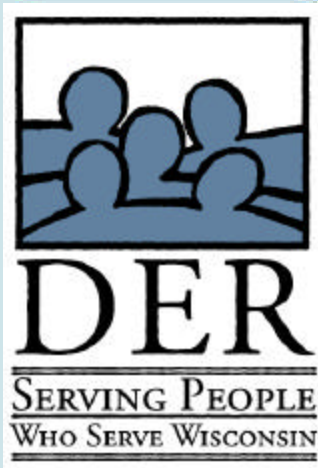
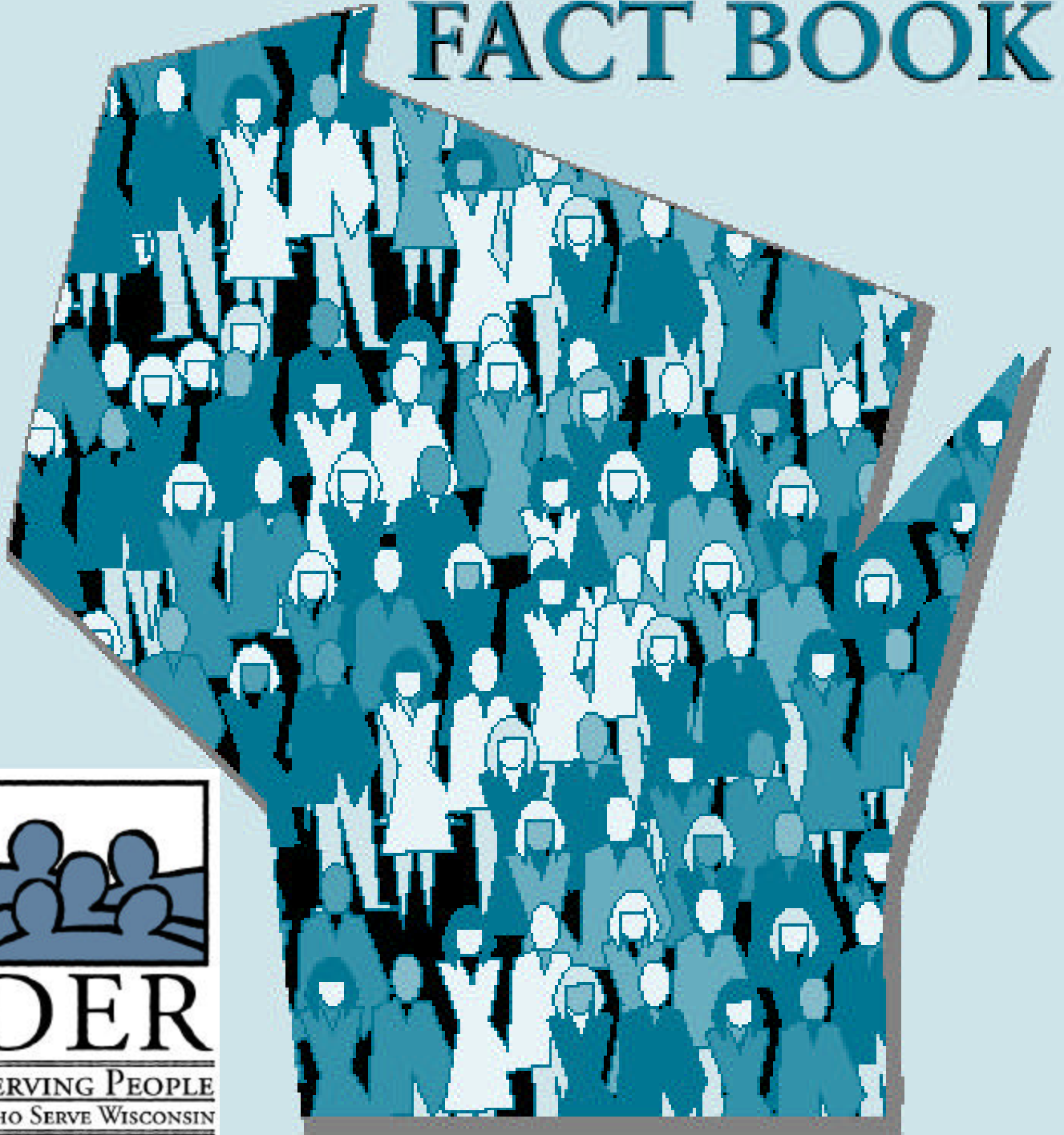


# 2002 WISCONSIN STATE WORKFORCE FACT BOOK



State of Wisconsin  
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# 2002 WISCONSIN STATE WORKFORCE FACT BOOK

WORKFORCE STATISTICS AND PROGRAM HIGHLIGHTS  
COVERING STATE GOVERNMENT EMPLOYMENT  
WITH A FOCUS ON THE  
PERMANENT CLASSIFIED WORKFORCE  
AT THE CLOSE OF FISCAL YEAR 2002 IN JUNE 2002

For more information contact:

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*Special thanks to:*

The Department of Administration  
The Department of Employee Trust Funds  
The University of Wisconsin System Human Resources  
*for providing data used in the production of this report*

2002 Workforce Fact Book

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## 2002 WISCONSIN STATE WORKFORCE FACT BOOK

### STATISTICAL HIGHLIGHTS

#### Profile of the Permanent Classified Workforce as of June 30, 2002

|                                                                            |            |
|----------------------------------------------------------------------------|------------|
| Count of job classifications                                               | 1,955      |
| Count of permanent classified employees                                    | 41,344     |
| Number of full-time-equivalent filled positions                            | 39,967.14  |
| Percentage represented by a labor union                                    | 84.7%      |
|                                                                            |            |
| Average age                                                                | 44.8 years |
| Average length of service                                                  | 12.9 years |
| Average annual base salary                                                 | \$38,010   |
| Median annual base salary                                                  | \$34,452   |
|                                                                            |            |
| Percent ethnic minorities                                                  | 8.5%       |
| Percent female                                                             | 51.3%      |
|                                                                            |            |
| 2002 separation from state service rate (excluding UW System) <sup>1</sup> | 7.5%       |
| 2002 retirement from state service rate (excluding UW System)              | 2.0%       |
|                                                                            |            |
| Percent currently eligible for normal retirement <sup>2</sup>              | 3.5%       |
| Percent eligible for normal retirement <sup>2</sup> within 5 years         | 15.2%      |
| Percent eligible for normal retirement <sup>2</sup> within 10 years        | 33.8%      |

#### Total State Wage and Fringe Benefit Costs

Including all state employees: classified, unclassified, faculty, UW System academic and instructional staff, judicial, legislative, and temporary employees

|                       | Fiscal Year 1992 | Fiscal Year 2002 | 10-Year Increase |
|-----------------------|------------------|------------------|------------------|
| Total Wages           | \$2,035,578,475  | \$3,057,804,623  | 50.2%            |
| Total Fringe Benefits | \$639,377,500    | \$1,056,725,679  | 65.3%            |
| Wages and Fringe      | \$2,674,955,975  | \$4,114,530,302  | 53.8%            |

<sup>1</sup>Includes retirements.

<sup>2</sup>Retirement with no actuarial age reduction factor. See definition of "Retirement eligibility" in the glossary.



# STATE OF WISCONSIN

## Department of Employment Relations

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**Jim Doyle**  
Governor

**Karen E. Timberlake**  
Secretary

Dear Reader:

It is my pleasure to present the 2002 Wisconsin State Workforce Fact Book, a comprehensive data survey of the state government's permanent classified workforce. The Fact Book is intended to serve as both a reference almanac and as a strategic planning tool for managing the state's workforce.

Governor Jim Doyle has initiated sweeping measures to consolidate state government, initiating a downward trend in permanent classified positions. Now and in the years to come, Wisconsin's state government will be challenged to continue providing essential services to its citizens promptly and effectively, while operating with a reduced workforce and resources. At the same time, the largest cohort of Wisconsin's current workforce, ages 45 to 55, approaches retirement age. Reducing the size of state government, while retaining top-quality services and the accumulated wisdom of an experienced workforce, requires strategic planning and careful management of limited resources. We hope that this Fact Book will assist the state in meeting these goals.

This Fact Book documents the permanent classified workforce, to the nearly complete exclusion of unclassified, temporary, judicial, legislative and University of Wisconsin System faculty and academic staff. There are two primary reasons for this limited scope. The first is jurisdictional in nature. Permanent classified workers make up the state civil service, who carry out the programs mandated by the governor and legislature under the direction of the governor and his appointees. The Department of Employment Relations, which produced this Fact Book, is charged predominately with managing and serving this executive branch of government. The second reason, unfortunately, is availability of data. There is no statewide human resources information system that encompasses the different branches of state government. However, the Department of Administration's Personnel Management Information System (PMIS) does include data on nearly all classified employees, including data on classified UW System employees provided by the UW. This Fact Book is a valuable tool for learning about the permanent classified workforce that carries out most of the functions of state government.

Please refer to the Executive Summary in the next few pages for highlights of the information you can glean from this Fact Book. We hope you will find this Fact Book a useful resource as we work together for a brighter tomorrow for Wisconsin.

Sincerely,

Karen E. Timberlake  
Secretary

*Our mission is "to lead Wisconsin state government's innovative human resource system by recruiting and retaining a talented and diverse workforce to ensure the best service to the public."*

## 2002 WISCONSIN STATE WORKFORCE FACT BOOK

### EXECUTIVE SUMMARY

Except as otherwise noted, all statistics in this summary apply to the permanent classified workforce only, thus excluding unclassified and temporary employees, appointed and elected officials, and University of Wisconsin System faculty and academic staff. Data is based on the end of June 2002, which was the end of the state's Fiscal Year 2002.

#### **Workforce Demographics**

The headcount of permanent classified employees was 41,344, filling 39,967.1 full-time-equivalent positions, representing a five-year increase of 3,833.5 positions, the majority of this growth occurring in the Department of Corrections. State employees lived and worked in each of Wisconsin's 72 counties. State employees are clustered heavily in the 40 to 55 age range, closely coinciding with the baby boomer generation. However, about 8,500 employees have less than three years of state service. Male and female employees are very similarly distributed in terms of age and seniority. Out of 1,955 classification titles, 45% of employees serve in the 40 most populous titles. Correctional Officers and Program Assistants are the most populous classification series. Including higher education employees, Wisconsin has 12.9 state employees per 1,000 state residents. Excluding higher education, Wisconsin has 6.73 state employees per 1,000 state residents.

#### **Equal Employment Opportunity**

Females compose 51.3% of state employees and racial/ethnic minorities compose 8.5% of state employees, exceeding the percentages of 47.3% and 7.5%, respectively, in the total state labor force. The ratio of 8.5% minorities is the highest in state history. Another historically high rate was set with minorities composing 16.5% of all new hires in fiscal year 2002. Persons with disabilities compose 7.4% of state employees. Females continue to be disproportionately clustered in lower-paying occupations. Minorities have the highest rate of concentration in the job group of Equal Opportunity Professionals & Supervisors at 43.4%, followed by General Laborers at 21.1% and Doctors, Dentists and Veterinarians at 19.2%. Minorities have less than 2.0% representation in the job groups of Aviation Occupations, Seamstress and Upholsterers, Dietitians and Nutritionists, and Health Therapists. Asian males and Asian females and American Indian males have higher average earnings than the overall state employee average. All other racial/ethnic minority and gender groupings earn less than the overall average. Black females and Hispanic females were the two lowest earning groups.

#### **Workforce Selection, Mobility and Separation**

In fiscal year 2002 more than 65,300 civil service exams were administered resulting in 3,587 new hires into the permanent classified workforce. The DER Internet job site registered nearly 170,000 unique visitors for a total of over 2.8 million web site hits. The DER Employment Services Center serviced nearly 34,000 customer calls. The overall separation (turnover) rate from state service was 7.5%, excluding the UW System for which separation data was not available. Of this 7.5%, 2.0% were retirements. Personal care aides, such as certified nursing assistants, continues to be the occupational area

## EXECUTIVE SUMMARY (continued)

with the greatest turnover. Overall, 3.5% of the present workforce is eligible for retirement without an actuarial age reduction factor. In five years, 15.2% will be eligible for retirement, and 33.8%, or more than 1/3, will be eligible in 10 years.

### **Compensation and Benefits**

Total state wages and fringe benefit costs for all state employees, including classified, unclassified, temporary, elected, appointed and faculty and academic staff, exceeded \$4 billion. The UW System accounts for nearly half of that amount. For health insurance premiums, the average employer share was about \$629, and the average employee share was about \$15. The employer share represents an increase of 14.0% from 2001, and a 34.5% increase from 2000. The average annualized base pay of a permanent classified employee was about \$38,000, compared with a median of about \$34,450. In 2001, full-time employees averaged using about 8¼ days of sick leave, or slightly more than half of all sick leave earned. The bargaining unit with the greatest sick leave usage was Security & Public Safety, with the average unit member using over 11½ days.

### **Collective Bargaining/Labor Relations**

The state bargains master labor agreements covering 19 represented employee bargaining units, including both classified and unclassified employees. In fiscal year 2002, 690 employee grievances were appealed to arbitration, with more than half arising from the Security & Public Safety bargaining unit. Of the 372 arbitration cases closed in fiscal year 2002, 175 were the result of the grievance being dropped.

### **Highlighted Programs**

***Working Together***, a labor-management cooperation program designed to resolve workplace problems, continues to grow and produce measurable cost savings above and beyond the morale and psychological benefits of less contentious work environments. *Working Together* has received national recognition and support for its innovations and success.

First implemented in 1997, the **broadband pay system** has grown to cover more than 10,000 employees as of June 2002, with efforts continuing to negotiate broadbanding coverage for more represented professional employees. The pay flexibility provided in the broadband system has allowed the state to be a market-competitive employer in critical areas such as information technology and budget and finance. As state government down-sizes in terms of both budget and number of employees, pay flexibility will help administrators allocate compensation resources where most needed to retain the best and brightest personnel and preserve the quality of program services. Broadbanding also simplifies job classification structures. In fiscal year 2002, the number of civil service classifications was reduced by 300 through collapsing of multiple class levels into broadbanded classification titles.

***WiscJobs*** is a new online application and testing system under development by a joint venture of the Departments of Administration and Employment Relations, in cooperation with other state agencies. *WiscJobs* is being implemented in phases, with online job application and job search features made available beginning in July 2002, and full application and testing capability to be rolled out in 2003.

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# WORKFORCE DEMOGRAPHICS

This section provides general descriptive statistics of the state-employed workforce with a primary focus on permanent classified employees. Employees in filled positions are counted singly or in combination by agency, county, age, years of service, and civil service classification. As appropriate, employees are counted either by “headcount,” where each persons counts as one employee, or by “full-time-equivalent” filled positions, where two persons each working on a half-time basis count as one full-time-equivalent employee. This section also includes tables that rank Wisconsin in comparison with the other 49 states for the ratio of state government employees to state population.

## ***DID YOU KNOW . . .***

- Seven state agencies have more than 1,000 permanent classified employees?
- In addition to unclassified faculty and academic staff and other instructional staff, the University of Wisconsin System is the largest employer of permanent classified workers?
- Every county in the state has at least one state employee living and working in that county?
- Male and female employees have about the same average age (45) and average years of service (13) with the state?
- As of June 2002, more than 8,000 classified permanent employees, or about 20% of the total, had less than 3 years of state service?
- Out of 1,955 classification titles, 45% of the classified workforce serve in the 40 most populous titles?
- The University of Wisconsin System employs more than 1,200 custodians?

**PERMANENT CLASSIFIED EMPLOYEES BY AGENCY**  
**June 2002**

| Agency                           | Head Count<br>of<br>Employees | Full-Time-<br>Equivalent (FTE)<br>Employees | Percent of<br>Total FTE<br>Employees | FTE Employee Change<br>from Jan 1997 |                     |
|----------------------------------|-------------------------------|---------------------------------------------|--------------------------------------|--------------------------------------|---------------------|
|                                  |                               |                                             |                                      | Number                               | Percent             |
| University of Wisconsin System   | 9,606                         | 9,234.0                                     | 23.1%                                | 620.2                                | 7.2%                |
| Corrections                      | 9,203                         | 9,072.9                                     | 22.7%                                | 2,114.4                              | 30.4%               |
| Health & Family Services         | 6,380                         | 6,039.1                                     | 15.1%                                | 600.1                                | 11.0%               |
| Transportation                   | 3,823                         | 3,753.0                                     | 9.4%                                 | 115.0                                | 3.2%                |
| Natural Resources                | 2,887                         | 2,811.4                                     | 7.0%                                 | 246.5                                | 9.6%                |
| Workforce Development            | 2,258                         | 2,176.4                                     | 5.4%                                 | -71.9                                | -3.2%               |
| Revenue                          | 1,203                         | 1,180.1                                     | 3.0%                                 | 46.6                                 | 4.1%                |
| Administration                   | 831                           | 815.6                                       | 2.0%                                 | -124.4                               | -13.2% <sup>1</sup> |
| Veterans Affairs                 | 889                           | 802.8                                       | 2.0%                                 | 76.5                                 | 10.5%               |
| Public Instruction               | 641                           | 585.3                                       | 1.5%                                 | 34.2                                 | 6.2%                |
| Ag, Trade & Consumer Protection  | 566                           | 546.2                                       | 1.4%                                 | -80.9                                | -12.9%              |
| Justice                          | 537                           | 524.2                                       | 1.3%                                 | 20.7                                 | 4.1%                |
| Commerce                         | 419                           | 408.5                                       | 1.0%                                 | 25.6                                 | 6.7%                |
| Military Affairs                 | 346                           | 334.2                                       | 0.8%                                 | 25.9                                 | 8.4%                |
| Electronic Government            | 217                           | 215.3                                       | 0.5%                                 | 215.3                                | n/a <sup>1</sup>    |
| State Public Defender Office     | 230                           | 204.0                                       | 0.5%                                 | -2.8                                 | -1.3%               |
| Employee Trust Funds             | 188                           | 175.4                                       | 0.4%                                 | 17.5                                 | 11.1%               |
| Public Service Commission        | 163                           | 158.0                                       | 0.4%                                 | -15.5                                | -8.9%               |
| Financial Institutions           | 149                           | 147.0                                       | 0.4%                                 | 10.0                                 | 7.3%                |
| Historical Society               | 141                           | 134.3                                       | 0.3%                                 | -19.9                                | -12.9%              |
| Commissioner of Insurance        | 136                           | 131.0                                       | 0.3%                                 | -3.5                                 | -2.6%               |
| Regulation & Licensing           | 116                           | 114.0                                       | 0.3%                                 | 8.0                                  | 7.5%                |
| Educational Communications Board | 69                            | 65.8                                        | 0.2%                                 | -1.3                                 | -1.9%               |
| Employment Relations             | 66                            | 65.5                                        | 0.2%                                 | -6.0                                 | -8.4%               |
| Technical College System Board   | 65                            | 64.3                                        | 0.2%                                 | -10.2                                | -13.7%              |
| Tourism                          | 52                            | 51.0                                        | 0.1%                                 | 0.7                                  | 1.4%                |
| Employment Relations Commission  | 25                            | 24.5                                        | 0.1%                                 | -2.5                                 | -9.3%               |
| Aging and Long Term Care Board   | 24                            | 23.0                                        | 0.1%                                 | 7.6                                  | 49.4%               |
| State Fair Park Board            | 17                            | 16.5                                        | 0.0%                                 | -25.2                                | -60.4%              |
| State Treasurer                  | 16                            | 15.5                                        | 0.0%                                 | -5.0                                 | -24.4%              |
| Elections Board                  | 11                            | 11.0                                        | 0.0%                                 | -1.0                                 | -8.3%               |
| Higher Educational Aids Board    | 11                            | 11.0                                        | 0.0%                                 | 3.0                                  | 37.5%               |
| Revisor of Statutes              | 10                            | 10.0                                        | 0.0%                                 | 10.0                                 | n/a <sup>2</sup>    |
| Arts Board                       | 9                             | 9.0                                         | 0.0%                                 | 2.0                                  | 28.6%               |
| Public Lands Board               | 7                             | 7.0                                         | 0.0%                                 | 7.0                                  | n/a <sup>2</sup>    |
| Personnel Commission             | 6                             | 6.0                                         | 0.0%                                 | -1.0                                 | -14.3%              |
| TEACH Board                      | 6                             | 6.0                                         | 0.0%                                 | 6.0                                  | n/a <sup>2</sup>    |
| Ethics Board                     | 6                             | 5.5                                         | 0.0%                                 | 0.0                                  | 0.0%                |
| Secretary of State               | 7                             | 5.5                                         | 0.0%                                 | 1.0                                  | 22.2%               |
| Investment Board                 | 4                             | 4.0                                         | 0.0%                                 | -2.0                                 | -33.3%              |
| Adolescent Pregnancy Board       | 2                             | 1.5                                         | 0.0%                                 | 1.5                                  | n/a <sup>2</sup>    |
| Lower WI State Riverway Board    | 1                             | 1.0                                         | 0.0%                                 | 0.0                                  | 0.0%                |
| Retirement Research Committee    | 1                             | 1.0                                         | 0.0%                                 | -1.0                                 | -50.0%              |
| <b>Totals</b>                    | <b>41,344</b>                 | <b>39,967.1</b>                             | <b>100.0%</b>                        | <b>3,833.5</b>                       | <b>10.6%</b>        |

**Note:** "n/a" signifies 1997 data not available.

<sup>1</sup>In 2001, the Department of Electronic Government was split out from the Department of Administration.

<sup>2</sup>Agency did not exist in 1997, or had no permanent classified employees. Revisor of Statutes data not available.

Source: Dep't of Administration Personnel Management Information System (PMIS), pay period 14C ending June 29, 2002.

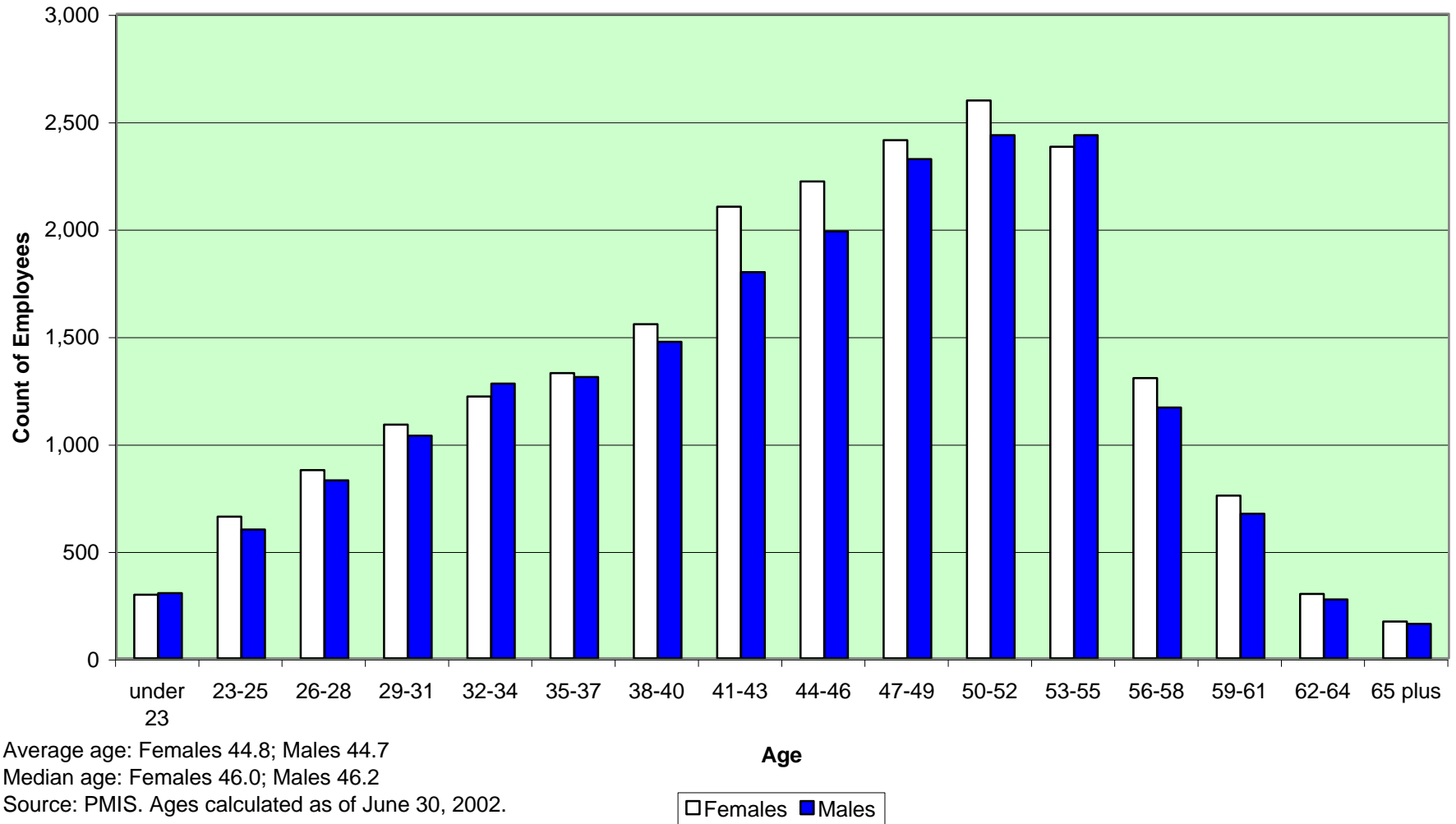
**PERMANENT CLASSIFIED EMPLOYEES BY COUNTY**  
**June 2002**

| County      | Employees Working in County | Employees Residing in County | County              | Employees Working in County | Employees Residing in County |
|-------------|-----------------------------|------------------------------|---------------------|-----------------------------|------------------------------|
| Adams       | 33                          | 63                           | Marinette           | 87                          | 98                           |
| Ashland     | 57                          | 56                           | Marquette           | 11                          | 153                          |
| Barron      | 71                          | 117                          | Menominee           | 3                           | 1                            |
| Bayfield    | 25                          | 71                           | Milwaukee           | 3,238                       | 3,188                        |
| Brown       | 1,209                       | 1,040                        | Monroe              | 206                         | 266                          |
| Buffalo     | 9                           | 23                           | Oconto              | 10                          | 83                           |
| Burnett     | 28                          | 30                           | Oneida              | 349                         | 299                          |
| Calumet     | 18                          | 64                           | Outagamie           | 164                         | 396                          |
| Chippewa    | 632                         | 576                          | Ozaukee             | 20                          | 120                          |
| Clark       | 13                          | 47                           | Pepin               | 2                           | 19                           |
| Columbia    | 393                         | 918                          | Pierce              | 221                         | 226                          |
| Crawford    | 178                         | 178                          | Polk                | 24                          | 44                           |
| Dane        | 18,086                      | 15,864                       | Portage             | 424                         | 598                          |
| Dodge       | 1,598                       | 863                          | Price               | 39                          | 53                           |
| Door        | 49                          | 57                           | Racine              | 1,730                       | 1,435                        |
| Douglas     | 386                         | 328                          | Richland            | 28                          | 73                           |
| Dunn        | 402                         | 475                          | Rock                | 232                         | 483                          |
| Eau Claire  | 1,069                       | 1,009                        | Rusk                | 29                          | 43                           |
| Florence    | 6                           | 5                            | Sauk                | 78                          | 373                          |
| Fond du Lac | 487                         | 1,461                        | Sawyer              | 68                          | 45                           |
| Forest      | 9                           | 18                           | Shawano             | 46                          | 77                           |
| Grant       | 533                         | 503                          | Sheboygan           | 463                         | 222                          |
| Green       | 21                          | 175                          | St. Croix           | 94                          | 75                           |
| Green Lake  | 8                           | 236                          | Taylor              | 11                          | 24                           |
| Iowa        | 54                          | 176                          | Trempealeau         | 14                          | 80                           |
| Iron        | 13                          | 20                           | Vernon              | 15                          | 101                          |
| Jackson     | 380                         | 274                          | Vilas               | 34                          | 70                           |
| Jefferson   | 48                          | 340                          | Walworth            | 568                         | 631                          |
| Juneau      | 486                         | 324                          | Washburn            | 176                         | 162                          |
| Kenosha     | 335                         | 542                          | Washington          | 58                          | 197                          |
| Kewaunee    | 10                          | 36                           | Waukesha            | 1,061                       | 901                          |
| LaCrosse    | 630                         | 629                          | Waupaca             | 732                         | 570                          |
| Lafayette   | 12                          | 41                           | Waushara            | 316                         | 294                          |
| Langlade    | 40                          | 51                           | Winnebago           | 2,514                       | 2,179                        |
| Lincoln     | 344                         | 327                          | Wood                | 273                         | 245                          |
| Manitowoc   | 51                          | 107                          | <i>Out of State</i> | 26                          | 208                          |
| Marathon    | 257                         | 268                          |                     |                             |                              |
|             |                             |                              | <b>Totals</b>       | <b>41,344</b>               | <b>41,344</b>                |

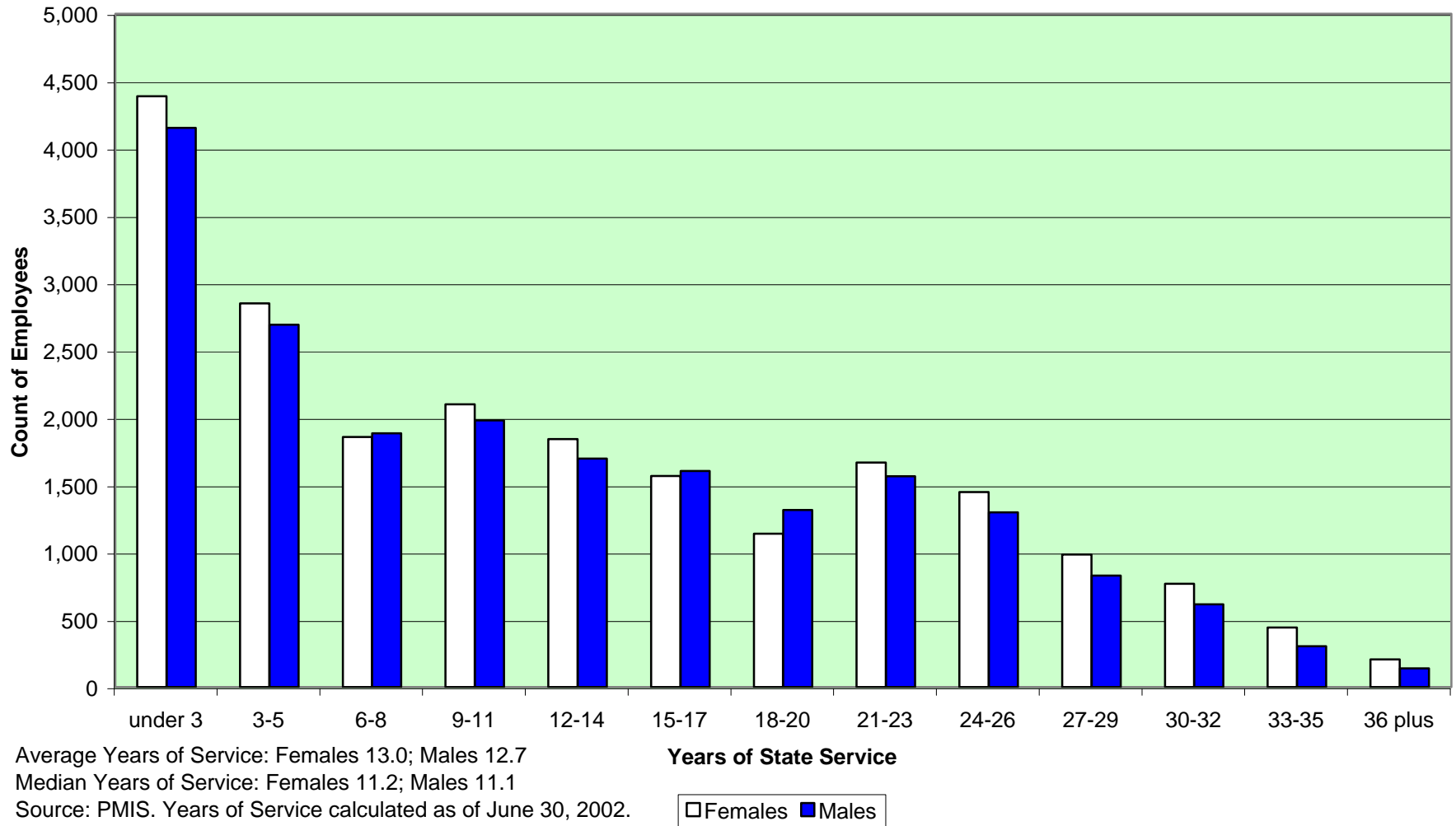
**Note:** Counts do not include unclassified employees, UW System faculty and instructional staff, temporary employees, nor UW Hospital & Clinics employees.

Source: PMIS, pay period 14C ending June 29, 2002.

**AGE BY GENDER**  
**Permanent Classified Employees**  
**June 2002**



**YEARS OF SERVICE BY GENDER**  
**Permanent Classified Employees**  
**June 2002**



**EMPLOYEES BY AGE GROUP AND AGENCY**  
**Permanent Classified Employees - June 2002**

| Agency                           |                | Age Group |       |       |       |         |
|----------------------------------|----------------|-----------|-------|-------|-------|---------|
|                                  |                | under 30  | 30-39 | 40-49 | 50-59 | 60 plus |
| Administration                   | # Employees    | 49        | 160   | 285   | 294   | 43      |
|                                  | Avg. Seniority | 2.6       | 6.3   | 12.9  | 18.2  | 16.5    |
| Adolescent Pregnancy Board       | # Employees    | -         | -     | 2     | -     | -       |
|                                  | Avg. Seniority | -         | -     | 0.2   | -     | -       |
| Ag, Trade & Consumer Protection  | # Employees    | 28        | 93    | 221   | 200   | 24      |
|                                  | Avg. Seniority | 3.0       | 6.8   | 14.3  | 19.3  | 17.3    |
| Aging and Long Term Care Board   | # Employees    | 1         | 7     | 7     | 9     | -       |
|                                  | Avg. Seniority | 3.2       | 4.3   | 3.8   | 16.9  | -       |
| Arts Board                       | # Employees    | -         | 2     | 3     | 3     | 1       |
|                                  | Avg. Seniority | -         | 9.0   | 14.4  | 22.3  | 10.7    |
| Commerce                         | # Employees    | 25        | 71    | 147   | 149   | 27      |
|                                  | Avg. Seniority | 2.4       | 6.0   | 11.8  | 16.1  | 13.0    |
| Commissioner of Insurance        | # Employees    | 19        | 21    | 45    | 45    | 6       |
|                                  | Avg. Seniority | 2.5       | 6.3   | 16.3  | 20.1  | 30.9    |
| Corrections                      | # Employees    | 1,675     | 2,722 | 2,733 | 1,841 | 232     |
|                                  | Avg. Seniority | 3.0       | 6.9   | 11.9  | 15.2  | 14.7    |
| Educational Communications Board | # Employees    | 3         | 12    | 18    | 29    | 7       |
|                                  | Avg. Seniority | 3.8       | 6.7   | 12.3  | 20.0  | 16.3    |
| Elections Board                  | # Employees    | -         | 4     | 4     | 3     | -       |
|                                  | Avg. Seniority | -         | 11.0  | 15.4  | 13.5  | -       |
| Electronic Government            | # Employees    | 8         | 41    | 81    | 83    | 4       |
|                                  | Avg. Seniority | 2.0       | 6.2   | 13.4  | 18.9  | 17.9    |
| Employee Trust Funds             | # Employees    | 11        | 34    | 64    | 72    | 7       |
|                                  | Avg. Seniority | 1.6       | 5.4   | 15.4  | 21.2  | 25.4    |
| Employment Relations             | # Employees    | 10        | 17    | 18    | 19    | 2       |
|                                  | Avg. Seniority | 3.0       | 7.7   | 15.9  | 15.3  | 32.0    |
| Employment Relations Commission  | # Employees    | 1         | 2     | 8     | 13    | 1       |
|                                  | Avg. Seniority | 3.1       | 3.3   | 13.5  | 22.1  | 28.9    |
| Ethics Board                     | # Employees    | 1         | -     | -     | 4     | 1       |
|                                  | Avg. Seniority | 3.4       | -     | -     | 18.6  | 6.2     |
| Financial Institutions           | # Employees    | 10        | 24    | 57    | 54    | 4       |
|                                  | Avg. Seniority | 1.9       | 6.7   | 14.9  | 21.4  | 19.6    |
| Health & Family Services         | # Employees    | 749       | 1,277 | 2,192 | 1,901 | 261     |
|                                  | Avg. Seniority | 2.5       | 6.1   | 12.4  | 18.1  | 18.2    |
| Higher Educational Aids Board    | # Employees    | -         | 2     | 5     | 4     | -       |
|                                  | Avg. Seniority | -         | 5.6   | 9.8   | 18.8  | -       |
| Historical Society               | # Employees    | 4         | 26    | 41    | 65    | 5       |
|                                  | Avg. Seniority | 2.0       | 6.4   | 10.9  | 18.4  | 20.1    |
| Investment Board                 | # Employees    | 2         | -     | 1     | 1     | -       |
|                                  | Avg. Seniority | 1.1       | -     | 21.6  | 11.4  | -       |
| Justice                          | # Employees    | 39        | 124   | 188   | 167   | 19      |
|                                  | Avg. Seniority | 2.8       | 6.7   | 14.0  | 20.2  | 19.9    |
| Lower WI State Riverway Board    | # Employees    | -         | 1     | -     | -     | -       |
|                                  | Avg. Seniority | -         | 0.7   | -     | -     | -       |

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**EMPLOYEES BY AGE GROUP AND AGENCY (continued)**  
**Permanent Classified Employees - June 2002**

| Agency                                       |                | Age Group    |              |               |               |              |
|----------------------------------------------|----------------|--------------|--------------|---------------|---------------|--------------|
|                                              |                | under 30     | 30-39        | 40-49         | 50-59         | 60 plus      |
| Military Affairs                             | # Employees    | 19           | 63           | 123           | 107           | 34           |
|                                              | Avg. Seniority | 2.1          | 6.8          | 12.6          | 15.4          | 15.2         |
| Natural Resources                            | # Employees    | 211          | 595          | 1,110         | 900           | 71           |
|                                              | Avg. Seniority | 2.1          | 6.7          | 15.4          | 22.1          | 22.5         |
| Personnel Commission                         | # Employees    | -            | -            | 1             | 5             | -            |
|                                              | Avg. Seniority | -            | -            | 13.3          | 14.6          | -            |
| Public Instruction                           | # Employees    | 33           | 104          | 202           | 258           | 44           |
|                                              | Avg. Seniority | 2.0          | 5.2          | 13.7          | 18.6          | 19.7         |
| Public Lands Board                           | # Employees    | -            | -            | 3             | 3             | 1            |
|                                              | Avg. Seniority | -            | -            | 12.4          | 15.0          | 29.9         |
| Public Service Commission                    | # Employees    | 6            | 17           | 71            | 63            | 6            |
|                                              | Avg. Seniority | 1.7          | 7.4          | 17.0          | 21.4          | 15.5         |
| Regulation & Licensing                       | # Employees    | 9            | 21           | 39            | 43            | 4            |
|                                              | Avg. Seniority | 2.6          | 7.7          | 14.7          | 20.2          | 26.9         |
| Retirement Research Committee                | # Employees    | -            | -            | 1             | -             | -            |
|                                              | Avg. Seniority | -            | -            | 27.0          | -             | -            |
| Revenue                                      | # Employees    | 54           | 199          | 417           | 465           | 68           |
|                                              | Avg. Seniority | 2.5          | 8.0          | 16.0          | 21.1          | 19.8         |
| Revisor of Statutes                          | # Employees    | -            | 2            | 3             | 5             | -            |
|                                              | Avg. Seniority | -            | 10.4         | 20.3          | 26.3          | -            |
| Secretary of State                           | # Employees    | 1            | -            | 4             | 2             | -            |
|                                              | Avg. Seniority | 0.8          | -            | 10.7          | 21.5          | -            |
| State Fair Park Board                        | # Employees    | 3            | 3            | 9             | 2             | -            |
|                                              | Avg. Seniority | 1.7          | 3.0          | 8.0           | 11.5          | -            |
| State Public Defender Office                 | # Employees    | 22           | 69           | 71            | 60            | 8            |
|                                              | Avg. Seniority | 2.3          | 7.8          | 11.9          | 14.6          | 16.9         |
| State Treasurer                              | # Employees    | 2            | -            | 6             | 8             | -            |
|                                              | Avg. Seniority | 4.1          | -            | 17.0          | 24.7          | -            |
| TEACH Board                                  | # Employees    | 2            | 2            | -             | 2             | -            |
|                                              | Avg. Seniority | 3.4          | 0.6          | -             | 15.5          | -            |
| Technical College System Board               | # Employees    | -            | 4            | 20            | 38            | 3            |
|                                              | Avg. Seniority | -            | 11.4         | 16.1          | 22.4          | 28.4         |
| Tourism                                      | # Employees    | 3            | 13           | 19            | 16            | 1            |
|                                              | Avg. Seniority | 2.2          | 5.7          | 13.0          | 15.9          | 10.8         |
| Transportation                               | # Employees    | 341          | 856          | 1,308         | 1,189         | 129          |
|                                              | Avg. Seniority | 2.8          | 7.8          | 15.0          | 22.1          | 21.0         |
| University of Wisconsin System               | # Employees    | 609          | 1,472        | 3,432         | 3,557         | 536          |
|                                              | Avg. Seniority | 2.1          | 6.1          | 13.8          | 19.1          | 18.2         |
| Veterans Affairs                             | # Employees    | 79           | 162          | 340           | 259           | 49           |
|                                              | Avg. Seniority | 2.3          | 6.9          | 12.8          | 16.3          | 12.2         |
| Workforce Development                        | # Employees    | 134          | 367          | 639           | 979           | 139          |
|                                              | Avg. Seniority | 2.3          | 6.1          | 13.2          | 20.9          | 21.5         |
| <b>Total Count of Employees in Age Group</b> |                | <b>4,163</b> | <b>8,589</b> | <b>13,938</b> | <b>12,917</b> | <b>1,737</b> |
| <b>Total Average Seniority</b>               |                | <b>2.6</b>   | <b>6.7</b>   | <b>13.4</b>   | <b>19.0</b>   | <b>18.3</b>  |

Source: PMIS. Age and Seniority (years of state service) are calculated as of June 30, 2002.



**AVERAGE AGE AND YEARS OF SERVICE BY AGENCY**  
**Permanent Classified Employees - June 2002**

| Agency                           | Count of Employees | Average Age | Average Years of Service |
|----------------------------------|--------------------|-------------|--------------------------|
| Administration                   | 831                | 46.4        | 13.1                     |
| Adolescent Pregnancy Board       | 2                  | 47.2        | 0.2                      |
| Ag, Trade & Consumer Protection  | 566                | 46.7        | 14.4                     |
| Aging and Long Term Care Board   | 24                 | 44.5        | 8.8                      |
| Arts Board                       | 9                  | 48.2        | 15.4                     |
| Commerce                         | 419                | 47.0        | 11.9                     |
| Commissioner of Insurance        | 136                | 45.1        | 14.7                     |
| Corrections                      | 9,203              | 40.8        | 9.5                      |
| Educational Communications Board | 69                 | 47.9        | 14.6                     |
| Elections Board                  | 11                 | 46.2        | 13.3                     |
| Electronic Government            | 217                | 46.6        | 13.8                     |
| Employee Trust Funds             | 188                | 46.3        | 15.4                     |
| Employment Relations             | 66                 | 43.4        | 12.1                     |
| Employment Relations Commission  | 25                 | 49.1        | 17.4                     |
| Ethics Board                     | 6                  | 50.4        | 14.0                     |
| Financial Institutions           | 149                | 46.1        | 15.2                     |
| Health & Family Services         | 6,380              | 44.3        | 11.9                     |
| Higher Educational Aids Board    | 11                 | 47.7        | 12.3                     |
| Historical Society               | 141                | 47.9        | 13.6                     |
| Investment Board                 | 4                  | 38.2        | 8.8                      |
| Justice                          | 537                | 45.0        | 13.6                     |
| Lower WI State Riverway Board    | 1                  | 32.6        | 0.7                      |
| Military Affairs                 | 346                | 47.0        | 12.1                     |
| Natural Resources                | 2,887              | 44.9        | 14.9                     |
| Personnel Commission             | 6                  | 53.1        | 14.3                     |
| Public Instruction               | 641                | 47.7        | 14.1                     |
| Public Lands Board               | 7                  | 50.7        | 16.0                     |
| Public Service Commission        | 163                | 48.0        | 17.1                     |
| Regulation & Licensing           | 116                | 46.3        | 15.0                     |
| Retirement Research Committee    | 1                  | 47.3        | 27.0                     |
| Revenue                          | 1,203              | 47.4        | 16.3                     |
| Revisor of Statutes              | 10                 | 48.2        | 21.3                     |
| Secretary of State               | 7                  | 43.7        | 12.4                     |
| State Fair Park Board            | 17                 | 41.6        | 6.4                      |
| State Public Defender Office     | 230                | 43.5        | 10.6                     |
| State Treasurer                  | 16                 | 47.7        | 19.2                     |
| TEACH Board                      | 6                  | 39.2        | 6.5                      |
| Technical College System Board   | 65                 | 51.9        | 20.1                     |
| Tourism                          | 52                 | 44.4        | 11.4                     |
| Transportation                   | 3,823              | 44.8        | 14.7                     |
| University of Wisconsin System   | 9,606              | 46.9        | 14.1                     |
| Veterans Affairs                 | 889                | 45.2        | 11.8                     |
| Workforce Development            | 2,258              | 47.6        | 15.2                     |
| <b>Totals</b>                    | <b>41,344</b>      | <b>44.8</b> | <b>12.9</b>              |

Source: PMIS. Age and Years of Service are calculated as of June 30, 2002.

**MOST POPULOUS CLASSIFICATION TITLES - TOP 40**  
**June 2002**

| Classification Title                             | Full-Time-Equivalent Employees |
|--------------------------------------------------|--------------------------------|
| Program Assistant 2                              | 1,959.3                        |
| Correctional Officer (B)                         | 1,663.0                        |
| Correctional Sergeant                            | 1,354.0                        |
| Custodian 2                                      | 1,280.2                        |
| Program Assistant 3                              | 1,216.0                        |
| Resident Care Technician 2                       | 891.5                          |
| Probation & Parole Agent (C)                     | 855.3                          |
| Correctional Officer (A)                         | 829.0                          |
| Program Assistant 1                              | 610.2                          |
| Teacher                                          | 434.4                          |
| Nurse Clinician 2                                | 390.9                          |
| Program Assistant 4                              | 387.8                          |
| Resident Care Technician 1                       | 357.3                          |
| Financial Specialist 2                           | 328.4                          |
| State Patrol Trooper                             | 324.0                          |
| IS Systems Development Services Senior           | 293.3                          |
| Attorney                                         | 291.6                          |
| Financial Specialist 3                           | 286.5                          |
| Psychiatric Care Technician 2                    | 267.0                          |
| Youth Counselor (B)                              | 258.0                          |
| Maintenance Mechanic 3                           | 248.0                          |
| Program Assistant-Advanced-Confidential          | 223.1                          |
| Social Worker-Corrections (C)                    | 213.3                          |
| IS Systems Development Services Specialist       | 210.4                          |
| Civil Engineer-Transportation-Advanced           | 199.7                          |
| IS Technical Services Senior                     | 198.7                          |
| Probation & Parole Agent (A)                     | 191.0                          |
| Licensed Practical Nurse 2                       | 190.3                          |
| Nursing Assistant 2                              | 184.3                          |
| IS Network Services Senior                       | 178.0                          |
| Program Assistant Supervisor                     | 176.9                          |
| Library Services Assistant-Advanced/Lead         | 173.5                          |
| Program & Planning Analyst 5                     | 165.5                          |
| Engineering Specialist-Transportation-Advanced 2 | 163.0                          |
| Supervising Officer 2                            | 163.0                          |
| Conservation Warden                              | 162.0                          |
| Psychiatric Care Technician 1                    | 156.9                          |
| Power Plant Operator-Senior                      | 155.0                          |
| Vocational Rehabilitational Counselor-Senior     | 153.0                          |
| Electrician                                      | 152.2                          |

**Note.** Out of 1,955 classification titles, 45% of the classified workforce serve in the 40 most populous titles.

Source: PMIS, pay period ending June 29, 2002.

**MOST POPULOUS CLASSIFICATION TITLES BY AGENCY**  
**Full-Time-Equivalent (FTE) Permanent Classified Employees**

| <b>Administration</b>         | <b>Employees</b> |
|-------------------------------|------------------|
| Program Assistant 2           | 32.7             |
| Architect/Engineer Management | 30.0             |
| Administrative Manager        | 28.0             |
| Police Officer                | 26.0             |
| Attorney                      | 25.0             |
| Maintenance Mechanic 3        | 24.0             |

| <b>Adolescent Pregnancy Board</b> | <b>Employees</b> |
|-----------------------------------|------------------|
| Staff Coordinator                 | 1.0              |

| <b>Ag, Trade &amp; Consumer Protection</b>  | <b>Employees</b> |
|---------------------------------------------|------------------|
| Food Safety Inspector-Objective             | 51.0             |
| Meat Safety Inspector-Objective             | 45.0             |
| Program Assistant 2                         | 19.7             |
| Consumer Protection Investigator 3          | 16.7             |
| Program Assistant 3                         | 16.4             |
| Environmental Enforcement Specialist-Senior | 14.0             |
| Grain Inspector                             | 13.9             |
| Veterinarian-Senior                         | 12.0             |

| <b>Aging and Long Term Care Board</b>   | <b>Employees</b> |
|-----------------------------------------|------------------|
| Ombudsman Services Specialist-Objective | 11.0             |

| <b>Arts Board</b>               | <b>Employees</b> |
|---------------------------------|------------------|
| Community Services Specialist 2 | 2.0              |

| <b>Commerce</b>                                   | <b>Employees</b> |
|---------------------------------------------------|------------------|
| Program Assistant 4                               | 29.6             |
| Flammable Combustible Liquids/Product Inspector 2 | 26.0             |
| Economic Development Consultant                   | 24.0             |
| Grants Specialist-Advanced                        | 18.0             |
| Building Inspector 2                              | 17.0             |
| Private Sewage Plan Reviewer 2                    | 17.0             |
| Engineering Consultant-Building Systems-Senior    | 13.5             |
| Hydrogeologist                                    | 13.5             |

| <b>Commissioner of Insurance</b> | <b>Employees</b> |
|----------------------------------|------------------|
| Insurance Financial Examiner     | 18.0             |
| Program Assistant 3              | 12.0             |
| Insurance Examiner-Journey       | 8.5              |

| <b>Corrections</b>                | <b>Employees</b> |
|-----------------------------------|------------------|
| Correctional Officer (B)          | 1,645.0          |
| Correctional Sergeant             | 1,354.0          |
| Probation & Parole Agent (C)      | 855.3            |
| Correctional Officer (A)          | 819.0            |
| Program Assistant 2               | 454.8            |
| Teacher                           | 296.0            |
| Youth Counselor (B)               | 258.0            |
| Social Worker-Corrections (C)     | 213.3            |
| Probation & Parole Agent (A)      | 191.0            |
| Supervising Officer 2             | 157.0            |
| Probation & Parole Agent (B)      | 150.5            |
| Corrections Food Service Leader 2 | 121.5            |
| Corrections Field Supervisor      | 111.0            |
| Nurse Clinician 2                 | 105.1            |

| <b>Educational Communications Board</b> | <b>Employees</b> |
|-----------------------------------------|------------------|
| Media Technician 4                      | 15.0             |

| <b>Elections Board</b> | <b>Employees</b> |
|------------------------|------------------|
| Financial Specialist 4 | 2.0              |

| <b>Electronic Government</b>                              | <b>Employees</b> |
|-----------------------------------------------------------|------------------|
| IS Enterprise Technical Services Consultant/Administrator | 43.0             |
| Information Technology Management Consultant              | 20.0             |
| IS Technical Services Senior                              | 17.5             |
| IS Enterprise Technical Services Specialist               | 16.5             |
| Management Information Chief                              | 16.0             |
| IS Enterprise Network Services Consultant/Administrator   | 16.0             |

| <b>Employee Trust Funds</b>                    | <b>Employees</b> |
|------------------------------------------------|------------------|
| Trust Funds Specialist 1                       | 17.3             |
| Trust Funds Assistant 3                        | 12.9             |
| Trust Funds Specialist 2                       | 11.6             |
| Trust Funds Specialist 3                       | 10.5             |
| Employee Benefits Plan Policy Advisor-Advanced | 9.8              |

| <b>Employment Relations</b>                   | <b>Employees</b> |
|-----------------------------------------------|------------------|
| Executive Human Resources Specialist-Advanced | 11.0             |
| Human Resources Assistant-Advanced            | 7.0              |
| Executive Human Resources Specialist-Senior   | 6.0              |

| <b>Employment Relations Commission</b> | <b>Employees</b> |
|----------------------------------------|------------------|
| Attorney Confidential                  | 14.0             |

| <b>Ethics Board</b> | <b>Employees</b> |
|---------------------|------------------|
| Ethics Specialist   | 2.5              |

| <b>Financial Institutions</b> | <b>Employees</b> |
|-------------------------------|------------------|
| Financial Examiner-Senior     | 23.9             |
| Program Assistant 3           | 13.0             |
| Financial Examiner            | 10.0             |
| Securities Examiner-Senior    | 9.0              |

| <b>Health &amp; Family Services</b> | <b>Employees</b> |
|-------------------------------------|------------------|
| Resident Care Technician 2          | 891.5            |
| Resident Care Technician 1          | 357.3            |
| Psychiatric Care Technician 2       | 267.0            |
| Nurse Clinician 2                   | 235.8            |
| Psychiatric Care Technician 1       | 156.9            |
| Program Assistant 2                 | 156.2            |
| Program Assistant 3                 | 124.6            |
| Licensed Practical Nurse 2          | 112.8            |
| Program Assistant 1                 | 109.4            |
| Social Worker-Senior                | 94.6             |
| Custodian 2                         | 93.5             |

| <b>Higher Educational Aids Board</b> | <b>Employees</b> |
|--------------------------------------|------------------|
| Grants Specialist-Objective          | 4.0              |

| <b>Historical Society</b>         | <b>Employees</b> |
|-----------------------------------|------------------|
| Curator                           | 13.3             |
| Archivist                         | 10.0             |
| Program Assistant 4               | 8.0              |
| Librarian                         | 6.5              |
| Historical Collections Consultant | 6.0              |
| Archeologist                      | 6.0              |

| <b>Investment Board</b>      | <b>Employees</b> |
|------------------------------|------------------|
| Program Assistant 1, 2, or 3 | 3.0              |

| <b>Justice</b>            | <b>Employees</b> |
|---------------------------|------------------|
| Attorney                  | 79.9             |
| Special Agent-Senior      | 49.0             |
| Forensic Scientist-Senior | 36.5             |
| Legal Secretary-Objective | 27.7             |

continued next page

## MOST POPULOUS CLASSIFICATION TITLES BY AGENCY (continued)

|                                               |  |                  |                                                  |  |                  |
|-----------------------------------------------|--|------------------|--------------------------------------------------|--|------------------|
| <b>Lower WI State Riverway Board</b>          |  | <b>Employees</b> | <b>State Fair Park Board</b>                     |  | <b>Employees</b> |
| Program Assistant 2                           |  | 1.0              | Laborer                                          |  | 5.9              |
| <b>Military Affairs</b>                       |  | <b>Employees</b> | <b>State Public Defender Office</b>              |  | <b>Employees</b> |
| Facilities Repair Worker 1                    |  | 35.0             | Legal Secretary-Objective                        |  | 69.6             |
| Fire/Crash Rescue Specialist 2                |  | 32.0             | Public Defender Investigator-Senior              |  | 28.4             |
| Security Officer 3                            |  | 28.0             | <b>State Treasurer</b>                           |  | <b>Employees</b> |
| <b>Natural Resources</b>                      |  | <b>Employees</b> | Financial Specialist 3                           |  | 3.5              |
| Conservation Warden                           |  | 162.0            | <b>TEACH Board</b>                               |  | <b>Employees</b> |
| Forester-Senior                               |  | 122.0            | Information Technology Management Consultant     |  | 3.0              |
| Forestry Technician-Advanced                  |  | 103.0            | <b>Technical College System Board</b>            |  | <b>Employees</b> |
| Fisheries Technician-Advanced                 |  | 80.0             | Education Consultant                             |  | 19.0             |
| Natural Resources Customer Service Rep-Senior |  | 70.9             | Technical College System Administrator           |  | 6.0              |
| Natural Resources Program Manager             |  | 65.0             | <b>Tourism</b>                                   |  | <b>Employees</b> |
| Natural Resources Manager                     |  | 53.0             | Tourist Information Assistant 2 or 3             |  | 13.0             |
| Air Management Engineer-Advanced              |  | 52.0             | Tourism Coordinator                              |  | 8.0              |
| Wildlife Technician-Advanced                  |  | 50.8             | <b>Transportation</b>                            |  | <b>Employees</b> |
| Hydrogeologist-Senior                         |  | 47.8             | State Patrol Trooper                             |  | 324.0            |
| Wildlife Biologist-Senior                     |  | 46.5             | Civil Engineer-Transportation-Advanced           |  | 199.7            |
| Fisheries Biologist-Senior                    |  | 46.0             | Engineering Specialist-Transportation-Advanced 2 |  | 163.0            |
| <b>Personnel Commission</b>                   |  | <b>Employees</b> | State Patrol Inspector                           |  | 127.0            |
| Equal Rights Officer-Senior                   |  | 2.0              | Engineering Specialist-Transportation-Senior     |  | 126.2            |
| <b>Public Instruction</b>                     |  | <b>Employees</b> | Civil Engineer-Transportation-Senior             |  | 116.1            |
| Teacher                                       |  | 64.4             | Transportation Customer Rep. 4 Field-Examiner    |  | 112.1            |
| Education Consultant                          |  | 61.8             | Transportation Customer Representative 2         |  | 111.7            |
| Program Assistant 3                           |  | 43.6             | <b>University of Wisconsin System</b>            |  | <b>Employees</b> |
| Education Specialist                          |  | 31.9             | Custodian 2                                      |  | 1,115.9          |
| School Administration Consultant              |  | 28.6             | Program Assistant 2                              |  | 1,025.6          |
| Education Administrative Director             |  | 21.0             | Program Assistant 3                              |  | 727.8            |
| Teacher Assistant                             |  | 20.8             | Program Assistant 1                              |  | 348.2            |
| <b>Public Lands Bd</b>                        |  | <b>Employees</b> | Program Assistant 4                              |  | 189.7            |
| Loan Analyst-Senior                           |  | 2.0              | Financial Specialist 2                           |  | 178.8            |
| Forester-Senior                               |  | 2.0              | Library Services Assistant-Advanced/Lead         |  | 166.0            |
| <b>Public Service Commission</b>              |  | <b>Employees</b> | Financial Specialist 3                           |  | 147.2            |
| Public Service Engineer-Advanced              |  | 14.0             | Maintenance Mechanic 3                           |  | 119.5            |
| Attorney                                      |  | 12.0             | Custodian 3                                      |  | 109.0            |
| Public Utility Auditor 5                      |  | 11.0             | IS Systems Development Services Senior           |  | 97.7             |
| <b>Regulation &amp; Licensing</b>             |  | <b>Employees</b> | Program Assistant-Advanced-Confidential          |  | 89.7             |
| Program Assistant 3                           |  | 26.0             | Library Services Assistant-Senior                |  | 89.0             |
| Attorney                                      |  | 15.8             | Police Officer                                   |  | 89.0             |
| Consumer Protection Investigator 3            |  | 15.5             | Electrician                                      |  | 85.2             |
| <b>Retirement Research Committee</b>          |  | <b>Employees</b> | Custodial Services Supervisor                    |  | 85.0             |
| Program Assistant-Advanced-Confidential       |  | 1.0              | IS Network Services Senior                       |  | 83.5             |
| <b>Revenue</b>                                |  | <b>Employees</b> | IS Technical Services Senior                     |  | 82.1             |
| Revenue Tax Assistant-Objective               |  | 87.9             | Power Plant Operator-Senior                      |  | 80.0             |
| Revenue Field Agent 4                         |  | 63.0             | <b>Veterans Affairs</b>                          |  | <b>Employees</b> |
| Revenue Field Auditor 5                       |  | 61.5             | Nursing Assistant 2                              |  | 180.5            |
| Revenue Auditor 3                             |  | 55.9             | Licensed Practical Nurse 2                       |  | 40.5             |
| Revenue Tax Representative-Objective          |  | 51.2             | Nurse Clinician 2                                |  | 34.5             |
| Property Assessment Specialist-Advanced       |  | 42.6             | Food Service Assistant 2                         |  | 34.5             |
| <b>Revisor of Statutes Bureau</b>             |  | <b>Employees</b> | Nursing Assistant 1                              |  | 32.0             |
| Publications Editor 3                         |  | 4.0              | <b>Workforce Development</b>                     |  | <b>Employees</b> |
| Attorney                                      |  | 2.0              | Vocational Rehabilitation Counselor-Senior       |  | 153.0            |
| <b>Secretary of State</b>                     |  | <b>Employees</b> | Job Service Specialist 2                         |  | 135.0            |
| Program Assistant 3                           |  | 2.0              | Employment Security Assistant 3                  |  | 123.5            |
|                                               |  |                  | Program Assistant 2                              |  | 90.3             |
|                                               |  |                  | Attorney                                         |  | 82.3             |
|                                               |  |                  | Unemployment Benefit Specialist 1                |  | 59.0             |

Source: PMIS, pay period 14C ending June 29, 2002.

**STATE RANKINGS BY RATIO OF ALL STATE GOVERNMENT EMPLOYMENT  
INCLUDING HIGHER EDUCATION TO STATE POPULATION  
March 2001**

| Rank | State          | FTE <sup>1</sup><br>Employees<br>per 1000 | Rank      | State            | FTE <sup>1</sup><br>Employees<br>per 1000 |
|------|----------------|-------------------------------------------|-----------|------------------|-------------------------------------------|
| 1    | Hawaii         | 44.8                                      | 26        | Maryland         | 17.0                                      |
| 2    | Alaska         | 37.7                                      | 27        | Maine            | 16.7                                      |
| 3    | Delaware       | 30.6                                      | 28        | Missouri         | 16.4                                      |
| 4    | New Mexico     | 26.2                                      | 29        | Kansas           | 16.3                                      |
| 5    | North Dakota   | 25.1                                      | 30        | New Jersey       | 16.1                                      |
| 6    | Utah           | 22.9                                      | 31        | North Carolina   | 15.8                                      |
| 7    | Wyoming        | 22.6                                      | 32        | Oregon           | 15.6                                      |
| 8    | Vermont        | 22.3                                      | 33        | Colorado         | 15.2                                      |
| 9    | Montana        | 21.4                                      | 34        | Minnesota        | 15.2                                      |
| 10   | Louisiana      | 21.0                                      | 35        | New Hampshire    | 15.0                                      |
| 11   | South Carolina | 20.0                                      | 36        | Massachusetts    | 14.9                                      |
| 12   | Mississippi    | 19.9                                      | 37        | Georgia          | 14.5                                      |
| 13   | West Virginia  | 19.6                                      | 38        | Tennessee        | 14.4                                      |
| 14   | Connecticut    | 19.3                                      | 39        | Indiana          | 14.2                                      |
| 15   | Nebraska       | 19.1                                      | 40        | Michigan         | 14.2                                      |
| 16   | Arkansas       | 19.0                                      | 41        | New York         | 13.3                                      |
| 17   | Rhode Island   | 19.0                                      | <b>42</b> | <b>Wisconsin</b> | <b>12.9</b>                               |
| 18   | Kentucky       | 18.9                                      | 43        | Texas            | 12.6                                      |
| 19   | Alabama        | 18.9                                      | 44        | Pennsylvania     | 12.5                                      |
| 20   | Iowa           | 18.7                                      | 45        | Arizona          | 12.3                                      |
| 21   | Oklahoma       | 18.7                                      | 46        | Ohio             | 12.3                                      |
| 22   | Washington     | 18.6                                      | 47        | Florida          | 11.4                                      |
| 23   | Idaho          | 17.6                                      | 48        | Nevada           | 11.0                                      |
| 24   | South Dakota   | 17.5                                      | 49        | California       | 10.8                                      |
| 25   | Virginia       | 17.2                                      | 50        | Illinois         | 10.4                                      |

*Note. This state government employment table includes all permanent or temporary, classified and unclassified, judicial, legislative and higher education employees. By contrast, most of this Fact Book is concerned with the permanent classified (merit civil service) workforce.*

<sup>1</sup>Full-time-equivalent employees. For example, two half-time employees (0.5 fte each) count as one full-time-equivalent (1.0 fte) employee.

Source: Population and employment data is the latest available from the U.S. Census Bureau, where employment data is for March 2001, and the population is estimated for July 2001.

**50 STATES GOVERNMENT EMPLOYMENT EXCLUDING HIGHER EDUCATION**  
**Full-Time-Equivalent Employees per 1,000 Population and Rank Among 50 States**

|                  | 2001        |           | 2000        |           | 1999        |           | 1998        |           |
|------------------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|
|                  | Ratio       | Rank      | Ratio       | Rank      | Ratio       | Rank      | Ratio       | Rank      |
| Alabama          | 10.38       | 31        | 10.59       | 31        | 10.97       | 28        | 11.43       | 23        |
| Alaska           | 30.38       | 2         | 29.51       | 2         | 29.85       | 2         | 29.28       | 2         |
| Arizona          | 7.55        | 42        | 7.75        | 42        | 8.17        | 41        | 8.11        | 42        |
| Arkansas         | 12.15       | 17        | 11.67       | 17        | 13.06       | 13        | 12.99       | 13        |
| California       | 7.07        | 45        | 6.81        | 46        | 6.86        | 46        | 6.75        | 48        |
| Colorado         | 6.55        | 48        | 6.59        | 48        | 6.83        | 47        | 6.78        | 47        |
| Connecticut      | 14.69       | 6         | 14.88       | 6         | 15.23       | 7         | 14.83       | 7         |
| Delaware         | 21.22       | 3         | 21.09       | 3         | 20.77       | 3         | 20.51       | 3         |
| Florida          | 8.39        | 37        | 8.42        | 38        | 8.81        | 39        | 8.99        | 39        |
| Georgia          | 9.61        | 35        | 9.69        | 35        | 9.81        | 35        | 9.78        | 35        |
| Hawaii           | 38.18       | 1         | 38.19       | 1         | 38.60       | 1         | 38.50       | 1         |
| Idaho            | 11.05       | 26        | 11.03       | 26        | 11.38       | 24        | 11.22       | 26        |
| Illinois         | 6.89        | 46        | 6.85        | 45        | 7.20        | 45        | 7.15        | 45        |
| Indiana          | 6.22        | 50        | 5.90        | 50        | 5.96        | 50        | 6.43        | 50        |
| Iowa             | 10.51       | 30        | 10.63       | 30        | 10.30       | 32        | 10.33       | 31        |
| Kansas           | 9.37        | 36        | 9.11        | 36        | 9.23        | 36        | 10.12       | 32        |
| Kentucky         | 12.34       | 16        | 12.10       | 15        | 11.75       | 20        | 11.81       | 19        |
| Louisiana        | 14.52       | 7         | 14.82       | 7         | 15.39       | 5         | 15.03       | 5         |
| Maine            | 11.26       | 23        | 11.31       | 22        | 11.36       | 25        | 11.40       | 24        |
| Maryland         | 12.05       | 18        | 12.02       | 16        | 12.20       | 16        | 12.11       | 17        |
| Massachusetts    | 10.93       | 27        | 11.00       | 27        | 10.53       | 30        | 10.05       | 33        |
| Michigan         | 7.52        | 43        | 7.46        | 43        | 7.33        | 44        | 7.29        | 44        |
| Minnesota        | 7.87        | 41        | 7.78        | 41        | 7.83        | 43        | 7.79        | 43        |
| Mississippi      | 13.43       | 12        | 13.30       | 12        | 13.24       | 12        | 12.86       | 14        |
| Missouri         | 11.47       | 21        | 11.41       | 20        | 11.54       | 22        | 11.44       | 22        |
| Montana          | 13.50       | 11        | 12.88       | 13        | 12.91       | 14        | 12.73       | 15        |
| Nebraska         | 12.02       | 19        | 11.56       | 18        | 11.78       | 19        | 11.77       | 20        |
| Nevada           | 7.48        | 44        | 7.45        | 44        | 8.89        | 38        | 9.69        | 37        |
| New Hampshire    | 9.77        | 34        | 9.77        | 34        | 9.92        | 34        | 10.04       | 34        |
| New Jersey       | 12.71       | 15        | 12.45       | 14        | 12.62       | 15        | 11.89       | 18        |
| New Mexico       | 16.22       | 5         | 15.36       | 5         | 15.29       | 6         | 14.89       | 6         |
| New York         | 10.88       | 28        | 10.77       | 29        | 11.26       | 26        | 11.23       | 25        |
| North Carolina   | 10.34       | 32        | 9.94        | 33        | 10.50       | 31        | 10.58       | 30        |
| North Dakota     | 14.51       | 8         | 14.35       | 8         | 14.39       | 8         | 13.67       | 12        |
| Ohio             | 6.42        | 49        | 6.34        | 49        | 6.42        | 49        | 6.44        | 49        |
| Oklahoma         | 11.17       | 24        | 11.26       | 24        | 11.80       | 18        | 13.70       | 11        |
| Oregon           | 11.62       | 20        | 11.53       | 19        | 12.03       | 17        | 12.31       | 16        |
| Pennsylvania     | 8.20        | 39        | 8.07        | 40        | 8.15        | 42        | 8.27        | 41        |
| Rhode Island     | 13.78       | 10        | 13.58       | 10        | 14.37       | 9         | 14.55       | 8         |
| South Carolina   | 13.11       | 14        | 13.31       | 11        | 13.67       | 11        | 14.02       | 9         |
| South Dakota     | 11.17       | 25        | 11.39       | 21        | 11.43       | 23        | 11.46       | 21        |
| Tennessee        | 8.18        | 40        | 8.17        | 39        | 8.64        | 40        | 8.57        | 40        |
| Texas            | 8.25        | 38        | 8.55        | 37        | 9.01        | 37        | 9.18        | 38        |
| Utah             | 11.39       | 22        | 10.83       | 28        | 11.15       | 27        | 11.11       | 27        |
| Vermont          | 14.31       | 9         | 14.29       | 9         | 14.13       | 10        | 13.95       | 10        |
| Virginia         | 9.91        | 33        | 10.01       | 32        | 10.17       | 33        | 9.70        | 36        |
| Washington       | 10.70       | 29        | 11.25       | 25        | 10.73       | 29        | 10.80       | 29        |
| West Virginia    | 13.28       | 13        | 11.31       | 23        | 11.70       | 21        | 11.04       | 28        |
| <b>Wisconsin</b> | <b>6.73</b> | <b>47</b> | <b>6.73</b> | <b>47</b> | <b>6.64</b> | <b>48</b> | <b>7.11</b> | <b>46</b> |
| Wyoming          | 16.31       | 4         | 16.42       | 4         | 16.60       | 4         | 16.48       | 4         |

Note: This table goes back to 1998, the first year Higher Education was included as a separate reporting category.

Source: U.S. Census Bureau. Employment is for March of each year; population is the July estimate for each year.

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# EQUAL EMPLOYMENT OPPORTUNITY

This section highlights the demographics, mobility and pay of the state-employed workforce by the affirmative action target group categories of females, racial/ethnic minorities, and persons with disabilities. Data is also presented according to Wisconsin affirmative action job groups and federal equal employment opportunity (EEO) categories.

## ***DID YOU KNOW . . .***

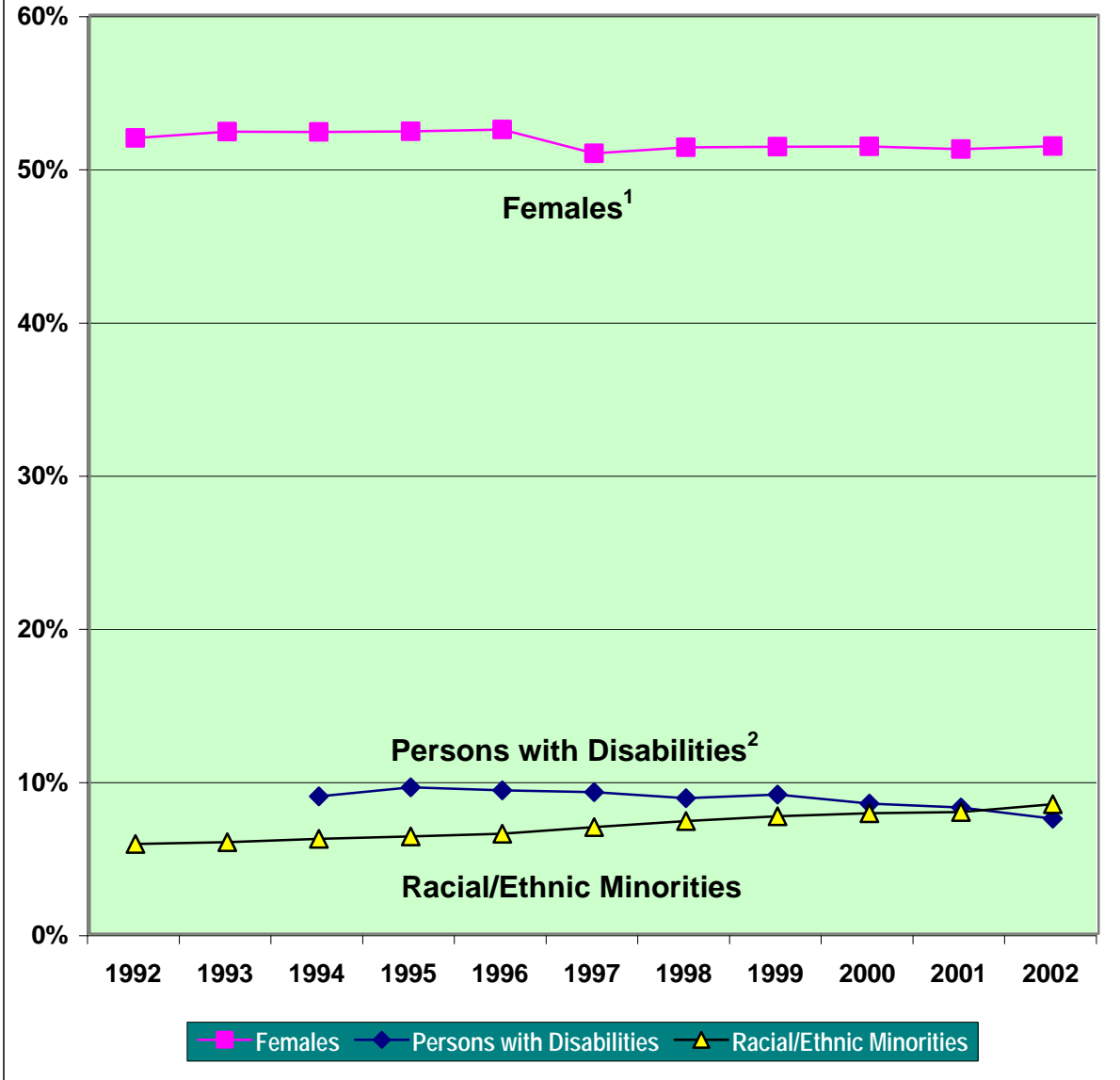
- Racial/ethnic minority employment reached its highest historical rate of 8.5% of the permanent classified workforce in 2002?
- New hires of racial/ethnic minorities in permanent classified positions was 16.5% of all hires in fiscal year 2002, the highest rate in the history of Wisconsin state government?
- The permanent classified workforce has more females than males?
- The percentage of racial/ethnic minorities in the permanent classified workforce exceeds the percentage of racial/ethnic minorities in the total Wisconsin labor force?
- Females hold about 90% of all Administrative Support positions and about 85% of all Paraprofessional positions?
- Males hold about 64% of all Officials/Administrators positions and 98% of all Skilled Crafts positions?
- Females and males each hold about 50% of Professional positions?
- Hispanic females are the racial/ethnic/gender category with the lowest average pay, and Asian males receive the highest average pay?

**Note.** Many of the charts and tables in this Equal Employment Opportunity section are based on data compiled by the Department of Employment Relations Division of Affirmative Action (DAA). The count of permanent classified employees in these tables is different than elsewhere in this Fact Book. This is due to the DAA not having data for one state agency (Revisor of Statutes), and using a different methodology for counting “active” state employees.



**AFFIRMATIVE ACTION TARGET GROUP DEMOGRAPHICS:  
1992-2002**

**Percent of Total Permanent Classified Workforce**



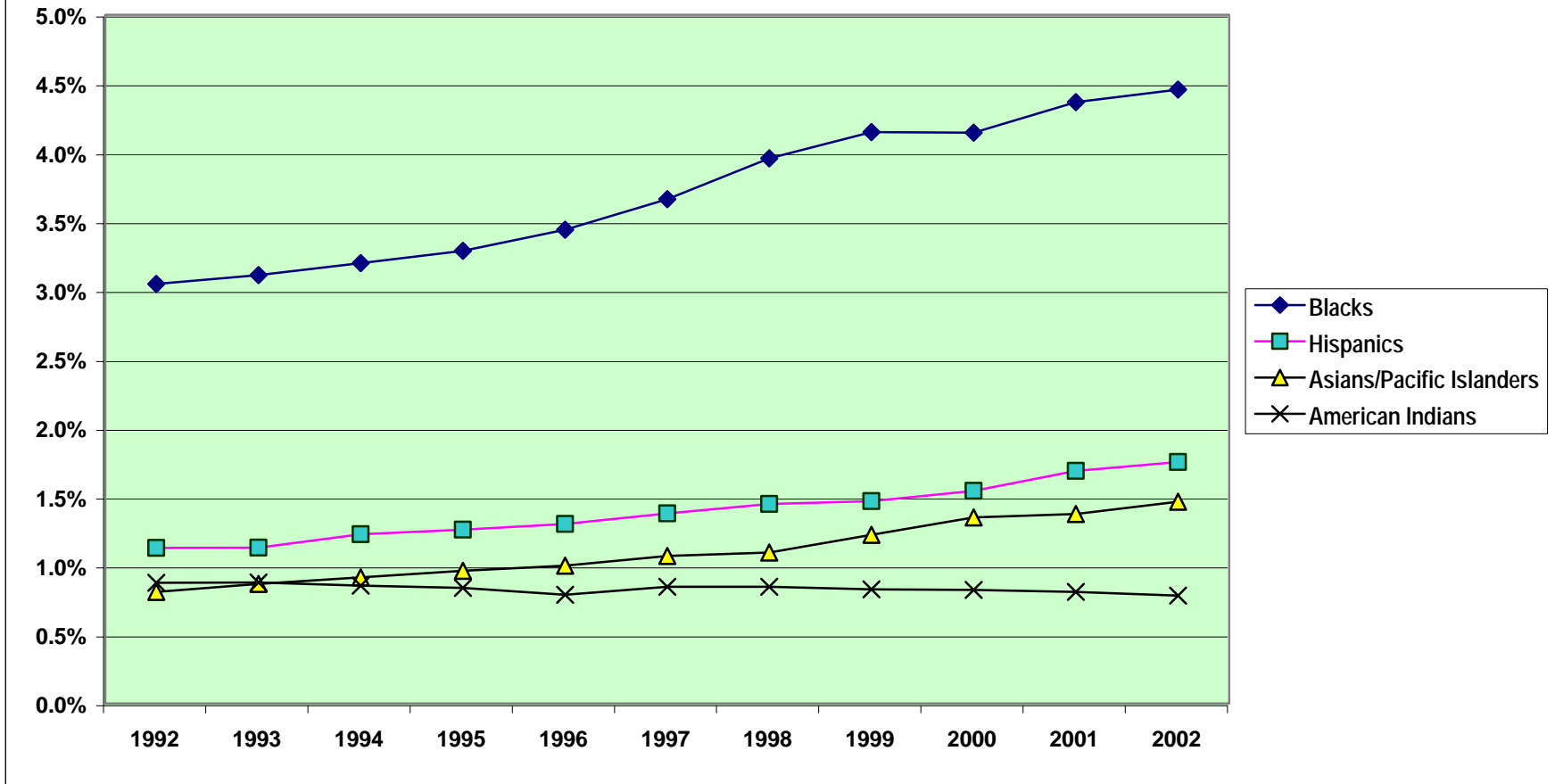
**Note.** In 2001, the total state workforce consisted of 47.3% females and 7.5% minorities, according to the Department of Workforce Development.

<sup>1</sup>The significant drop in females in 1997 was due to the establishment of the University of Wisconsin Hospital & Clinics Board and University of Wisconsin Hospital & Clinics Authority and the exclusion of these employees from classified employee data from 1997 onward.

<sup>2</sup>Disability information was first available for classified University of Wisconsin System employees in 1994.

Source: PMIS.

**RACIAL/ETHNIC MINORITY SUB-GROUP DEMOGRAPHICS: 1992-2002**  
**Percent of Total Permanent Classified Workforce**



**Note.** In 2001, the total state workforce consisted of 3.8% Blacks, 1.8% Hispanics, 1.0% Asian/Pacific Islanders, and 0.8% American Indians, according to the Department of Workforce Development.  
 Source: PMIS.

**AFFIRMATIVE ACTION GROUPS COMPARED TO LABOR FORCE AND POPULATION**  
**Permanent Classified Employees - 1992 and 2002**

| <b>Affirmative Action Group</b>                    | <b>Count of State Employees</b> | <b>Percent of Total State Employees</b> | <b>Percent of State Labor Force<sup>1</sup></b> | <b>Percent of State Population</b> |
|----------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------------------------------|------------------------------------|
| <b>All Racial / Ethnic Minorities</b>              |                                 |                                         |                                                 |                                    |
| 2002                                               | 3,479                           | 8.5%                                    | 7.5%                                            | 10.8%                              |
| 1992                                               | 2,299                           | 5.9%                                    | 6.5%                                            | 8.9%                               |
| <b>Blacks</b>                                      |                                 |                                         |                                                 |                                    |
| 2002                                               | 1,831                           | 4.4%                                    | 3.8%                                            | 5.6%                               |
| 1992                                               | 1,194                           | 3.0%                                    | 3.7%                                            | 5.0%                               |
| <b>Hispanics</b>                                   |                                 |                                         |                                                 |                                    |
| 2002                                               | 724                             | 1.8%                                    | 1.8%                                            | 2.6%                               |
| 1992                                               | 443                             | 1.1%                                    | 1.4%                                            | 2.0%                               |
| <b>Asians / Pacific Islanders</b>                  |                                 |                                         |                                                 |                                    |
| 2002                                               | 601                             | 1.5%                                    | 1.0%                                            | 1.6%                               |
| 1992                                               | 318                             | 0.8%                                    | 0.7%                                            | 1.2%                               |
| <b>American Indian / Alaska Native</b>             |                                 |                                         |                                                 |                                    |
| 2002                                               | 323                             | 0.8%                                    | 0.8%                                            | 0.9%                               |
| 1992                                               | 344                             | 0.9%                                    | 0.7%                                            | 0.8%                               |
| <b>Females</b>                                     |                                 |                                         |                                                 |                                    |
| 2002                                               | 21,139                          | 51.3%                                   | 47.3%                                           | 51.0%                              |
| 1992                                               | 20,369                          | 52.0%                                   | 46.2%                                           | 51.1%                              |
| <b>Total Persons with Disabilities<sup>2</sup></b> |                                 |                                         |                                                 |                                    |
| 2002                                               | 3,065                           | 7.4%                                    | na                                              | na                                 |
| 1994*                                              | 3,627                           | 9.0%                                    |                                                 |                                    |

**Note.**

<sup>1</sup>Labor Force represents all persons 16 years of age and older, who are either employed or unemployed and looking for work.

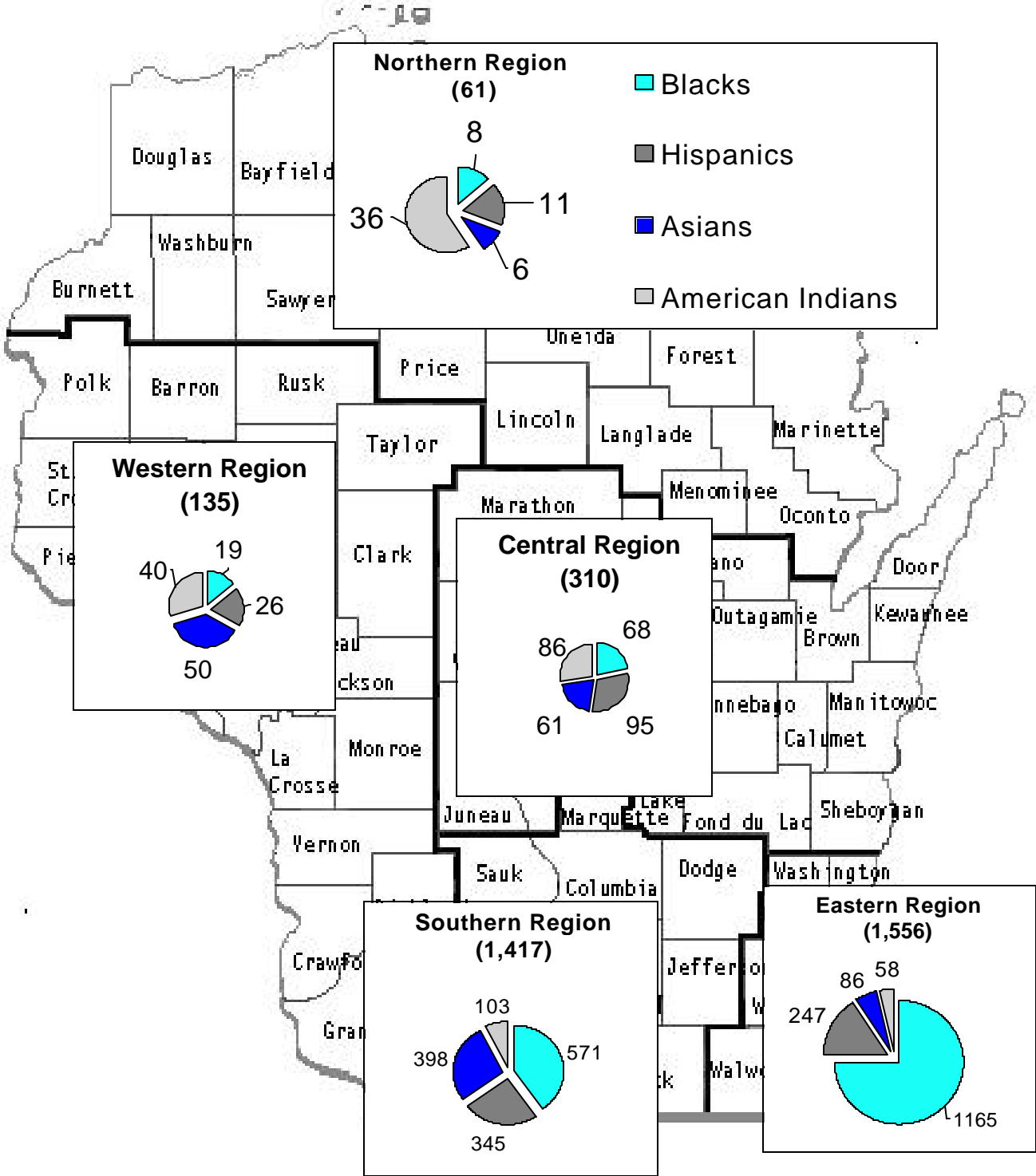
<sup>2</sup>Total persons with disabilities includes persons with severe disabilities.

\*1994 was the first year for which complete data was available for persons with disabilities.

Sources: PMIS for state employee data as compiled by the DER Division of Affirmative Action in June of each year. State population and workforce data were compiled by the Department of Workforce Development.

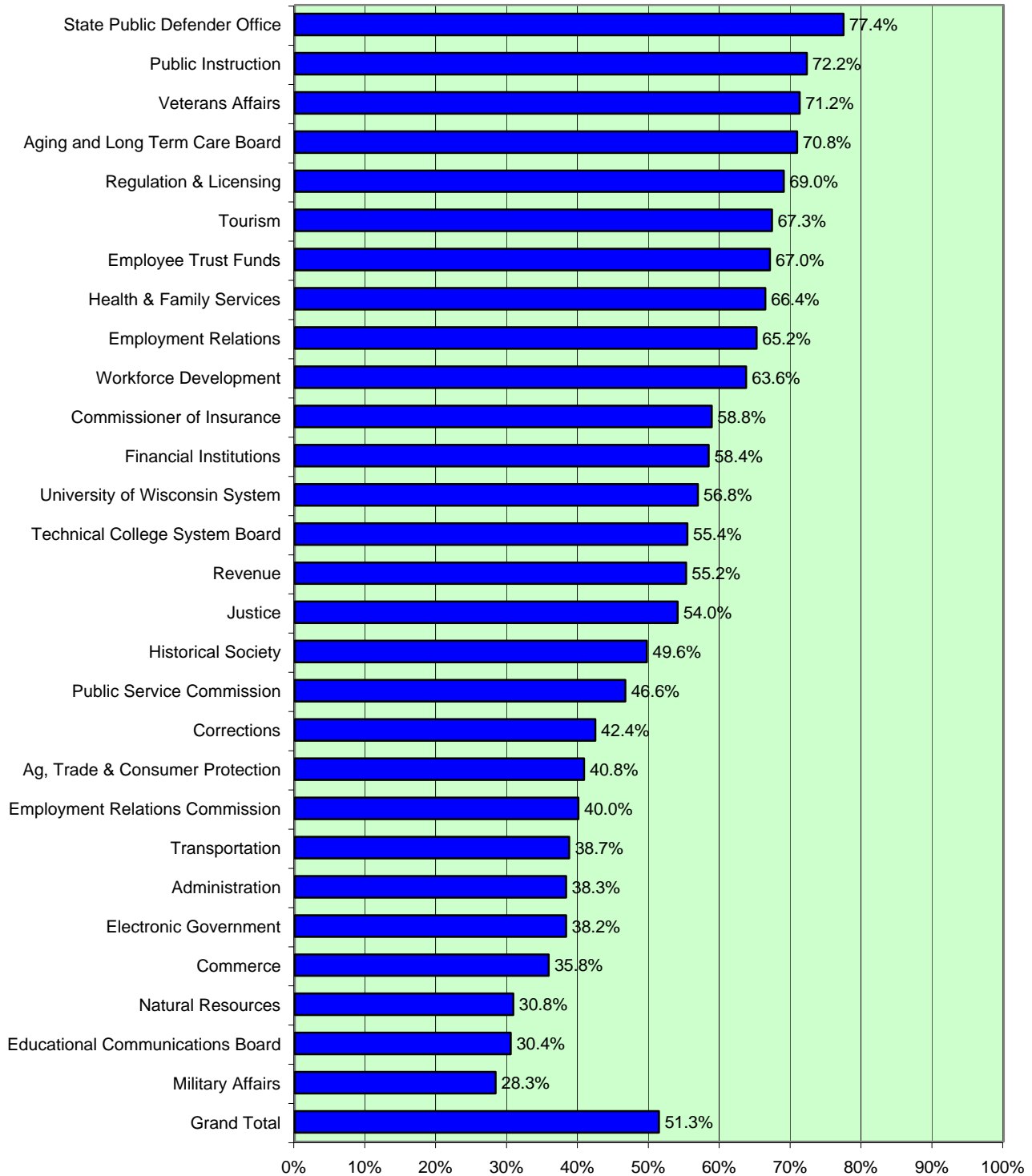
**RACIAL/ETHNIC MINORITY EMPLOYMENT BY REGION**  
**Permanent Classified Employees – June 2002**

Total State Employees: 41,169  
 Total Minorities: 3,479 (8.5%)



Source: PMIS, as compiled by the DER Division of Affirmative Action.

**FEMALE REPRESENTATION BY AGENCY**  
**Percentage of Female Permanent Classified Employees - June 2002**  
**Agencies with at least 20 Employees**

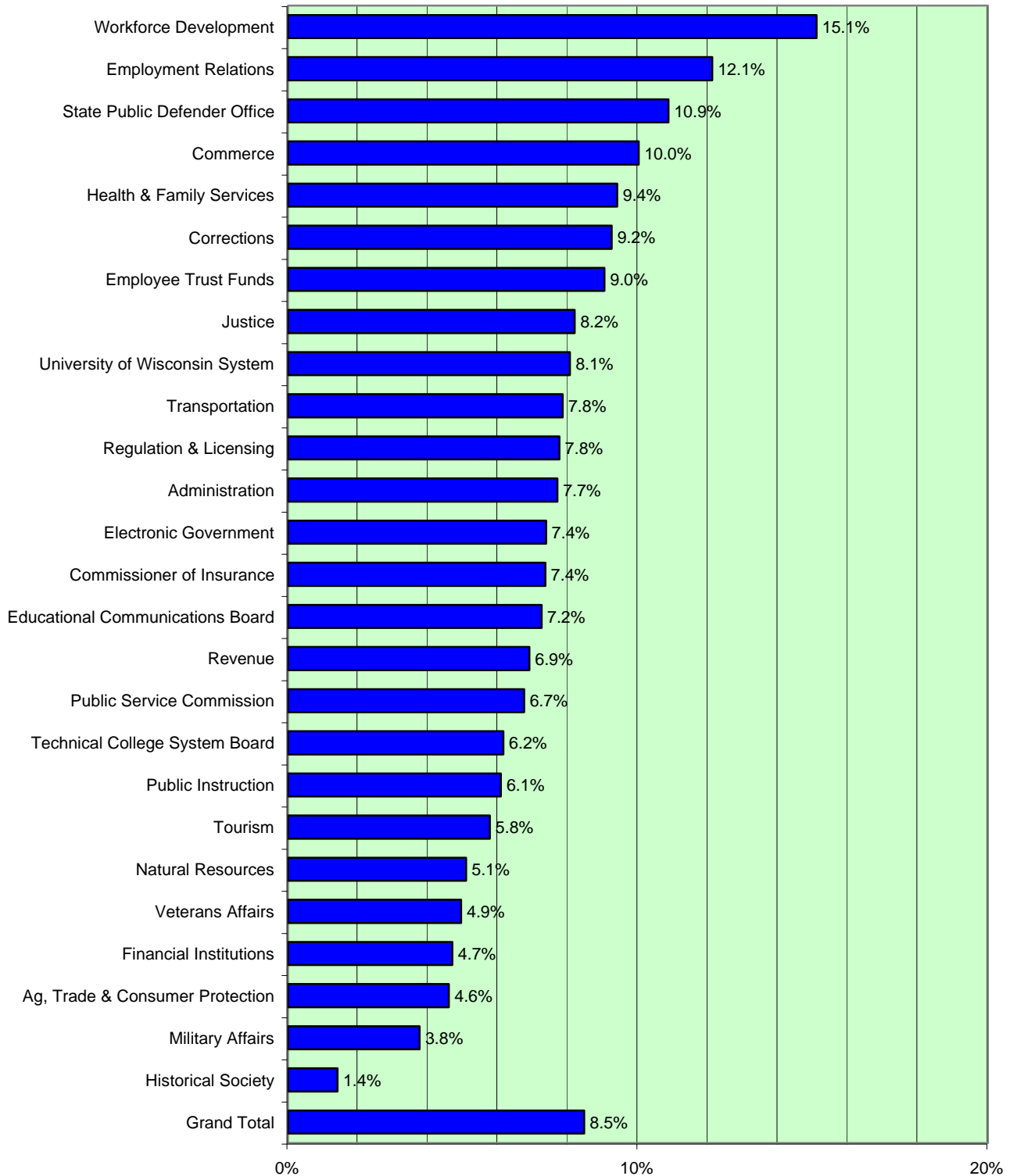


**Note.** By comparison, females compose 47.3% of the total public and private sector workforce in the State of Wisconsin.  
 Source: PMIS pay period 14C, ending June 29, 2002.

**Percent of Females**

■ %Female

**ETHNIC MINORITY REPRESENTATION BY AGENCY**  
**Percentage of Permanent Classified Employees - June 2002**  
**Agencies with at least 50 Employees**



**Note.** By comparison, ethnic minorities compose 7.5% of the total private and public workforce in the State of Wisconsin.  
 Source: PMIS pay period 14C, ending June 29, 2002.

**Percent of Ethnic Minorities**

■ %Minorities

**MINORITY, FEMALE AND DISABLED EMPLOYEES BY JOB GROUP**  
**Permanent Classified Employees - June 2002**

| Job Group                                                | Total | Racial/Ethnic Minorities |       | Females |       | Persons with Disabilities |       |
|----------------------------------------------------------|-------|--------------------------|-------|---------|-------|---------------------------|-------|
|                                                          |       | #                        | %     | #       | %     | #                         | %     |
| Administrators - Senior Executives                       | 591   | 43                       | 7.3%  | 213     | 36.0% | 50                        | 8.5%  |
| Administrators - Others                                  | 208   | 14                       | 6.7%  | 100     | 48.1% | 19                        | 9.1%  |
| Fiscal And Related Professionals & Supervisors           | 1,426 | 89                       | 6.2%  | 697     | 48.9% | 183                       | 12.8% |
| Program Support Professionals & Supervisors              | 1,329 | 73                       | 5.5%  | 867     | 65.2% | 115                       | 8.7%  |
| Human Resources Professionals & Supervisors              | 625   | 94                       | 15.0% | 398     | 63.7% | 79                        | 12.6% |
| Equal Opportunity Professionals & Supervisors            | 83    | 36                       | 43.4% | 48      | 57.8% | 21                        | 25.3% |
| Purchasing Professionals & Supervisors                   | 191   | 7                        | 3.7%  | 117     | 61.3% | 19                        | 9.9%  |
| Inspectors And Investigators - Materials & Structures    | 91    | 9                        | 9.9%  | 15      | 16.5% | 18                        | 19.8% |
| Architects & Engineers                                   | 1,084 | 102                      | 9.4%  | 161     | 14.9% | 45                        | 4.2%  |
| Management Information Professionals & Supervisors       | 2,201 | 160                      | 7.3%  | 857     | 38.9% | 140                       | 6.4%  |
| Planning And Research Professionals & Supervisors        | 759   | 65                       | 8.6%  | 405     | 53.4% | 43                        | 5.7%  |
| Science Professionals & Supervisors                      | 417   | 26                       | 6.2%  | 188     | 45.1% | 16                        | 3.8%  |
| Environmental Specialists And Supervisors                | 534   | 23                       | 4.3%  | 158     | 29.6% | 33                        | 6.2%  |
| Natural Resources Professionals & Supervisors            | 604   | 15                       | 2.5%  | 110     | 18.2% | 31                        | 5.1%  |
| Doctors, Dentists, And Veterinarians                     | 151   | 29                       | 19.2% | 39      | 25.8% | 4                         | 2.6%  |
| Patient Care Professionals & Supervisors                 | 791   | 33                       | 4.2%  | 655     | 82.8% | 29                        | 3.7%  |
| Dietitians And Nutritionists                             | 65    | 1                        | 1.5%  | 57      | 87.7% | 2                         | 3.1%  |
| Health Therapists                                        | 162   | 2                        | 1.2%  | 130     | 80.2% | 10                        | 6.2%  |
| Teachers And Education Professionals & Supervisors       | 763   | 45                       | 5.9%  | 427     | 56.0% | 75                        | 9.8%  |
| Librarians, Archivists, And Curators                     | 137   | 3                        | 2.2%  | 79      | 57.7% | 7                         | 5.1%  |
| Psychologists                                            | 177   | 11                       | 6.2%  | 75      | 42.4% | 12                        | 6.8%  |
| Social Services Professionals & Supervisors              | 2,706 | 336                      | 12.4% | 1,708   | 63.1% | 208                       | 7.7%  |
| Attorneys                                                | 374   | 25                       | 6.7%  | 120     | 32.1% | 33                        | 8.8%  |
| Media Technicians                                        | 123   | 4                        | 3.3%  | 42      | 34.1% | 9                         | 7.3%  |
| Public Information And Media Professionals & Supervisors | 146   | 8                        | 5.5%  | 84      | 57.5% | 5                         | 3.4%  |

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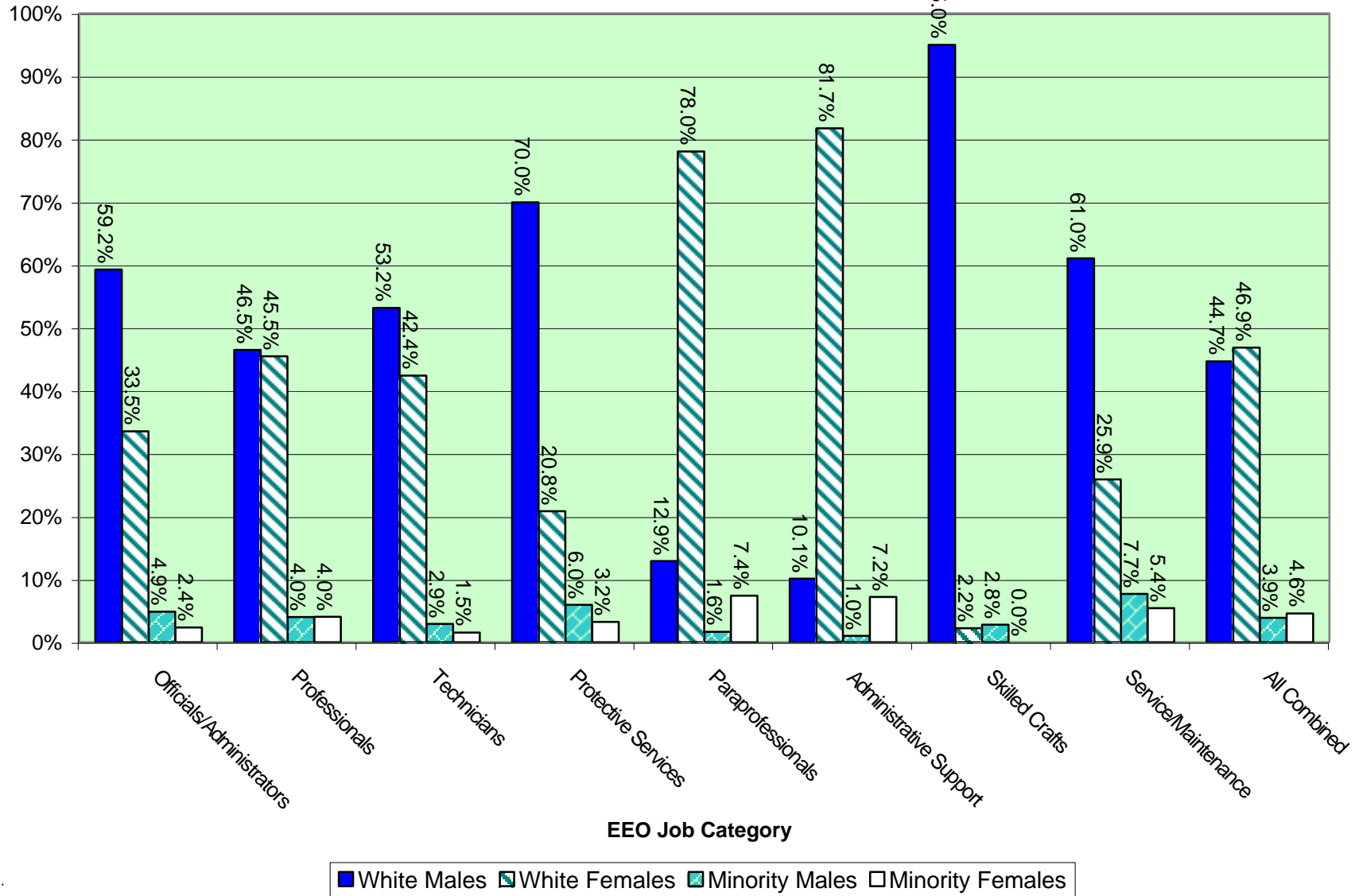
**MINORITY, FEMALE AND DISABLED EMPLOYEES BY JOB GROUP (continued)**  
**Permanent Classified Employees - June 2002**

| Job Group                                            | Total | Racial/Ethnic Minorities |       | Females |       | Persons with Disabilities |       |
|------------------------------------------------------|-------|--------------------------|-------|---------|-------|---------------------------|-------|
|                                                      |       | #                        | %     | #       | %     | #                         | %     |
| Technicians - Health Care And Related                | 459   | 16                       | 3.5%  | 425     | 92.6% | 18                        | 3.9%  |
| Technicians - Engineering And Related                | 890   | 49                       | 5.5%  | 133     | 14.9% | 79                        | 8.9%  |
| Laboratory Technicians                               | 196   | 10                       | 5.1%  | 128     | 65.3% | 7                         | 3.6%  |
| Aviation Occupations                                 | 17    | 0                        | 0.0%  | 1       | 5.9%  | 0                         | 0.0%  |
| Real Estate Technicians, Professionals & Supervisors | 243   | 13                       | 5.3%  | 107     | 44.0% | 41                        | 16.9% |
| Management Information Technicians                   | 275   | 14                       | 5.1%  | 162     | 58.9% | 24                        | 8.7%  |
| Administrative Support - General                     | 4,149 | 316                      | 7.6%  | 3,599   | 86.7% | 321                       | 7.7%  |
| General Clerical Occupations                         | 3,444 | 278                      | 8.1%  | 3,212   | 93.3% | 272                       | 7.9%  |
| Administrative Support - Fiscal                      | 1,261 | 83                       | 6.6%  | 1,046   | 83.0% | 125                       | 9.9%  |
| Communication Equipment Operators                    | 81    | 5                        | 6.2%  | 57      | 70.4% | 5                         | 6.2%  |
| Clerks - Shipping, Storage, And Related              | 332   | 26                       | 7.8%  | 103     | 31.0% | 26                        | 7.8%  |
| Claims Determination And Collections - Prof & Sup    | 476   | 45                       | 9.5%  | 321     | 67.4% | 52                        | 10.9% |
| Corrections Occupations                              | 5,079 | 476                      | 9.4%  | 1,153   | 22.7% | 248                       | 4.9%  |
| Law Enforcement And Public Safety                    | 1,255 | 90                       | 7.2%  | 171     | 13.6% | 69                        | 5.5%  |
| Food Production And Food Service                     | 754   | 84                       | 11.1% | 457     | 60.6% | 48                        | 6.4%  |
| Personal Care Aides                                  | 1,881 | 271                      | 14.4% | 1,480   | 78.7% | 90                        | 4.8%  |
| Cleaning And Buildings - Supervisors                 | 274   | 13                       | 4.7%  | 41      | 15.0% | 25                        | 9.1%  |
| Agricultural & Natural Resources Technicians         | 662   | 18                       | 2.7%  | 95      | 14.4% | 54                        | 8.2%  |
| Inspectors And Investigators - Products And Services | 337   | 17                       | 5.0%  | 115     | 34.1% | 63                        | 18.7% |
| Mechanical Equipment, Construction, And Repair       | 783   | 29                       | 3.7%  | 23      | 2.9%  | 85                        | 10.9% |
| Miscellaneous Mechanics And Repairers                | 137   | 3                        | 2.2%  | 1       | 0.7%  | 6                         | 4.4%  |
| Construction Trades                                  | 532   | 19                       | 3.6%  | 18      | 3.4%  | 36                        | 6.8%  |
| Seamstress And Upholsterers                          | 16    | 0                        | 0.0%  | 12      | 75.0% | 0                         | 0.0%  |
| Power Plant Occupations                              | 262   | 6                        | 2.3%  | 2       | 0.8%  | 30                        | 11.5% |
| General Laborers                                     | 1,636 | 345                      | 21.1% | 527     | 32.2% | 135                       | 8.3%  |

Source: PMIS, as compiled by the DER Division of Affirmative Action.

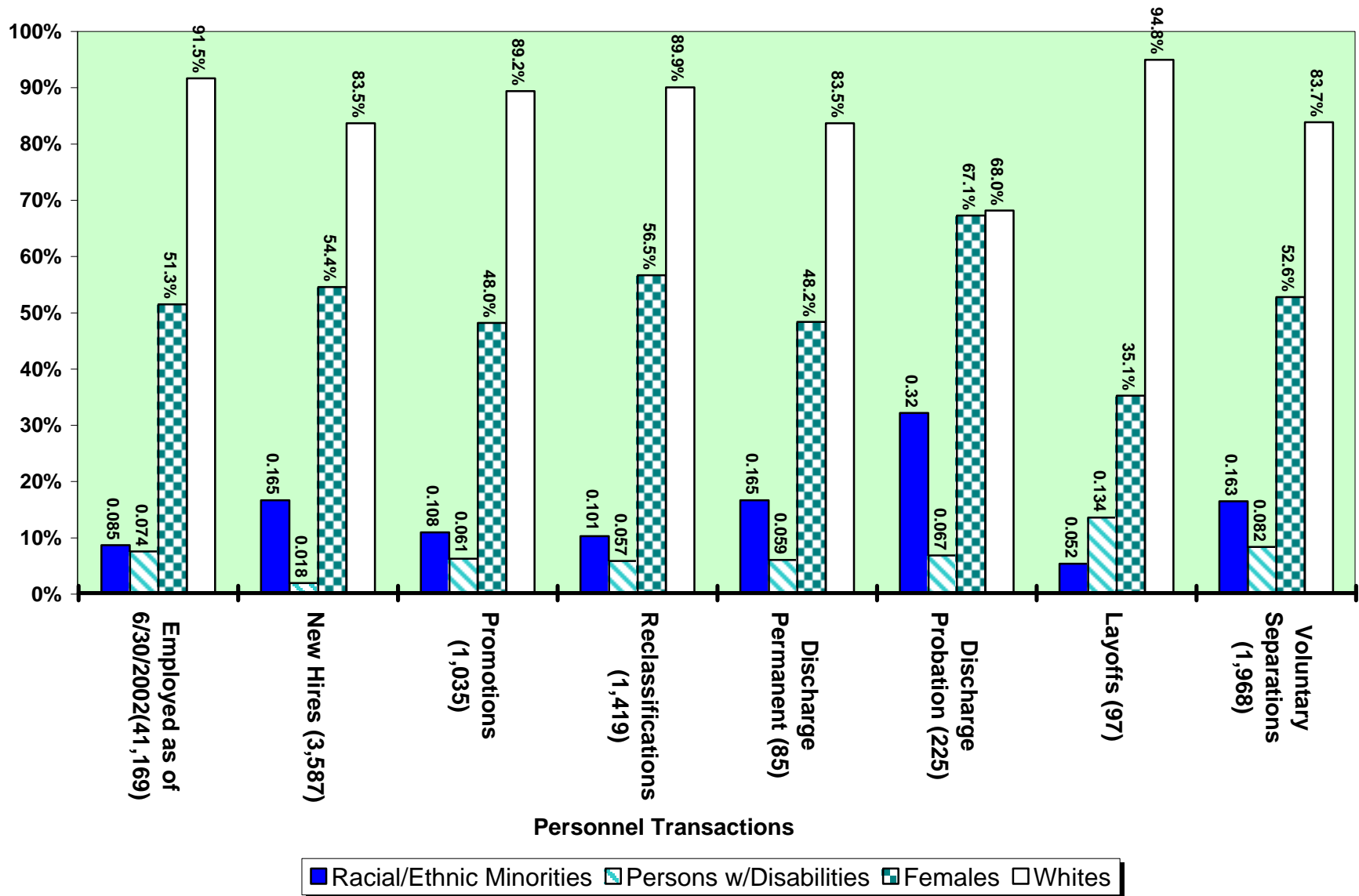


**MINORITY AND GENDER DISTRIBUTION BY FEDERAL EEO JOB CATEGORY**  
**Permanent Classified Employees - June 2002**



Source: PMIS, pay period 14C ending 6/29/02.

**PERSONNEL TRANSACTION FOR MINORITIES, PERSONS WITH DISABILITIES AND FEMALES  
Permanent Classified Employees - Fiscal Year 2002**



Source: PMIS, as compiled by the DER Division of Affirmative Action, covering the period from July 1, 2001 through June 29, 2002.

**AVERAGE SALARY BY MINORITY, GENDER AND DISABILITY STATUS  
Permanent Classified Employees – June 2002**

| <b>Group Category</b>                    | <b>Rank</b> | <b>Annualized Salary<sup>1</sup></b> |
|------------------------------------------|-------------|--------------------------------------|
| Asian males                              | 1           | \$44,021                             |
| Asian males and females                  | 2           | 42,303                               |
| Males with disabilities                  | 3           | 41,344                               |
| White males                              | 4           | 41,211                               |
| All males                                | 5           | 40,927                               |
| American Indian males                    | 6           | 40,381                               |
| Asian females                            | 7           | 40,319                               |
| Males and females with disabilities      | 8           | 39,396                               |
| White males and females                  | 9           | 38,369                               |
| <b>All employees</b>                     | <b>10</b>   | <b>38,072</b>                        |
| Racial/ethnic minority males             | 11          | 37,664                               |
| American Indian males and females        | 12          | 37,459                               |
| Females with disabilities                | 13          | 36,595                               |
| White females                            | 14          | 35,650                               |
| Black males                              | 15          | 35,377                               |
| All females                              | 16          | 35,367                               |
| Hispanic males                           | 17          | 35,214                               |
| Racial/ethnic minority males and females | 18          | 34,858                               |
| American Indian females                  | 19          | 33,338                               |
| Hispanic males and females               | 20          | 32,890                               |
| Black males and females                  | 21          | 32,734                               |
| Racial/ethnic minority females           | 22          | 32,460                               |
| Black females                            | 23          | 31,060                               |
| Hispanic females                         | 24          | 30,294                               |

<sup>1</sup>In this table, annualized salary equals base hourly pay plus pay add-ons multiplied by 2088. This is in contrast to other pay tables in this report which report base hourly pay without consideration of pay add-ons.  
Source: PMIS, as compiled by the DER Division of Affirmative Action.



# WORKFORCE SELECTION, MOBILITY AND SEPARATION

This section highlights employee recruitment and selection programs and statistics, movement of employees between positions within the classified service, and the rates of voluntary and involuntary separation of employees from the classified service. This section also includes projections of retirement-eligible employees five and ten years in the future.

## ***DID YOU KNOW . . .***

- In Fiscal Year 2002, about 170,000 different people visited the DER website <http://jobs.state.wi.us> (website is now at <http://wiscjobs.state.wi.us>)
- In Fiscal Year 2002, over 65,000 civil service exams were administered?
- In Fiscal Year 2002, there were 3,587 new hires into the classified permanent workforce, and 4,138 transfers within the workforce?
- Excluding the University of Wisconsin System, the annual rate of employee separations from state service was 7.5%? (separations include retirements and leaving state employment)
- In Fiscal Year 2002 Personal Care Aides was the job group with both the greatest number of non-retirement separations (392) and the highest percentage (20.4%)?
- Entry level Resident Care Technicians (certified nursing assistants) had an annual non-retirement employee separation rate of 77.6%?
- Nearly 1,000 of the Department of Workforce Development's 2,258 employees will be eligible for retirement with no actuarial age reduction factor in ten years?

## RECRUITMENT AND SELECTION PROGRAMS AND STATISTICS

Success in today's competitive labor market requires innovative ideas and processes. Recently, Department of Employment Relations recruitment efforts have focused on promoting state employment as the employer of choice. However, the state continues to experience recruitment challenges for certain occupations, such as nurses, nursing assistants, and specialized information technology jobs. The following are highlights of fiscal year (FY) 2002 recruitment and selection activities:

- Conducted over 170 separate recruitment events, including staffing state employment information booths at job fairs and ethnic festivals, and presenting "How to get a State Job" and test preparation workshops.
- Coordinated three enterprise level recruitment events, receiving support from multiple agencies.
- Continued to expand the Wisconsin Recruitment Advisory Panel (WRAP).
  - In August 2001, the WRAP website was implemented.
- Managed and maintained <http://wiscjobs.state.wi.us> the state website where all classified civil service jobs are posted.
- Participated in <http://wisconsin.gov> workgroup for employment and job seekers. This is the State of Wisconsin's electronic portal to state government and jobs.
- Managed the State Employment Options Program (SEO) which accomplished the following:
  - In FY02, state agencies hired 170 Wisconsin Works customers into permanent positions, which was 3.7% of the 3,587 new original appointments. (Known as W-2, this is a unique welfare to work program)
  - In addition to the permanent positions, state agencies and universities reported hiring 70 W-2 customers in Limited Term Employment (LTE) positions, and 11 customers in Community Service Jobs (CSJ).
  - SEO provided statewide training to W-2 job seekers on how to obtain state employment and how to prepare for office support civil service exams. Over 1,291 job seekers attended workshops in FY02.
  - Published the *W-2 Bridges* newsletter.
- Improved diversity through our Entry Professional Program (EPP). The table below indicates hires through the EPP program and offers comparison from previous years.

### Entry Professional Program Hires

|                              | FY2002 | FY2001 | FY2000 | FY1999 |
|------------------------------|--------|--------|--------|--------|
| Total Hires                  | 688    | 825    | 672    | 582    |
| % Ethnic Minority Hires      | 12.9   | 11.0   | 11.6   | 10.1   |
| % Female Hires               | 55.4   | 54.3   | 54.0   | 49.3   |
| % Persons w/Disability Hires | 2.8    | 2.7    | 2.3    | 1.0    |

## RECRUITMENT AND SELECTION PROGRAMS AND STATISTICS (continued)

- Administered 33,780 “centered” exams and 31,543 “non-centered” exams. Centered exams are administered at secure locations throughout the state in exam centers. These are typically entry-level multiple-choice exams. Non-centered exams are typically completed by the applicant at home and returned for scoring. The most common non-centered exam types are: Objective Inventory Questionnaire (OIQ); Achievement History Questionnaire (AHQ); and Application Materials Review (AMR). The table below indicates the number of exams administered each month from July 2001 through June 2002 (Fiscal Year 2002).

### Total Civil Service Exams Administered\*

| Fiscal Year 2002 | Centered Exams | Non-Centered Exams | Total Tested  |
|------------------|----------------|--------------------|---------------|
| July             | 4,320          | 3,393              | 7,713         |
| August           | 2,981          | 3,407              | 6,388         |
| September        | 2,775          | 2,293              | 5,068         |
| October          | 3,105          | 3,220              | 6,325         |
| November         | 3,309          | 2,739              | 6,048         |
| December         | 2,684          | 1,927              | 4,611         |
| January          | 2,643          | 3,883              | 6,526         |
| February         | 2,653          | 2,576              | 5,229         |
| March            | 2,078          | 2,268              | 4,346         |
| April            | 2,613          | 2,254              | 4,867         |
| May              | 2,663          | 1,976              | 4,639         |
| June             | 1,956          | 1,607              | 3,563         |
| <b>Total</b>     | <b>33,780</b>  | <b>31,543</b>      | <b>65,323</b> |

\*Numbers include applicants who chose to reuse their exam score.

- Assisted customers through the Employment Services Center (ESC). The Department of Employment Relations operates the ESC. Customers can walk in, call in, or e-mail questions regarding employment and other human resource services offered by the State of Wisconsin. The call-in service has an automated system with an escape key to a live person. The employment services center averages 2,832 calls per month and serviced 33,995 calls in FY02.
- Expanded human resource services beyond testing, changing the name of Wisconsin City County Testing Services (WCCTS) to Wisconsin City County Services (WCCS). WCCS is a program revenue operation providing human resource services to non-state government agencies. This program has been in operation for 50 years and has over 300 customers.

## RECRUITMENT AND SELECTION PROGRAMS AND STATISTICS (continued)

- Implemented the Wisconsin Employee Referral System (WiscERS). This system was created to assist state employees who are laid off or may be at risk of losing their jobs because of budget constraints or the functional reorganization of agencies. These placement functions were designed to provide the following services.
  - Record the identities of permanent, classified employees who have been designated as “at risk” of job loss.
  - Allow agencies to create job announcements on a vacancy-by-vacancy basis specifically for this program.
  - Publish these announcements on the web with “How to Apply” instructions.
  - Permit the group of eligible state employees to search through these announcements and apply for appropriate ones.
  - Enable agency HR managers to check the status of any applicants before interviewing or making a job offer.
  - Provide at risk employees with links to other sources of information generally related to their situation, such as job search, resume writing, coping with change, personal finances and other topics.
- Approved and began implementation of the Online Application Testing System (OATS) in February of 2002. This revolutionary system will allow applicants to search for jobs as well as apply and take state tests online. This system will be developed through cooperation from several state agencies. OATS, now incorporated into WiscJobs, was released for public use in searching for jobs in July 2002, with full online job search, application and testing capabilities scheduled to be available in 2003. The WiscJobs system has replaced the Shared Human Resource System (SHRS), and serves as the state human resource system for applicant tracking, scoring and certification.

**DER INTERNET JOB SITE VISITORS IN FISCAL YEAR 2002**  
**Visits to <http://wiscjobs.state.wi.us> from 7-1-01 through 6-30-02**

|                   |                                     |                |
|-------------------|-------------------------------------|----------------|
| <b>Hits</b>       | Entire site (successful)            | 2,810,958      |
|                   | Average per day                     | 7,701          |
|                   | Home page                           | 140,073        |
| <b>Page Views</b> | Page Views                          | 2,262,468      |
|                   | Average per day                     | 6,198          |
|                   | Average per unique visitor          | 13             |
| <b>Visits</b>     | Visits                              | 509,576        |
|                   | Average per day                     | 1,396          |
|                   | Average visit length                | 9 min., 11 sec |
|                   | Median visit length                 | 3 min., 36 sec |
| <b>Visitors</b>   | Unique visitors                     | 169,887        |
|                   | Visitors who visited once           | 107,978        |
|                   | Visitors who visited more than once | 61,909         |

**Note.** Some state agencies maintain their own individual agency employment websites. Information about Internet visitors to these agency sites is not included in this table.

**Definitions:**

**Hits** - Each file requested by a visitor registers as a hit, including HTML pages, images, forms, scripts, and downloaded files. There can be several hits on each page. While the volume of hits reflects the amount of server traffic, it is not an accurate reflection of the number of pages viewed.

**Page** - Any document, dynamic page, or form. Different types of profiles have different default settings for which file extensions qualify a file as a document. These settings can be changed by the Reporting Center system administrator. Any URL containing a question mark is considered a dynamic page. Any file with a POST command is considered a form.

**Page View** (Impressions) - A hit to any file classified as a page. Contrast the value for "Page Views" with the value for successful hits for the entire site, which includes hits to files of every type.

**Visits** - A visit is a series of actions that begins when a visitor views their first page from the server, and ends when the visitor leaves the site or remains idle beyond the idle-time limit.

**Unique Visitors** - The total number of unique visitors during the report period. A unique visitor is identified by their IP address, domain name, or cookie.



**PERSONNEL TRANSACTIONS BY AGENCY**  
**Permanent Classified Employees - Fiscal Year 2002**

| Agency                           | New Hires    | Promotions   | Reclassifications | Transfers    | Demotions  | Reinstatement or Restoration | Separations from State Service |
|----------------------------------|--------------|--------------|-------------------|--------------|------------|------------------------------|--------------------------------|
| Administration                   | -            | 24           | 19                | 64           | 5          | 10                           | 57                             |
| Adolescent Pregnancy Board       | 1            | -            | -                 | -            | -          | -                            | -                              |
| Ag, Trade & Consumer Protection  | 19           | 9            | 28                | 89           | 1          | 2                            | 42                             |
| Aging and Long Term Care Board   | 2            | -            | -                 | -            | -          | -                            | 2                              |
| Arts Board                       | -            | -            | -                 | -            | -          | -                            | -                              |
| Commerce                         | 28           | 12           | 10                | 20           | 1          | -                            | 20                             |
| Commissioner of Insurance        | 5            | 4            | 10                | 3            | 1          | 4                            | 7                              |
| Corrections                      | 980          | 408          | 459               | 1,457        | 103        | 147                          | 680                            |
| Educational Communications Board | 2            | -            | 1                 | 7            | -          | -                            | 5                              |
| Elections Board                  | 1            | -            | -                 | -            | -          | -                            | -                              |
| Electronic Government            | 3            | 1            | 4                 | 235**        | 1          | -                            | 3                              |
| Employee Trust Funds             | 20           | 4            | 8                 | 18           | 3          | -                            | 8                              |
| Employment Relations             | 1            | -            | 12                | 48           | -          | 2                            | 5                              |
| Employment Relations Commission  | -            | -            | -                 | 1            | -          | -                            | 1                              |
| Ethics Board                     | -            | -            | -                 | -            | -          | -                            | -                              |
| Financial Institutions           | 4            | -            | 8                 | 4            | 1          | -                            | 13                             |
| Health & Family Services         | 936          | 153          | 235               | 291          | 58         | 98                           | 739                            |
| Higher Educational Aids Board    | -            | -            | -                 | -            | -          | -                            | 2                              |
| Historical Society               | 3            | -            | 2                 | 3            | -          | -                            | 9                              |
| Investment Board                 | 1            | -            | -                 | -            | -          | -                            | 2                              |
| Justice                          | 25           | 12           | 8                 | 50           | 2          | 2                            | 32                             |
| Lower WI State Riverway Board    | 1            | -            | -                 | -            | -          | -                            | -                              |
| Military Affairs                 | 18           | 5            | 10                | 7            | 1          | 2                            | 21                             |
| Natural Resources                | 137          | 39           | 54                | 396          | 8          | 48                           | 118                            |
| Personnel Commission             | -            | -            | -                 | -            | -          | -                            | -                              |
| Public Instruction               | 48           | 14           | 9                 | 36           | 6          | 4                            | 38                             |
| Public Lands Board               | -            | -            | 1                 | -            | -          | -                            | 2                              |
| Public Service Commission        | 5            | 1            | 8                 | 4            | 1          | 5                            | 6                              |
| Regulation & Licensing           | 4            | 2            | 8                 | 8            | -          | 3                            | 6                              |
| Retirement Research Committee    | -            | -            | -                 | -            | -          | -                            | -                              |
| Revenue                          | 21           | 10           | 104               | 168          | 11         | 7                            | 50                             |
| Secretary of State               | 1            | -            | -                 | -            | -          | -                            | 1                              |
| State Fair Park Board            | 6            | -            | -                 | -            | -          | 1                            | 4                              |
| State Public Defender Office     | 12           | 6            | 12                | 2            | 1          | 1                            | 21                             |
| State Treasurer                  | -            | -            | 1                 | -            | -          | -                            | -                              |
| TEACH Board                      | 3            | -            | -                 | 1            | -          | -                            | 1                              |
| Technical College System Board   | 4            | 2            | 2                 | 1            | -          | -                            | 5                              |
| Tourism                          | 2            | 2            | 3                 | -            | -          | -                            | 2                              |
| Transportation                   | 63           | 48           | 204               | 433          | 20         | 46                           | 215                            |
| University of Wisconsin System   | 880          | 210          | 52                | 489          | 70         | 95                           | n/a*                           |
| Veterans Affairs                 | 120          | 10           | 29                | 165          | 18         | 7                            | 104                            |
| Workforce Development            | 179          | 59           | 118               | 138          | 12         | 17                           | 146                            |
| <b>Totals</b>                    | <b>3,587</b> | <b>1,035</b> | <b>1,419</b>      | <b>4,138</b> | <b>324</b> | <b>501</b>                   | <b>2,367*</b>                  |

\*University of Wisconsin System separations data was not available and is not included in the total of separations.

\*\*Includes transfers from the Dept. of Administration when the Dept. of Electronic Government was created in August 2001.

Source: PMIS.

**SEPARATIONS FROM STATE SERVICE BY AGENCY<sup>1</sup>**  
**Permanent Classified Employees - Fiscal Year 2002**

| Agency <sup>1</sup>              | Retirement | Voluntary Separation | Health/ Disability/ Family | Involuntary Separation <sup>2</sup> | Total Separations | Separation Percent (Turnover) |
|----------------------------------|------------|----------------------|----------------------------|-------------------------------------|-------------------|-------------------------------|
| Administration                   | 16         | 31                   | 2                          | 8                                   | 57                | 6.1%                          |
| Adolescent Pregnancy Board       | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Ag, Trade & Consumer Protection  | 9          | 14                   | 1                          | 18                                  | 42                | 7.2%                          |
| Aging and Long Term Care Board   | 1          | 1                    | -                          | -                                   | 2                 | 8.2%                          |
| Arts Board                       | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Commerce                         | 6          | 12                   | -                          | 2                                   | 20                | 4.8%                          |
| Commissioner of Insurance        | -          | 7                    | -                          | -                                   | 7                 | 5.2%                          |
| Corrections                      | 135        | 416                  | 26                         | 103                                 | 680               | 7.6%                          |
| Educational Communications Board | 1          | 2                    | -                          | 2                                   | 5                 | 7.0%                          |
| Elections Board                  | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Electronic Government            | -          | 1                    | 1                          | 1                                   | 3                 | 2.8%                          |
| Employee Trust Funds             | 3          | 5                    | -                          | -                                   | 8                 | 4.4%                          |
| Employment Relations             | 2          | 3                    | -                          | -                                   | 5                 | 7.2%                          |
| Employment Relations Commission  | 1          | -                    | -                          | -                                   | 1                 | 3.9%                          |
| Ethics Board                     | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Financial Institutions           | 5          | 6                    | 2                          | -                                   | 13                | 8.7%                          |
| Health & Family Services         | 101        | 397                  | 73                         | 168                                 | 739               | 11.8%                         |
| Higher Educational Aids Board    | -          | 2                    | -                          | -                                   | 2                 | 18.2%                         |
| Historical Society               | 3          | 6                    | -                          | -                                   | 9                 | 6.0%                          |
| Investment Board                 | -          | 1                    | -                          | 1                                   | 2                 | 36.4%                         |
| Justice                          | 6          | 20                   | 2                          | 4                                   | 32                | 6.0%                          |
| Lower WI State Riverway Board    | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Military Affairs                 | 4          | 13                   | 2                          | 2                                   | 21                | 6.0%                          |
| Natural Resources                | 56         | 28                   | 2                          | 32                                  | 118               | 4.1%                          |
| Personnel Commission             | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Public Instruction               | 18         | 11                   | 3                          | 6                                   | 38                | 6.3%                          |
| Public Lands Board               | 1          | 1                    | -                          | -                                   | 2                 | 23.5%                         |
| Public Service Commission        | 2          | 4                    | -                          | -                                   | 6                 | 3.6%                          |
| Regulation & Licensing           | 1          | 5                    | -                          | -                                   | 6                 | 5.1%                          |
| Retirement Research Committee    | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| Revenue                          | 29         | 13                   | -                          | 8                                   | 50                | 4.1%                          |
| Secretary of State               | -          | -                    | -                          | 1                                   | 1                 | 14.3%                         |
| State Fair Park Board            | 1          | 2                    | -                          | 1                                   | 4                 | 21.1%                         |
| State Public Defender Office     | 4          | 13                   | -                          | 4                                   | 21                | 9.2%                          |
| State Treasurer                  | -          | -                    | -                          | -                                   | 0                 | 0.0%                          |
| TEACH Board                      | -          | 1                    | -                          | -                                   | 1                 | 20.0%                         |
| Technical College System Board   | 3          | 1                    | -                          | 1                                   | 5                 | 7.6%                          |
| Tourism                          | -          | -                    | 1                          | 1                                   | 2                 | 3.8%                          |
| Transportation                   | 104        | 57                   | 7                          | 47                                  | 215               | 5.5%                          |
| Veterans Affairs                 | 20         | 53                   | 8                          | 23                                  | 104               | 11.9%                         |
| Workforce Development            | 77         | 55                   | 1                          | 13                                  | 146               | 6.5%                          |
| <b>Totals</b>                    | <b>609</b> | <b>1,181</b>         | <b>131</b>                 | <b>446</b>                          | <b>2,367</b>      | <b>7.5%</b>                   |

**Note.** Separation means exit from state employment, not internal movement such as transfer, reclassification or promotion.

Separation percent=Number of Separations divided by (Employee Count 6/30/01+Employee Count 6/29/02)/2

<sup>1</sup>Excludes the University of Wisconsin System and Revisor of Statutes, due to unavailability of separations data.

<sup>2</sup>Involuntary Separation include discharges, layoffs and deaths.

Source: PMIS.

**NON-RETIREMENT SEPARATIONS FROM STATE SERVICE BY JOB GROUP**  
**Permanent Classified Employees<sup>1</sup> - Fiscal Year 2002**

| Job Group                                         | Voluntary Separation | Health/ Disability/ Family | Involuntary Separation <sup>2</sup> | Total Non-retire Separations | Non-retire Separation Percent |
|---------------------------------------------------|----------------------|----------------------------|-------------------------------------|------------------------------|-------------------------------|
| Personal Care Aides                               | 220                  | 57                         | 115                                 | 392                          | 20.4%                         |
| Laboratory Technicians                            | 3                    | -                          | 2                                   | 5                            | 12.5%                         |
| Patient Care Professionals & Supv                 | 63                   | 6                          | 11                                  | 80                           | 10.6%                         |
| Food Production & Food Service                    | 23                   | 3                          | 20                                  | 46                           | 8.6%                          |
| Psychologists                                     | 14                   | -                          | 1                                   | 15                           | 8.4%                          |
| Agricultural & Natural Resources Technicians      | 4                    | -                          | 26                                  | 30                           | 8.2%                          |
| Librarians, Archivists, & Curators                | 8                    | -                          | -                                   | 8                            | 7.0%                          |
| Corrections Occupations                           | 276                  | 5                          | 70                                  | 351                          | 6.8%                          |
| Technicians-Health Care & Related                 | 14                   | 2                          | 5                                   | 21                           | 6.8%                          |
| Health Therapists                                 | 9                    | 2                          | -                                   | 11                           | 6.7%                          |
| Planning & Research Professionals & Supv          | 39                   | 1                          | 5                                   | 45                           | 6.2%                          |
| Dietitians & Nutritionists                        | 1                    | 2                          | 1                                   | 4                            | 6.2%                          |
| Inspectors & Investigators-Products & Services    | 9                    | -                          | 11                                  | 20                           | 5.9%                          |
| Miscellaneous Mechanics & Repairers               | 1                    | -                          | 1                                   | 2                            | 5.9%                          |
| General Laborers                                  | 9                    | 4                          | 5                                   | 18                           | 5.9%                          |
| General Clerical Occupations                      | 66                   | 8                          | 23                                  | 97                           | 5.5%                          |
| Social Services Professionals & Supv              | 110                  | 12                         | 25                                  | 147                          | 5.4%                          |
| Technicians-Engineering & Related                 | 9                    | 2                          | 29                                  | 40                           | 5.3%                          |
| Claims Determination & Collections-Pros/Supv      | 14                   | 1                          | 9                                   | 24                           | 5.2%                          |
| Communication Equipment Operators                 | 3                    | -                          | -                                   | 3                            | 4.4%                          |
| Inspectors & Investigators-Materials & Structures | 3                    | -                          | 1                                   | 4                            | 4.4%                          |
| Mechanical Equipment, Construction & Repair       | 9                    | 1                          | 7                                   | 17                           | 4.1%                          |
| Doctors, Dentists, & Veterinarians                | 5                    | -                          | 1                                   | 6                            | 4.1%                          |
| Science Professionals & Supv                      | 8                    | 1                          | -                                   | 9                            | 4.1%                          |
| Public Information & Media Professionals & Supv   | 3                    | -                          | 2                                   | 5                            | 4.0%                          |
| Clerks-Shipping, Storage & Related                | 3                    | -                          | 4                                   | 7                            | 3.9%                          |
| Administrative Support-General                    | 63                   | 5                          | 30                                  | 98                           | 3.8%                          |
| Human Resources Professionals & Supv              | 15                   | -                          | 4                                   | 19                           | 3.4%                          |
| Law Enforcement & Public Safety                   | 23                   | 3                          | 7                                   | 33                           | 3.1%                          |
| Administrative Support-Fiscal                     | 15                   | 1                          | 4                                   | 20                           | 3.1%                          |
| Teachers & Education Professionals & Supv         | 17                   | 1                          | 6                                   | 24                           | 3.1%                          |
| Management Information Technicians                | 4                    | -                          | -                                   | 4                            | 3.1%                          |
| Program Support Professionals & Supv              | 24                   | 5                          | 3                                   | 32                           | 2.7%                          |
| Administrators-Senior Executives                  | 10                   | 2                          | 3                                   | 15                           | 2.6%                          |
| Media Technicians                                 | -                    | 1                          | -                                   | 1                            | 2.2%                          |
| Fiscal & Related Professionals & Supv             | 19                   | 2                          | 3                                   | 24                           | 2.0%                          |
| Management Information Professionals & Supv       | 18                   | 2                          | 8                                   | 28                           | 1.9%                          |
| Attorneys                                         | 7                    | -                          | -                                   | 7                            | 1.9%                          |
| Environmental Specialists & Supv                  | 8                    | -                          | 1                                   | 9                            | 1.7%                          |
| Architects & Engineers                            | 16                   | 1                          | 1                                   | 18                           | 1.7%                          |
| Power Plant Occupations                           | 2                    | -                          | -                                   | 2                            | 1.6%                          |
| Natural Resources Professionals & Supv            | 8                    | -                          | -                                   | 8                            | 1.3%                          |
| Equal Opportunity Professionals & Supv            | 1                    | -                          | -                                   | 1                            | 1.3%                          |
| Real Estate Technicians, Professionals & Supv     | 1                    | 1                          | 1                                   | 3                            | 1.2%                          |
| Cleaning & Buildings-Supv                         | -                    | -                          | 1                                   | 1                            | 1.1%                          |
| Construction Trades                               | 2                    | -                          | -                                   | 2                            | 1.1%                          |
| Administrators-Others                             | 2                    | -                          | -                                   | 2                            | 1.0%                          |
| Aviation Occupations                              | -                    | -                          | -                                   | 0                            | 0.0%                          |
| Purchasing Professionals & Supv                   | -                    | -                          | -                                   | 0                            | 0.0%                          |
| Seamstress & Upholsterers                         | -                    | -                          | -                                   | 0                            | 0.0%                          |
| <b>Totals<sup>1</sup></b>                         | <b>1,181</b>         | <b>131</b>                 | <b>446</b>                          | <b>1,758</b>                 | <b>5.5%</b>                   |

**Note.** Separation means exit from state employment, not internal movement such as transfer, reclassification or promotion.  
Separation percent = Number of Separations other than retirement divided by the Job Group Employee Count as of 6/29/02.

<sup>1</sup>Excludes the University of Wisconsin System and Revisor of Statutes, due to unavailability of separations data.

<sup>2</sup>Involuntary Separations include discharges, layoffs and deaths.

Source: PMIS.

## CLASSIFICATIONS WITH THE HIGHEST RATE OF NON-RETIREMENT SEPARATIONS

### Permanent Classified Employees<sup>1</sup> - Fiscal Year 2002

#### Classifications with at least three non-retirement separations

| Classification                                | Voluntary Separation | Health/ Disability/ Family | Involuntary Separation <sup>2</sup> | Total Non-retire Separations | Non-retire Separation Percent |
|-----------------------------------------------|----------------------|----------------------------|-------------------------------------|------------------------------|-------------------------------|
| Produce Inspector-Objective                   | -                    | -                          | 7                                   | 7                            | 116.7%                        |
| Social Worker                                 | 7                    | 1                          | 2                                   | 10                           | 80.0%                         |
| Military Funeral Honors Team Membr            | 6                    | -                          | 2                                   | 8                            | 80.0%                         |
| Resident Care Technician 1                    | 150                  | 41                         | 93                                  | 284                          | 77.6%                         |
| Records Management Supervisor                 | 2                    | 1                          | -                                   | 3                            | 75.0%                         |
| Forestry Technician                           | -                    | -                          | 8                                   | 8                            | 61.5%                         |
| Research Scientist                            | 3                    | -                          | -                                   | 3                            | 60.0%                         |
| Nursing Assistant 1                           | 12                   | -                          | 8                                   | 20                           | 48.8%                         |
| Youth Counselor (A)                           | 10                   | -                          | 14                                  | 24                           | 37.5%                         |
| Nurse Practitioner                            | 3                    | -                          | -                                   | 3                            | 37.5%                         |
| Engineering Technician-Transportation         | 1                    | -                          | 8                                   | 9                            | 36.7%                         |
| Fisheries Technician                          | -                    | -                          | 12                                  | 12                           | 32.9%                         |
| Child Care Counselor 1                        | 3                    | -                          | -                                   | 3                            | 31.6%                         |
| Executive Staff Secretary                     | 2                    | -                          | 1                                   | 3                            | 28.6%                         |
| Food Service Assistant 1                      | 10                   | 1                          | 9                                   | 20                           | 27.8%                         |
| Unemployment Benefit Specialist 1             | 10                   | 1                          | 2                                   | 13                           | 27.1%                         |
| Disability Determination Spec-Entry           | 2                    | -                          | 2                                   | 4                            | 24.2%                         |
| Correctional Officer (A)                      | 178                  | 1                          | 14                                  | 193                          | 23.7%                         |
| Transportation Customer Rep 2 Field           | 3                    | -                          | 2                                   | 5                            | 23.3%                         |
| Experiential Recreation Specialist-Entry      | 2                    | -                          | 1                                   | 3                            | 21.4%                         |
| Child Nutrition Program Consultant            | -                    | 2                          | 1                                   | 3                            | 20.0%                         |
| Job Service Specialist 1                      | 5                    | -                          | -                                   | 5                            | 18.9%                         |
| Research Analyst 5                            | 3                    | -                          | -                                   | 3                            | 18.8%                         |
| Natural Resources Equipment Operator          | -                    | -                          | 3                                   | 3                            | 17.6%                         |
| Psychiatric Care Technician 1                 | 9                    | -                          | 12                                  | 21                           | 17.2%                         |
| Laborer                                       | 2                    | 1                          | 1                                   | 4                            | 17.0%                         |
| Engineering Technician-Transportation-Journey | 1                    | -                          | 9                                   | 10                           | 15.7%                         |
| Vocational Rehab Counselor-In Training        | 5                    | -                          | -                                   | 5                            | 14.9%                         |
| Social Worker-Corrections (B)                 | 3                    | -                          | 2                                   | 5                            | 14.9%                         |
| Officer (A)                                   | 3                    | -                          | 1                                   | 4                            | 14.8%                         |
| Nurse Clinician 2                             | 46                   | 5                          | 9                                   | 60                           | 14.3%                         |
| Social Worker-Advanced                        | 9                    | -                          | 2                                   | 11                           | 14.0%                         |
| Groundskeeper                                 | 3                    | -                          | 1                                   | 4                            | 13.6%                         |
| Environmental Analysis & Review Spec-Senior   | 3                    | -                          | -                                   | 3                            | 11.5%                         |
| Corrections Food Service Leader 2             | 7                    | -                          | 6                                   | 13                           | 11.5%                         |
| Engineering Technician-Transportation-Senior  | -                    | -                          | 4                                   | 4                            | 11.4%                         |
| Facilities Repair Worker 2                    | 1                    | -                          | 2                                   | 3                            | 11.1%                         |
| Program & Planning Analyst 3                  | 2                    | -                          | 1                                   | 3                            | 11.1%                         |
| Psychologist-Senior Doctorate                 | 9                    | -                          | 1                                   | 10                           | 11.0%                         |
| Nursing Assistant 2                           | 15                   | 5                          | 2                                   | 22                           | 10.7%                         |
| Teacher Assistant                             | 2                    | 2                          | -                                   | 4                            | 10.1%                         |
| Legal Secretary-Objective                     | 8                    | -                          | 4                                   | 12                           | 9.3%                          |
| Secretary Confidential                        | 3                    | 1                          | -                                   | 4                            | 9.0%                          |
| Program Assistant 1                           | 20                   | 1                          | 6                                   | 27                           | 8.6%                          |
| Forensic Scientist-Senior                     | 2                    | 1                          | -                                   | 3                            | 8.1%                          |

**Note.** Separation means exit from state employment, not internal movement such as transfer, reclassification or promotion.

Separation percent=Number of Separations divided by (Employee Count 6/30/01+Employee Count 6/29/02)/2

<sup>1</sup>Excludes the University of Wisconsin System and Revisor of Statutes, due to unavailability of separations data.

<sup>2</sup>Involuntary Separations include discharges, layoffs and deaths.

Source: PMIS.

**RETIREMENT ELIGIBILITY BY AGENCY COUNT<sup>1</sup>**  
**1 through 5-Year and 10-Year Eligibility for Permanent Classified Employees**

| Agency                           | 6/30/2002<br>Employee<br>Count | Count of Employees Eligible to Retire in: |              |              |              |              |               |
|----------------------------------|--------------------------------|-------------------------------------------|--------------|--------------|--------------|--------------|---------------|
|                                  |                                | 1 Year                                    | 2 Yrs        | 3 Yrs        | 4 Yrs        | 5 Yrs        | 10 Yrs        |
| Administration                   | 831                            | 30                                        | 46           | 64           | 82           | 124          | 287           |
| Adolescent Pregnancy Board       | 2                              |                                           |              |              |              |              |               |
| Ag, Trade & Consumer Protection  | 566                            | 24                                        | 33           | 43           | 49           | 69           | 199           |
| Aging and Long Term Care Board   | 24                             | 1                                         | 1            | 1            | 1            | 1            | 5             |
| Arts Board                       | 9                              |                                           |              |              |              | 2            | 4             |
| Commerce                         | 419                            | 13                                        | 17           | 24           | 36           | 50           | 137           |
| Commissioner of Insurance        | 136                            | 6                                         | 6            | 9            | 10           | 17           | 50            |
| Corrections                      | 9,203                          | 604                                       | 756          | 929          | 1,139        | 1,368        | 2,691         |
| Educational Communications Board | 69                             | 1                                         | 3            | 7            | 9            | 12           | 27            |
| Elections Board                  | 11                             |                                           |              | 1            | 1            | 1            | 4             |
| Electronic Government            | 217                            | 5                                         | 7            | 11           | 15           | 21           | 72            |
| Employee Trust Funds             | 188                            | 9                                         | 11           | 15           | 20           | 26           | 72            |
| Employment Relations             | 66                             | 3                                         | 3            | 4            | 4            | 6            | 18            |
| Employment Relations Commission  | 25                             |                                           | 2            | 3            | 3            | 4            | 14            |
| Ethics Board                     | 6                              |                                           |              |              |              | 2            | 3             |
| Financial Institutions           | 149                            | 5                                         | 9            | 19           | 22           | 28           | 51            |
| Health & Family Services         | 6,380                          | 275                                       | 372          | 493          | 647          | 802          | 1,906         |
| Higher Educational Aids Board    | 11                             |                                           |              |              | 1            | 1            | 3             |
| Historical Society               | 141                            | 5                                         | 9            | 17           | 22           | 27           | 55            |
| Investment Board                 | 4                              |                                           |              |              |              |              | 1             |
| Justice                          | 537                            | 28                                        | 39           | 52           | 69           | 84           | 184           |
| Lower WI State Riverway Board    | 1                              |                                           |              |              |              |              |               |
| Military Affairs                 | 346                            | 16                                        | 27           | 36           | 45           | 61           | 125           |
| Natural Resources                | 2,887                          | 127                                       | 188          | 259          | 344          | 441          | 1,037         |
| Personnel Commission             | 6                              |                                           |              |              |              |              | 2             |
| Public Instruction               | 641                            | 38                                        | 48           | 63           | 90           | 108          | 244           |
| Public Lands Board               | 7                              | 1                                         | 1            | 1            | 1            | 1            | 3             |
| Public Service Commission        | 163                            | 3                                         | 4            | 10           | 17           | 27           | 68            |
| Regulation & Licensing           | 116                            | 5                                         | 5            | 7            | 9            | 15           | 47            |
| Retirement Research Committee    | 1                              |                                           |              |              |              |              | 1             |
| Revenue                          | 1,203                          | 68                                        | 102          | 134          | 189          | 230          | 497           |
| Revisor of Statutes              | 10                             |                                           |              |              | 1            | 1            | 5             |
| Secretary of State               | 7                              |                                           |              |              |              |              | 2             |
| State Fair Park Board            | 17                             |                                           |              |              |              |              | 2             |
| State Public Defender Office     | 230                            | 3                                         | 3            | 4            | 7            | 13           | 47            |
| State Treasurer                  | 16                             |                                           |              | 2            | 3            | 3            | 7             |
| TEACH Board                      | 6                              |                                           |              | 1            | 1            | 1            | 2             |
| Technical College System Board   | 65                             | 5                                         | 8            | 10           | 13           | 15           | 40            |
| Tourism                          | 52                             |                                           | 2            | 2            | 2            | 4            | 10            |
| Transportation                   | 3,823                          | 193                                       | 277          | 422          | 541          | 633          | 1,293         |
| University of Wisconsin System   | 9,606                          | 391                                       | 580          | 853          | 1,156        | 1,487        | 3,532         |
| Veterans Affairs                 | 889                            | 12                                        | 24           | 43           | 73           | 94           | 247           |
| Workforce Development            | 2,258                          | 148                                       | 217          | 310          | 416          | 502          | 961           |
| <b>Grand Total</b>               | <b>41,344</b>                  | <b>2,019</b>                              | <b>2,800</b> | <b>3,849</b> | <b>5,038</b> | <b>6,281</b> | <b>13,955</b> |

**Note.** Retirement eligibility counts are cumulative. For example, 64 Administration employees are eligible to retire in 3 years or less.

<sup>1</sup>Retirement with no actuarial age reduction factor, including:

- General classified employees attaining both the age of 57 and 30 years of service, or age 65 regardless of years of service;
- Employees in "protective occupations" attaining both age 53 and 25 years of service, or age 54 regardless of years of service.

Source: PMIS, pay period 14C ending June 29, 2002.

**RETIREMENT ELIGIBILITY BY AGENCY PERCENTAGE<sup>1</sup>**  
**1 through 5-Year and 10-Year Eligibility for Permanent Classified Employees**

| Agency                           | 6/30/2002<br>Employee<br>Count | Percentage of Employees Eligible to Retire in: |             |             |              |              |              |
|----------------------------------|--------------------------------|------------------------------------------------|-------------|-------------|--------------|--------------|--------------|
|                                  |                                | 1 Year                                         | 2 Yrs       | 3 Yrs       | 4 Yrs        | 5 Yrs        | 10 Yrs       |
| Administration                   | 831                            | 3.6%                                           | 5.5%        | 7.7%        | 9.9%         | 14.9%        | 34.5%        |
| Adolescent Pregnancy Board       | 2                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 0.0%         |
| Ag, Trade & Consumer Protection  | 566                            | 4.2%                                           | 5.8%        | 7.6%        | 8.7%         | 12.2%        | 35.2%        |
| Aging and Long Term Care Board   | 24                             | 4.2%                                           | 4.2%        | 4.2%        | 4.2%         | 4.2%         | 20.8%        |
| Arts Board                       | 9                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 22.2%        | 44.4%        |
| Commerce                         | 419                            | 3.1%                                           | 4.1%        | 5.7%        | 8.6%         | 11.9%        | 32.7%        |
| Commissioner of Insurance        | 136                            | 4.4%                                           | 4.4%        | 6.6%        | 7.4%         | 12.5%        | 36.8%        |
| Corrections                      | 9,203                          | 6.6%                                           | 8.2%        | 10.1%       | 12.4%        | 14.9%        | 29.2%        |
| Educational Communications Board | 69                             | 1.4%                                           | 4.3%        | 10.1%       | 13.0%        | 17.4%        | 39.1%        |
| Elections Board                  | 11                             | 0.0%                                           | 0.0%        | 9.1%        | 9.1%         | 9.1%         | 36.4%        |
| Electronic Government            | 217                            | 2.3%                                           | 3.2%        | 5.1%        | 6.9%         | 9.7%         | 33.2%        |
| Employee Trust Funds             | 188                            | 4.8%                                           | 5.9%        | 8.0%        | 10.6%        | 13.8%        | 38.3%        |
| Employment Relations             | 66                             | 4.5%                                           | 4.5%        | 6.1%        | 6.1%         | 9.1%         | 27.3%        |
| Employment Relations Commission  | 25                             | 0.0%                                           | 8.0%        | 12.0%       | 12.0%        | 16.0%        | 56.0%        |
| Ethics Board                     | 6                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 33.3%        | 50.0%        |
| Financial Institutions           | 149                            | 3.4%                                           | 6.0%        | 12.8%       | 14.8%        | 18.8%        | 34.2%        |
| Health & Family Services         | 6,380                          | 4.3%                                           | 5.8%        | 7.7%        | 10.1%        | 12.6%        | 29.9%        |
| Higher Educational Aids Board    | 11                             | 0.0%                                           | 0.0%        | 0.0%        | 9.1%         | 9.1%         | 27.3%        |
| Historical Society               | 141                            | 3.5%                                           | 6.4%        | 12.1%       | 15.6%        | 19.1%        | 39.0%        |
| Investment Board                 | 4                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 25.0%        |
| Justice                          | 537                            | 5.2%                                           | 7.3%        | 9.7%        | 12.8%        | 15.6%        | 34.3%        |
| Lower WI State Riverway Board    | 1                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 0.0%         |
| Military Affairs                 | 346                            | 4.6%                                           | 7.8%        | 10.4%       | 13.0%        | 17.6%        | 36.1%        |
| Natural Resources                | 2,887                          | 4.4%                                           | 6.5%        | 9.0%        | 11.9%        | 15.3%        | 35.9%        |
| Personnel Commission             | 6                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 33.3%        |
| Public Instruction               | 641                            | 5.9%                                           | 7.5%        | 9.8%        | 14.0%        | 16.8%        | 38.1%        |
| Public Lands Board               | 7                              | 14.3%                                          | 14.3%       | 14.3%       | 14.3%        | 14.3%        | 42.9%        |
| Public Service Commission        | 163                            | 1.8%                                           | 2.5%        | 6.1%        | 10.4%        | 16.6%        | 41.7%        |
| Regulation & Licensing           | 116                            | 4.3%                                           | 4.3%        | 6.0%        | 7.8%         | 12.9%        | 40.5%        |
| Retirement Research Committee    | 1                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 100.0%       |
| Revenue                          | 1,203                          | 5.7%                                           | 8.5%        | 11.1%       | 15.7%        | 19.1%        | 41.3%        |
| Revisor of Statutes              | 10                             | 0.0%                                           | 0.0%        | 0.0%        | 10.0%        | 10.0%        | 50.0%        |
| Secretary of State               | 7                              | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 28.6%        |
| State Fair Park Board            | 17                             | 0.0%                                           | 0.0%        | 0.0%        | 0.0%         | 0.0%         | 11.8%        |
| State Public Defender Office     | 230                            | 1.3%                                           | 1.3%        | 1.7%        | 3.0%         | 5.7%         | 20.4%        |
| State Treasurer                  | 16                             | 0.0%                                           | 0.0%        | 12.5%       | 18.8%        | 18.8%        | 43.8%        |
| TEACH Board                      | 6                              | 0.0%                                           | 0.0%        | 16.7%       | 16.7%        | 16.7%        | 33.3%        |
| Technical College System Board   | 65                             | 7.7%                                           | 12.3%       | 15.4%       | 20.0%        | 23.1%        | 61.5%        |
| Tourism                          | 52                             | 0.0%                                           | 3.8%        | 3.8%        | 3.8%         | 7.7%         | 19.2%        |
| Transportation                   | 3,823                          | 5.0%                                           | 7.2%        | 11.0%       | 14.2%        | 16.6%        | 33.8%        |
| University of Wisconsin System   | 9,606                          | 4.1%                                           | 6.0%        | 8.9%        | 12.0%        | 15.5%        | 36.8%        |
| Veterans Affairs                 | 889                            | 1.3%                                           | 2.7%        | 4.8%        | 8.2%         | 10.6%        | 27.8%        |
| Workforce Development            | 2,258                          | 6.6%                                           | 9.6%        | 13.7%       | 18.4%        | 22.2%        | 42.6%        |
| <b>Grand Total</b>               | <b>41,344</b>                  | <b>4.9%</b>                                    | <b>6.8%</b> | <b>9.3%</b> | <b>12.2%</b> | <b>15.2%</b> | <b>33.8%</b> |

**Note.** Retirement eligibility counts are cumulative, e.g., 7.7% of Administration employees are eligible to retire in 3 years or less.

<sup>1</sup>Retirement with no actuarial age reduction factor, including:

- General classified employees attaining both the age of 57 and 30 years of service, or age 65 regardless of years of service;
- Employees in "protective occupations" attaining both age 53 and 25 years of service, or age 54 regardless of years of service.

Source: PMIS, pay period 14C ending June 29, 2002.

**RETIREMENT ELIGIBILITY BY JOB GROUP<sup>1</sup>**  
**Ten-Year Projection**

| Job Group                                         | Count of<br>Employees in<br>Job Group | Employees Retirement-<br>Eligible Within 10 Years<br>(6/30/12) | Percentage of<br>Group |
|---------------------------------------------------|---------------------------------------|----------------------------------------------------------------|------------------------|
| Aviation Occupations                              | 17                                    | 11                                                             | 64.7%                  |
| Administrators-Senior Executives                  | 591                                   | 364                                                            | 61.6%                  |
| Administrators-Others                             | 208                                   | 112                                                            | 53.8%                  |
| Real Estate Technicians, Professionals & Supv     | 243                                   | 127                                                            | 52.3%                  |
| Purchasing Professionals & Supv                   | 191                                   | 94                                                             | 49.2%                  |
| Equal Opportunity Professionals & Supv            | 83                                    | 40                                                             | 48.2%                  |
| Librarians, Archivists, & Curators                | 137                                   | 65                                                             | 47.4%                  |
| Attorneys                                         | 378                                   | 175                                                            | 46.3%                  |
| Human Resources Professionals & Supv              | 627                                   | 281                                                            | 44.8%                  |
| Seamstress & Upholsterers                         | 16                                    | 7                                                              | 43.8%                  |
| Administrative Support-General                    | 4,171                                 | 1,770                                                          | 42.4%                  |
| Claims Determination & Collections-Prof/Supv      | 477                                   | 202                                                            | 42.3%                  |
| Fiscal & Related Professionals & Supv             | 1,430                                 | 588                                                            | 41.1%                  |
| Cleaning & Buildings-Supv                         | 274                                   | 112                                                            | 40.9%                  |
| Clerks-Shipping, Storage & Related                | 334                                   | 132                                                            | 39.5%                  |
| Media Technicians                                 | 123                                   | 48                                                             | 39.0%                  |
| Administrative Support-Fiscal                     | 1,260                                 | 486                                                            | 38.6%                  |
| Program Support Professionals & Supv              | 1,334                                 | 505                                                            | 37.9%                  |
| Doctors, Dentists, & Veterinarians                | 151                                   | 57                                                             | 37.7%                  |
| Miscellaneous Mechanics & Repairers               | 137                                   | 51                                                             | 37.2%                  |
| Inspectors & Investigators-Products & Services    | 339                                   | 126                                                            | 37.2%                  |
| Natural Resources Professionals & Supv            | 604                                   | 224                                                            | 37.1%                  |
| Management Information Technicians                | 275                                   | 100                                                            | 36.4%                  |
| Mechanical Equipment, Construction & Repair       | 783                                   | 284                                                            | 36.3%                  |
| Agricultural & Natural Resources Technicians      | 663                                   | 237                                                            | 35.7%                  |
| Laboratory Technicians                            | 196                                   | 67                                                             | 34.2%                  |
| Inspectors & Investigators-Materials & Structures | 91                                    | 31                                                             | 34.1%                  |
| General Clerical Occupations                      | 3,450                                 | 1,171                                                          | 33.9%                  |
| Technicians-Health Care & Related                 | 461                                   | 155                                                            | 33.6%                  |
| Teachers & Education Professionals & Supv         | 779                                   | 259                                                            | 33.2%                  |
| Law Enforcement & Public Safety                   | 1,258                                 | 409                                                            | 32.5%                  |
| Planning & Research Professionals & Supv          | 759                                   | 242                                                            | 31.9%                  |
| Corrections Occupations                           | 5,127                                 | 1,603                                                          | 31.3%                  |
| Construction Trades                               | 532                                   | 165                                                            | 31.0%                  |
| Technicians-Engineering & Related                 | 891                                   | 275                                                            | 30.9%                  |
| General Laborers                                  | 1,628                                 | 494                                                            | 30.3%                  |
| Patient Care Professionals & Supv                 | 795                                   | 238                                                            | 29.9%                  |
| Public Information & Media Professionals & Supv   | 151                                   | 45                                                             | 29.8%                  |
| Psychologists                                     | 178                                   | 53                                                             | 29.8%                  |
| Power Plant Occupations                           | 261                                   | 76                                                             | 29.1%                  |
| Environmental Specialists & Supv                  | 535                                   | 154                                                            | 28.8%                  |
| Social Services Professionals & Supv              | 2,717                                 | 766                                                            | 28.2%                  |
| Management Information Professionals & Supv       | 2,204                                 | 594                                                            | 27.0%                  |
| Science Professionals & Supv                      | 412                                   | 107                                                            | 26.0%                  |
| Communication Equipment Operators                 | 81                                    | 20                                                             | 24.7%                  |
| Architects & Engineers                            | 1,085                                 | 248                                                            | 22.9%                  |
| Health Therapists                                 | 164                                   | 35                                                             | 21.3%                  |
| Food Production & Food Service                    | 752                                   | 155                                                            | 20.6%                  |
| Personal Care Aides                               | 1,926                                 | 388                                                            | 20.1%                  |
| Dietitians & Nutritionists                        | 65                                    | 10                                                             | 15.4%                  |

**Note. Data includes Permanent Classified employees only.**

<sup>1</sup>Retirement with no actuarial age reduction factor. (See "Retirement eligibility" in glossary for more information.)

Source: PMIS, pay period 14C ending June 29, 2002.

## RETIREMENT ELIGIBILITY BY CLASSIFICATION<sup>1</sup>

### Five-Year Projection

Classifications with at least 8 employees

| Classification                                   | Current Employee Count | Percent Retirement-Eligible Within Five Years (6/30/07) |
|--------------------------------------------------|------------------------|---------------------------------------------------------|
| <i>Excise Tax Agent-Senior*</i>                  | 8                      | 75.0%                                                   |
| Unemployment Tax & Accounting Specialist-Senior  | 24                     | 66.7%                                                   |
| Juvenile Review & Release Specialist             | 8                      | 62.5%                                                   |
| Laboratory Technical Support Supervisor          | 15                     | 60.0%                                                   |
| Technical Typist-Senior                          | 17                     | 58.8%                                                   |
| DWD Manager                                      | 25                     | 56.0%                                                   |
| Securities Examiner-Senior                       | 9                      | 55.6%                                                   |
| Surveyor-Advanced 2                              | 8                      | 50.0%                                                   |
| <i>Corrections Field Supervisor*</i>             | 111                    | 48.6%                                                   |
| DOT Engineering Chief                            | 37                     | 48.6%                                                   |
| Correctional Services Manager                    | 37                     | 48.6%                                                   |
| Revenue Tax Specialist 3                         | 11                     | 45.5%                                                   |
| Chemist Supervisor                               | 11                     | 45.5%                                                   |
| Insurance Examiner-Journey                       | 9                      | 44.4%                                                   |
| Revenue Field Auditor 7                          | 35                     | 42.9%                                                   |
| Property Assessment Specialist-Advanced          | 43                     | 41.9%                                                   |
| Physician                                        | 34                     | 41.2%                                                   |
| Revenue Management Supervisor                    | 17                     | 41.2%                                                   |
| Warden                                           | 17                     | 41.2%                                                   |
| Financial Manager                                | 22                     | 40.9%                                                   |
| Disability Determination Supervisor              | 15                     | 40.0%                                                   |
| Executive Staff Assistant Supervisor             | 10                     | 40.0%                                                   |
| Attorney Management                              | 23                     | 39.1%                                                   |
| Employment & Training Supervisor                 | 23                     | 39.1%                                                   |
| Equal Rights Officer-Senior                      | 41                     | 39.0%                                                   |
| Revenue Auditor 4                                | 26                     | 38.5%                                                   |
| University Benefit Specialist 2                  | 13                     | 38.5%                                                   |
| Trust Funds Specialist 2                         | 13                     | 38.5%                                                   |
| Transportation Customer Representative-Lead      | 13                     | 38.5%                                                   |
| Academic Department Manager                      | 21                     | 38.1%                                                   |
| Academic Department Supervisor                   | 29                     | 37.9%                                                   |
| Revenue Tax Specialist 2                         | 8                      | 37.5%                                                   |
| Crime Victim Claims Specialist-Objective         | 8                      | 37.5%                                                   |
| Records Management Program Supervisor            | 8                      | 37.5%                                                   |
| Quality Assurance Program Specialist-Senior      | 8                      | 37.5%                                                   |
| Offender Registrar                               | 8                      | 37.5%                                                   |
| Attorney Confidential/Supervisor                 | 8                      | 37.5%                                                   |
| Vocational Rehabilitation Specialist 3           | 8                      | 37.5%                                                   |
| <i>Fire/Crash Rescue Specialist 3*</i>           | 8                      | 37.5%                                                   |
| Revenue Agent 4                                  | 8                      | 37.5%                                                   |
| Vocational Rehabilitation Supervisor             | 19                     | 36.8%                                                   |
| IS Operations Support Technician-Senior          | 44                     | 36.4%                                                   |
| <i>Aircraft Pilot*</i>                           | 11                     | 36.4%                                                   |
| Engineering Specialist Transportation Advanced 2 | 163                    | 36.2%                                                   |
| Librarian                                        | 61                     | 36.1%                                                   |

**Note.** \*Classifications in *italics* are designated as "protective occupations" (see definition in glossary).

<sup>1</sup>Retirement with no actuarial age reduction factor, including:

- General classified employees attaining both the age of 57 and 30 years of service, or age 65 regardless of years of service;
- Employees in "protective occupations" attaining both age 53 and 25 years of service, or age 54 regardless of years of service.

Source: PMIS, pay period 14C ending June 29, 2002.



## RETIREMENT ELIGIBILITY BY CLASSIFICATION<sup>1</sup>

### Ten-Year Projection

Classifications with at least 8 employees

| Classification                                  | Current<br>Employee Count | Percent Retirement-<br>Eligible Within Ten Years<br>(6/30/12) |
|-------------------------------------------------|---------------------------|---------------------------------------------------------------|
| Property Assessment Supervisor                  | 12                        | 91.7%                                                         |
| Securities Examiner-Senior                      | 9                         | 88.9%                                                         |
| Warden                                          | 17                        | 88.2%                                                         |
| <i>Excise Tax Agent-Senior*</i>                 | 8                         | 87.5%                                                         |
| Attorney Management                             | 23                        | 82.6%                                                         |
| <i>Aircraft Pilot*</i>                          | 11                        | 81.8%                                                         |
| DWD Manager                                     | 25                        | 80.0%                                                         |
| Executive Staff Assistant Supervisor            | 10                        | 80.0%                                                         |
| University Executive Staff Assistant            | 20                        | 80.0%                                                         |
| Histology Technician-Senior                     | 9                         | 77.8%                                                         |
| Unemployment Compensation Associate 2           | 13                        | 76.9%                                                         |
| Correctional Services Manager                   | 37                        | 75.7%                                                         |
| Unemployment Tax & Accounting Specialist-Senior | 24                        | 75.0%                                                         |
| Juvenile Review & Release Specialist            | 8                         | 75.0%                                                         |
| Quality Assurance Program Specialist-Senior     | 8                         | 75.0%                                                         |
| Attorney Confidential/Supervisor                | 8                         | 75.0%                                                         |
| Vocational Rehabilitation Specialist 3          | 8                         | 75.0%                                                         |
| Physician Supervisor                            | 8                         | 75.0%                                                         |
| Grain Inspector-Leadworker                      | 8                         | 75.0%                                                         |
| Human Resources Manager                         | 23                        | 73.9%                                                         |
| Disability Determination Supervisor             | 15                        | 73.3%                                                         |
| Purchasing Agent-Senior                         | 45                        | 73.3%                                                         |
| Architect/Engineer Manager                      | 14                        | 71.4%                                                         |
| Administrative Support Assistant 1              | 14                        | 71.4%                                                         |
| Disability Claims Specialist                    | 21                        | 71.4%                                                         |
| Natural Resources Region Program Manager        | 17                        | 70.6%                                                         |
| Unemployment Insurance Supervisor               | 30                        | 70.0%                                                         |
| Security Supervisor                             | 10                        | 70.0%                                                         |
| Information Technology Manager                  | 10                        | 70.0%                                                         |
| Transportation Customer Representative 4-Lead   | 10                        | 70.0%                                                         |
| Trust Funds Specialist 2                        | 13                        | 69.2%                                                         |
| Transportation Customer Representative-Lead     | 13                        | 69.2%                                                         |
| University Business Specialist 1                | 13                        | 69.2%                                                         |
| <i>Police Lieutenant*</i>                       | 13                        | 69.2%                                                         |
| Equal Rights Officer-Senior                     | 41                        | 68.3%                                                         |
| Workforce Development Program Manager           | 22                        | 68.2%                                                         |
| Natural Resources Basin Supervisor              | 34                        | 67.6%                                                         |
| Property Assessment Specialist-Advanced         | 43                        | 67.4%                                                         |
| Insurance Examiner-Journey                      | 9                         | 66.7%                                                         |
| Regional Water Program Expert                   | 12                        | 66.7%                                                         |
| PE/Sports Equipment Area Coordinator            | 18                        | 66.7%                                                         |
| Revenue Customer Service Representative Entry   | 9                         | 66.7%                                                         |
| Shop Supervisor                                 | 9                         | 66.7%                                                         |
| UW Agriculture Supervisor                       | 12                        | 66.7%                                                         |
| Student Status Examiner 2                       | 65                        | 66.2%                                                         |

**Note.** \*Classifications in *italics* are designated as "protective occupations" (see definition in glossary).

<sup>1</sup>Retirement with no actuarial age reduction factor, including:

-- General classified employees attaining both the age of 57 and 30 years of service, or age 65 regardless of years of service;

-- Employees in "protective occupations" attaining both age 53 and 25 years of service, or age 54 regardless of years of service

Source: PMIS, pay period 14C ending June 29, 2002.



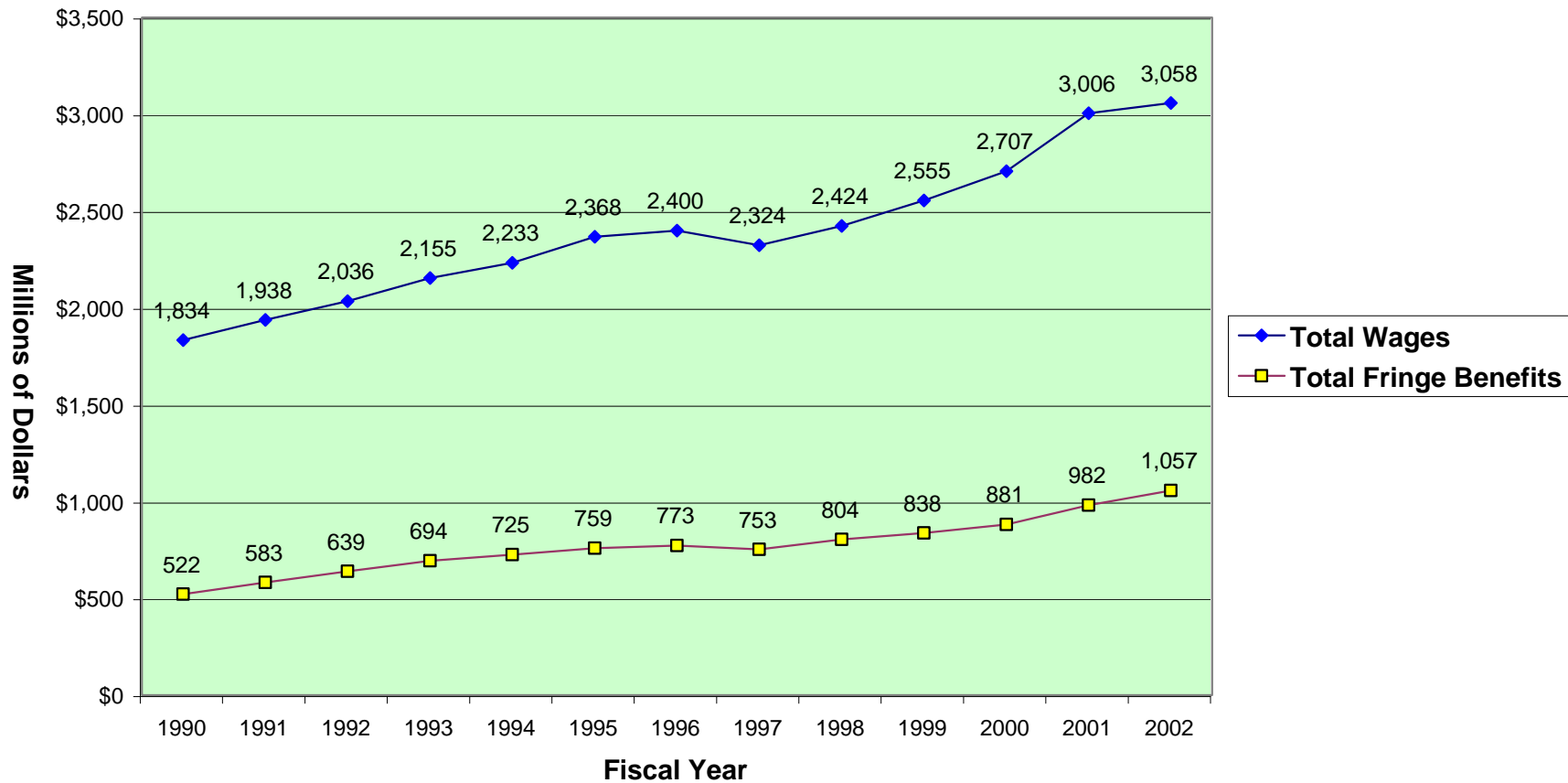
# COMPENSATION AND BENEFITS

This section highlights base pay compensation by various employee groupings, and prominent employee benefits such as leave and health insurance. By contrast with other sections of this Fact Book that report exclusively on the permanent classified workforce, historical pay and health insurance charts in this section show data encompassing state employees of all types, including unclassified, temporary, and faculty and academic staff.

## ***DID YOU KNOW . . .***

- The University of Wisconsin System accounts for almost 50% of total state employee wages and benefits?
- As of June 2002, the average annual base pay of permanent classified employees was about \$38,000, while the median was about \$34,450?
- The average full-time employee took about 8-1/4 days of sick leave in 2001?
- The state's monthly health insurance premium contribution per employee in calendar year 2002 was 14.0% greater than in 2001, and 34.5% greater than in calendar year 2000?

**TOTAL STATE WAGE AND FRINGE BENEFIT COSTS: 1990-2002**  
**All State Employees, including Classified, Unclassified and Temporary Employees, and UW System Faculty and Academic Staff**

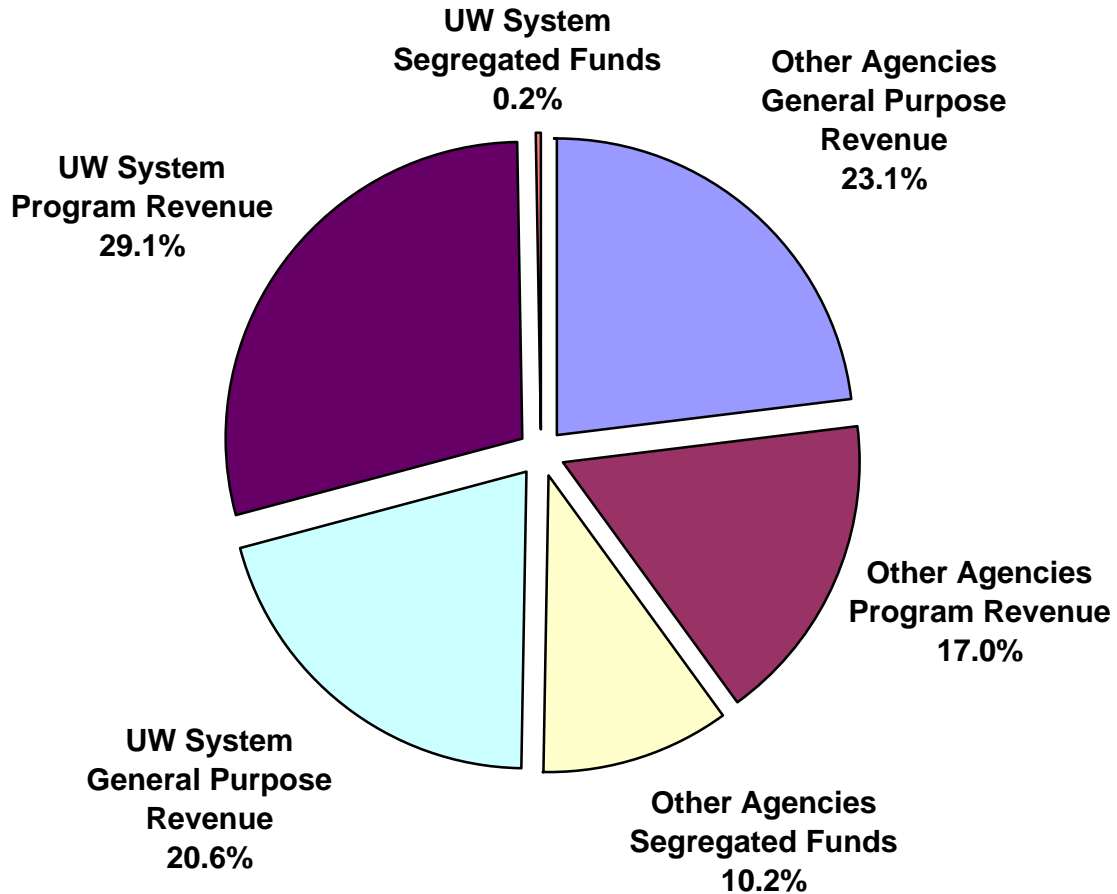


**Note.** The decline in wage and fringe benefit costs from 1996 to 1997 was due to the establishment of the University of Wisconsin Hospital & Clinics Board & Authority, which separated these entities from state funding for wages and benefits.

Fringe benefits include Unemployment Compensation, Workers Compensation, Wage Continuation Insurance, Social Security, Medicare, Employee Reimbursement Account administrative fees, Health Insurance, Life Insurance, Retirement Funds, Sick Leave Conversion, nonsalary related legal settlements, and unallocated transfers.

Source: Department of Administration, State Controller's Office

**TOTAL STATE WAGES AND BENEFITS BY FUND SOURCE**  
**Fiscal Year 2002**



**Note.** Total State Wages for Fiscal Year 2002 equaled \$3.06 billion.  
 Total State "fringe" benefits for Fiscal Year 2002 equaled \$1.06 billion.

Fringe benefits include Unemployment Compensation, Workers Compensation, Wage Continuation Insurance, Social Security, Medicare, Employee Reimbursement Account administrative fees, Health Insurance, Life Insurance, Retirement Funds, Sick Leave Conversion, nonsalary related legal settlements, and unallocated transfers.

**Definitions:**  
**General Purpose Revenue** - general taxes and miscellaneous receipts and revenues  
**Program Revenue** - revenues appropriated by law to finance a specific program or agency  
**Segregated Funds** - funds created for and limited to a specific purpose

*See s. 20.001, Wis. Stats., for complete revenue definitions.*

**Source:** Department of Administration, State Controller's Office

**AVERAGE AND MEDIAN BASE PAY BY BARGAINING UNIT**  
**Permanent Classified Employees - June 2002**

| Bargaining Unit                                                              | Average Base Hourly Pay | Median Base Hourly Pay <sup>4</sup> | Full-Time-Equivalent Employees | Annualized Base Payroll |
|------------------------------------------------------------------------------|-------------------------|-------------------------------------|--------------------------------|-------------------------|
| <b><i>Represented Units</i></b>                                              |                         |                                     |                                |                         |
| Administrative Support                                                       | \$13.35                 | \$13.17                             | 6,898.5                        | \$192,337,006           |
| Blue Collar & Non-Building Trades                                            | 11.61                   | 11.37                               | 3,769.0                        | 91,405,810              |
| Building Trades Crafts <sup>1</sup>                                          | 27.85                   | 28.93                               | 468.2                          | 27,225,499              |
| Security and Public Safety                                                   | 15.22                   | 15.29                               | 5,450.4                        | 173,203,199             |
| Technical                                                                    | 14.04                   | 13.37                               | 3,510.5                        | 102,923,563             |
| Fiscal and Staff Services                                                    | 21.98                   | 21.09                               | 4,664.4                        | 214,042,827             |
| Research, Statistics & Analysis                                              | 19.46                   | 19.02                               | 99.3                           | 4,035,756               |
| Legal                                                                        | 38.48                   | 40.27                               | 291.6                          | 23,430,965              |
| Patient Treatment                                                            | 58.22                   | 60.00                               | 83.6                           | 10,166,821              |
| Patient Care                                                                 | 22.82                   | 22.01                               | 874.8                          | 41,684,504              |
| Social Services                                                              | 18.13                   | 18.34                               | 3,176.8                        | 120,290,979             |
| Education                                                                    | 21.72                   | 20.94                               | 749.9                          | 34,003,726              |
| Engineering                                                                  | 23.14                   | 22.98                               | 1,389.6                        | 67,152,313              |
| Science                                                                      | 20.76                   | 20.26                               | 1,319.3                        | 57,191,322              |
| Law Enforcement                                                              | 18.44                   | 17.41                               | 939.2                          | 36,155,518              |
| <b><i>Non-Represented Statutorily Defined Units<sup>2</sup></i></b>          |                         |                                     |                                |                         |
| Supervisory (non-professional)                                               | 19.33                   | 18.66                               | 1,526.3                        | 61,612,331              |
| Supervisory (professional)                                                   | 26.24                   | 25.05                               | 1,634.3                        | 89,534,558              |
| <b><i>Classified Employees Ineligible for Representation<sup>3</sup></i></b> |                         |                                     |                                |                         |
| Confidential Non-supervisory                                                 | 19.32                   | 18.09                               | 1,465.3                        | 59,105,638              |
| Confidential Supervisory                                                     | 30.84                   | 30.76                               | 744.1                          | 47,917,173              |
| Executive & Management                                                       | 34.52                   | 34.67                               | 912.2                          | 65,744,269              |
| <b>Total All Classified Employees</b>                                        | <b>\$18.20</b>          | <b>\$16.50</b>                      | <b>39,967.1</b>                | <b>\$1,519,163,777</b>  |

**Note.** This table includes only classified employee bargaining units. Bargaining units are established under s. 111.825, Wisconsin Statutes. Other statutory bargaining units include unclassified Assistant District Attorneys, Assistant State Public Defender Attorneys, three units of UW System Graduate Assistants, and units for the University of Wisconsin Hospital & Clinics Board.

<sup>1</sup>If electing state-sponsored health insurance coverage, Building Trades Crafts employees must pay the full premium amount; the state does not contribute to health insurance coverage.

<sup>2</sup>These units of supervisors are statutorily defined bargaining units, but have not chosen union representation.

<sup>3</sup>These classified employee groups are statutorily barred from union representation.

<sup>4</sup>The median is the middle number when all numbers are sorted from smallest to largest. Because in most bargaining units more employees are clustered at lower pay levels and fewer employees are dispersed across higher pay levels, the median pay rate is typically less than the average pay rate.

Source: PMIS, pay period 14C, ending June 29, 2002.

**AVERAGE AND MEDIAN BASE PAY BY AGENCY**  
**Permanent Classified Employees - June 2002**

| Agency                           | Average Base<br>Hourly Pay | Median Base<br>Hourly Pay | Full-Time-<br>Equivalent<br>Employees | Annualized<br>Base Payroll |
|----------------------------------|----------------------------|---------------------------|---------------------------------------|----------------------------|
| Administration                   | \$22.24                    | \$20.09                   | 815.6                                 | \$37,868,364               |
| Adolescent Pregnancy Board       | 19.74                      | 17.75                     | 1.5                                   | 61,812                     |
| Ag, Trade & Consumer Protection  | 19.31                      | 18.50                     | 546.2                                 | 22,020,532                 |
| Aging and Long Term Care Board   | 17.69                      | 16.17                     | 23.0                                  | 849,560                    |
| Arts Board                       | 17.54                      | 17.48                     | 9.0                                   | 329,641                    |
| Commerce                         | 20.77                      | 19.68                     | 408.5                                 | 17,719,049                 |
| Commissioner of Insurance        | 22.53                      | 21.28                     | 131.0                                 | 6,161,529                  |
| Corrections                      | 16.78                      | 15.94                     | 9,072.9                               | 317,977,243                |
| Educational Communications Board | 19.52                      | 17.77                     | 65.8                                  | 2,680,287                  |
| Elections Board                  | 19.09                      | 15.81                     | 11.0                                  | 438,382                    |
| Electronic Government            | 28.10                      | 30.74                     | 215.3                                 | 12,630,214                 |
| Employee Trust Funds             | 20.67                      | 18.64                     | 175.4                                 | 7,569,255                  |
| Employment Relations             | 22.33                      | 20.86                     | 65.5                                  | 3,054,364                  |
| Employment Relations Commission  | 30.70                      | 35.90                     | 24.5                                  | 1,570,561                  |
| Ethics Board                     | 21.78                      | 18.42                     | 5.5                                   | 250,155                    |
| Financial Institutions           | 21.90                      | 21.72                     | 147.0                                 | 6,722,542                  |
| Health & Family Services         | 17.98                      | 15.92                     | 6,039.1                               | 226,711,503                |
| Higher Educational Aids Board    | 17.12                      | 17.63                     | 11.0                                  | 393,166                    |
| Historical Society               | 19.74                      | 18.60                     | 134.3                                 | 5,536,638                  |
| Investment Board                 | 12.16                      | 11.60                     | 4.0                                   | 101,550                    |
| Justice                          | 23.95                      | 21.52                     | 524.2                                 | 26,208,603                 |
| Lower WI State Riverway Board    | 10.90                      | 10.90                     | 1.0                                   | 22,765                     |
| Military Affairs                 | 14.99                      | 13.77                     | 334.2                                 | 10,457,396                 |
| Natural Resources                | 20.94                      | 19.80                     | 2,811.4                               | 122,945,336                |
| Personnel Commission             | 22.80                      | 20.13                     | 6.0                                   | 285,588                    |
| Public Instruction               | 21.29                      | 19.47                     | 585.3                                 | 26,026,162                 |
| Public Lands Board               | 20.54                      | 19.31                     | 7.0                                   | 300,225                    |
| Public Service Commission        | 24.82                      | 24.34                     | 158.0                                 | 8,188,422                  |
| Regulation & Licensing           | 20.39                      | 17.48                     | 114.0                                 | 4,853,250                  |
| Retirement Research Committee    | 16.98                      | 16.98                     | 1.0                                   | 35,448                     |
| Revenue                          | 20.10                      | 19.33                     | 1,180.1                               | 49,523,665                 |
| Revisor of Statutes              | 25.37                      | 19.15                     | 10.0                                  | 529,809                    |
| Secretary of State               | 15.37                      | 13.17                     | 5.5                                   | 176,531                    |
| State Fair Park Board            | 12.65                      | 11.21                     | 16.5                                  | 436,518                    |
| State Public Defender Office     | 16.22                      | 14.39                     | 204.0                                 | 6,907,277                  |
| State Treasurer                  | 20.22                      | 19.48                     | 15.5                                  | 654,379                    |
| TEACH Board                      | 26.13                      | 23.04                     | 6.0                                   | 327,371                    |
| Technical College System Board   | 26.90                      | 27.01                     | 64.3                                  | 3,610,911                  |
| Tourism                          | 18.11                      | 16.71                     | 51.0                                  | 1,926,492                  |
| Transportation                   | 20.92                      | 19.36                     | 3,753.0                               | 163,964,529                |
| University of Wisconsin System   | 15.68                      | 14.06                     | 9,234.0                               | 302,238,999                |
| Veterans Affairs                 | 15.68                      | 13.32                     | 802.8                                 | 26,278,768                 |
| Workforce Development            | 20.38                      | 18.56                     | 2,176.4                               | 92,618,983                 |
| <b>Total All Agencies</b>        | <b>\$18.20</b>             | <b>\$16.50</b>            | <b>39,967.1</b>                       | <b>\$1,519,163,777</b>     |

**Note.** Data does not include unclassified and temporary employees or UW System faculty and instructional staff.  
Source: PMIS, pay period 14C, ending June 29, 2002.

**AVERAGE ANNUAL PAID AND UNPAID LEAVE HOURS BY BARGAINING UNIT**  
**Full-time, Full-year Employees Only**  
**Calendar Year 2001, Excluding All UW System Employees**

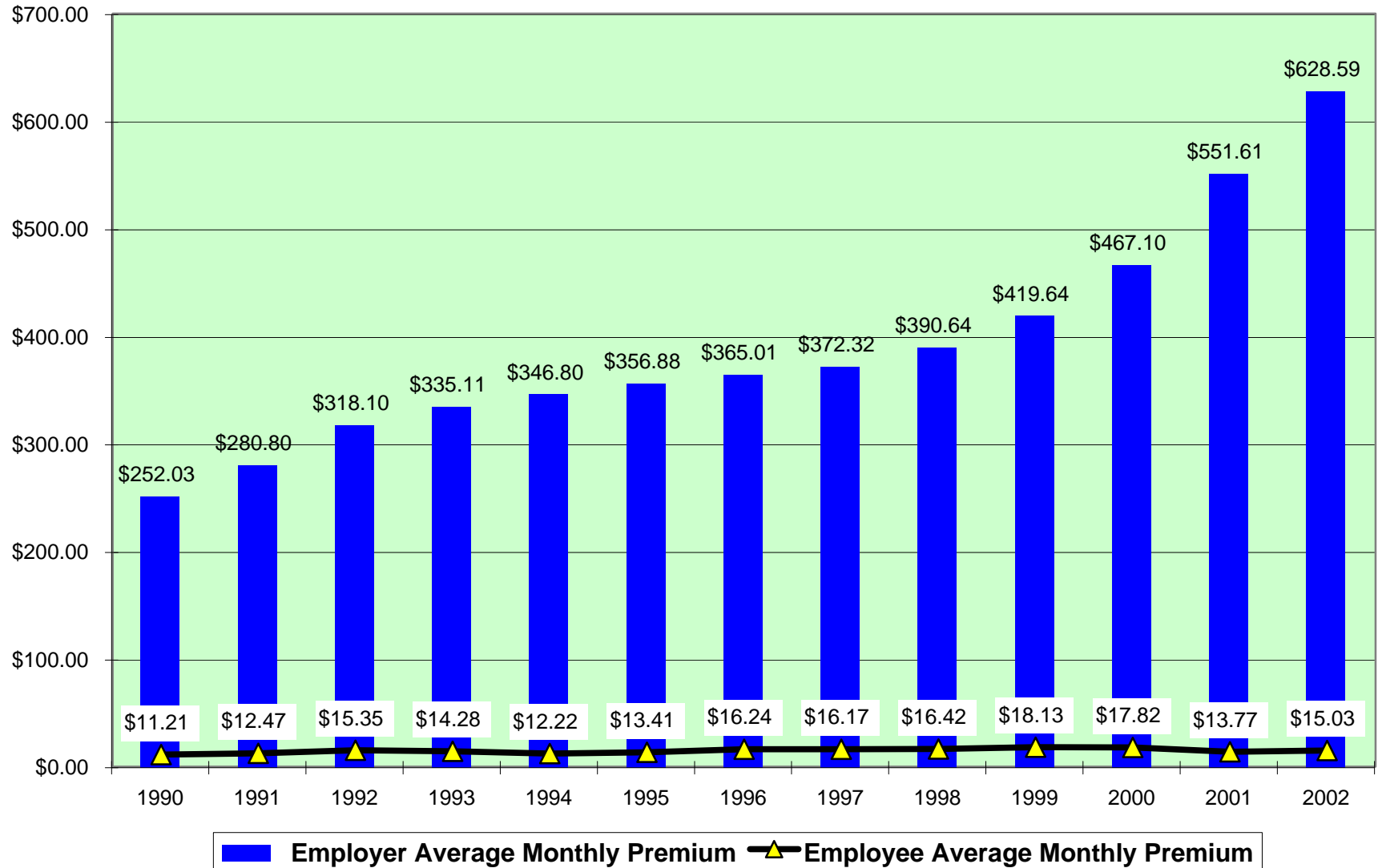
| Bargaining Unit or Category                 | Full-Time Employees | Annual and Personal Leave Hours | Compensatory Time Hours | Sick Leave Hours Used | Sick Leave Used as % of Sick Leave Earned <sup>1</sup> | Other Paid Leave Hours | Leave Without Pay Hours |
|---------------------------------------------|---------------------|---------------------------------|-------------------------|-----------------------|--------------------------------------------------------|------------------------|-------------------------|
| Administrative Support                      | 2,677               | 171.8                           | 7.0                     | 79.7                  | 62%                                                    | 14.6                   | 16.8                    |
| Blue Collar & Non-Building Trades           | 1,111               | 157.8                           | 19.0                    | 76.6                  | 59%                                                    | 7.3                    | 13.4                    |
| Building Trades Crafts                      | 100                 | 130.9                           | 28.8                    | 66.9                  | 52%                                                    | 6.4                    | 7.4                     |
| Security and Public Safety                  | 4,361               | 150.0                           | 5.4                     | 93.0                  | 69%                                                    | 12.4                   | 15.6                    |
| Technical                                   | 2,049               | 165.5                           | 23.4                    | 75.2                  | 57%                                                    | 21.9                   | 22.0                    |
| Fiscal and Staff Services                   | 3,092               | 168.6                           | 11.3                    | 59.9                  | 47%                                                    | 12.6                   | 5.8                     |
| Research, Statistics & Analysis             | 80                  | 163.9                           | 1.1                     | 61.1                  | 47%                                                    | 14.3                   | 4.9                     |
| Classified Legal                            | 256                 | 209.6                           | 0.0                     | 39.9                  | 31%                                                    | 10.2                   | 5.4                     |
| Patient Treatment                           | 50                  | 154.6                           | 23.2                    | 60.2                  | 47%                                                    | 5.5                    | 12.2                    |
| Patient Care                                | 604                 | 159.7                           | 13.8                    | 74.0                  | 57%                                                    | 9.6                    | 18.0                    |
| Social Services                             | 2,534               | 155.3                           | 18.7                    | 66.5                  | 52%                                                    | 11.7                   | 14.1                    |
| Education                                   | 565                 | 157.6                           | 18.9                    | 62.2                  | 49%                                                    | 9.3                    | 13.1                    |
| Engineering                                 | 1,230               | 159.9                           | 14.6                    | 45.1                  | 35%                                                    | 13.6                   | 9.6                     |
| Science                                     | 963                 | 164.0                           | 29.6                    | 39.4                  | 30%                                                    | 7.5                    | 3.0                     |
| Law Enforcement                             | 707                 | 160.4                           | 11.4                    | 66.5                  | 50%                                                    | 19.3                   | 10.8                    |
| Supervisory (Non-Professional)              | 913                 | 169.3                           | 15.9                    | 54.7                  | 42%                                                    | 15.1                   | 8.0                     |
| Supervisory - Professional                  | 1,347               | 182.1                           | 11.4                    | 39.8                  | 31%                                                    | 16.1                   | 4.9                     |
| Executive & Management (Staff)              | 274                 | 170.4                           | 12.9                    | 39.7                  | 31%                                                    | 8.8                    | 3.2                     |
| Executive & Management (Management)         | 560                 | 225.8                           | 1.7                     | 32.8                  | 25%                                                    | 23.4                   | 2.8                     |
| Confidential/Supervisory (Non-Professional) | 12                  | 219.6                           | 0.0                     | 41.9                  | 32%                                                    | 58.6                   | 0.0                     |
| Confidential (Non-Professional)             | 460                 | 175.1                           | 7.8                     | 58.8                  | 46%                                                    | 15.6                   | 10.7                    |
| Confidential/Supervisory (Professional)     | 657                 | 217.8                           | 2.6                     | 33.1                  | 26%                                                    | 22.5                   | 5.8                     |
| Confidential (Professional)                 | 460                 | 178.7                           | 4.5                     | 50.4                  | 39%                                                    | 14.6                   | 8.2                     |
| <b>All Non-UW Full-Time Employees</b>       | <b>25,062</b>       | <b>166.2</b>                    | <b>12.5</b>             | <b>66.3</b>           | <b>51%</b>                                             | <b>13.9</b>            | <b>11.9</b>             |

**Note.** In addition to the leave shown in this table, full-time employees are also eligible for 9 legal holidays (72 hours) each year. The data in this table is based exclusively on full-time permanent classified employees with at least 2080 combined hours in pay status or leave without pay in calendar year 2001. This table excludes all University of Wisconsin System employees because information is unavailable.

<sup>1</sup>Typically, full-time employees in pay status accrue sick leave at the rate of 5 hours per two-week pay period, totaling 130 hours per 52 week period. By labor agreement, certain employees are eligible to earn more sick leave if working overtime hours.

Source: Year 2001 Department of Administration Leave Accounting database for calendar year 2001.

**TOTAL STATE HEALTH INSURANCE MONTHLY PREMIUMS: 1990-2002**  
**All State Employees, including Classified, Unclassified and Temporary Employees, and UW**  
**System Faculty and Academic Staff**



Source: Department of Employee Trust Funds



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# COLLECTIVE BARGAINING / LABOR RELATIONS

This section highlights employee demographics by bargaining unit, and provides information regarding employee grievances appealed to arbitration. Employee bargaining units are defined in Wisconsin Statute s.111.825. Most, but not all, bargaining units have chosen to be represented by a labor union.

## ***DID YOU KNOW . . .***

- The State collectively bargains master labor agreements with 19 represented bargaining units, including both classified and unclassified employee units?
- About 85% of classified permanent employees are represented by a labor union?
- The Administrative Support bargaining unit is the largest covering nearly 7,000 positions and the Patient Treatment bargaining unit is the smallest covering about 85 positions?
- Nearly 700 employee grievances were appealed to arbitration in fiscal year 2002, with more than half of these arising from the Security & Public Safety bargaining unit?
- In Fiscal Year 2002 nearly half of the closed cases of grievances appealed to arbitration were because the grievance was dropped?

**BARGAINING UNIT POSITIONS BY AGENCY**  
**Agencies with at least 15 filled positions - June 2002**

| Bargaining Unit                                                             | Administration | Ag, Trade & Consumer Protection | Aging and Long Term Care Board | Commerce | Commissioner of Insurance | Corrections | Educational Communications Board | Electronic Government | Employee Trust Funds | Employment Relations | Employment Relations Commission | Financial Institutions | Health & Family Services | Historical Society | Justice |
|-----------------------------------------------------------------------------|----------------|---------------------------------|--------------------------------|----------|---------------------------|-------------|----------------------------------|-----------------------|----------------------|----------------------|---------------------------------|------------------------|--------------------------|--------------------|---------|
| Administrative Support                                                      | 83.1           | 58.5                            | 1.5                            | 56.4     | 24.0                      | 735.3       | 7.5                              | 3.0                   | 45.3                 |                      |                                 | 33.5                   | 542.8                    | 17.3               | 96.2    |
| Blue Collar & Non-Building Trades                                           | 112.3          | 3.6                             |                                | 2.0      |                           | 435.3       | 1.0                              | 13.0                  | 1.0                  |                      |                                 |                        | 497.9                    | 11.5               | 1.0     |
| Building Trades Crafts                                                      | 27.0           |                                 |                                |          |                           | 38.5        |                                  |                       |                      |                      |                                 |                        | 35.0                     |                    |         |
| Security and Public Safety                                                  | 3.0            | 176.7                           |                                | 62.0     |                           | 4,208.3     |                                  |                       |                      |                      |                                 |                        | 538.4                    |                    | 4.0     |
| Technical                                                                   | 19.0           | 35.9                            |                                | 50.0     |                           | 118.6       | 29.5                             | 12.0                  | 3.5                  |                      |                                 |                        | 1,554.6                  | 6.0                | 21.5    |
| Social Services                                                             | 4.0            | 1.0                             | 17.0                           |          |                           | 1,712.6     |                                  |                       |                      |                      |                                 |                        | 610.5                    | 1.8                | 2.0     |
| Law Enforcement                                                             | 32.0           |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Fiscal and Staff Services                                                   | 172.4          | 59.3                            | 0.5                            | 70.1     | 73.0                      | 108.0       | 10.0                             | 126.3                 | 71.9                 |                      |                                 | 80.9                   | 457.1                    | 7.8                | 156.4   |
| Research, Statistics & Analysis                                             | 5.0            | 8.0                             |                                | 1.0      |                           |             |                                  |                       |                      |                      |                                 |                        | 39.3                     |                    | 1.0     |
| Legal                                                                       | 25.0           | 6.5                             |                                | 3.0      | 4.0                       | 6.8         |                                  |                       |                      |                      |                                 | 3.0                    | 14.4                     |                    | 79.9    |
| Patient Treatment                                                           |                |                                 |                                |          |                           | 31.5        |                                  |                       |                      |                      |                                 |                        | 51.1                     |                    |         |
| Patient Care                                                                |                |                                 |                                |          |                           | 127.1       |                                  |                       |                      |                      |                                 |                        | 659.5                    |                    |         |
| Education                                                                   |                |                                 |                                |          |                           | 310.0       | 1.0                              |                       | 0.5                  |                      |                                 |                        | 64.0                     | 49.5               | 4.0     |
| Engineering                                                                 | 30.0           | 12.0                            |                                | 46.0     |                           | 2.0         |                                  |                       |                      |                      |                                 |                        | 32.0                     | 2.0                |         |
| Science                                                                     | 2.0            | 86.5                            |                                | 23.5     |                           | 9.0         |                                  |                       |                      |                      |                                 |                        | 65.6                     |                    | 72.5    |
| Assistant District Attorneys <sup>1,3</sup>                                 |                |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Asst State Public Defender Attorneys <sup>1</sup>                           |                |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Graduate Assistants-UW Madison <sup>1</sup>                                 |                |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Graduate Assistants-UW Milwaukee <sup>1</sup>                               |                |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Graduate Assistants-all others <sup>1,2</sup>                               |                |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Supervisory (non-professional) <sup>2</sup>                                 | 37.0           | 23.0                            |                                | 4.0      |                           | 419.0       |                                  | 4.0                   | 2.0                  |                      |                                 | 1.0                    | 226.0                    | 3.0                | 8.0     |
| Supervisory (professional) <sup>2</sup>                                     | 47.0           | 14.6                            | 1.0                            | 5.0      | 14.0                      | 348.0       | 8.0                              | 7.0                   | 13.0                 |                      |                                 | 8.0                    | 307.5                    | 18.0               | 21.8    |
| <b>Classified Employees Statutorily Ineligible for Union Representation</b> |                |                                 |                                |          |                           |             |                                  |                       |                      |                      |                                 |                        |                          |                    |         |
| Executive/Management/Confidential                                           | 216.8          | 60.8                            | 3.0                            | 85.5     | 16.0                      | 463.0       | 8.8                              | 50.0                  | 38.3                 | 65.5                 | 24.5                            | 20.6                   | 343.7                    | 17.5               | 56.0    |

continued next page

**BARGAINING UNIT POSITIONS BY AGENCY (continued)**  
**Agencies with at least 15 filled positions - June 2002**

| Bargaining Unit                                                             | Military Affairs | Natural Resources | Public Instruction | Public Service Commission | Regulation & Licensing | Revenue | State Fair Park Board | State Public Defender Office | Technical College System Board | Tourism | Transportation | University of Wisconsin System | Veterans Affairs | Workforce Development | Total All Agencies |
|-----------------------------------------------------------------------------|------------------|-------------------|--------------------|---------------------------|------------------------|---------|-----------------------|------------------------------|--------------------------------|---------|----------------|--------------------------------|------------------|-----------------------|--------------------|
| Administrative Support                                                      | 25.3             | 224.6             | 106.9              | 23.0                      | 41.5                   | 240.5   | 6.8                   | 106.4                        | 7.8                            | 17.0    | 549.4          | 3,310.3                        | 75.5             | 433.9                 | 6,898.5            |
| Blue Collar & Non-Building Trades                                           | 115.5            | 60.3              | 32.1               |                           | 1.0                    | 14.0    | 8.7                   |                              |                                |         | 23.1           | 2,287.4                        | 144.5            | 4.0                   | 3,769.0            |
| Building Trades Crafts                                                      | 3.0              |                   | 4.0                |                           |                        |         | 1.0                   |                              |                                |         | 29.0           | 323.7                          | 7.0              |                       | 468.2              |
| Security and Public Safety                                                  | 74.0             | 251.0             |                    | 8.5                       | 17.5                   | 1.0     |                       |                              |                                |         | 19.0           | 62.0                           | 16.0             | 9.0                   | 5,450.4            |
| Technical                                                                   | 2.0              | 353.6             | 61.9               | 1.0                       | 1.0                    | 48.7    |                       |                              | 0.5                            | 2.0     | 186.4          | 663.6                          | 312.3            | 25.0                  | 3,510.5            |
| Social Services                                                             | 17.0             |                   | 1.6                |                           |                        |         |                       | 11.8                         |                                |         | 8.0            | 1.8                            | 26.0             | 759.9                 | 3,176.8            |
| Law Enforcement                                                             |                  |                   |                    |                           |                        |         |                       |                              |                                |         | 796.2          | 111.0                          |                  |                       | 939.2              |
| Fiscal and Staff Services                                                   | 39.0             | 278.1             | 58.0               | 40.5                      | 17.5                   | 691.4   |                       | 51.9                         | 10.0                           | 18.0    | 552.0          | 988.7                          | 40.0             | 463.7                 | 4,664.4            |
| Research, Statistics & Analysis                                             |                  |                   |                    | 14.0                      |                        |         |                       |                              |                                |         | 1.0            | 1.0                            | 5.0              | 22.0                  | 99.3               |
| Legal                                                                       |                  | 16.0              | 2.0                | 12.0                      | 15.8                   | 10.0    |                       |                              |                                |         | 7.0            |                                | 1.0              | 82.3                  | 291.6              |
| Patient Treatment                                                           |                  |                   |                    |                           |                        |         |                       |                              |                                |         |                |                                | 1.0              |                       | 83.6               |
| Patient Care                                                                | 1.0              |                   | 6.9                |                           |                        |         |                       |                              |                                |         | 1.0            | 29.4                           | 50.0             |                       | 874.8              |
| Education                                                                   | 4.0              | 2.5               | 235.9              | 1.0                       |                        |         |                       |                              | 24.0                           |         | 2.0            | 23.8                           | 13.0             | 14.8                  | 749.9              |
| Engineering                                                                 | 6.0              | 238.9             |                    | 22.0                      |                        |         |                       |                              |                                |         | 955.5          | 38.2                           |                  | 5.0                   | 1,389.6            |
| Science                                                                     | 4.0              | 816.4             |                    | 6.0                       |                        |         |                       |                              |                                |         | 28.0           | 197.9                          | 5.0              | 1.0                   | 1,319.3            |
| Assistant District Attorneys <sup>1,3</sup>                                 |                  |                   |                    |                           |                        |         |                       |                              |                                |         |                |                                |                  |                       | 349.6              |
| Asst State Public Defender Attorneys <sup>1</sup>                           |                  |                   |                    |                           |                        |         |                       | 229.0                        |                                |         |                |                                |                  |                       | 229.0              |
| Graduate Assistants-UW Madison <sup>1</sup>                                 |                  |                   |                    |                           |                        |         |                       |                              |                                |         |                | 1,199.3                        |                  |                       | 1,199.3            |
| Graduate Assistants-UW Milwaukee <sup>1</sup>                               |                  |                   |                    |                           |                        |         |                       |                              |                                |         |                | 311.6                          |                  |                       | 311.6              |
| Graduate Assistants-all others <sup>1,2</sup>                               |                  |                   |                    |                           |                        |         |                       |                              |                                |         |                | 192.2                          |                  |                       | 192.2              |
| Supervisory (non-professional) <sup>2</sup>                                 | 14.0             | 43.0              | 3.0                |                           | 1.0                    | 22.1    |                       | 12.0                         |                                | 3.0     | 126.0          | 521.3                          | 21.0             | 33.0                  | 1,526.3            |
| Supervisory (professional) <sup>2</sup>                                     | 11.4             | 183.0             | 17.9               | 1.0                       | 8.0                    | 35.0    |                       | 8.0                          | 1.0                            | 1.0     | 176.0          | 208.2                          | 28.0             | 134.0                 | 1,634.3            |
| <b>Classified Employees Statutorily Ineligible for Union Representation</b> |                  |                   |                    |                           |                        |         |                       |                              |                                |         |                |                                |                  |                       |                    |
| Executive/Management/Confidential                                           | 18.0             | 344.1             | 55.3               | 29.0                      | 10.8                   | 117.5   | 0.0                   | 14.0                         | 21.0                           | 10.0    | 293.3          | 465.8                          | 57.5             | 189.0                 | 3,121.6            |

**Note.** Bargaining units are established under s. 111.825, Wis. Stats. Bargaining units established for the independent University of Wisconsin Hospital & Clinics Board are not included here.

<sup>1</sup>Bargaining unit consists of unclassified employees.

<sup>2</sup>Not currently represented by a labor union, although statutorily eligible to apply for representation under s. 111.825, Wis. Stats.

<sup>3</sup>The 349.6 Assistant District Attorney positions exist within the Department of District Attorneys, which has no permanent classified employees and consequently is not identified elsewhere in this Fact Book.

Source: PMIS, pay period 14C ending June 29, 2002, except Graduate Assistant information is from the UW System for the Spring 2002 semester.

**GRIEVANCES APPEALED TO ARBITRATION**  
**By Represented Bargaining Unit - Fiscal Year 2002**

| <b>Bargaining Unit</b>                                      | <b>Appeals Pending at end of FY 2001</b> | <b>New Appeals to Arbitration in FY 2002</b> | <b>Appeals Pending at end of FY 2002</b> |
|-------------------------------------------------------------|------------------------------------------|----------------------------------------------|------------------------------------------|
| Security & Public Safety                                    | 170                                      | 353                                          | 398                                      |
| Blue Collar & Non-Building Trades                           | 65                                       | 110                                          | 117                                      |
| Fiscal & Staff Services                                     | 50                                       | 16                                           | 57                                       |
| Administrative Support                                      | 43                                       | 47                                           | 56                                       |
| Technical                                                   | 30                                       | 70                                           | 55                                       |
| Professional Social Services                                | 39                                       | 35                                           | 47                                       |
| Professional Patient Care                                   | 25                                       | 11                                           | 34                                       |
| Law Enforcement                                             | 21                                       | 19                                           | 24                                       |
| Education                                                   | 19                                       | 11                                           | 21                                       |
| Professional Engineering                                    | 19                                       | 7                                            | 14                                       |
| Building Trades Crafts                                      | 8                                        | 0                                            | 8                                        |
| Professional Science                                        | 7                                        | 1                                            | 7                                        |
| Research, Statistics & Analysis                             | 6                                        | 0                                            | 6                                        |
| Assistant District Attorneys                                | 2                                        | 0                                            | 2                                        |
| Milwaukee Graduate Assistants                               | 1                                        | 2                                            | 0                                        |
| Legal (Classified Attorneys)                                | 0                                        | 1                                            | 1                                        |
| Patient Treatment                                           | 0                                        | 1                                            | 1                                        |
| Assistant State Public Defender Attorneys                   | 2                                        | 0                                            | 1                                        |
| Teaching Assistants Association                             | 0                                        | 0                                            | 0                                        |
| <i>not yet specified at end of fiscal year</i> <sup>1</sup> | 41                                       | 6                                            | 9                                        |
| <b>Totals</b>                                               | <b>548</b>                               | <b>690</b>                                   | <b>858</b>                               |

**Note.** Normally, an employee grievance cannot be appealed to arbitration until the grievance has been submitted and processed at two or three progressively higher levels of management within the employing agency.

<sup>1</sup>Includes appeals submitted by the Wisconsin State Employees Union (WSEU) but for which the specific bargaining unit information had not yet been provided. The WSEU represents the Administrative Support, Blue Collar & Non-Building Trades, Security & Public Safety, Technical, Professional Social Services, and Law Enforcement bargaining units.

| <b>Cases closed in Fiscal Year 2002</b> |            |     |
|-----------------------------------------|------------|-----|
| Grievance Settled                       | 99         | 27% |
| Grievance Dropped                       | 175        | 47% |
| Arbitrations Completed:                 |            |     |
| Grievance Upheld                        | 29         | 8%  |
| Grievance Denied                        | 56         | 15% |
| Discipline Reduced                      | 13         | 3%  |
| <b>Total</b>                            | <b>372</b> |     |

| <b>Appeals Pending as of June 30, 2002</b> |            |     |  |
|--------------------------------------------|------------|-----|--|
| Contract Language Grievance                | 527        | 61% |  |
| Discipline Grievance:                      |            |     |  |
| Reprimand                                  | 112        | 13% |  |
| Suspension                                 | 143        | 17% |  |
| Discharge                                  | 76         | 9%  |  |
| <b>Total</b>                               | <b>858</b> |     |  |

Source: DER Bureau of Labor Relations

**ISSUES OF APPEALS TO ARBITRATION**  
By Represented Bargaining Unit - Appeals Pending at end of Fiscal Year 2002

| Issues of Pending Appeals        | Administrative Support | Assistant District Attorneys | Blue Collar | Building Trades Crafts | Education | Engineers | Law Enforcement | Legal    | Milwaukee Graduate Assistants | Patient Care | Patient Treatment | Fiscal & Staff Services | Professional Social Services | Research, Statistics & Analysis | Science  | Security & Public Safety | State Public Defenders | Teaching Assistants Association | Technical | Unknown <sup>1</sup> | Total      |
|----------------------------------|------------------------|------------------------------|-------------|------------------------|-----------|-----------|-----------------|----------|-------------------------------|--------------|-------------------|-------------------------|------------------------------|---------------------------------|----------|--------------------------|------------------------|---------------------------------|-----------|----------------------|------------|
| Hours of Work-Overtime/Comp Time | 1                      |                              | 8           |                        | 1         | 4         | 4               |          |                               |              |                   |                         | 1                            |                                 |          | 165                      |                        |                                 | 2         | 2                    | 188        |
| Absenteeism/Tardiness            | 8                      |                              | 19          |                        |           |           |                 |          |                               | 4            |                   |                         |                              |                                 |          | 21                       |                        |                                 | 8         |                      | 60         |
| Insubordination/Disobedience     | 6                      | 1                            | 7           | 1                      |           |           | 2               |          |                               | 2            | 1                 | 6                       | 5                            | 1                               | 2        | 16                       |                        |                                 | 8         |                      | 58         |
| Work Performance/Negligence      | 4                      | 1                            | 2           |                        | 1         |           | 2               |          |                               | 3            |                   | 2                       | 6                            |                                 |          | 17                       |                        |                                 | 5         | 1                    | 44         |
| Transfer/Reassignment/Posting    | 4                      |                              | 2           |                        | 3         | 1         |                 |          |                               | 4            |                   | 1                       | 5                            | 1                               | 3        | 13                       |                        |                                 | 2         | 1                    | 40         |
| Behavior                         | 2                      |                              | 5           |                        |           |           | 4               |          |                               |              |                   |                         | 3                            |                                 | 1        | 23                       |                        |                                 |           |                      | 38         |
| Hours of Work-Scheduling         | 1                      |                              | 3           |                        |           |           | 1               |          |                               | 3            |                   | 1                       |                              |                                 | 1        | 16                       |                        |                                 | 5         | 1                    | 32         |
| Management Rights/Work Rules     | 3                      |                              | 3           |                        | 1         |           |                 |          |                               |              |                   | 1                       | 2                            | 3                               |          | 9                        |                        |                                 | 4         |                      | 26         |
| Wages                            |                        |                              | 1           | 1                      |           | 2         |                 |          |                               | 3            |                   | 5                       | 4                            |                                 |          | 6                        |                        |                                 |           |                      | 22         |
| Assignment of Work               |                        |                              | 2           | 5                      | 3         |           |                 |          |                               |              |                   |                         |                              |                                 |          | 10                       |                        |                                 | 1         |                      | 21         |
| Performance Evaluations          | 1                      |                              |             |                        |           |           |                 |          |                               |              |                   | 19                      | 1                            |                                 |          |                          |                        |                                 |           |                      | 21         |
| Health & Safety                  | 1                      |                              | 14          |                        |           |           |                 |          |                               | 1            |                   |                         |                              |                                 |          | 3                        |                        |                                 |           | 1                    | 20         |
| Abuse-Inmate/Patient/Employee    |                        |                              | 1           |                        | 1         |           |                 |          |                               | 1            |                   |                         |                              |                                 |          | 13                       |                        |                                 | 2         |                      | 18         |
| Discrimination/Harassment        | 3                      |                              | 3           |                        | 1         |           |                 |          |                               | 1            |                   | 2                       | 3                            |                                 |          | 3                        |                        |                                 | 1         |                      | 17         |
| Sick Leave/Medical Verification  | 1                      |                              | 3           |                        | 1         |           | 1               |          |                               | 1            |                   |                         |                              |                                 |          | 10                       |                        |                                 |           |                      | 17         |
| Education-Training               |                        |                              |             |                        | 2         | 1         |                 | 1        |                               |              |                   | 5                       | 3                            |                                 |          | 1                        |                        |                                 |           |                      | 13         |
| Unauthorized Use-State Property  | 2                      |                              |             |                        |           |           |                 |          |                               |              |                   | 2                       | 1                            |                                 |          | 7                        |                        |                                 | 1         |                      | 13         |
| Vacations-Scheduling/Pay         | 1                      |                              | 2           |                        |           | 1         | 3               |          |                               |              |                   |                         |                              |                                 |          | 6                        |                        |                                 |           |                      | 13         |
| Fraternization                   |                        |                              |             |                        | 2         |           |                 |          |                               |              |                   |                         | 3                            |                                 |          | 7                        |                        |                                 |           |                      | 12         |
| <i>All Other Issues</i>          | 18                     | 0                            | 42          | 1                      | 5         | 5         | 7               | 0        | 0                             | 11           | 0                 | 13                      | 10                           | 1                               | 0        | 52                       | 1                      | 0                               | 16        | 3                    | 185        |
| <b>Totals</b>                    | <b>56</b>              | <b>2</b>                     | <b>117</b>  | <b>8</b>               | <b>21</b> | <b>14</b> | <b>24</b>       | <b>1</b> | <b>0</b>                      | <b>34</b>    | <b>1</b>          | <b>57</b>               | <b>47</b>                    | <b>6</b>                        | <b>7</b> | <b>398</b>               | <b>1</b>               | <b>0</b>                        | <b>55</b> | <b>9</b>             | <b>858</b> |

<sup>1</sup>Includes appeals submitted by the Wisconsin State Employees Union (WSEU) but for which the specific bargaining unit information had not yet been provided. The WSEU represents the Administrative Support, Blue Collar & Non-Building Trades, Security & Public Safety, Technical, Professional Social Services, and Law Enforcement bargaining units.

Source: DER Bureau of Labor Relations

## UNION AFFILIATIONS AND DUES PROVISIONS

| Statutory Bargaining Unit                 | Representing Union and Affiliation                                          | Dues Provision* |
|-------------------------------------------|-----------------------------------------------------------------------------|-----------------|
| Administrative Support                    | WI State Employees Union, AFSCME; AFL-CIO                                   | MOM**           |
| Blue Collar & Non-Building Trades         | WI State Employees Union, AFSCME; AFL-CIO                                   | Fair Share      |
| Security and Public Safety                | WI State Employees Union, AFSCME; AFL-CIO                                   | Fair Share      |
| Technical                                 | WI State Employees Union, AFSCME; AFL-CIO                                   | Fair Share      |
| Social Services                           | WI State Employees Union, AFSCME; AFL-CIO                                   | MOM             |
| Law Enforcement                           | WI State Employees Union, AFSCME; AFL-CIO                                   | Fair Share      |
| Building Trades Crafts                    | WI State Building Trades Negotiating Committee, AFL-CIO                     | Fair Share      |
| Fiscal & Staff Services                   | WI Professional Employees Council, AFT/WFT; AFL-CIO                         | MOM             |
| Research, Statistics & Analysis           | Professional Employees in Research, Statistics & Analysis, AFT/WFT; AFL-CIO | Voluntary       |
| Legal                                     | WI State Attorneys Association, Inc.                                        | Fair Share      |
| Patient Treatment                         | WI Physician & Dentist Association, AFT/WFT; AFL-CIO                        | Fair Share      |
| Patient Care                              | 1199W/United Professionals for Quality Health Care, SEIU, AFL-CIO           | Fair Share      |
| Education                                 | WI Education Association Council, SPEIC Council #1                          | Fair Share      |
| Engineering                               | State Engineering Association                                               | Fair Share      |
| Science                                   | WI Science Professionals, AFT/WFT; AFL/CIO                                  | MOM             |
| Assistant District Attorneys              | Association of State Prosecutors                                            | Fair Share      |
| Assistant State Public Defender Attorneys | WI State Public Defenders Association                                       | Fair Share      |
| Graduate Assistants - UW-Madison          | Teaching Assistants Association, AFT/WFT; AFL/CIO                           | MOM             |
| Graduate Assistants - UW-Milwaukee        | Milwaukee Graduate Assistants Association                                   | MOM             |
| Graduate Assistants - all other campuses  | No representation                                                           | --              |
| Supervisory (non-professional)            | No representation                                                           | --              |
| Supervisory (professional)                | No representation                                                           | --              |

Note. Bargaining Units are established under s.111.825, Wisconsin Statutes; the Wisconsin Employment Relations Commission assigns employees to the appropriate bargaining unit. This table does not include University of Wisconsin Hospital & Clinics Board bargaining units identified under the statute.

**\*Descriptions of Dues Provisions:**

**Fair Share:** All bargaining unit employees must share in the costs of union representation. The "fair share" fee may be less than the dues required of a person who has submitted a union membership card.

**\*\*Maintenance of Membership (MOM):** All new employees must pay dues. All dues-paying members must continue to pay dues. Employees in the bargaining unit who were not paying dues on the date of implementation, or employees moving from a position outside the unit to one in the unit who have a State hire date preceding the implementation date, are not obligated to pay dues until they choose to submit a membership card.

**Voluntary:** Financial support of the union is required only of employees who submit union membership cards. This membership may be discontinued at any time.



# HIGHLIGHTED PROGRAMS

This section highlights three innovative, large impact, recently implemented programs:

*Working Together*, the nationally recognized and award winning labor-management cooperation program;

*Broadband pay system* covering many state employees that provides state agencies with the flexibility to recruit, reward and retain employees on an individualized basis;

*WiscJobs*, an online job application and testing system already functional for job search and application processing, and under continued development.

## ***DID YOU KNOW . . .***

- The *Working Together* program has been featured in articles published by *Governing* magazine, the International Personnel Management Association, the American Society for Public Administration, and others?
- More than 25% of all permanent classified employees, including nearly 4,000 union-represented employees, are covered under the broadband pay system?
- The *WiscJobs* online application and testing system is scheduled to be launched statewide in 2003?



## WORKING TOGETHER

### Creating Permanent Change and Long-Term Results in Labor-Management Cooperation Practices: A Statewide Initiative in Wisconsin

#### Sponsoring Partners

- Wisconsin Department of Employment Relations
- Wisconsin Department of Corrections
- Wisconsin State Employees Union, American Federation of State, County and Municipal Employees (AFSCME) Council 24
- Wisconsin Employment Relations Commission
- Office of the Governor

#### Background and History

Labor and management in Wisconsin have been working together in this unique partnership since late 1998, when the Department of Employment Relations (DER) and the 27,000-member Wisconsin State Employees Union (WSEU) jointly applied for and received a labor-management cooperation grant from the Federal Mediation and Conciliation Service (FMCS). The grant project – called *Working Together* – was established to identify, communicate and replicate best practices in labor-management cooperation across state service. A steering committee with representatives of state agency heads and union officials provides leadership and direction for the program.

A primary goal of the program is to replace the traditional distrust between labor and management with cooperation and mutual interests. As *Working Together* began, labor and management program leadership worked to overcome fears on both sides that cooperation really meant “selling out” to the other, and to overcome the historical perception that the labor-management relationship always involves one side “winning” and one side “losing.” Instead, *Working Together* proved that labor relations could result in “win-win” outcomes. The project and its results have fundamentally altered this traditional confrontational relationship and turned it into a cooperative partnership. *Working Together* has clearly demonstrated that labor and management can cooperate to improve productivity, working conditions and service.

The National Association of State Personnel Executives selected *Working Together* for its prestigious national Eugene H. Rooney award in 2001 for "outstanding achievement in improving efficiency and effectiveness in state government."

#### Principles and Beliefs

- Labor and management can and will cooperate in a supportive environment to resolve work place problems that achieve mutually agreed-upon results.
- Labor and management will forge a strong partnership, starting with top-level leadership, to work together to improve cooperation.
- Joint training, assistance, support and follow-up will create cooperation, change and improved service to the public.
- Employees want to cooperate and work better together; therefore productivity, performance, and effectiveness will improve as a result of better cooperation.

## WORKING TOGETHER (continued)

### **Results and Benefits**

Best practices developed by labor-management partnership teams are profiled through the *Working Together* web site <http://workingtogether.state.wi.us> and other media. Best practices results include:

- Involving union members in the orientation and training of new employees, resulting in higher employee retention rates.
- Involving employees in developing schedules for around-the-clock operations to eliminate suspicions of favoritism and to reduce call-backs and errors.
- Reducing sick leave abuse that caused work imbalances and budget-breaking overtime.
- Involving employees in management meetings to increase trust and communication.
- Conducting joint labor-management succession planning.

Participating labor-management work site teams consistently report that the training and continuing support provide the tools, guidance, and motivation for positive change and empowerment. Participating labor and management representatives and agencies have even recommended that the training and assistance be mandatory for all work sites.

**Benefits** identified by participants and others in the Wisconsin *Working Together* Labor-Management Cooperation project include:

- Application of ideas and skills learned in the workshops and projects in their personal lives and to the training of other labor and management personnel.
- Teams are expanding their efforts to other projects and units.
- Teams and team members are developing independence and self-direction.
- Agencies are establishing their own labor-management councils and committees.
- Stronger labor-management and personal relationships are developing.
- Teams are developing spin-off projects.
- An expanding number of union members and other managers are becoming involved through sub/work groups and other projects.
- Teams are becoming an integral part of decision-making and change processes.
- Communications are improving between labor and management and within their respective groups.
- Considerations for changes in local agreements are being made to accommodate proposed changes in policies and practices achieved through *Working Together* initiatives.
- Teams are jointly preparing agendas and conducting regular joint labor-management meetings.
- Teams are influencing hiring processes, the quality of hires and rates of employee retention.
- Teams are jointly planning and conducting local training programs.
- The quality of working conditions (work culture) is improving markedly at work sites where teams are working together.

## BROADBAND PAY SYSTEM FOR STATE EMPLOYEES

### What is Broadbanding?

Broadbanding is a comprehensive compensation system that provides more flexibility than other compensation systems traditionally used in the public sector. It consolidates many job classifications into broader definitions, and combines salary ranges into fewer pay bands with comparatively wide salary ranges. In a broadband system, an organization can collapse a number of pay ranges into one band and then position employees within the band based on external labor market data or occupational affiliation. Broadbanding has been used extensively by private sector organizations and the federal government for approximately twenty years. Broadbanding has been adopted by several state governments in the region (Minnesota, Illinois, and Iowa) for nonrepresented professional employees, and by the state of Washington for recently unionized state employees. The Wisconsin broadbanding program has become a national model for public sector compensation, and has generated much interest from other state governments and national human resource publications.

The Wisconsin broadbanding program was designed to improve recruitment and retention efforts by giving state agencies and the UW System increased flexibility in setting pay upon appointment and by allowing discretionary pay increases based on specific criteria. Broadbanding adopts and simplifies many provisions of past compensation plans and places them under a unified compensation system. The program is rigorously monitored through quarterly agency reports, regular agency administration meetings, informational bulletins, and periodic program evaluations.

### A Brief History

In 1997, the first broadband pay system was implemented in Wisconsin state government for senior managers. Since then similar broadband pay systems have been implemented for nearly all other nonrepresented employees including managers, supervisors and “confidential” budget and human resources staff. In addition, broadband pay systems have been bargained with certain represented professional employee units to cover information systems, fiscal, attorney, patient treatment and science staff. Efforts continue to negotiate the extension of broadbanding to more represented professional employees. Broadband compensation provisions currently cover over 10,000 classified state employees.

### Goals of Broadbanding

- Increase delegated pay flexibility for agencies to recruit, hire and retain “the best and the brightest” employees.
- Enable management to compensate employees for significant changes in job duties and increased competencies.
- Increase employee mobility and career opportunities.
- Simplify the classification and compensation structure.

### Key Features

- **Wider pay ranges**, accomplished by folding a number of similar classifications into a single class with a broad pay range (hence the name “broadband”). A broadband pay range maximum is usually at least 100% greater than the

## BROADBAND PAY SYSTEM (continued)

minimum pay rate, contrasted with traditional pay ranges where the maximum is about 50% greater than the minimum.

- **Pay upon appointment flexibility**, providing delegated authority to agencies to manage starting pay for each individual based on labor market, individual qualifications, and equity considerations.
- **Appointment maximums** within the broadband pay ranges are control points that limit the amount an employee may be paid upon appointment to a new position. However, current state employees may receive up to four pay steps upon appointment to a new position regardless of the appointment maximum.
- **Discretionary Compensation Adjustments (DCAs)**, which agencies may award to individual employees to recognize significant and permanent changes in job duties, to reward the acquisition of valued competencies, or to address pay equity or retention needs. For non-represented employees, DCAs or closely related pay adjustments may be provided to recognize meritorious performance.
- **Decentralization** of pay-setting to provide agencies with significant delegated authority to manage employee compensation resources effectively and efficiently.

### **Funding**

In Fiscal Year 2002 and the current Fiscal Year 2003, there is no set-aside funding for agencies to award Discretionary Compensation Adjustments. Any DCAs awarded must be funded out of an agency's regular operating budget.

### **Broadband Pay System Experiences**

The original biggest need and impact of the broadband pay system was to allow the state to become a market-competitive employer for hiring and retaining information systems employees. Since broadbanding was implemented and expanded to cover more occupations, agencies have utilized its pay flexibility to attract and hire employees with valuable experience and specialized skills, and have reported remarkably reduced employee turnover due to the ability to adjust current employee compensation in recognition of market-valuable skills and outstanding performance.

Broadbanding has also reduced the number of classification series levels and has diminished the need for agencies to seek the reclassification of a position from one level to another. Under the previous system, hundreds of reclassifications were processed for the purpose of pay adjustment. In lieu of reclassification, under the broadband system an agency can adjust pay for job growth within a position through the DCA process.

DER has established policies regarding the implementation and administration of DCAs. Each agency is required to develop criteria and internal procedures for granting DCAs. The criteria must be submitted to DER for approval and distributed to all employees covered by the broadband provisions. However, there is a continued need to provide broadband pay system training. Broadbanding introduced individualized pay negotiation where pay had previously been set by inflexible rule. Consequently, managers and supervisors need to perform more labor market research, be more conscious of internal pay equity issues, and learn pay negotiation skills. As for employees, surveys have

## BROADBAND PAY SYSTEM (continued)

revealed that many do not understand or have received limited information on broadband pay system processes. Not unexpectedly, many also perceive certain discretionary hire rates and pay awards to be inappropriate or inequitably applied. In response to these concerns, the Department of Employment Relations is developing an expanded training program to improve awareness and understanding of the broadband pay system.

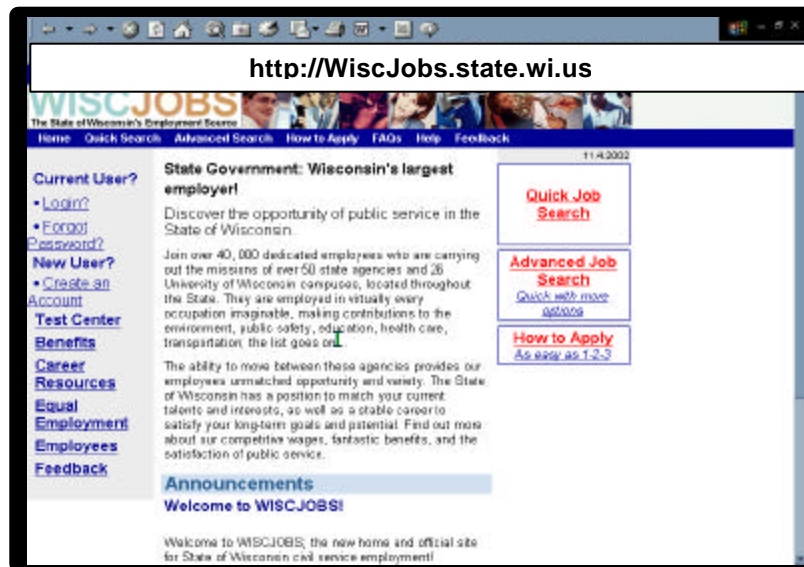
### **By the Numbers – Broadband Statistics for Fiscal Year 2002**

|             |                                                                                                  |
|-------------|--------------------------------------------------------------------------------------------------|
| 10,238      | Total count of permanent classified employees covered under a broadband pay system in June 2002. |
| 6,304       | Employees covered by broadbanding not represented by a labor union.                              |
| 3,934       | Employees covered by broadbanding and represented by a labor union.                              |
| 2,502       | Total number of DCAs in Fiscal Year 2002 (July 2001 through June 2002)                           |
| 2,088       | Base pay increase DCAs                                                                           |
| 414         | Lump sum award DCAs                                                                              |
| \$0.98/hour | Average base pay increase DCA                                                                    |
| \$0.85/hour | Median base pay increase DCA                                                                     |
| \$836       | Average lump sum award DCA                                                                       |
| \$700       | Median lump sum award DCA                                                                        |
| 300         | Net reduction in classification titles through broadband class-collapsing                        |

### ***Number of Discretionary Compensation Adjustments (DCAs) by Reason(s)***

|     |                                                                 |
|-----|-----------------------------------------------------------------|
| 289 | New Duties                                                      |
| 261 | Increased Competencies                                          |
| 578 | Equity                                                          |
| 242 | Retention                                                       |
| 665 | Other (typically special assignment or meritorious performance) |
| 467 | Combination of Reasons                                          |

## WISCJOBS: AN ONLINE APPLICATION AND TESTING SYSTEM



WiscJobs is a web-based system designed to provide job applicants with a user-friendly tool to search for jobs with the State of Wisconsin. Wiscjobs, known in its early stages as the Online Application and Testing System (OATS), went into development in February 2002. Phase one of WiscJobs became operational in July 2002.

The "How to Apply" section includes step-by-step instructions and valuable information that will make the job applicant's visit a success. Additional information important to job seekers and potential employees, such as "Benefits" and "Equal Employment" programs as well as "Career Resources" is also available in the site.

Currently the system offers two search tools for job seekers to identify current job opportunities of interest to them. The first type is the "Quick Job Search." Applicants can complete a basic search for employment on the following: type of job (Classified, Promotional, Transfer, Unclassified, Wisconsin City County Services, or Limited Term Employee), search only jobs with exams given at exam centers, and search when the job was posted (all jobs, jobs posted today, last 7 days, or last 30 days).

The second type of search is the "Advanced Job Search." This search gives applicants more control over the type of jobs they wish to view. In addition to the options in the quick search, the advanced search also allows applicants to search by the following: key word, job category, location, agency, and hours of employment. There is a special feature for current state employees to search by class title, schedule/pay range, and bargaining unit.

Applicants are not required to register with the system in order to search jobs. If applicants wish to register, the system offers many helpful tools such as a resume builder and job cart. Applicants can create and store tailored resumes for specific positions. The "My Job Cart" feature allows applicants to track jobs they are interested in as well as jobs for which they have applied.

The WiscJobs project is scheduled for completion in 2003 and will make on-line applications and testing available to job seekers.

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# APPENDICES

**Glossary of Key Terms**

**Reader Response Mailer**



## 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 range, 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]).

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

**Arbitration:** A method of settling labor-management contractual disputes by having an impartial third party hold a formal hearing, take testimony and render a decision. The decision is binding upon the parties.

**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 a state administrative agency has certified as appropriate to be represented by a union for the purpose of collective bargaining. (In Wisconsin, that agency is the Wisconsin Employment Relations Commission [WERC].)

**Base pay rate:** The official hourly pay rate excluding any overtime or supplemental pay. Base pay rate is limited to the pay range maximum; base pay rate plus any supplemental pay received is not limited to the pay range maximum. Base pay is also the rate at which accumulated sick leave credits are converted to offset health insurance upon retirement, and/or to pay out earned but unused annual leave credits upon retirement or departure from state service.

**Broadbanding:** Generally, a pay structure that consolidates a number of pay grades and salary ranges into fewer broad bands with relatively wide salary ranges, typically with 100 percent differences between minimum and maximum. For state employees, broadbanding is a pay system that encompasses pay upon appointment flexibility and discretionary compensation adjustments for defined criteria.

**Classification/class title:** "(1) The secretary 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.).

**Collective bargaining:** "...the performance of the mutual obligation of the state as an employer by its officers and agents, and the representatives of its employes, 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.).

**Confidential:** Any state employee who is privy to confidential matters affecting the employer-employee relationship, as well as employees of the WERC. To be considered confidential and excluded from the bargaining unit, an employee must have any of the following: (1) access to, knowledge of, or participation in confidential matters related to labor relations; (2) use of and access to files pertaining to labor contract negotiations, employee grievances, disciplinary actions, or contract interpretation; or (3) duties and responsibilities related to the employment process in which the employee is privy to such information as possible organizational and staffing changes.

**Demotion:** "...the permanent appointment of an employe with permanent status in one class to a position in a lower class than the highest position currently held in which the employe has permanent status in class, unless excluded under s. ER-MRS 17.02, Wis. Adm. Code. A 'demotion' can be voluntary or involuntary" (s. ER 1.02[8], Wis. Admin. Code).

**Discretionary compensation adjustment (DCA):** The discretion the appointing authority has to provide economic recognition for significant and permanent changes in job duties, increased competencies, or to address pay equity or retention needs.

**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. Admin. Code).

**Equal employment opportunity category (EEO CAT):** A job category code 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.

**Full time equivalence (FTE):** The amount of hours budgeted for a position. A position budgeted for 80 hours in a bi-weekly pay period would be 1 FTE; a position budgeted for 40 hours in a bi-weekly pay period would be .5 FTE.

**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. Admin. Code). An LTE cannot work more than 1044 hours in a year in the same position.

**Median:** The middle value in a distribution, above and below which lie an equal number of values.

**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. Admin. 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. Admin. 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. Admin. Code).

**PMIS:** Personnel Management Information System, maintained by 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 employe to a different position in a higher class than the highest position currently held in which the employe has permanent status in class; (b) The permanent appointment of an employe or former employe 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 employe or former employe became subject to layoff; or (c) the permanent appointment of an employe 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 employe began the leave of absence" (s. ER 1.02[36], Wis. Admin. 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.

**Reclassification:** The assignment of a filled position to a different class 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. Reclassification can result in upward and lateral, as well as downward movement for the position.

**Reinstatement:** "...the act of permissive reappointment without competition of an employe or former employe under s. 230.31, 230.33, 230.34 or 230.40(3), Stats., to a position: (a) in the same class in which the person was previously employed; (b) in another classification to which the person would have been eligible to transfer had there been no break in employment; or (c) in a class having a lower pay rate or pay range maximum for which the person is qualified to perform the work after the customary orientation provided to newly hired workers in the position" (s. ER 1.02[41], Wis. Admin. Code).

**Represented position:** A position in a classification which is identified in a certified bargaining unit. Some bargaining units have "fair share" while others do not; an employee is represented regardless if they are specifically a dues paying member of a bargaining unit. The contract explains the rights of the individual represented employee. Limited Term and Project 05 employees are not represented even if they are in a classification which is identified in a certified bargaining unit.

**Retirement eligibility:** Retirement eligibility is based on "normal retirement age" as defined by the Department of Employee Trust Funds for categories of employees as follows: 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). In this Workforce Fact Book, retirement eligibility also includes employees eligible to retire with no age-based discount to their retirement benefit. This includes General and Elected and Executive employees who have reached at least age 57 and have at least 30 years of service.

**Separation:** Termination from employment with the state. Movement between positions within an agency or between state agencies is not considered separation.

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

**Unclassified:** All state officers elected by the people, officers and employees appointed by the governor, the faculty and academic staff in the University of Wisconsin System, most division administrator positions, and justices of the Wisconsin supreme court. In general, unclassified employees are hired by processes other than the merit recruitment and selection system required to hire into classified positions.

Reader's Response Page  
**MAIL-IN EVALUATION FORM**  
**2002 Wisconsin State Workforce Fact Book**

1. For specifically what types of information did you consult the Workforce Fact Book?

2. Was the Fact Book adequate for that information?

- Adequate
- Partly Adequate
- Not Adequate

What helped or hindered your obtaining the needed information?

3. Is there other information that you suggest including in future Workforce Fact Books?

4. What tables and/or figures were not clear or needed further definition?

5. In what capacity did you consult the Workforce Fact Book?

- Elected representative or appointed state official
- State employee in a personnel or budget position
- State employee not in a personnel position
- Citizen not employed by state government

6. Add any additional comments you care to make:

Send completed evaluation form to:  
Office of the Secretary, Department of Employment Relations  
345 W. Washington Ave., PO Box 7855, Madison, WI 53707-7855

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Department of Employment Relations  
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P.O. Box 7855  
Madison, WI 53707-7855

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