



ACE Newsletter

September 2023

State of Wisconsin Classified Workforce and Affirmative Action Report Fiscal Years 2021 and 2022

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The State of Wisconsin Classified Workforce & Affirmative Action report documents demographic statistics of the permanent classified workforce personnel transactions including new hires, retirements and other separations from state service, and the demographics and workforce planning outlook on an

agency-by-agency basis from July 1, 2020 through June 30, 2022.

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

The UW System no longer has classified employees. For comparisons of the current workforce with the workforce in 2012, UW data generally has been removed to allow for a more accurate historical comparison of the executive branch.

Findings from the Executive Summary

Workforce Composition

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

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

Decreasing age and years of state service amongst the state workforce: The

average age of employees dropped by about one year from 45.8 in 2012 to 44.9 in 2022. The average years of state service also dropped by nearly two years, from 13.1 in 2012 to 11.3 in 2022.

A truly statewide workforce: Classified state employees lived and worked in each of Wisconsin's 72 counties in 2022.

Minimal union representation: In June 2022, approximately 1.9% of classified permanent employees were represented by bargaining units. In June 2012, approximately 8.6% were represented. **Union representation decreased by 75% between 2012 and 2022.**

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

Equal Employment Opportunity and Affirmative Action

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

The proportion of racial and ethnic minorities continues to increase: As of June 2022, racial (11.5%) and ethnic (3.8%) minorities comprised 15.3% of the permanent classified workforce, a slow-moving upward trend from a rate of 15.2% in 2021.

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

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

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

Pay for most affirmative action groups lagged behind the state workforce average: Pay for employees who identified as female (97.0% of the average rate), American Indian/Alaska Native (97.0%), Black American (86.1%), Hispanic/Latino (91.9%), Native Hawaiian/Pacific Islander (82.4%), Two or More Races (95.5%) and persons with disabilities (98.5%) was below the average pay for all state employees (see Table 27). Asians (109.7%) were the only affirmative action group above the average salary for all state employees. The two largest EEO job groups, Professionals and Protective Services, had significant pay gaps for all Minorities (93.5 and 92.3 respectively) even when controlling for seniority.

Personnel Transactions and Separations from State Service

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

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

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

twenty years.

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

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

Retirement Eligibility

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

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

workforce (36.4%) will be eligible for retirement within the next ten years.

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