	6.6%
Dietitians & Nutritionists	2010	60	1	1.7%	55	91.7%	2	3.3%
	2009	58	0	0.0%	53	91.4%	2	3.4%
	2000	65	2	3.1%	56	86.2%	2	3.1%
Doctors, Dentists, & Veterinarians	2010	151	25	16.6%	42	27.8%	3	2.0%
	2009	155	26	16.8%	44	28.4%	3	1.9%
	2000	129	23	17.8%	32	24.8%	5	3.9%
Environmental Specialists & Supv	2010	526	17	3.2%	161	30.6%	28	5.3%
	2009	542	18	3.3%	163	30.1%	29	5.4%
	2000	492	18	3.7%	136	27.6%	33	6.7%
Equal Opportunity Professionals & Supv	2010	82	33	40.2%	51	62.2%	10	12.2%
	2009	83	35	42.2%	48	57.8%	15	18.1%
	2000	74	26	35.1%	48	64.9%	20	27.0%
Fiscal & Related Professionals & Supv	2010	1,402	154	11.0%*	787	56.1%*	118	8.4%*
	2009	1,397	136	9.7%	767	54.9%	133	9.5%
	2000	1,375	79	5.7%	650	47.3%	203	14.8%
Food Production & Food Service	2010	761	94	12.4%	462	60.7%	26	3.4%*
	2009	753	97	12.9%	457	60.7%	27	3.6%
	2000	682	63	9.2%	416	61.0%	50	7.3%
General Clerical Occupations	2010	2,663	223	8.4%	2,422	91.0%*	153	5.7%*
	2009	2,765	233	8.4%	2,525	91.3%	169	6.1%
	2000	3,905	301	7.7%	3,678	94.2%	341	8.7%
General Laborers	2010	1,756	486	27.7%*	619	35.3%	86	4.9%*
	2009	1,769	468	26.5%	620	35.0%	94	5.3%
	2000	1,588	276	17.4%	497	31.3%	148	9.3%
Health Therapists	2010	151	5	3.3%	129	85.4%	6	4.0%
	2009	164	5	3.0%	138	84.1%	8	4.9%
	2000	152	2	1.3%	116	76.3%	11	7.2%
Human Resources Professionals & Supv	2010	470	77	16.4%	324	68.9%*	48	10.2%*
	2009	462	70	15.2%	321	69.5%	47	10.2%
	2000	585	95	16.2%	342	58.5%	100	17.1%
Inspectors & Investigators-Materials & Structures	2010	73	7	9.6%	13	17.8%	17	23.3%
	2009	77	7	9.1%	14	18.2%	19	24.7%
	2000	98	8	8.2%	18	18.4%	19	19.4%
Inspectors & Investigators-Products & Services	2010	289	22	7.6%	113	39.1%	32	11.1%*
	2009	302	22	7.3%	109	36.1%	36	11.9%
	2000	357	22	6.2%	114	31.9%	72	20.2%

*Statistically significant change in percentage from 2000 to 2010 at p<.05. See Appendix C for technical notes.

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

Table 24c
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2010, 2009, and 2000
Permanent Classified Employees

Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Laboratory Technicians	2010	188	13	6.9%	135	71.8%	5	2.7%
	2009	192	11	5.7%	134	69.8%	6	3.1%
	2000	170	11	6.5%	107	62.9%	6	3.5%
Law Enforcement & Public Safety	2010	1,179	90	7.6%	156	13.2%	41	3.5%
	2009	1,211	91	7.5%	156	12.9%	44	3.6%
	2000	1,190	79	6.6%	166	13.9%	67	5.6%
Librarians, Archivists, & Curators	2010	118	1	0.8%	64	54.2%	6	5.1%
	2009	117	1	0.9%	62	53.0%	6	5.1%
	2000	149	6	4.0%	86	57.7%	5	3.4%
Management Information Professionals & Supv	2010	2,251	198	8.8%*	767	34.1%*	113	5.0%*
	2009	2,230	187	8.4%	788	35.3%	122	5.5%
	2000	1,998	128	6.4%	775	38.8%	150	7.5%
Management Information Technicians	2010	224	15	6.7%	141	62.9%	11	4.9%
	2009	238	15	6.3%	146	61.3%	11	4.6%
	2000	219	10	4.6%	133	60.7%	20	9.1%
Mechanical Equipment, Construction & Repair	2010	621	24	3.9%	17	2.7%	50	8.1%
	2009	637	24	3.8%	15	2.4%	53	8.3%
	2000	775	27	3.5%	23	3.0%	85	11.0%
Media Technicians	2010	78	2	2.6%	28	35.9%	3	3.8%
	2009	78	2	2.6%	26	33.3%	3	3.8%
	2000	144	7	4.9%	51	35.4%	11	7.6%
Miscellaneous Mechanics & Repairers	2010	239	4	1.7%	3	1.3%	8	3.3%
	2009	236	5	2.1%	3	1.3%	7	3.0%
	2000	132	2	1.5%	2	1.5%	7	5.3%
Natural Resources Professionals & Supv	2010	511	18	3.5%	124	24.3%	21	4.1%
	2009	519	18	3.5%	124	23.9%	22	4.2%
	2000	562	16	2.8%	92	16.4%	35	6.2%
Patient Care Professionals & Supv	2010	1,000	60	6.0%	844	84.4%	29	2.9%
	2009	992	55	5.5%	838	84.5%	29	2.9%
	2000	746	27	3.6%	623	83.5%	38	5.1%
Personal Care Aides	2010	1,836	444	24.2%	1,447	78.8%	62	3.4%
	2009	1,900	441	23.2%	1,497	78.8%	70	3.7%
	2000	1,758	235	13.4%	1,407	80.0%	95	5.4%
Planning & Research Professionals & Supv	2010	637	62	9.7%	371	58.2%	29	4.6%
	2009	644	57	8.9%	373	57.9%	31	4.8%
	2000	719	49	6.8%	378	52.6%	49	6.8%
Power Plant Occupations	2010	260	15	5.8%	3	1.2%	22	8.5%
	2009	264	14	5.3%	3	1.1%	24	9.1%
	2000	243	10	4.1%	2	0.8%	32	13.2%

*Statistically significant change in percentage from 2000 to 2010 at p<.05. See Appendix C for technical notes.

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

Table 24d
MINORITIES, WOMEN, AND PERSONS WITH DISABILITIES BY JOB GROUP: 2010, 2009, and 2000
Permanent Classified Employees

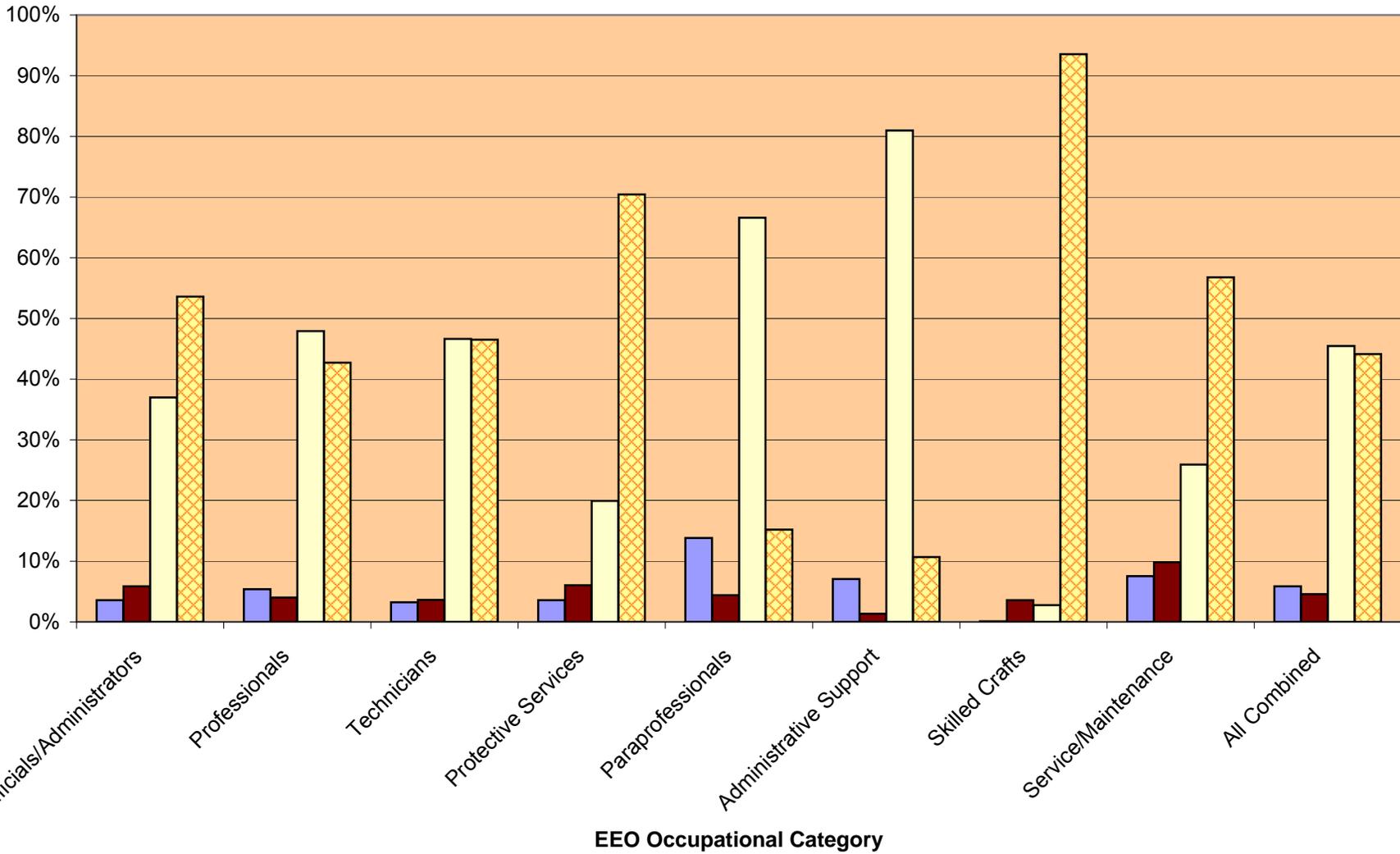
Job Group	Year	Total	Racial/Ethnic Minorities		Women		Persons with Disabilities**	
			#	%	#	%	#	%
Program Support Professionals & Supv	2010	1,302	122	9.4%*	863	66.3%*	66	5.1%*
	2009	1,300	115	8.8%	845	65.0%	67	5.2%
	2000	1,167	64	5.5%	704	60.3%	103	8.8%
Psychologists	2010	217	16	7.4%	113	52.1%*	9	4.1%
	2009	207	15	7.2%	105	50.7%	9	4.3%
	2000	174	10	5.7%	62	35.6%	16	9.2%
Public Information & Media Professionals & Supv	2010	143	9	6.3%	92	64.3%	3	2.1%
	2009	122	8	6.6%	76	62.3%	3	2.5%
	2000	133	6	4.5%	77	57.9%	9	6.8%
Purchasing Professionals & Supv	2010	127	4	3.1%	77	60.6%	7	5.5%
	2009	134	5	3.7%	85	63.4%	8	6.0%
	2000	179	7	3.9%	107	59.8%	18	10.1%
Real Estate Technicians, Professionals & Supv	2010	181	9	5.0%	85	47.0%	18	9.9%
	2009	195	12	6.2%	86	44.1%	22	11.3%
	2000	253	12	4.7%	107	42.3%	48	19.0%
Science Professionals & Supv	2010	447	30	6.7%	230	51.5%	16	3.6%
	2009	462	32	6.9%	234	50.6%	17	3.7%
	2000	359	15	4.2%	151	42.1%	16	4.5%
Seamstress & Upholsterers	2010	14	0	0.0%	11	78.6%	0	0.0%
	2009	15	0	0.0%	12	80.0%	0	0.0%
	2000	15	0	0.0%	11	73.3%	0	0.0%
Social Services Professionals & Supv	2010	2,655	330	12.4%	1,831	69.0%*	147	5.5%*
	2009	2,725	338	12.4%	1,852	68.0%	151	5.5%
	2000	2,559	313	12.2%	1,577	61.6%	244	9.5%
Teachers & Education Professionals & Supv	2010	759	50	6.6%	437	57.6%	73	9.6%
	2009	762	48	6.3%	439	57.6%	80	10.5%
	2000	730	46	6.3%	386	52.9%	82	11.2%
Technicians - Engineering & Related	2010	666	39	5.9%	127	19.1%	51	7.7%
	2009	697	42	6.0%	130	18.7%	55	7.9%
	2000	901	52	5.8%	129	14.3%	86	9.5%
Technicians - Health Care & Related	2010	996	75	7.5%*	630	63.3%*	30	3.0%
	2009	988	74	7.5%	615	62.2%	34	3.4%
	2000	426	11	2.6%	389	91.3%	14	3.3%
All Job Groups Combined	2010	39,406	4,107	10.4%*	20,211	51.3%	2,015	5.1%*
	2009	40,011	4,060	10.1%	20,537	51.3%	2,184	5.5%
	2000	39,000	3,067	7.9%	20,044	51.4%	3,314	8.5%

*Statistically significant change in percentage from 2000 to 2010 at p<.05. See Appendix C for technical notes.

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

Source: Data compiled by the Division of Affirmative Action for June of each year

Chart 25
ETHNIC MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO CATEGORY
Permanent Classified Employees - June 2010



Source: PMIS, June 2010
 For numeric detail, see the next page.

■ Minority Women
 ■ Minority Men
 ■ White Women
 ■ White Men

Table 26
EMPLOYMENT BY AFFIRMATIVE ACTION CATEGORY AND EEO JOB CATEGORY: 2009-2010
Permanent Classified Employees

EEO Job Category	Total Employees #	Total Women		Total Men		Racial/Ethnic Minorities						Persons With Disabilities					
		#	%	#	%	Total		Women		Men		Total		Non-Severe		Severe	
						#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators																	
2009	706	271	38.4%	435	61.6%	62	8.8%	20	2.8%	42	5.9%	57	8.1%	47	6.7%	10	1.4%
2010	668	271	40.6%	397	59.4%	63	9.4%	24	3.6%	39	5.8%	46	6.9%	39	5.8%	7	1.0%
Net Change			2.2%		-2.2%		0.6%		0.8%		-0.1%		-1.2%		-0.8%		-0.4%
Professionals																	
2009	15,173	8,015	52.8%	7,158	47.2%	1,378	9.1%	765	5.0%	613	4.0%	887	5.8%	721	4.8%	166	1.1%
2010	15,064	8,028	53.3%	7,036	46.7%	1,413	9.4%	808	5.4%	605	4.0%	832	5.5%	674	4.5%	158	1.0%
Net Change			0.5%		-0.5%		0.3%		0.3%		0.0%		-0.3%		-0.3%		0.0%
Technicians																	
2009	2,344	1,133	48.3%	1,211	51.7%	153	6.5%	66	2.8%	87	3.7%	131	5.6%	117	5.0%	14	0.6%
2010	2,284	1,139	49.9%	1,145	50.1%	157	6.9%	74	3.2%	83	3.6%	120	5.3%	107	4.7%	13	0.6%
Net Change			1.5%		-1.5%		0.3%		0.4%		-0.1%		-0.3%		-0.3%		0.0%
Protective Services																	
2009	7,737	1,843	23.8%	5,894	76.2%	749	9.7%	282	3.6%	467	6.0%	298	3.9%	257	3.3%	41	0.5%
2010	7,708	1,813	23.5%	5,895	76.5%	743	9.6%	277	3.6%	466	6.0%	279	3.6%	240	3.1%	39	0.5%
Net Change			-0.3%		0.3%		0.0%		-0.1%		0.0%		-0.2%		-0.2%		0.0%
Paraprofessionals																	
2009	3,086	2,496	80.9%	590	19.1%	536	17.4%	408	13.2%	128	4.1%	146	4.7%	128	4.1%	18	0.6%
2010	2,981	2,397	80.4%	584	19.6%	543	18.2%	412	13.8%	131	4.4%	134	4.5%	116	3.9%	18	0.6%
Net Change			-0.5%		0.5%		0.8%		0.6%		0.2%		-0.2%		-0.3%		0.0%
Administrative Support																	
2009	6,221	5,494	88.3%	727	11.7%	515	8.3%	445	7.2%	70	1.1%	400	6.4%	342	5.5%	58	0.9%
2010	6,002	5,282	88.0%	720	12.0%	503	8.4%	423	7.0%	80	1.3%	359	6.0%	308	5.1%	51	0.8%
Net Change			-0.3%		0.3%		0.1%		-0.1%		0.2%		-0.4%		-0.4%		-0.1%
Skilled Crafts																	
2009	964	27	2.8%	937	97.2%	37	3.8%	1	0.1%	36	3.7%	46	4.8%	40	4.1%	6	0.6%
2010	947	27	2.9%	920	97.1%	35	3.7%	1	0.1%	34	3.6%	43	4.5%	38	4.0%	5	0.5%
Net Change			0.1%		-0.1%		-0.1%		0.0%		-0.1%		-0.2%		-0.1%		-0.1%
Service/Maintenance																	
2009	3,780	1,258	33.3%	2,522	66.7%	630	16.7%	277	7.3%	353	9.3%	219	5.8%	194	5.1%	25	0.7%
2010	3,752	1,254	33.4%	2,498	66.6%	650	17.3%	282	7.5%	368	9.8%	202	5.4%	182	4.9%	20	0.5%
Net Change			0.1%		-0.1%		0.7%		0.2%		0.5%		-0.4%		-0.3%		-0.1%
All Combined																	
2009	40,011	20,537	51.3%	19,474	48.7%	4,060	10.1%	2,264	5.7%	1,796	4.5%	2,184	5.5%	1,846	4.6%	338	0.8%
2010	39,406	20,211	51.3%	19,195	48.7%	4,107	10.4%	2,301	5.8%	1,806	4.6%	2,015	5.1%	1,704	4.3%	311	0.8%
Net Change			0.0%		0.0%		0.3%		0.2%		0.1%		-0.3%		-0.3%		-0.1%

Source: PMIS, June 2009 and June 2010

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

Table 27
EMPLOYMENT OF RACIAL/ETHNIC MINORITY GROUPS BY GENDER AND EEO JOB CATEGORY: 2008-2010
Permanent Classified Employees

EEO Job Category	Total Employees #	Blacks						Hispanics						Asian/Pacific Islanders						American Indians					
		Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%	Total #	%	Women #	%	Men #	%
Officials/Administrators																									
2008	696	34	4.9%	13	1.9%	21	3.0%	10	1.4%	4	0.6%	6	0.9%	10	1.4%	3	0.4%	7	1.0%	5	0.7%	0	0.0%	5	0.7%
2009	706	37	5.2%	13	1.8%	24	3.4%	10	1.4%	4	0.6%	6	0.8%	10	1.4%	3	0.4%	7	1.0%	5	0.7%	0	0.0%	5	0.7%
2010	668	36	5.4%	14	2.1%	22	3.3%	10	1.5%	4	0.6%	6	0.9%	12	1.8%	5	0.7%	7	1.0%	5	0.7%	1	0.1%	4	0.6%
2-Year Net Change			0.5%		0.2%		0.3%		0.1%		0.0%		0.0%		0.4%		0.3%		0.0%		0.0%		0.1%		-0.1%
Professionals																									
2008	15,087	581	3.9%	350	2.3%	231	1.5%	275	1.8%	141	0.9%	134	0.9%	380	2.5%	183	1.2%	197	1.3%	90	0.6%	44	0.3%	46	0.3%
2009	15,173	637	4.2%	400	2.6%	237	1.6%	266	1.8%	138	0.9%	128	0.8%	388	2.6%	184	1.2%	204	1.3%	87	0.6%	43	0.3%	44	0.3%
2010	15,064	638	4.2%	410	2.7%	228	1.5%	283	1.9%	153	1.0%	130	0.9%	403	2.7%	199	1.3%	204	1.4%	87	0.6%	44	0.3%	43	0.3%
2-Year Net Change			0.4%		0.4%		0.0%		0.1%		0.1%		0.0%		0.2%		0.1%		0.0%		0.0%		0.0%		0.0%
Technicians																									
2008	2,342	50	2.1%	23	1.0%	27	1.2%	47	2.0%	17	0.7%	30	1.3%	29	1.2%	17	0.7%	12	0.5%	19	0.8%	1	0.0%	18	0.8%
2009	2,344	53	2.3%	26	1.1%	27	1.2%	50	2.1%	21	0.9%	29	1.2%	32	1.4%	18	0.8%	14	0.6%	18	0.8%	1	0.0%	17	0.7%
2010	2,284	54	2.4%	31	1.4%	23	1.0%	50	2.2%	22	1.0%	28	1.2%	33	1.4%	19	0.8%	14	0.6%	18	0.8%	1	0.0%	17	0.7%
2-Year Net Change			0.2%		0.4%		-0.1%		0.2%		0.2%		-0.1%		0.2%		0.1%		0.1%		0.0%		0.0%		0.0%
Protective Services																									
2008	7,557	397	5.3%	165	2.2%	232	3.1%	195	2.6%	64	0.8%	131	1.7%	49	0.6%	18	0.2%	31	0.4%	77	1.0%	17	0.2%	60	0.8%
2009	7,737	411	5.3%	176	2.3%	235	3.0%	206	2.7%	69	0.9%	137	1.8%	53	0.7%	18	0.2%	35	0.5%	79	1.0%	19	0.2%	60	0.8%
2010	7,708	416	5.4%	175	2.3%	241	3.1%	202	2.6%	66	0.9%	136	1.8%	53	0.7%	18	0.2%	35	0.5%	72	0.9%	18	0.2%	54	0.7%
2-Year Net Change			0.1%		0.1%		0.1%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		-0.1%		0.0%		-0.1%
Paraprofessionals																									
2008	3,040	350	11.5%	267	8.8%	83	2.7%	74	2.4%	60	2.0%	14	0.5%	60	2.0%	42	1.4%	18	0.6%	18	0.6%	15	0.5%	3	0.1%
2009	3,086	382	12.4%	286	9.3%	96	3.1%	71	2.3%	58	1.9%	13	0.4%	69	2.2%	51	1.7%	18	0.6%	14	0.5%	13	0.4%	1	0.0%
2010	2,981	380	12.7%	280	9.4%	100	3.4%	76	2.5%	63	2.1%	13	0.4%	75	2.5%	58	1.9%	17	0.6%	12	0.4%	11	0.4%	1	0.0%
2-Year Net Change			1.2%		0.6%		0.6%		0.1%		0.1%		0.0%		0.5%		0.6%		0.0%		-0.2%		-0.1%		-0.1%
Administrative Support																									
2008	6,367	302	4.7%	262	4.1%	40	0.6%	118	1.9%	96	1.5%	22	0.3%	83	1.3%	65	1.0%	18	0.3%	36	0.6%	36	0.6%	0	0.0%
2009	6,221	290	4.7%	254	4.1%	36	0.6%	114	1.8%	95	1.5%	19	0.3%	77	1.2%	62	1.0%	15	0.2%	34	0.5%	34	0.5%	0	0.0%
2010	6,002	274	4.6%	235	3.9%	39	0.6%	118	2.0%	94	1.6%	24	0.4%	75	1.2%	60	1.0%	15	0.2%	36	0.6%	34	0.6%	2	0.0%
2-Year Net Change			-0.2%		-0.2%		0.0%		0.1%		0.1%		0.1%		-0.1%		0.0%		0.0%		0.0%		0.0%		0.0%
Skilled Crafts																									
2008	958	13	1.4%	0	0.0%	13	1.4%	10	1.0%	0	0.0%	10	1.0%	4	0.4%	0	0.0%	4	0.4%	7	0.7%	1	0.1%	6	0.6%
2009	964	13	1.3%	0	0.0%	13	1.3%	13	1.3%	0	0.0%	13	1.3%	4	0.4%	0	0.0%	4	0.4%	7	0.7%	1	0.1%	6	0.6%
2010	947	14	1.5%	0	0.0%	14	1.5%	11	1.2%	0	0.0%	11	1.2%	3	0.3%	0	0.0%	3	0.3%	7	0.7%	1	0.1%	6	0.6%
2-Year Net Change			0.1%		0.0%		0.1%		0.1%		0.0%		0.1%		-0.1%		0.0%		-0.1%		0.0%		0.0%		0.0%
Service/Maintenance																									
2008	3,768	194	5.1%	95	2.5%	99	2.6%	253	6.7%	109	2.9%	144	3.8%	140	3.7%	57	1.5%	83	2.2%	31	0.8%	12	0.3%	19	0.5%
2009	3,780	192	5.1%	91	2.4%	101	2.7%	258	6.8%	117	3.1%	141	3.7%	151	4.0%	58	1.5%	93	2.5%	29	0.8%	11	0.3%	18	0.5%
2010	3,752	199	5.3%	91	2.4%	108	2.9%	265	7.1%	117	3.1%	148	3.9%	152	4.1%	62	1.7%	90	2.4%	34	0.9%	12	0.3%	22	0.6%
2-Year Net Change			0.2%		-0.1%		0.3%		0.3%		0.2%		0.1%		0.3%		0.1%		0.2%		0.1%		0.0%		0.1%
All Combined																									
2008	39,815	1,921	4.8%	1,175	3.0%	746	1.9%	982	2.5%	491	1.2%	491	1.2%	755	1.9%	385	1.0%	370	0.9%	283	0.7%	126	0.3%	157	0.4%
2009	40,011	2,015	5.0%	1,246	3.1%	769	1.9%	988	2.5%	502	1.3%	486	1.2%	784	2.0%	394	1.0%	390	1.0%	273	0.7%	122	0.3%	151	0.4%
2010	39,406	2,011	5.1%	1,236	3.1%	775	2.0%	1,015	2.6%	519	1.3%	496	1.3%	806	2.0%	421	1.1%	385	1.0%	271	0.7%	122	0.3%	149	0.4%
2-Year Net Change			0.3%		0.2%		0.1%		0.1%		0.1%		0.0%		0.1%		0.1%		0.0%		0.0%		0.0%		0.0%

Source: PMIS, June 2009 and June 2010

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

Table 28
PERSONNEL TRANSACTIONS BY RACIAL/ETHNIC GROUP, GENDER, & PERSONS WITH DISABILITIES
Excluding UW System
Permanent Classified Employees - Fiscal Year 2010

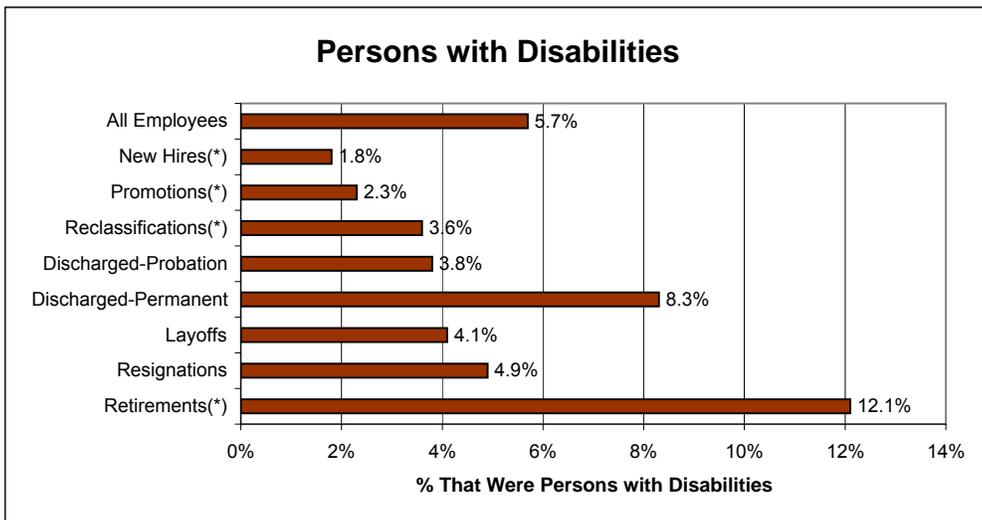
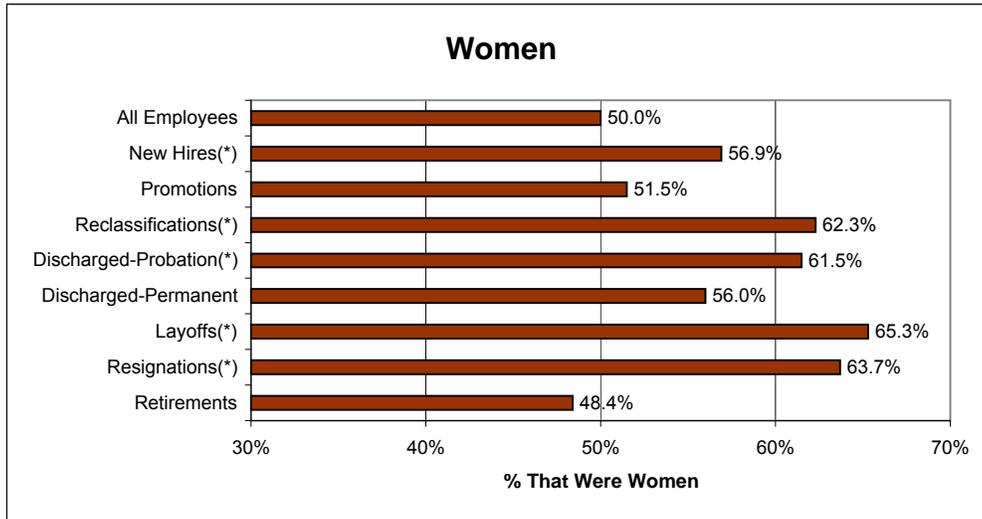
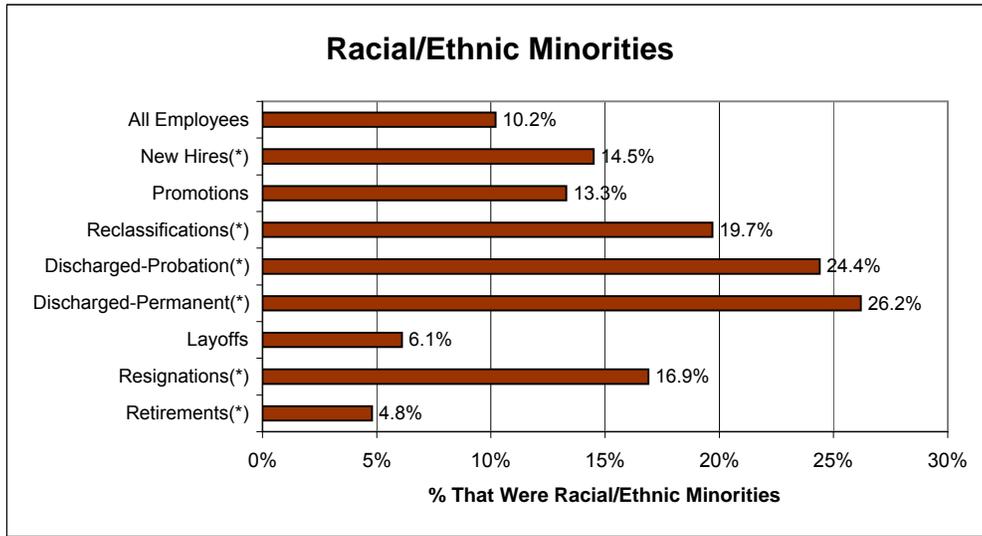
Personnel Transaction		Total	Whites	All Racial/ Ethnic Minorities	Blacks	Asians	Hispanics	American Indians	Persons ⁽¹⁾ with Disabilities	Persons w/ Severe Disabilities
June 2010 Total	Men	14,818	13,529	1,289	624	247	299	119	966	178
	%	50.0%	45.7%	4.4%	2.1%	0.8%	1.0%	0.4%	3.3%	0.6%
Non-UW Employees	Women	14,812	13,065	1,747	1,036	267	349	95	736	110
	%	50.0%	44.1%	5.9%	3.5%	0.9%	1.2%	0.3%	2.5%	0.4%
	Total	29,630	26,594	3,036	1,660	514	648	214	1,702	288
	%	100%	89.8%	10.2%	5.6%	1.7%	2.2%	0.7%	5.7%	1.0%
New Hires	Men	478	435	43	22	12	0	9	10	5
	%	43.1%	39.3%	3.9%	2.0%	1.1%	0.0%	0.8%	0.9%	0.5%
	Women	630	512	118	70	26	2	20	10	5
	%	56.9%	46.2%	10.6%	6.3%	2.3%	0.2%	1.8%	0.9%	0.5%
	Total	1,108	947	161	92	38	2	29	20	10
	%	100%	85.5%	14.5%	8.3%	3.4%	0.2%	2.6%	1.8%	0.9%
Promotion	Men	146	135	11	8	1	0	2	5	1
	%	48.5%	44.9%	3.7%	2.7%	0.3%	0.0%	0.7%	1.7%	0.3%
	Women	155	126	29	17	8	1	3	2	1
	%	51.5%	41.9%	9.6%	5.6%	2.7%	0.3%	1.0%	0.7%	0.3%
	Total	301	261	40	25	9	1	5	7	2
	%	100%	86.7%	13.3%	8.3%	3.0%	0.3%	1.7%	2.3%	0.7%
Reclassification	Men	254	202	52	23	10	2	17	15	5
	%	37.7%	30.0%	7.7%	3.4%	1.5%	0.3%	2.5%	2.2%	0.7%
	Women	420	339	81	51	13	3	14	9	0
	%	62.3%	50.3%	12.0%	7.6%	1.9%	0.4%	2.1%	1.3%	0.0%
	Total	674	541	133	74	23	5	31	24	5
	%	100%	80.3%	19.7%	11.0%	3.4%	0.7%	4.6%	3.6%	0.7%
Discharged- Probation	Men	30	20	10	8	0	1	1	1	0
	%	38.5%	25.6%	12.8%	10.3%	0.0%	1.3%	1.3%	1.3%	0.0%
	Women	48	39	9	9	0	0	0	2	1
	%	61.5%	50.0%	11.5%	11.5%	0.0%	0.0%	0.0%	2.6%	1.3%
	Total	78	59	19	17	0	1	1	3	1
	%	100.0%	75.6%	24.4%	21.8%	0.0%	1.3%	1.3%	3.8%	1.3%
Discharged- Permanent	Men	37	27	10	7	0	2	1	2	0
	%	44.0%	32.1%	11.9%	8.3%	0.0%	2.4%	1.2%	2.4%	0.0%
	Women	47	35	12	8	1	3	0	5	0
	%	56.0%	41.7%	14.3%	9.5%	1.2%	3.6%	0.0%	6.0%	0.0%
	Total	84	62	22	15	1	5	1	7	0
	%	100.0%	73.8%	26.2%	17.9%	1.2%	6.0%	1.2%	8.3%	0.0%
Layoffs	Men	17	15	2	0	2	0	0	0	0
	%	34.7%	30.6%	4.1%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%
	Women	32	31	1	1	0	0	0	2	0
	%	65.3%	63.3%	2.0%	2.0%	0.0%	0.0%	0.0%	4.1%	0.0%
	Total	49	46	3	1	2	0	0	2	0
	%	100%	93.9%	6.1%	2.0%	4.1%	0.0%	4.1%	0.0%	
Voluntary Separation	Men	215	181	34	19	8	6	1	14	5
	%	36.3%	30.6%	5.7%	3.2%	1.4%	1.0%	0.2%	2.4%	0.8%
	Women	377	311	66	48	9	8	1	15	4
	%	63.7%	52.5%	11.1%	8.1%	1.5%	1.4%	0.2%	2.5%	0.7%
	Total	592	492	100	67	17	14	2	29	9
	%	100.0%	83.1%	16.9%	11.3%	2.9%	2.4%	0.3%	4.9%	1.5%
Retirement	Men	502	477	25	9	4	5	7	70	12
	%	51.6%	49.0%	2.6%	0.9%	0.4%	0.5%	0.7%	7.2%	1.2%
	Women	471	449	22	11	3	4	4	48	6
	%	48.4%	46.1%	2.3%	1.1%	0.3%	0.4%	0.4%	4.9%	0.6%
	Total	973	926	47	20	7	9	11	118	18
	%	100.0%	95.2%	4.8%	2.1%	0.7%	0.9%	1.1%	12.1%	1.8%

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

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

Source: PMIS and Central Payroll databases. Data from UW System is incomplete, and therefore excluded from this table.

Chart 29
COMPARISON OF PERSONNEL TRANSACTIONS BY AFFIRMATIVE ACTION GROUP
Excluding UW System
Permanent Classified Employees - Fiscal Year 2010



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

Source: PMIS and Central Payroll databases. UW System is excluded because of incomplete data.

Table 30
AVERAGE PAY RATE BY MINORITY, GENDER, AND DISABILITY STATUS
Permanent Classified Employees – June 2010

Group Category	2010 Annualized Pay Rate ¹	2010 Rank	Change in Rank from 2000
Asian men	\$54,542	1	0
Men with disabilities	53,886	2	+3
American Indian men	53,379	3	+4
White men	52,552	4	-2
All men	52,072	5	-1
Men and women with disabilities	51,401	6	0
Asian men and women	50,789	7	-4
White men and women	49,895	8	0
American Indian men and women	49,469	9	+5
All employees	49,339	10	0
Women with disabilities	48,110	11	+4
Racial/ethnic minority men	47,451	12	-3
Asian women	47,357	13	-2
White women	47,316	14	+2
All women	46,743	15	+3
Black men	45,719	16	-3
American Indian women	44,693	17	+5
Racial/ethnic minority men and women	44,557	18	-1
Black men and women	43,191	19	+1
Hispanic men	42,919	20	-8
Racial/ethnic minority women	42,286	21	0
Black women	41,606	22	2
Hispanic men and women	41,008	23	-4
Hispanic women	39,182	24	-1

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

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

Source: PMIS, June 2010, June 2000

Table 31
AVERAGE PAY RATE OF AFFIRMATIVE ACTION GROUPS WITHIN EEO JOB CATEGORY
Permanent Classified Employees - June 2010

Officials/Administrators	Count	Rate
All American Indians	5	\$89,901
All Men	397	\$89,387
All Whites	605	\$89,114
All Employees	668	\$88,829
All Women	271	\$88,012
All Persons w/ Disabilities	46	\$86,836
All Hispanics	10	\$86,380
All Minorities	63	\$86,098
All Blacks	36	\$85,848
All Asians	12	\$85,026

Professionals	Count	Rate
All Asians	403	\$67,578
All Men	7,036	\$65,759
All Persons w/ Disabilities	832	\$63,069
All Whites	13,651	\$62,691
All Employees	15,064	\$62,439
All American Indians	87	\$61,700
All Minorities	1,413	\$60,001
All Women	8,028	\$59,529
All Hispanics	283	\$56,816
All Blacks	638	\$56,410

Technicians	Count	Rate
All American Indians	18	\$50,503
All Persons w/ Disabilities	120	\$45,954
All Men	1,145	\$44,641
All Whites	2,127	\$43,326
All Employees	2,284	\$42,974
All Women	1,139	\$41,299
All Asians	33	\$38,920
All Minorities	157	\$38,210
All Blacks	54	\$36,688
All Hispanics	50	\$35,191

Protective Services	Count	Rate
All Persons w/ Disabilities	279	\$50,565
All American Indians	72	\$49,260
All Men	5,895	\$44,985
All Whites	6,965	\$44,962
All Employees	7,708	\$44,822
All Women	1,813	\$44,293
All Minorities	743	\$43,510
All Blacks	416	\$43,015
All Asians	53	\$42,702
All Hispanics	202	\$42,694

Paraprofessionals	Count	Rate
All Persons w/ Disabilities	134	\$39,368
All American Indians	12	\$38,733
All Whites	2,438	\$38,391
All Women	2,397	\$37,690
All Employees	2,981	\$37,338
All Men	584	\$35,893
All Hispanics	76	\$34,124
All Minorities	543	\$32,611
All Blacks	380	\$32,244
All Asians	75	\$31,958

Administrative Support	Count	Rate
All Persons w/ Disabilities	359	\$36,160
All Whites	5,499	\$35,313
All Women	5,282	\$35,231
All Employees	6,002	\$35,171
All Men	720	\$34,735
All Hispanics	118	\$33,808
All Asians	75	\$33,683
All Minorities	503	\$33,625
All Blacks	274	\$33,571
All American Indians	36	\$33,319

Skilled Crafts	Count	Rate
All Asians	3	\$80,714
All Women	27	\$70,328
All Whites	912	\$63,428
All Employees	947	\$63,384
All Men	920	\$63,180
All American Indians	7	\$63,031
All Minorities	35	\$62,233
All Blacks	14	\$60,224
All Hispanics	11	\$59,241
All Persons w/ Disabilities	43	\$56,668

Service/Maintenance	Count	Rate
All Persons w/ Disabilities	202	\$33,608
All Whites	3,102	\$32,427
All Men	2,498	\$32,408
All Employees	3,752	\$31,518
All American Indians	34	\$30,216
All Women	1,254	\$29,745
All Blacks	199	\$28,179
All Minorities	650	\$27,177
All Hispanics	265	\$26,650
All Asians	152	\$26,107

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

Source data: PMIS, June 2010

Table 32
SENIORITY-EQUALIZED AVERAGE PAY RATE WITHIN EEO JOB CATEGORY
Affirmative Action Group Pay Rates Adjusted for Differences in Seniority
Permanent Classified Employees - June 2010

Officials/Administrators	Count	Rate ¹
All Men	397	\$89,088
All Whites	605	\$88,985
All American Indians	5	\$88,945
All Employees	668	\$88,829
All Women	271	\$88,450
All Blacks	36	\$87,757
All Minorities	63	\$87,334
All Hispanics	10	\$86,542
All Asians	12	\$86,085
All Persons w/ Disabilities	46	\$85,309

Professionals	Count	Rate ¹
All Asians	403	\$69,633
All Men	7,036	\$65,394
All Whites	13,651	\$62,530
All Employees	15,064	\$62,439
All Minorities	1,413	\$61,558
All American Indians	87	\$61,521
All Persons w/ Disabilities	832	\$60,137
All Women	8,028	\$59,849
All Hispanics	283	\$58,451
All Blacks	638	\$57,858

Technicians	Count	Rate ¹
All American Indians	18	\$46,992
All Men	1,145	\$44,168
All Persons w/ Disabilities	120	\$43,209
All Whites	2,127	\$43,126
All Employees	2,284	\$42,974
All Women	1,139	\$41,774
All Asians	33	\$41,169
All Minorities	157	\$40,924
All Blacks	54	\$40,694
All Hispanics	50	\$38,933

Protective Services	Count	Rate ¹
All Men	5,895	\$45,028
All Blacks	416	\$44,989
All American Indians	72	\$44,983
All Asians	53	\$44,889
All Whites	6,965	\$44,824
All Employees	7,708	\$44,822
All Minorities	743	\$44,805
All Hispanics	202	\$44,344
All Women	1,813	\$44,153
All Persons w/ Disabilities	279	\$44,104

Paraprofessionals	Count	Rate ¹
All Whites	2,438	\$37,753
All Men	584	\$37,467
All Employees	2,981	\$37,338
All Women	2,397	\$37,307
All Hispanics	76	\$37,122
All Persons w/ Disabilities	134	\$36,975
All American Indians	12	\$36,352
All Asians	75	\$35,686
All Minorities	543	\$35,476
All Blacks	380	\$35,146

Administrative Support	Count	Rate ¹
All Asians	75	\$35,841
All Men	720	\$35,461
All Hispanics	118	\$35,299
All Whites	5,499	\$35,189
All Employees	6,002	\$35,171
All Women	5,282	\$35,132
All American Indians	36	\$35,009
All Minorities	503	\$34,979
All Persons w/ Disabilities	359	\$34,656
All Blacks	274	\$34,605

Skilled Crafts	Count	Rate ¹
All Asians	3	\$81,128
All Women	27	\$70,517
All Whites	912	\$63,413
All Employees	947	\$63,384
All Men	920	\$63,175
All American Indians	7	\$62,714
All Minorities	35	\$62,641
All Blacks	14	\$61,155
All Hispanics	11	\$59,438
All Persons w/ Disabilities	43	\$55,748

Service/Maintenance	Count	Rate ¹
All Whites	3,102	\$32,144
All Men	2,498	\$32,131
All Employees	3,752	\$31,518
All Persons w/ Disabilities	202	\$30,913
All American Indians	34	\$30,599
All Women	1,254	\$30,296
All Blacks	199	\$28,891
All Minorities	650	\$28,530
All Hispanics	265	\$28,513
All Asians	152	\$27,857

¹Pay rates are adjusted within each EEO category to equalize the effect of seniority 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, years of state service, supervisory level, and the specific provisions of negotiated labor agreements for represented employees.

Source data: PMIS, June 2010

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

Agency or Campus	FY 04	FY05	FY 06	FY 07	FY 08	FY09	FY10	7-Year Total
Health (& Family) Services, Department of	73	54	86	87	103	37	23	463
University of Wisconsin-Madison	14	20	7	9	30	18	9	107
Veterans Affairs, Department of	17	7	14	10	27	5	17	97
Corrections, Department of	3	17	10	7	8	10	5	60
Transportation, Department of	3	3	8	9	10	7	6	46
University of Wisconsin-Milwaukee	5	4	7	4	7	2	6	35
Workforce Development, Department of	1	4	4	4	3	8	5	29
Revenue, Department of	2	3	6	4	5	3	4	27
State Public Defender, Office of the	2	2	1	2	1	0	2	10
University of Wisconsin-Eau Claire	1	2	0	0	3	2	1	9
Agriculture, Trade and Consumer Protection	0	1	1	0	5	1	0	8
Public Instruction, Department of	0	1	0	1	0	4	2	8
Administration, Department of	1	0	1	0	3	1	1	7
Justice, Department of	2	1	0	1	1	1	1	7
Children & Families, Department of	-	-	-	-	-	1	6	7
All other agencies & campuses combined	5	8	12	15	11	4	9	64
Total W-2 Hires	129	127	157	153	217	104	97	984

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

Classification	FY04	FY05	FY06	FY07	FY08	FY09	FY10	7-Year Total
Resident Care Technician	55	41	62	63	86	26	15	348
Nursing Assistant	15	6	11	7	24	3	13	79
Custodian	5	7	9	8	11	7	8	55
Program Assistant	16	30	5	0	0	0	0	51
Food Service Assistant	9	6	10	11	6	4	0	46
Office Associate/Office Operations Associate	0	0	5	13	8	2	6	34
Transportation Customer Representative	1	2	8	4	8	4	0	27
Financial Specialist	3	0	4	2	9	2	1	21
Psychiatric Care Technician	3	1	5	4	1	2	2	18
Medical Program Assistant / Associate	1	1	4	0	5	4	0	15
Licensed Practice Nurse	5	1	0	0	3	1	3	13
Nurse Clinician 2	0	4	3	1	2	1	1	12
Animal Research Technician	0	0	0	0	7	2	1	10
University Services Associate	0	0	1	3	4	0	1	9
Correctional Officer	4	4	0	0	0	0	0	8
Employment Security Assistant	1	1	1	0	1	2	2	8
Unemployment Benefit Specialist	0	1	0	2	0	4	1	8
Disability Determination Specialist	0	0	0	0	1	2	4	7
Youth Counselor	0	0	1	1	1	4	0	7
All other classifications combined	11	22	28	34	40	34	39	208
Total W-2 Hires	129	127	157	153	217	104	97	984

W-2 Program Statutory Mandate

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

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

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

Table 35
AFFIRMATIVE ACTION INTERNSHIPS WITH STATE AGENCIES

Targeted Opportunity Program

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

To participate in the TOPjobs program, students must be sophomores, juniors, seniors, or graduate students at an accredited four-year college or university, or enrolled in the second year of a two-year technical or vocational school program at the beginning of the next school year. Sophomores were included in TOPjobs for the first time in 2009. Since the program's inception in 1974, a total of 3,001 students have been placed in more than 30 different state agencies and university campuses throughout the state.

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

Year	Internships
1993	121
1994	128
1995	104
1996	119
1997	117
1998	121
1999	123
2000	106
2001	92
2002	44
2003	16
2004	45
2005	61
2006	73
2007	69
2008	85
2009	84
2010	102
TOTAL	3,001

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Section 4

PERSONNEL TRANSACTIONS AND SEPARATIONS FROM STATE SERVICE

This section provides statistics on new hires, internal job changes, retirements, resignations and other separations from state service for the permanent classified workforce. This section also provides comparisons of these personnel transactions across affirmative action target groups and job categories.

DID YOU KNOW . . . ?

- In Fiscal Year 2010, there were 1,748 new hires into the permanent classified workforce, a reduction of 41% compared to fiscal year 2008.
- The UW System accounted for 37% of all new permanent classified hires.
- The average age of a new hire was 38 years old.
- The three most common ages at retirement were 55, 60 and 62.
- There were more retirements (3.2%) than all other types of separations (2.9%) from state service combined.
- The rate of non-retirement separations has dropped for five consecutive years.
- The highest rate of non-retirement separations at 8.8% was in the job group of Personal Care Aides.

WISC.JOBS
THE OFFICAL EMPLOYMENT SITE OF WISCONSIN STATE GOVERNMENT

A BRIEF HISTORY OF WISC.JOBS

Launched in 2002, Wisc.Jobs is the State of Wisconsin's first internet enabled job posting and application service. Wisc.Jobs provides functionality to both the human resources user and the applicant. Human resources users are able to post online job announcements, exams and information about the civil service process. The public can create an online account (job cart) and search for jobs. Human resources users across the state provide feedback on Wisc.Jobs functionality and contribute to its continued improvement.

WISC.JOBS DATA HIGHLIGHTS

- Visitors to the Wisc.Jobs website view a combined total of 12 to 14 million pages per month.
- Visitors to Wisc.Jobs have created more than 5,000 E-Notify searches so they will be e-mailed when jobs of interest are posted.
- In Fiscal Year 2010, there were 93,694 applications for employment entered into Wisc.Jobs.
- 82% of Wisc.Jobs employment applications were received online directly from the applicant (no paper!), nearly double the paperless rate of 43% of just two years ago.



**Improve the State
of your career**

Table 36
PERSONNEL TRANSACTIONS BY AGENCY - FISCAL YEAR 2010
Permanent Classified Employees - 6/21/2009 through 6/19/2010

Agency	June 2010 Count of Employees	New Hires	Promotions	Reclassifications	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Work Disability	Voluntary Separations	Retirements
Administration	876	19	7	8	1	-	7	-	17	35
Ag, Trade & Consumer Prot	499	12	4	11	-	-	6	-	4	23
Aging & Long Term Care Bd	32	1	1	3	-	-	-	-	2	-
Arts Board	8	-	-	-	-	-	-	-	-	1
Children & Families	581	47	10	4	1	1	-	1	27	18
Commerce	323	5	-	4	1	-	5	-	1	18
Commissioner of Insurance	137	9	3	5	-	-	-	-	2	1
Corrections	10,070	400	128	193	31	27	-	16	167	225
Educational Comm Board	40	2	-	-	-	-	-	-	-	4
Employee Trust Funds	208	14	9	13	-	-	-	-	2	13
Employment Relations Comm	21	1	-	-	-	-	-	-	1	-
Financial Institutions	117	2	-	7	-	1	3	1	2	5
Government Accountability Bd	24	3	-	-	-	-	-	-	2	-
Health Services	5,388	220	45	167	26	30	24	6	170	198
Higher Education Aids Bd	8	-	-	-	-	-	-	-	-	-
Investment Board	3	-	-	-	-	-	-	1	-	-
Justice	520	18	4	7	-	-	-	1	16	27
Lower WI St Riverway Bd	1	-	-	-	-	-	-	-	-	-
Military Affairs	392	38	4	7	2	1	-	-	14	16
Natural Resources	2,352	13	16	27	2	1	1	3	13	87
People with Disabilities Bd	6	-	-	-	-	-	-	-	-	-
Public Instruction	626	32	3	7	1	2	-	2	10	21
Public Lands Board	6	-	-	-	-	-	-	-	1	-
Public Service Commission	127	2	1	2	-	-	-	1	1	3
Regulation & Licensing	96	14	2	1	-	-	-	-	2	4
Revenue	960	31	5	40	3	3	-	2	8	35
Secretary of State	6	-	-	1	-	-	-	-	-	-
State Employment Relations	37	1	-	2	-	-	-	-	1	3
State Fair Park	12	-	-	-	-	-	-	-	-	-
State Public Defender	225	11	2	-	-	-	-	-	4	8
Technical College Sys Bd	55	1	-	-	-	-	-	1	-	6
Tourism	24	-	-	-	-	-	1	-	-	-
Transportation	3,109	24	15	84	1	3	0	5	33	112
Treasurer	12	4	-	-	1	-	-	-	1	-
UW System ¹	9,776	640	na	na	na	na	na	na	na	na
Veterans Affairs	1,193	136	23	40	11	6	-	2	58	36
WI Historical Society	117	4	-	1	-	-	-	-	3	4
Workforce Development	1,419	44	19	40	3	3	2	3	30	69
Grand Total	39,406	1,748	301	674	84	78	49	45	592	973

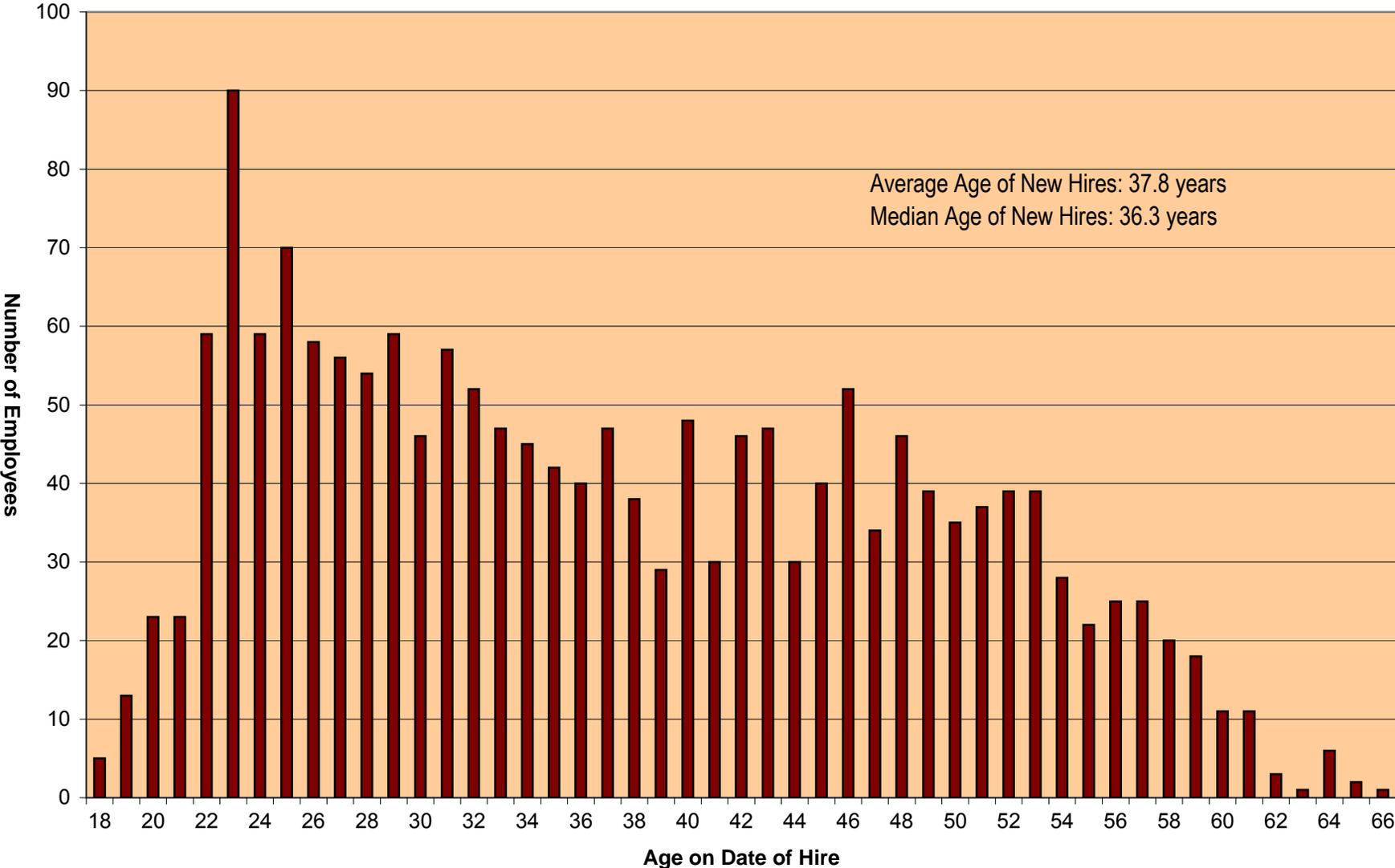
¹Except for New Hires, data for UW System is incomplete; "na" indicates reliable data is not available.
Source: PMIS and Central Payroll databases

Table 37
NEW HIRES, RETIREMENTS AND OTHER SEPARATIONS BY JOB GROUP
Permanent Classified Employees, Excluding UW System¹ - Fiscal Year 2010

Job Group	New Hires	Retirements	Discharged-Permanent	Discharged-Probation	Layoffs	Deaths & Work Disability	Voluntary Separations
Corrections Occupations	191	87	19	19	-	-	74
Personal Care Aides	143	40	23	24	17	2	96
Social Services Professionals & Supv	100	65	8	4	1	-	74
Fiscal & Related Professionals & Supv	63	50	2	3	-	1	14
Technicians - Health Care & Related	59	22	2	6	1	-	29
Patient Care Professionals & Supv	51	25	7	5	1	1	31
Administrative Support - General	48	95	4	3	2	-	35
Program Support Professionals & Supv	43	39	-	-	2	-	18
Management Information Professionals & Supv	39	44	-	2	1	2	13
Claims Determination & Collections-Pros/Supv	36	23	-	2	-	-	11
General Clerical Occupations	34	60	4	1	5	1	18
Teachers & Education Professionals & Supv	32	24	-	1	-	-	19
Psychologists	28	9	-	1	-	-	13
Food Production & Food Service	21	8	5	3	-	8	16
Planning & Research Professionals & Supv	19	23	-	-	-	-	6
Human Resources Professionals & Supv	16	25	-	1	-	-	9
Law Enforcement & Public Safety	15	38	1	1	-	1	9
Administrators-Senior Executives	13	45	1	-	-	2	8
Science Professionals & Supv	13	8	-	-	-	2	9
Administrative Support - Fiscal	12	19	1	1	-	-	6
Architects & Engineers	12	17	-	-	5	3	15
Attorneys	12	16	-	-	-	2	2
Public Information & Media Professionals & Supv	12	1	-	-	-	-	1
General Laborers	11	14	3	-	-	-	13
Mechanical Equipment, Construction & Repair	10	11	-	-	-	-	6
Inspectors & Investigators-Products & Services	9	13	-	1	7	-	2
Librarians, Archivists, & Curators	9	1	-	-	-	-	4
Doctors, Dentists, & Veterinarians	8	3	1	-	2	1	5
Power Plant Occupations	6	7	-	-	-	-	2
Administrators-Others	5	11	-	-	-	2	2
Environmental Specialists & Supv	5	15	-	-	1	-	3
Miscellaneous Mechanics & Repairers	4	2	-	-	-	-	-
Purchasing Professionals & Supv	4	6	-	-	-	-	2
Aviation Occupations	3	1	-	-	-	-	-
Communication Equipment Operators	3	2	-	-	-	-	1
Dietitians & Nutritionists	3	2	-	-	-	2	-
Equal Opportunity Professionals & Supv	3	6	-	-	-	2	1
Natural Resources Professionals & Supv	3	15	-	-	-	1	4
Cleaning & Buildings - Supv	2	6	-	-	-	-	1
Clerks - Shipping, Storage & Related	2	5	1	-	-	3	5
Technicians - Engineering & Related	2	23	-	-	-	-	5
Construction Trades	1	7	-	-	-	1	1
Management Information Technicians	1	5	-	-	-	-	-
Media Technicians	1	1	-	-	-	-	1
Real Estate Technicians, Professionals & Supv	1	13	1	-	-	-	2
Agricultural & Natural Resources Technicians	-	8	1	-	1	-	1
Health Therapists	-	8	-	-	3	2	4
Inspectors & Investigators-Materials & Structures	-	5	-	-	-	4	-
Laboratory Technicians	-	-	-	-	-	-	1
Seamstress & Upholsterers	-	-	-	-	-	2	-
Grand Total	1,108	973	84	78	49	45	592

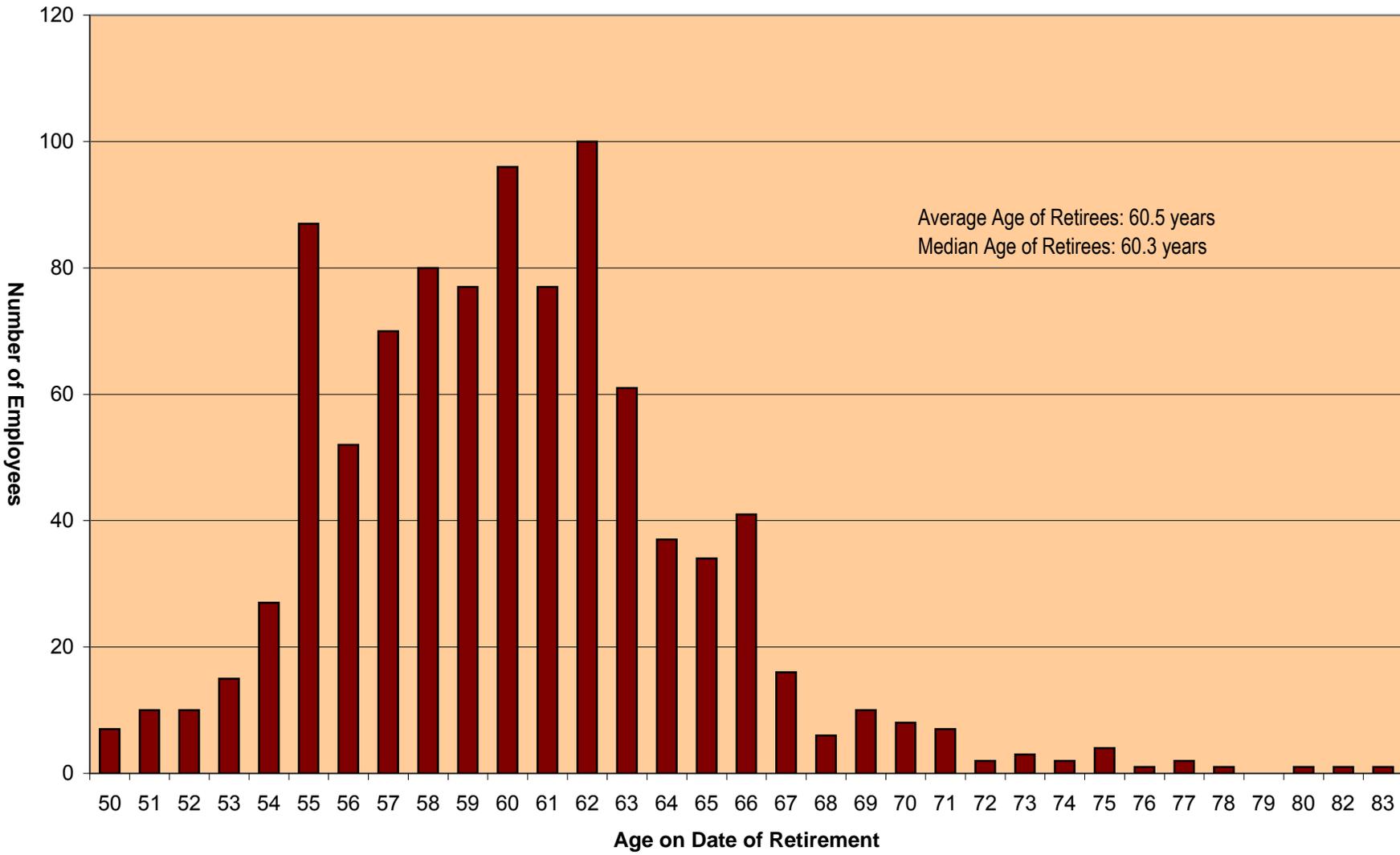
¹Data for UW System is missing or incomplete, and is therefore wholly excluded from this table.
Source: PMIS and Central Payroll databases

Chart 38
AGE OF NEW HIRES IN FISCAL YEAR 2010
Permanent Classified Employees



Note. For purposes of this Report, Fiscal Year 2010 is the 26 pay periods from June 21, 2009 through June 19, 2010.

Chart 39
AGE OF RETIREES IN FISCAL YEAR 2010
Permanent Classified Employees - Excluding UW System



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

Table 40
SEPARATIONS FROM STATE SERVICE BY AGENCY - FISCAL YEAR 2010
Permanent Classified Employees Excluding UW System¹

Agency	Average FY 2010 Count of Employees	Non-Retirement Separations		Retirements		Total All Separations	
		#	%	#	%	#	%
Administration	914.0	25	2.7%	35	3.8%	60	6.6%
Ag, Trade & Consumer Prot	515.0	10	1.9%	23	4.5%	33	6.4%
Aging & Long Term Care Bd	33.0	2	6.1%	0	0.0%	2	6.1%
Arts Board	8.0	0	0.0%	1	12.5%	1	12.5%
Children & Families	565.0	30	5.3%	18	3.2%	48	8.5%
Commerce	334.5	7	2.1%	18	5.4%	25	7.5%
Commissioner of Insurance	132.0	2	1.5%	1	0.8%	3	2.3%
Corrections	10,085.0	241	2.4%	225	2.2%	466	4.6%
Educational Comm Board	41.0	0	0.0%	4	9.8%	4	9.8%
Employee Trust Funds	207.0	2	1.0%	13	6.3%	15	7.2%
Employment Relations Comm	20.5	1	4.9%	0	0.0%	1	4.9%
Financial Institutions	122.0	7	5.7%	5	4.1%	12	9.8%
Government Accountability Bd	23.5	2	8.5%	0	0.0%	2	8.5%
Health Services	5,472.5	256	4.7%	198	3.6%	454	8.3%
Higher Education Aids Bd	8.5	0	0.0%	0	0.0%	0	0.0%
Investment Board	3.5	1	28.6%	0	0.0%	1	28.6%
Justice	532.0	17	3.2%	27	5.1%	44	8.3%
Lower WI St Riverway Bd	1.0	0	0.0%	0	0.0%	0	0.0%
Military Affairs	385.5	17	4.4%	16	4.2%	33	8.6%
Natural Resources	2,399.0	20	0.8%	87	3.6%	107	4.5%
People with Disabilities Bd	6.0	0	0.0%	0	0.0%	0	0.0%
Public Instruction	627.5	15	2.4%	21	3.3%	36	5.7%
Public Lands Board	6.5	1	15.4%	0	0.0%	1	15.4%
Public Service Commission	130.0	2	1.5%	3	2.3%	5	3.8%
Regulation & Licensing	95.0	2	2.1%	4	4.2%	6	6.3%
Revenue	970.0	16	1.6%	36	3.7%	52	5.4%
Secretary of State	6.0	0	0.0%	0	0.0%	0	0.0%
State Employment Relations	37.5	1	2.7%	3	8.0%	4	10.7%
State Fair Park	12.0	0	0.0%	0	0.0%	0	0.0%
State Public Defender	225.5	4	1.8%	8	3.5%	12	5.3%
Technical College Sys Bd	57.5	1	1.7%	6	10.4%	7	12.2%
Tourism	24.5	1	4.1%	0	0.0%	1	4.1%
Transportation	3,174.5	42	1.3%	112	3.5%	154	4.9%
Treasurer	10.5	2	19.0%	0	0.0%	2	19.0%
Veterans Affairs	1,170.5	77	6.6%	36	3.1%	113	9.7%
WI Historical Society	118.5	3	2.5%	4	3.4%	7	5.9%
Workforce Development	1,446.5	41	2.8%	69	4.8%	110	7.6%
Grand Total	29,921.0	848	2.8%	973	3.3%	1,821	6.1%

¹Separations data for UW System is not available.

Note. The average count of employees is one-half the sum of the fiscal year 2009 and fiscal year 2010 year-end counts.

Source: PMIS and Central Payroll databases

Table 41
SEPARATIONS FROM STATE SERVICE BY JOB GROUP - FISCAL YEAR 2010
Permanent Classified Employees Excluding UW System¹

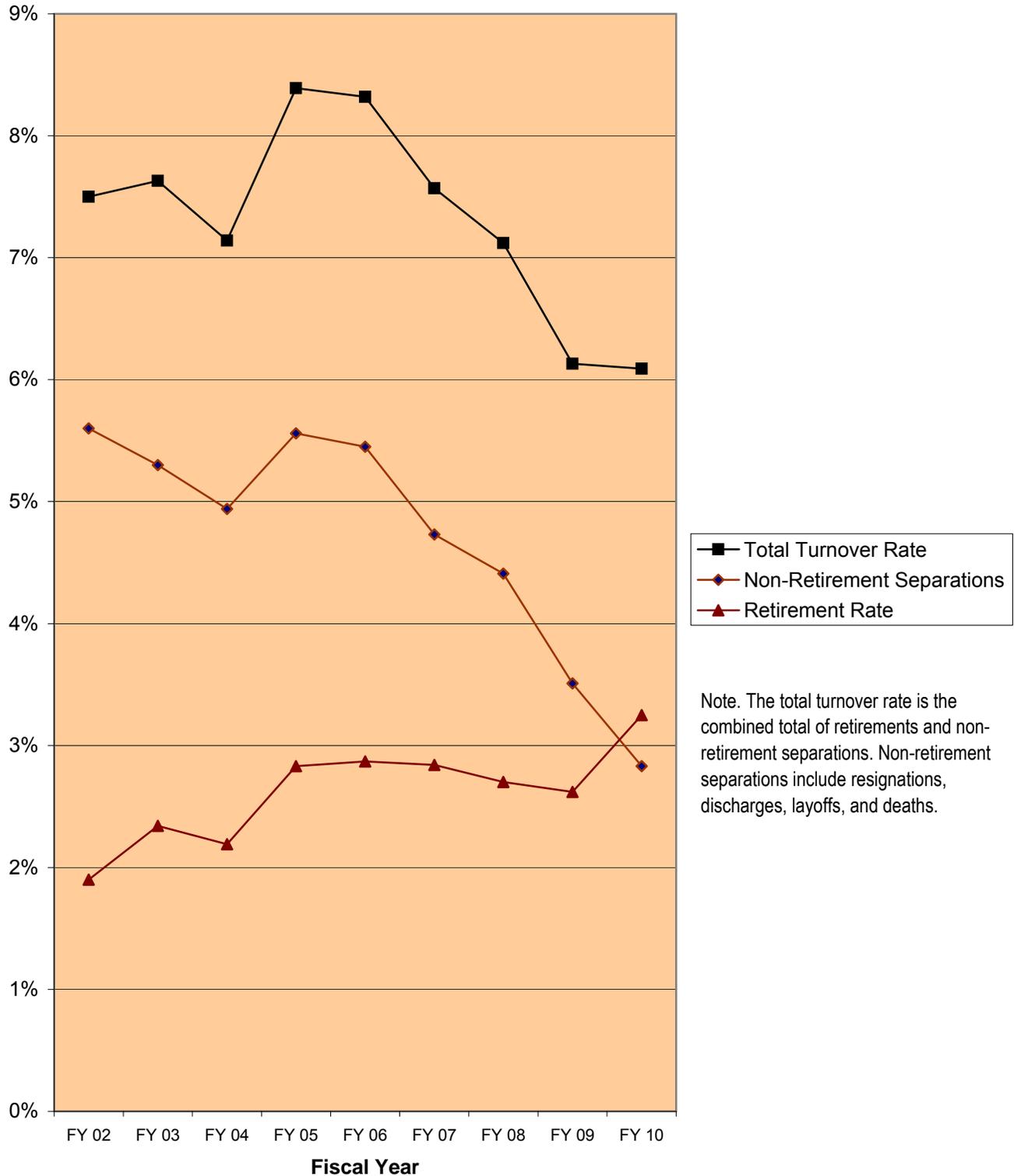
Job Group	Average Count in Job Group	Non-Retirement Separations		Retirements		Total All Separations	
		#	%	#	%	#	%
Equal Opportunity Professionals & Supv	72.5	3	4.1%	6	8.3%	9	12.4%
General Laborers	277.5	18	6.5%	14	5.0%	32	11.5%
Psychologists	212.0	14	6.6%	9	4.2%	23	10.8%
Personal Care Aides	1,863.0	162	8.7%	40	2.1%	202	10.8%
Purchasing Professionals & Supv	76.0	2	2.6%	6	7.9%	8	10.5%
Administrators-Senior Executives	526.0	10	1.9%	45	8.6%	55	10.5%
Health Therapists	157.5	7	4.4%	8	5.1%	15	9.5%
Clerks - Shipping, Storage & Related	131.0	7	5.3%	5	3.8%	12	9.2%
Human Resources Professionals & Supv	382.5	10	2.6%	25	6.5%	35	9.2%
Real Estate Technicians, Professionals & Supv	186.0	3	1.6%	13	7.0%	16	8.6%
Claims Determination & Collections-Prof/Supv	456.5	15	3.3%	23	5.0%	38	8.3%
Cleaning & Buildings - Supv	89.0	1	1.1%	6	6.7%	7	7.9%
Media Technicians	25.5	1	3.9%	1	3.9%	2	7.8%
Inspectors & Investigators-Products & Services	295.5	10	3.4%	13	4.4%	23	7.8%
Technicians - Health Care & Related	831.0	40	4.8%	22	2.6%	62	7.5%
Patient Care Professionals & Supv	955.0	46	4.8%	25	2.6%	71	7.4%
Doctors, Dentists, & Veterinarians	149.0	8	5.4%	3	2.0%	11	7.4%
Power Plant Occupations	125.0	2	1.6%	7	5.6%	9	7.2%
Science Professionals & Supv	243.0	9	3.7%	8	3.3%	17	7.0%
Aviation Occupations	14.5	0	0.0%	1	6.9%	1	6.9%
Administrative Support - General	2,048.0	46	2.2%	95	4.6%	141	6.9%
General Clerical Occupations	1,340.5	31	2.3%	60	4.5%	91	6.8%
Inspectors & Investigators-Materials & Structures	74.0	0	0.0%	5	6.8%	5	6.8%
Food Production & Food Service	495.0	24	4.8%	8	1.6%	32	6.5%
Fiscal & Related Professionals & Supv	1,099.0	21	1.9%	50	4.5%	71	6.5%
Teachers & Education Professionals & Supv	757.0	24	3.2%	24	3.2%	48	6.3%
Program Support Professionals & Supv	1,051.5	23	2.2%	39	3.7%	62	5.9%
Management Information Technicians	86.5	0	0.0%	5	5.8%	5	5.8%
Social Services Professionals & Supv	2,690.0	89	3.3%	65	2.4%	154	5.7%
Administrators-Others	240.0	2	0.8%	11	4.6%	13	5.4%
Attorneys	335.5	2	0.6%	16	4.8%	18	5.4%
Construction Trades	152.0	1	0.7%	7	4.6%	8	5.3%
Law Enforcement & Public Safety	971.0	12	1.2%	38	3.9%	50	5.1%
Planning & Research Professionals & Supv	584.0	7	1.2%	23	3.9%	30	5.1%
Administrative Support - Fiscal	532.5	8	1.5%	19	3.6%	27	5.1%
Technicians - Engineering & Related	561.0	5	0.9%	23	4.1%	28	5.0%
Communication Equipment Operators	61.5	1	1.6%	2	3.3%	3	4.9%
Management Information Professionals & Supv	1,298.0	18	1.4%	44	3.4%	62	4.8%
Librarians, Archivists, & Curators	107.5	4	3.7%	1	0.9%	5	4.7%
Mechanical Equipment, Construction & Repair	365.5	6	1.6%	11	3.0%	17	4.7%
Agricultural & Natural Resources Technicians	279.5	3	1.1%	8	2.9%	11	3.9%
Architects & Engineers	988.0	21	2.1%	17	1.7%	38	3.8%
Environmental Specialists & Supv	523.5	5	1.0%	15	2.9%	20	3.8%
Corrections Occupations	5,449.0	120	2.2%	87	1.6%	207	3.8%
Miscellaneous Mechanics & Repairers	55.5	0	0.0%	2	3.6%	2	3.6%
Dietitians & Nutritionists	58.0	0	0.0%	2	3.4%	2	3.4%
Laboratory Technicians	30.5	1	3.3%	0	0.0%	1	3.3%
Public Information & Media Professionals & Supv	97.5	2	2.1%	1	1.0%	3	3.1%
Natural Resources Professionals & Supv	512.5	4	0.8%	0	0.0%	4	0.8%
Seamstress & Upholsterers	9.0	0	0.0%	0	0.0%	0	0.0%
Grand Total	29,921.0	848	2.8%	973	3.3%	1,821	6.1%

¹Separations data for UW System is not available.

Note: The "average count in job group" is one-half the sum of the fiscal year 2009 and fiscal year 2010 year-end counts.

Source: PMIS and Central Payroll databases

Chart 42
HISTORICAL TURNOVER RATES
Permanent Classified Employees Excluding UW System



Source: Data compiled from PMIS by the Division of Affirmative Action & Workforce Planning.
 Note. UW System is excluded because data is not available.

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Section 5

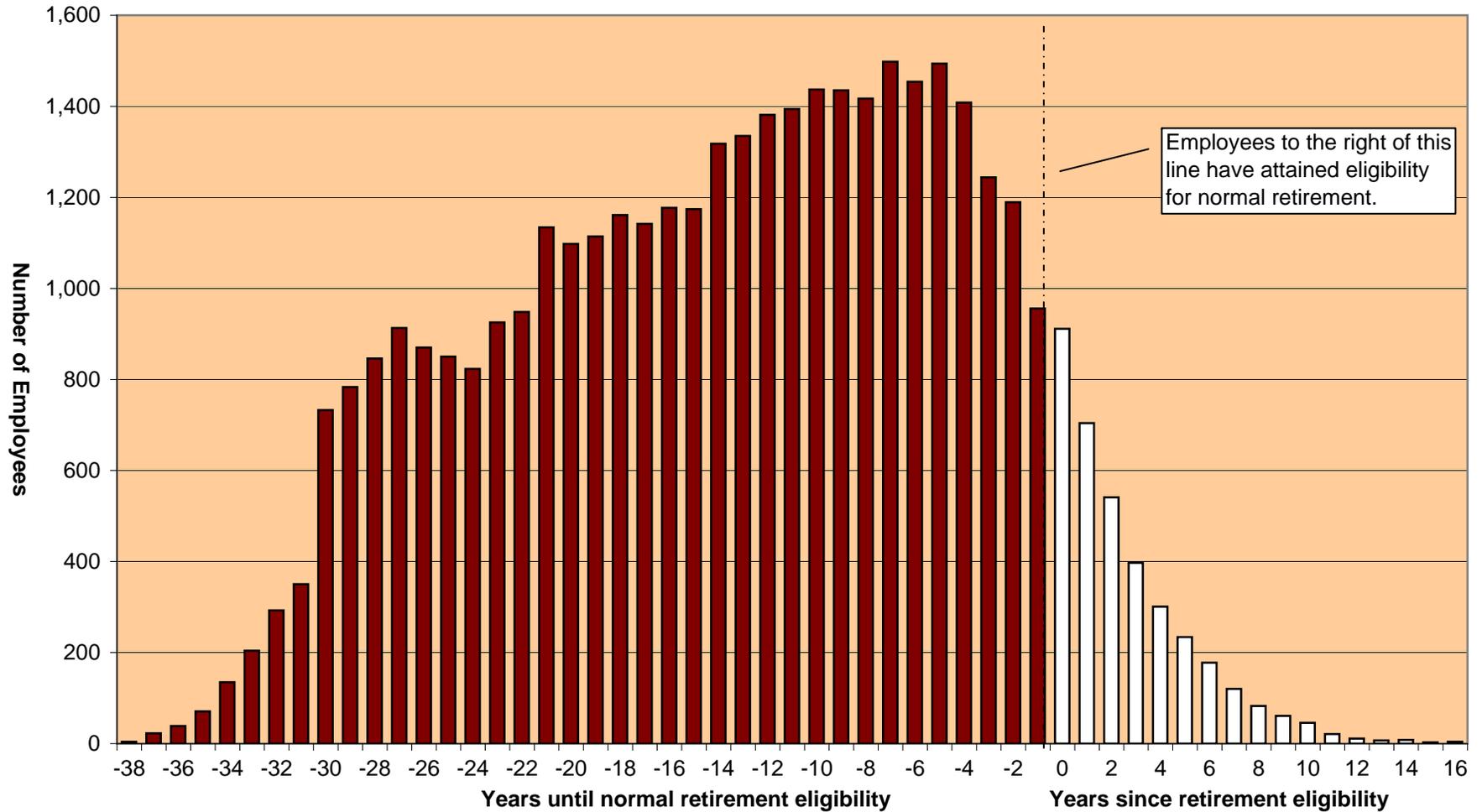
RETIREMENT ELIGIBILITY

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

DID YOU KNOW . . . ?

- At the end of fiscal year 2010, over 3,600 classified employees, or 9.2% of the workforce, were eligible for normal retirement. An additional 6,300 employees will become eligible within five years.
- Twenty-four percent of Technical College System Board employees were eligible for normal retirement.
- Twenty-six percent of the employees in the classification of Youth Counselor were eligible for normal retirement.
- Within five years, high percentages of employees in the following Natural Resources (NR) classifications will attain eligibility for normal retirement: NR Area Supervisor (70%), NR Region Program Manager (61%), NR Region Team Supervisor (59%), and NR Manager (58%).
- Within five years, all eight Securities Examiner-Senior employees will attain eligibility for normal retirement.

Chart 43
DISTRIBUTION OF EMPLOYEES FOR NORMAL RETIREMENT ELIGIBILITY
Permanent Classified Employees - Based on June 30, 2010



Example: An employee in the column labeled -10 on the horizontal axis will be eligible for normal retirement within 10 years.

Note. Retirement eligibility in this chart is based on age and years of state service, only. This chart understates retirement eligibility for employees that have additional WI Retirement System creditable service outside of state service.

Table 44
ELIGIBILITY FOR NORMAL RETIREMENT BY JOB GROUP
Permanent Classified Employees

Job Group ¹	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administrative Support - Fiscal	128	11%	347	30%	582	50%
Administrative Support - General	410	12%	1,175	33%	1,926	54%
Administrators-Others	34	14%	86	36%	137	57%
Administrators-Senior Executives	89	17%	203	39%	313	60%
Agricultural & Natural Resources Technicians	47	9%	116	23%	199	40%
Architects & Engineers	66	7%	192	19%	377	37%
Attorneys	57	17%	117	35%	188	56%
<i>Aviation Occupations</i> ¹	3	20%	6	40%	11	73%
Claims Determination & Collections-Prof/Supv	43	9%	97	21%	146	31%
Cleaning & Buildings - Supv	11	4%	83	28%	157	52%
Clerks - Shipping, Storage & Related	21	8%	71	28%	140	55%
Communication Equipment Operators	1	1%	12	16%	23	31%
Construction Trades	25	5%	108	22%	225	46%
<i>Corrections Occupations</i> ¹	740	14%	1,501	27%	2,317	42%
Dietitians & Nutritionists	2	3%	12	20%	29	48%
Doctors, Dentists, & Veterinarians	23	15%	55	36%	85	56%
Environmental Specialists & Supv	59	11%	172	33%	264	50%
Equal Opportunity Professionals & Supv	13	16%	25	30%	38	46%
Fiscal & Related Professionals & Supv	155	11%	397	28%	674	48%
Food Production & Food Service	14	2%	108	14%	241	32%
General Clerical Occupations	250	9%	735	28%	1,250	47%
General Laborers	102	6%	395	22%	738	42%
Health Therapists	5	3%	26	17%	57	38%
Human Resources Professionals & Supv	61	13%	136	29%	213	45%
Inspectors & Investigators-Materials & Structures	6	8%	23	32%	50	68%
Inspectors & Investigators-Products & Services	26	9%	76	26%	137	47%
Laboratory Technicians	20	11%	44	23%	75	40%
<i>Law Enforcement & Public Safety</i> ¹	98	8%	284	24%	491	42%
Librarians, Archivists, & Curators	16	14%	25	21%	59	50%
Management Information Professionals & Supv	141	6%	444	20%	819	36%
Management Information Technicians	25	11%	74	33%	126	56%
Mechanical Equipment, Construction & Repair	48	8%	186	30%	362	58%
Media Technicians	6	8%	20	26%	34	44%
Miscellaneous Mechanics & Repairers	14	6%	67	28%	121	51%
Natural Resources Professionals & Supv	45	9%	133	26%	221	43%
Patient Care Professionals & Supv	45	5%	185	19%	375	38%
Personal Care Aides	34	2%	198	11%	424	23%
Planning & Research Professionals & Supv	53	8%	155	24%	259	41%
Power Plant Occupations	21	8%	63	24%	123	47%
Program Support Professionals & Supv	116	9%	362	28%	651	50%
Psychologists	19	9%	49	23%	85	39%
Public Information & Media Professionals & Supv	10	7%	23	16%	53	37%
Purchasing Professionals & Supv	14	11%	49	39%	72	57%
Real Estate Technicians, Professionals & Supv	24	13%	60	33%	97	54%
Science Professionals & Supv	34	8%	91	20%	174	39%
Seamstress & Upholsterers	1	7%	5	36%	9	64%
<i>Social Services Professionals & Supv</i> ¹	237	9%	516	19%	915	34%
Teachers & Education Professionals & Supv	62	8%	197	26%	354	47%
Technicians - Engineering & Related	47	7%	159	24%	310	47%
Technicians - Health Care & Related	113	11%	262	26%	440	44%
Grand Total	3,634	9.2%	9,925	25.2%	17,166	43.6%

See Appendix A for definition of "normal retirement."

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

Table 45
ELIGIBILITY FOR NORMAL RETIREMENT BY AGENCY
Permanent Classified Employees

Agency	Eligible for Normal Retirement Now		Eligible for Normal Retirement within 5 Years		Eligible for Normal Retirement within 10 Years	
	#	%	#	%	#	%
Administration	95	11%	255	29%	431	49%
Ag, Trade & Consumer Prot	45	9%	130	26%	218	44%
Aging & Long Term Care Bd	1	3%	7	22%	12	38%
Arts Board	0	0%	1	13%	4	50%
Children & Families	40	7%	101	17%	220	38%
Commerce	36	11%	102	32%	176	54%
Commissioner of Insurance	22	16%	39	28%	71	52%
Corrections	1,062	11%	2,387	24%	4,022	40%
Educational Comm Board	6	15%	11	28%	19	48%
Employee Trust Funds	19	9%	56	27%	89	43%
Employment Relations Comm	4	19%	12	57%	15	71%
Financial Institutions	16	14%	45	38%	64	55%
Government Accountability Bd	1	4%	2	8%	5	21%
Health Services	400	7%	1,243	23%	2,200	41%
Higher Education Aids Bd	1	13%	2	25%	5	63%
Investment Board	0	0%	2	67%	2	67%
Justice	45	9%	125	24%	231	44%
Lower WI St Riverway Bd	0	0%	0	0%	0	0%
Military Affairs	24	6%	86	22%	171	44%
Natural Resources	257	11%	732	31%	1,184	50%
People with Disabilities Bd	0	0%	0	0%	2	33%
Public Instruction	69	11%	176	28%	281	45%
Public Lands Board	0	0%	0	0%	2	33%
Public Service Commission	17	13%	53	42%	86	68%
Regulation & Licensing	10	10%	29	30%	43	45%
Revenue	120	13%	305	32%	521	54%
Secretary of State	1	17%	1	17%	5	83%
State Employment Relations	3	8%	10	27%	14	38%
State Fair Park	0	0%	2	17%	4	33%
State Public Defender	14	6%	35	16%	85	38%
Technical College Sys Bd	13	24%	24	44%	31	56%
Tourism	1	4%	8	33%	11	46%
Transportation	213	7%	749	24%	1,355	44%
Treasurer	0	0%	3	25%	4	33%
UW System	844	9%	2,532	26%	4,449	46%
Veterans Affairs	40	3%	167	14%	362	30%
WI Historical Society	14	12%	30	26%	60	51%
Workforce Development	201	14%	463	33%	712	50%
Grand Total	3,634	9.2%	9,925	25.2%	17,166	43.6%

Note. Normal retirement for general (non-protective status employees) is the attainment of both age 57 and 30 years of service, or age 65 regardless of years of service. Normal retirement for protective status employees is the attainment of both age 53 and 25 years of service, or age 54 regardless of years of service. Retirement projections are based on age and years of service as of June 30, 2010.

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 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.

Table 46
CLASSIFICATIONS WITH TEN OR MORE RETIREMENT-ELIGIBLE EMPLOYEES
Permanent Classified Employees as of June 30, 2010

Classification	Eligible for Normal Retirement Immediately		Eligible for Normal Retirement within 5 Years	
	#	%	#	%
<i>Correctional Officer*</i>	338	11%	685	22%
<i>Correctional Sergeant*</i>	287	17%	566	34%
<i>Probation & Parole Agent (C)*</i>	127	12%	222	21%
<i>Psychiatric Care Technician*</i>	88	18%	171	36%
Office Operations Associate	82	9%	243	28%
Custodian	80	6%	288	21%
University Services Prog Associate	57	12%	177	36%
University Services Associate 2	57	10%	175	30%
<i>Youth Counselor*</i>	56	26%	98	45%
Financial Specialist 3	47	14%	122	36%
Academic Department Associate	42	18%	94	40%
Attorney	42	16%	90	34%
Library Services Asst-Adv/Lead	42	21%	81	41%
<i>Corrections Field Supervisor*</i>	35	31%	46	41%
Operations Program Associate	32	9%	105	29%
Office Associate	31	12%	78	30%
Teacher	30	7%	108	26%
<i>Supervising Officer 2*</i>	30	16%	66	36%
Resident Care Tech 2	26	3%	124	13%
Program Assistant-Adv-Confidential	25	14%	68	38%
<i>State Patrol Trooper*</i>	25	8%	60	20%
University Services Associate 1	23	11%	67	32%
Financial Specialist 4	22	12%	54	30%
Administrative Manager	22	31%	35	49%
<i>Forestry Technician-Adv*</i>	22	23%	39	41%
Program and Policy Analyst-Adv	21	10%	65	31%
Employment & Training Spec (B)	21	24%	43	49%
Financial Specialist 2	19	8%	54	23%
IS Systems Development Services Spec	17	6%	61	23%
IS Systems Development Services Senior	15	7%	44	20%
Student Status Examiner Senior	15	17%	37	43%
Natural Resources Manager	15	28%	31	58%
Facilities Repair Worker	14	14%	37	38%
Accountant-Senior	13	14%	31	32%
Accountant-Adv	13	17%	27	35%
IS Technical Services Senior	13	5%	46	18%
Information Systems Supervisor 2	13	11%	30	26%
Legal Secretary	13	9%	29	20%
Engineering Spec-Transportation-Adv 2	13	8%	44	26%
Nurse Clinician 2	13	2%	85	15%
Education Consultant	13	12%	32	30%
Facilities Repair Worker-Adv	13	8%	45	28%
Executive Staff Assistant	12	13%	35	37%
Employment Security Assistant 3	12	10%	29	25%
Social Worker-Corrections (C)	12	4%	51	18%
Forester-Senior	12	8%	46	31%
Natural Resources Region Team Supv	12	27%	26	59%
Accountant-Journey	11	11%	27	27%
Revenue Tax Assistant-Objective	11	24%	22	48%
Academic Dept Specialist	11	31%	17	49%
Licensed Practical Nurse	11	4%	46	17%
Facilities Maintenance Spec-Adv	11	5%	59	29%
Power Plant Operator-Senior	11	7%	33	20%
IS Technical Services Specialist	10	6%	22	14%
Program Assistant Supervisor-Adv	10	14%	21	30%
Transportation Customer Rep-Advanced	10	8%	49	42%
Medical Program Assistant-Senior	10	12%	25	30%
Vocational Rehab Program Assoc	10	16%	22	36%
Youth Counselor Advanced	10	22%	22	48%
Natural Resources Region Program Mgr	10	32%	19	61%
DMV Field Agent-Advanced	10	12%	32	38%
Grand Total All Classifications		9.2%		25.2%

*Classifications in italics are predominately "protective occupation" jobs with earlier eligibility for normal retirement. See the glossary in Appendix A for the definition of "normal retirement."

Table 47
CLASSES WITH THE HIGHEST PERCENTAGE OF RETIREMENT-ELIGIBLE EMPLOYEES WITHIN FIVE YEARS
Classifications With At Least 3 Employees
Eligibility as of June 30, 2010

Classification	Eligible for Normal Retirement within 5 Years		Classification	Eligible for Normal Retirement within 5 Years	
	# Eligible	% in Class		# Eligible	% in Class
Securities Examiner-Senior	8	100%	Training Director	2	67%
Employment Security Assistant 1	3	100%	Vital Records Program Supervisor	2	67%
Grain Weighing Technician	3	100%	Wastewater Specialist-Adv	2	67%
Insurance Examiner Chief	3	100%	Public Service Engineer-Adv	9	64%
<i>Military Affairs Security Officer Supv*</i>	3	100%	Document Production Asst	7	64%
Natural Resources Program Spec-Conf	3	100%	Physician Management	7	64%
Research Gardener	3	100%	<i>Fire/Crash Rescue Supervisor*</i>	5	63%
<i>State Patrol Major*</i>	3	100%	Nursing Instructor 2	8	62%
Crime Victim Claims Specialist	5	83%	Natural Resources Region Prog Mngr	19	61%
Director Of Nursing	5	83%	<i>Police Detective*</i>	9	60%
Corrections Services Supervisor	4	80%	Science Management Supervisor	6	60%
Grain Inspector-Leadworker	4	80%	Deputy Admin Health & Family Services	3	60%
Procurement Supervisor	4	80%	Elevator Safety Inspector-Objective	3	60%
Property Assessment Tech 3	4	80%	Enterprise Contract Officer	3	60%
Shop Supervisor	4	80%	Enterprise Program Section Chief	3	60%
Environmental Engineer Supv	10	77%	<i>Environmental Warden*</i>	3	60%
<i>Criminal Investigation Director*</i>	3	75%	Forensic Scientist Supervisor	3	60%
Financial Examiner Supervisor	3	75%	Histology Technician-Senior	3	60%
Insurance Program Manager	3	75%	Horticultural Technician	3	60%
Juvenile Review & Release Spec	3	75%	IS Consultant Management	3	60%
Labor Relations Specialist-Chief	3	75%	Occupational Safety Inspector 3	3	60%
Nursing Administrator	3	75%	Payroll & Benefits Program Supv	3	60%
Tax Resolution Officer-Off Audit Sen	3	75%	<i>Police Captain*</i>	3	60%
Vehicle Emissions QA Spec-Senior	3	75%	Public Service Engineer-Senior	3	60%
Wildlife Technician	3	75%	Revenue Agent Field Mgt Supervisor	3	60%
Workers Compensation Specialist 3	3	75%	Tourism Coordinator-Senior	3	60%
University Exec Staff Assistant	15	71%	University Business Spec Confidential	3	60%
Cytotechnologist-Senior	5	71%	UW Program Specialist	3	60%
Instrument Shop Coordinator	5	71%	Natural Resources Region Team Supv	26	59%
Office Management Supervisor	5	71%	Lab Prep Technician-Senior	10	59%
Payroll & Benefits Program Off	5	71%	Natural Resources Manager	31	58%
Revenue Field Auditor 8	5	71%	Health & Family Services Mgt Supv	15	58%
Unemployment Tax & Acctng Spec-Sen	5	71%	Electronics Tech Specialized-Adv	4	57%
Waste Management Specialist-Adv	5	71%	Employment Relations Prog Coord	4	57%
Transportation Cust Rep-Lead	12	71%	<i>Excise Tax Agent-Senior*</i>	4	57%
<i>State Patrol Lieutenant*</i>	7	70%	Facilities Management Specialist 1	4	57%
Natural Resources Area Supervisor	16	70%	Physician Supervisor	4	57%
Clerical Assistant	6	67%	<i>Supervising Officer-DHS*</i>	4	57%
Attorney Confidential/Supervisor	4	67%	Workers Compensation Assistant 3	4	57%
Records Management Program Supv	4	67%	Employment & Training Spec Lead	14	56%
Agriculture Auditor 5	2	67%	DOT Technical Services Chief	5	56%
Auditor (School Finance) Confidential	2	67%	Power Plant Superintendent	17	55%
Barber	2	67%	Unemployment Compensation Assoc 2	17	55%
Controlled Substance Analyst-Adv	2	67%	Financial Specialist 5	18	55%
Eng Consultant-Fire Suppr Systems-Adv	2	67%	<i>Aircraft Pilot*</i>	6	55%
IS Enterprise Data Svcs Consultant/Admin	2	67%	Building Inspector-Obj	6	55%
Lab Prep Technician-Obj	2	67%	Disability Claims Specialist	15	54%
Mortician	2	67%	DWD Manager	8	53%
Petroleum System District Supv	2	67%	Water Resources Mgt Spec-Adv	9	53%
Purchasing Agent Mgt Supervisor	2	67%	IS Operations Support Tech-Sen	11	52%
Respiratory Therapist 4	2	67%	Auditor-Adv	13	52%
Revenue Auditor 5	2	67%	Property Assessment Spec-Adv	17	52%

*Classifications in italics are predominately "protective occupation" jobs with earlier eligibility for normal retirement. See the glossary in Appendix A for the definition of "normal retirement."

Note. Retirement projections are based on age and the years of state service for each employee, as of June 30, 2010. However, some employees have additional WI Retirement System creditable service through other employers such as local governments or the military, and therefore can retire earlier than projected in this data.

Section 6

APPENDICES

Appendix A GLOSSARY OF KEY TERMS

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

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

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

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

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

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

Collective bargaining: "...the performance of the mutual obligation of the state as an employer by its officers and agents, and the representatives of its employees, to meet and confer at reasonable times, in good faith, with respect to the subjects of bargaining provided in s. 111.91(1), Wis. Stats. 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.).

Critical hiring need (CHN): A job classification that meets at least three of the following six criteria:

- (a) **Hard to Fill:** Classification for which the agency has difficulty finding qualified candidates, despite recruitment efforts.
- (b) **Hard to Retain:** Classification for which the agency has difficulty retaining employees due to factors such as environment, job stressors, wage issues, shift issues, travel or type of client base.
- (c) **Fills Critical Core Operation:** Performs functions that, if not properly staffed, present a substantial challenge to the agency to fulfill its core service delivery mission.
- (d) **High Retirement Vulnerability:** Classification in which 10% or more of employees are or will become eligible to retire in the next two years and present a significant challenge to essential service if key staff elect retirement.
- (e) **Location Issues:** Position that is hard to fill or retain due to location.
- (f) **Chronically/Traditionally Underutilized:** Classification in a job group underutilized for racial or ethnic minorities or women.

Disabled: Individuals who:

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

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

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

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

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

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

High Retirement Vulnerability (HRV): Classifications or work units in which 10% or more of employees are or will become eligible to retire by the end of Fiscal Year 2009.

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

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

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

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

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

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

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

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

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

PMIS: The Personnel Management Information System (PMIS) purpose is to provide the Governor, the Legislature, and the Office of State Employment Relations (OSER) with the most up-to-date information pertaining to authorized positions, payroll, and related items covering civil service employment. PMIS includes positions in all executive branch agencies except the University of

Wisconsin System, the Court system, and the Legislature (exceptions: Retirement Research Committee and Legislative Audit Bureau). PMIS is created by statute and maintained by the Secretary of the Department of Administration.

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

Promotion: "Except as provided in ER-MRS 14.02, Wis. Adm. Code, 'promotion' means any of the following: (a) The permanent appointment of an employee to a different position in a higher class than the highest position currently held in which the employee has permanent status in class; (b) The permanent appointment of an employee or former employee in layoff status to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee or former employee became subject to layoff; or (c) the permanent appointment of an employee on an approved leave of absence, either statutorily mandated or granted by an appointing authority, to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee began the leave of absence" (s. ER 1.02[36], Wis. Adm. Code).

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

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

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

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

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

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

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

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

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

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

Appendix B

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) JOB CATEGORIES

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

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

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

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

5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience 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. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

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

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

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

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

Appendix C STATISTICAL METHODS

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

Some tables and charts show differences between groups or changes over time, often for groups with very small numbers of members. When converted to percentages for ease of comparison across groups of widely varying size, the smaller groups sometimes appear to have large percentage differences when relatively small numbers of employees are involved. For example, in Table 18, the Aviation Occupations had an increase of two women since 2000, placing it among the job categories with the smallest increases. However, when expressed as a percentage increase of 15.2%, it is the second highest of all categories listed in the table. This problem of large percentages with small denominators (small number of employees within the job group) raises uncertainty about the interpretation of the tables: did this category have a small increase (two women) or a large one (15.2%)?

Statistical testing can help guide decision making under uncertainty. It would be useful to rely on some objective standard to distinguish between substantial differences and those that are only superficially large due to the small denominator problem. One approach to a solution is the credibility interval, or “Bayesian Confidence Interval.” This statistic gives us a bounded range of variation within which we would expect percentages to vary by chance, given the number of persons involved. Percentages that exceed the bounds and fall outside the interval are deemed “statistically significant,” unlikely to be superficial differences influenced by small denominators. Small denominators tend to give wide credibility intervals, which narrow as the denominator size increases.

Bayesian Confidence Interval

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

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

Using this test for the example above, we constructed a 95% CI for the percentage of women in Aviation Occupations in 2000 (n=1, d=21, ll=0.1%, ul=16.8%), and another CI for the percentage in 2010 (n=3, d=15, ll=4.7%, ul=42.8%). If the confidence intervals do not overlap--the upper limit of one interval is less than the lower limit of the other--then the difference of percentages is “statistically significant” (at the p<.05 level of confidence). In the example case, the confidence intervals do overlap: because the intervals for the Aviation Occupations are so wide due to small numbers, the increase of 15.2% is not considered significant. The Bayesian CI was used for all tests of percentage differences throughout the report: Tables 16, 18, and 24a through 24d, and Charts 19 and 29.

Appendix D

RACE/ETHNIC IDENTIFICATION

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

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

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

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

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

Appendix E
REPRESENTED BARGAINING UNITS

Abbreviation (as appears in Table 7)	Description (as appears in Tables 5 and 6)	Union	Union Affiliation
AS	Administrative Support	Wisconsin State Employees Union (WSEU)	AFSCME / AFL-CIO
BC	Blue Collar & Non-Building Trades	WSEU	AFSCME / AFL-CIO
Crafts	Building Trades Crafts	Wisconsin State Building Trades Negotiating Committee	AFL-CIO
SPS	Security and Public Safety	WSEU	AFSCME / AFL-CIO
Tech	Technical	WSEU	AFSCME / AFL-CIO
WPEC	Fiscal & Staff Services	Wisconsin Professional Employees Council	AFT WI / AFL-CIO
PERSA	Research, Statistics & Analysis	Professional Employees in Research, Statistics & Analysis	AFT WI / AFL-CIO
WSAA	Legal	Wisconsin State Attorneys Association	Unaffiliated
WPDA	Patient Treatment	Wisconsin Physician & Dentist Association	AFT WI / AFL-CIO
SEIU	Patient Care	SEIU Healthcare District 1199 Wisconsin	SEIU
PSS	Social Services	WSEU	AFSCME / AFL-CIO
WEAC	Education	State Professional Education & Information Council	WEAC / NEA
SEA	Engineering	State Engineering Association	Unaffiliated
WSP	Science	Wisconsin Science Professionals	AFT WI / AFL-CIO
LE	Law Enforcement	Wisconsin Law Enforcement Association	Unaffiliated
ASP	Assistant District Attorneys	Association of State Prosecutors	Unaffiliated
WSPDA	Assistant State Public Defenders	Wisconsin State Public Defenders Association	AFT WI / AFL-CIO
TAA	UW-Madison Graduate Assistants	Teaching Assistants Association	AFT WI / AFL-CIO
MGAA	UW-Milwaukee Graduate Assistants	Milwaukee Graduate Assistants Association	AFT WI / AFL-CIO

Appendix F
MAP OF WISCONSIN BY REGIONAL RECRUITING AREA

