

**State of Wisconsin
Office of State Employment Relations**



What's Inside

Administrator's Vision

Significant Changes in the State Workforce

Personnel Transactions

**Affirmative Action Report for
Wisconsin State Government**

**July 1, 2002 to June 30, 2003
25th Edition**

*Jim Doyle
Governor*

*Karen E. Timberlake
Director*



April 2004

The Honorable Jim Doyle
Governor, State of Wisconsin

The Honorable Alan Lasee
President, Wisconsin Senate

The Honorable John Gard
Speaker, Wisconsin Assembly

Dear Gentlemen:

I am pleased to present to you the 2003 annual report on Affirmative Action for Wisconsin State Government. The report symbolizes the continuing commitment by the State of Wisconsin and the Office of State Employment Relations (OSER) to provide equal employment opportunities.

The State's workforce is becoming more representative of Wisconsin's rich and diverse heritage. We will continue to seek ways to eliminate underutilized job groups in the workforce while maintaining timely and quality service delivery to our customers.

OSER will continue to guide the state's affirmative action and equal employment opportunity efforts building on the knowledge gathered from the past and upholding diversity as a fundamental principle.

Sincerely,

Karen E. Timberlake
Director

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ADMINISTRATOR'S VISION

From Affirmative Action to Affirming Diversity, the vision of the Division of Affirmative Action is always forward thinking. Our mission is to lead the state's use of Equal Opportunity and Diversity principals to recruit and retain a talented and diverse workforce, forge co-operative and innovative community relationships, and maximize the skills of all state government employees by initiating education, training and networking opportunities. This report shows the progress we are making towards the establishment of this vision. This document provides information regarding affirmative action group members in state employment for the fiscal year July 1, 2002 to June 30, 2003. We have incorporated the information most often requested from this office.

We do not simply compile these numbers and place them on some dusty bureaucratic shelf. This is a dynamic report that we in the Division of Affirmative Action use throughout the year as a reference on issues, a summary of successes, and a guide to those areas that are in need of improvement. This report can also be a useful tool for managers, human resources professionals, and anyone interested in affirmative action, diversity and equal employment opportunity.

ABOUT THIS REPORT

The basic units for affirmative action planning in this report are job group categories. Broader equal employment opportunity (EEO) categories are also used for historical comparisons. The report primarily covers permanent classified state agency employees; however, information regarding classified employees in the University of Wisconsin (UW) System is also included where available. Additional statistical reports on affirmative action in the UW System are available from the UW System Office of Human Resources by calling (608) 262-7352.

The term African Americans is used in the narrative for each table, while the term Blacks is used in the table itself for spacing. For comparison purposes, total male, total white female or total white employee categories have been added to tables where appropriate.

The total workforce represents the sum of the number of all particular groups mentioned in the report. Thus, it includes all males, women, racial/ethnic minorities and persons with disabilities in the classified service. At the end of fiscal year 2003, the total number of classified state employees was 40,779, of which 31,122 were state agency employees and 9,657 were UW System employees.

This report includes information regarding persons with severe disabilities as well as totals for persons with disabilities. Collection of data for persons with severe disabilities is required by 1991 Wisconsin Act 288 [see s. 230.04 (9r), Stats.].

Sources of the statistical information are listed in Appendix C.

For more information regarding the findings contained in this report, contact the Office of State Employment Relations, Division of Affirmative Action, 101 E. Wilson St., P.O. Box 7855, Madison, WI 53703-7855, (608) 266-6475.

PERSPECTIVES:

The Division of Affirmative Action saw many changes happen in fiscal year 2003. Governor Jim Doyle took office and a new secretary for DER was appointed. The Department of Employment Relations was incorporated into the Department of Administration, and a new name came about, the Office of State Employment Relations. Demetri Fisher became the new Administrator of DAA and two new staff members were added to assist in implementing the affirmative action/equal employment opportunities for current and future state employees.

Consistent with Governor Doyle's goal of streamlining the workforce, state agencies worked to eliminate positions while minimizing layoffs. Although there was a reduction of .9 percent in the total workforce, the overall impact on the representation of racial/ethnic employees, women and persons with disabilities in the workforce was minimal, if not non-existent. In FY02, all racial/ethnic employees comprised 8.5% of the permanent classified positions in state agencies and the UW System. In FY03 the same group comprised 8.6%. Women increased from 51.3% to 51.5% and persons with disabilities stayed the same.

Project appointments showed a slight decrease for all targeted group members, but unclassified employment saw an increase for racial/ethnic employees and women and a .2 percent drop for persons with disabilities. Overall, for all employment types, permanent, project, and unclassified, racial/ethnic employees and women saw a slight growth, and persons with disabilities saw a very slight reduction.

In FY 03, the percentages of racial/ethnic employees increased in higher level EEO job categories. They also increased in the higher level state job groups, such as: administrators, senior executives, fiscal and related professionals, science professionals, and doctors, dentists and veterinarians. The percent of racial/ethnic minorities improved or remained the same in 11 of the 15 statewide-underutilized job group for racial/ethnic minorities. The percent of women improved in two of the three statewide-underutilized job groups for women.

What does this all mean? Even though there was a decrease in the overall state employee workforce of .9 percent, targeted group employees were laid off at the same rate, or less frequently, as non-targeted employees. Fair and equitable means of determining layoffs were used, to ensure that targeted group members were not adversely impacted. Layoffs typically affect individuals with less seniority in state service, who are more likely to be members of racial ethnic minority groups than are more senior employees.

OSER and the Division of Affirmative Action are working to improve Wisconsin State Government's status as a desirable employer for racial/ethnic minorities, women and persons with disabilities.

SECTION ONE

NARRATIVE REPORT

Key Findings - July 1, 2002-June 30, 2003

- The state permanent classified workforce decreased 390 (0.9 percent) from 41,169 in fiscal year 2002 (FY02) to 40,779 in fiscal year 2003 (FY03). All affirmative action groups except Hispanics, Asians and women showed a percentage decrease in employment growth in FY03.
- Of the 40,779 permanent classified employees, 3,522 (8.6 percent) were racial/ethnic minorities, 20,986 (51.5 percent) were women, and 2925 (7.2 percent) were persons with disabilities. The percentages of women and racial/ethnic minorities, except for American Indians, are above the state labor force percentages.
- The state agencies permanent classified workforce decreased by 405 (-1.3 percent), from 31,527 in FY02 to 31,122 in FY03.
- The UW System permanent classified workforce increased by 15 (0.2 percent), from 9,642 in FY02 to 9,657 in FY03.
- There were 2,611 permanent classified new hires, of which 408 (15.6 percent) were racial/ethnic minorities, 1,405 (53.8 percent) were women, and 68 (2.6 percent) were persons with disabilities.
- The number of women in permanent classified positions decreased 0.7 percent, from 21,139 in FY02 to 20,986 in FY03.
- Persons with disabilities in permanent classified positions decreased 4.6 percent from 3,065 in FY02 to 2925 in FY03.

DEFINITIONS OF EEO/AA IN WISCONSIN STATE GOVERNMENT

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

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

The Wisconsin Fair Employment Law prohibits employment discrimination on the basis of age, ancestry, arrest or conviction record, color, creed, handicap or disability, marital status, national origin, race, religion, sex, sexual orientation, or membership in any reserve component of the United States or state military forces. In addition, harassment, retaliation, and unfair honesty testing are illegal under the law.

[Wisconsin Fair Employment Law, §111.31 to 111.395, Wis. Statutes]

AFFIRMATIVE ACTION (AA)

State law defines affirmative action as specific actions in employment which are designed and taken for the following purposes:

- ensuring equal opportunities;
- eliminating a substantial disparity between the proportion of members of racial/ethnic, gender or disabled groups in state job classification groupings and the proportion of those groups in the relevant labor pool; and
- eliminating present effects of past discrimination.

AA GROUPS

The state authorizes affirmative action for the following three groups: racial/ethnic minorities (American Indians and Alaskan Natives, Asians and Pacific Islanders, African Americans, and Hispanics); women; and persons with disabilities.

Racial/ethnic group definitions are listed in the appendix.

ROLE OF THE STATE DIVISION OF AFFIRMATIVE ACTION

The Division of Affirmative Action (DAA) is the central affirmative action office for state government. The Division is part of the Office of State Employment Relations (OSER). Division responsibilities include:

- developing policies and procedures governing the state Equal Employment Opportunity and Affirmative Action (EEO/AA) program;

- recommending new or revised legislation in support of the state EEO/AA program;
- establishing standards for agency EEO/AA plans;
- reviewing, approving and monitoring of state agency and university EEO/AA plans;
 - providing technical assistance to agencies in developing innovative personnel programs to increase the effectiveness of the state EEO/AA program;
 - analyzing state workforce data for use in developing EEO/AA reports and recommendations; and
 - developing programs and strategies to maximize opportunities for affirmative action groups and to seek a more diverse work force.

STATE AGENCIES' ROLES

Each state agency appoints an affirmative action officer to advise and assist appropriate personnel in developing and implementing the agency's equal employment opportunity and affirmative action plan.

The agency is responsible for the accomplishment of its EEO/AA goals and initiatives and for providing the developmental resources to allow for its employees to achieve upward mobility and career growth.

DIVISION OF AFFIRMATIVE ACTION EEO/AA PROGRAMS

Descriptions of Division of Affirmative Action programs and services are included in this section.

MONITORING

Wisconsin Statute §230.04 (9)(f), and Wisconsin Administrative Codes (s. ER 43.05) require OSER to monitor and evaluate the affirmative action efforts of state agencies on an on-going basis. The division assists state agencies and University of Wisconsin campuses in evaluating the effectiveness of their EEO/AA efforts by providing technical assistance in training, making on-site visits and providing objective feedback to the appointing authority about the successes realized by the agency or university campus.

The Division of Affirmative Action (DAA) recently conducted reviews of all layoff plans to ensure that women and racial/ethnic minorities are not disproportionately affected. The layoff reviews ensure that all state employees, regardless of gender, race or ethnicity, receive equal treatment under the law.

In addition, in-office monitoring was conducted last year for state agencies and UW campuses. DAA monitors state agencies and university campuses affirmative action efforts by reviewing statistics from extensive management information reports. The state Hiring Action Report tracks information on certifications and hires for underutilized positions.

UNDERUTILIZATION AND EXPANDED CERTIFICATION

State agencies and the UW System filled 2,611 permanent classified positions in FY03. Applicants must apply for a position and pass a civil service examination to be placed on a register. The top candidates, which can vary in number, are certified from the register and interviewed for a vacancy.

If a position is in a job group which is underutilized for women or racial/ethnic minorities, an agency will receive expanded certification. Underutilization occurs when the percentage of racial/ethnic minorities or women in a job group is below the availability of those groups in the relevant labor pool.

Expanded certification allows the OSER Division of Merit Recruitment and Selection (DMRS) to add up to three additional names of qualified women or racial/ethnic minorities to the certified list of applicants which is sent to an agency for employment consideration.

DISABLED EXPANDED CERTIFICATION (DEC)

Disabled Expanded Certification is an affirmative action personnel procedure used to ensure that qualified persons with disabilities are among the applicants to be considered for state civil service positions.

Applicants are eligible for DEC if they have a permanent physical or mental impairment which substantially limits the "major life activity of working."

In addition, DEC eligibility must be verified by a physician, psychologist, psychiatrist, vocational rehabilitation counselor, high school special education teacher, Division of Vocational Rehabilitation counselor, or other persons approved by DMRS.

Verification of DEC eligibility is effective for a five-year period and verification forms can be obtained by calling (608) 266-1731, TTY (608) 266-1498.

COOPERATIVE EDUCATION PROGRAM (CEP)

The Cooperative Education Program is designed to provide relevant on-the-job work experience and job training to students in colleges and universities with the goal that it will lead to permanent state employment. The program strengthens each state agency, institution, and UW campus affirmative action performance by placing special emphasis on recruiting AA group members. The CEP program allows agencies to employ students in part-time permanent or project positions. After graduation from college, CEP training opens the door for state employment in entry-level positions. The CEP program offers entry-level professional and technical positions.

ALTERNATIVE WORK PATTERNS (AWP)

The Alternative Work Patterns program was transferred to DAA in 1985, and the policy and procedure requirements for the program are included in DAA planning standards. The purpose of the AWP program is to assure that state government participate in developing and creating flexible time work schedules, additional permanent part-time positions and other alternative

work patterns in order to maximize, in a manner consistent with the needs of state service, the employment options available to existing and potential state employees. DAA provides technical assistance to agencies and employees in implementing this program and monitors the agencies' programs. All state agencies have an AWP program.

WISCONSIN WORKS (W-2) HIRING INITIATIVE

W-2 clients are often target group members, eligible for affirmative action programs. DAA tracks the progress of W-2 initiatives and offers technical support, as well as monitoring an agency's implementation of the program through DAA's Policy and Procedures and the Standards for Agency Equal Opportunity/Affirmative Action Plan. DAA also looks at the final reports and makes changes and suggestions, on an annual basis, which helps refine the process.

COUNCIL ON AFFIRMATIVE ACTION

The Council, appointed by the Governor and legislative leaders, advises the OSER Director on state affirmative action efforts. The council evaluates the progress of affirmative action programs throughout the civil service system, seeks compliance with state and federal regulations and recommends improvements in state affirmative action efforts as an employer. Council membership is representative of the state population.

The Council held the Third Annual Diversity Award to recognize best affirmative action practices among state agencies and University of Wisconsin (UW) campuses, on October 17, 2002, at the University of Wisconsin Pyle Center in Madison. Eighteen agencies and university campuses, a 50% increase from last year, submitted best practices for consideration. The Department of Revenue (DOR) and University of Wisconsin-Milwaukee (UWM) were selected as top recipients for their excellence in overall diversity achievement in all phases of EEO/AA programs, disability services, retention and upward mobility. In addition, the Program Merit Award was granted to the Department of Military Affairs (DMA) and the Department of Workforce Development (DWD) to recognize agencies' special efforts to improve the work environment and promote employment opportunities for minorities, women and persons with disabilities. The Department of Commerce (DOC) and the University of Wisconsin-Stout (UWS) received Special Achievement Awards from the DER Secretary to recognize meritorious human resources practices in attracting and retaining minority and women employees.

The council has a web page to improve communication with state agencies, the University of Wisconsin campuses and the public, and to present state models of best practices in affirmative action and diversity initiatives. It also links to the OSER Division of Affirmative Action's web pages that provide equal employment opportunity/ affirmative action resources, training, news and state affirmative action reports.

DAA provides staff assistance to the Council on Affirmative Action. For information, contact the staff of the Division of Affirmative Action, at (608) 266-3017, email: DERDAA@osер.state.wi.us.

SUMMER AFFIRMATIVE ACTION INTERN PROGRAM (SAAIP)

The Summer Affirmative Action Intern Program assists state agencies and universities in promoting equal employment opportunity by providing them with a pool of racial/ethnic minorities, women, and persons with disabilities. The program provides students with practical, on-the-job experience, training, and exposure to employment with the State of Wisconsin.

To participate in the Summer Affirmative Action Intern Program, students must be juniors, seniors, or graduate students at an accredited four-year college or university, or enrolled in the second year of a two-year technical or vocational school program at the beginning of the next school year. Since the program's inception in 1974, a total of 2,482 students have been placed in more than 30 different state agencies and university campuses throughout the state.

The following table is a comparative analysis of SAAIP hires by AA group members from 2002 to 2003. Due to budget reduction in state agencies and university system campuses, the number of intern positions was significantly lower in 2003 than 2002. In addition, a historical summary of interns hired since 1974 is provided.

GROUP	HIRES			
	2002		2003	
	#	%	#	%
African Americans	17	38.6	5	31.2
Asians	9	20.5	4	25.0
American Indians	2	4.5	1	6.3
Hispanics	2	4.5	2	12.5
White Women	13	29.5	4	25.0
Persons With Disabilities	1	2.3	0	0.0
Totals	44	100.0%	16	100.0%

Note: "Total" is less than the sum of the individual groups because persons with disabilities may be included in the other groups.

INTERN PLACEMENTS (1974-2003)

Year	Number of Interns Placed
1974	14
1975	20
1976	60
1977	90
1978	100
1979	60
1980	60
1981	30
1982	32
1983	47
1984	62
1985	72
1986	74
1987	80
1988	94
1989	129
1990	134
1991	114
1992	119
1993	121
1994	128
1995	104
1996	119
1997	117
1998	121
1999	123
2000	106
2001	92
2002	44
2003	16
TOTAL	2,482

REASONABLE ACCOMMODATIONS

Each state agency has a written policy and procedure for providing reasonable accommodations for qualified disabled individuals who are employees, applicants for employment, or customers for respective agency services. A qualified disabled individual for employment is a person whose experience, education and/or training enable the person, with or without reasonable accommodations, to perform the essential functions of the job.

Reasonable accommodations include, but are not limited to, making programs and facilities accessible, adjusting work schedules, restructuring jobs, providing assistive devices or equipment, providing readers or interpreters, and modifying work sites.

If needed, persons who have disabilities will be provided with special accommodations to enable them to take civil service examinations and to access facilities. Examples include readers, writers, large print exams, sign language interpreters, and other accommodations depending on the needs of the applicant. In some cases, examinations may be waived for persons with certain disabilities when the person's qualifications for the job cannot be adequately measured by a standard civil service exam.

TRAINING

DAA provides EEO/AA training for new supervisors, affirmative action officers, affirmative action committee members, personnel managers and specialists. The training programs are offered on a regular basis and course information can be obtained from the Office of Employee Development and Training at (608) 266-0664 or email: DEROEDT@osers.state.wi.us.

During FY03, DAA staff conducted training in the following areas: EEO/AA for supervisors and managers; state EEO/AA guidelines and procedures; requirements of the Americans with Disabilities Act; EEO/AA for affirmative action committee members, and diversity training for local units of government.

ENTRY PROFESSIONAL PROGRAM (EPP)

Administrative rules to implement the Entry Professional Program took effect April 1, 1992. This program gives state agencies flexibility in recruiting and hiring candidates to fill positions that require knowledge, skills and abilities that are usually acquired through a college degree or equivalent work experience. Approximately 200 job classifications were included in the EPP during FY03.

The EPP produced 319 hires during the period July 1, 2002, through June 30, 2003. Of the 319 hires, 34 (10.6%) were racial/ethnic minorities; 196 (61.4%) were women; 13 (4.1%) were persons with disabilities; and 16 (5.0%) were veterans. The racial/ethnic hires are further broken out as follows: 21 (6.6%) were African Americans; 9 (2.8%) Hispanic Americans; and 4 (1.3%) Asian Americans.

SECTION TWO**STATE EMPLOYEE TOTALS**

Section Two of this report provides tables showing changes in affirmative action group member employment for state agencies and the University of Wisconsin System. A geographic report of racial/ethnic minority employment is also provided.

NOTE: On some tables percentage point differences between 2002 and 2003 are shown. These differences were calculated by determining the differences on a two decimal point basis and rounding.

Example:

$$\begin{array}{r} 34.64 \\ - 31.25 \\ \hline 3.39 = 3.4 \end{array} \qquad \text{NOT:} \qquad \begin{array}{r} 34.6 \\ - 31.3 \\ \hline 3.3 \end{array}$$

NA = Not Available.

TABLE 1
Classified State Employees, Labor Force and Population: 2002-2003
State Agencies and UW System

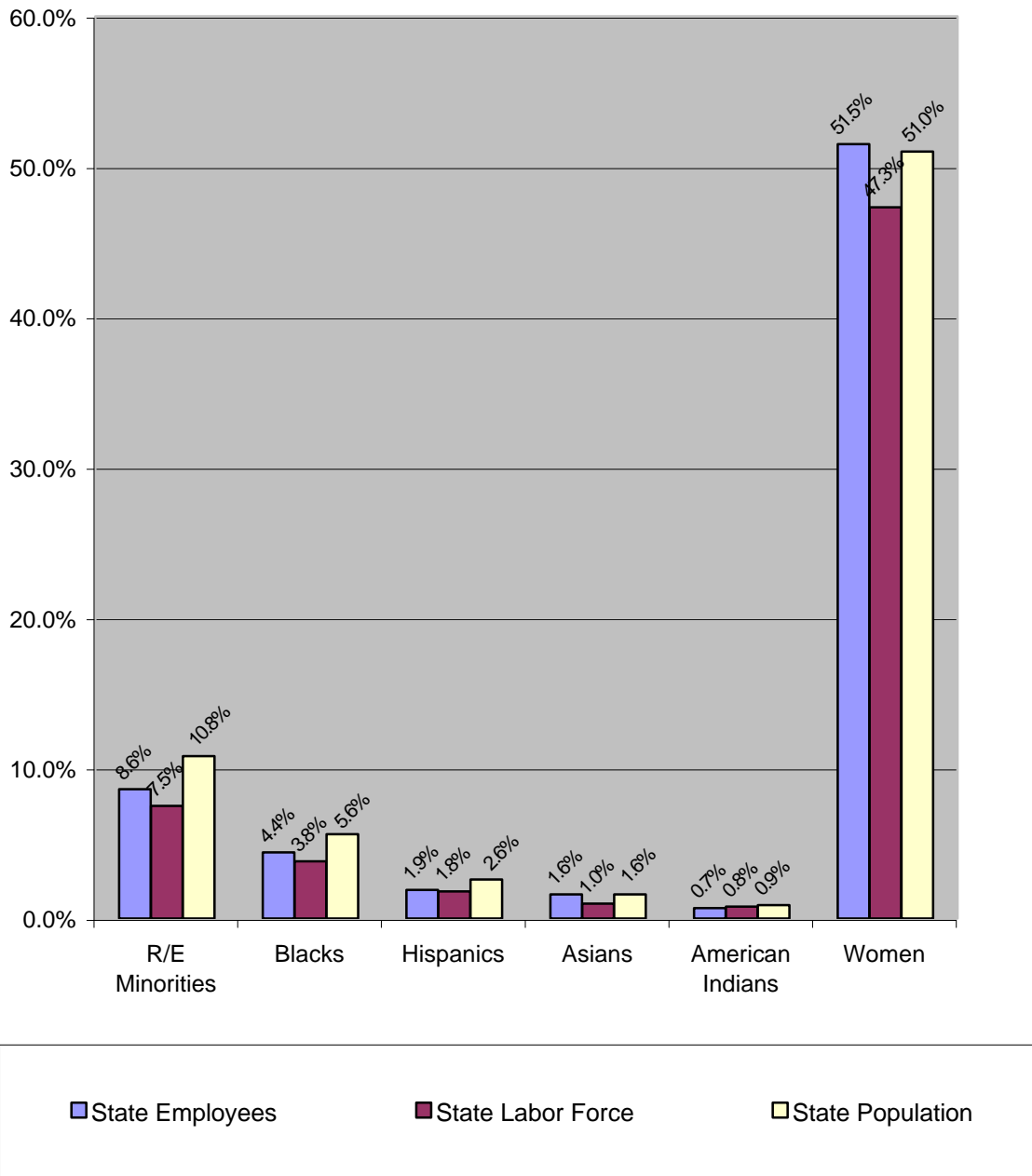
Affirmative Action Groups	State Employees #	Annual Growth	State Employees %	Percentage Point Change	State Labor Force (*) %	State Population %
Racial/Ethnic Minorities						
2002	3479		8.5%		7.2%	10.4%
2003	3522	1.2%	8.6%	0.2%	7.5%	10.8%
Blacks						
2002	1831		4.4%		3.7%	5.5%
2003	1808	-1.3%	4.4%	0.0%	3.8%	5.6%
Hispanics						
2002	724		1.8%		1.7%	2.5%
2003	765	5.7%	1.9%	0.1%	1.8%	2.6%
Asians						
2002	601		1.5%		0.9%	1.5%
2003	644	7.2%	1.6%	0.1%	1.0%	1.6%
American Indians						
2002	323		0.8%		0.8%	0.9%
2003	305	-5.6%	0.7%	0.0%	0.8%	0.9%
Women						
2002	21139		51.3%		47.1%	51.0%
2003	20986	-0.7%	51.5%	0.1%	47.3%	51.0%
Persons w/Severe Disabilities						
2002	423		1.0%		NA	NA
2003	409	-3.3%	1.0%	0.0%	NA	NA
Total Persons w/Disabilities(**)						
2002	3065		7.4%		NA	NA
2003	2925	-4.6%	7.2%	-0.3%	NA	NA
Total Employees						
2002	41169					
2003	40779	-0.9%				

KEY POINTS:

The number of state permanent classified employees decreased by 390 (0.9%) in fiscal year 2003 (FY03). Affirmative action groups Blacks, American Indians, Females and Persons with Disabilities all decreased in number and percentages in FY03. *Labor Force represents all persons 16 years of age and older, who are either employed or unemployed and looking for work. The State population and labor force data for FY03 were compiled by the Department of Workforce Development. **Total persons with disabilities include persons with severe disabilities.

CHART 1

**Representation of Racial/Ethnic Minorities and Women in
Classified State Employment, Labor Force and Population
June 30, 2003**

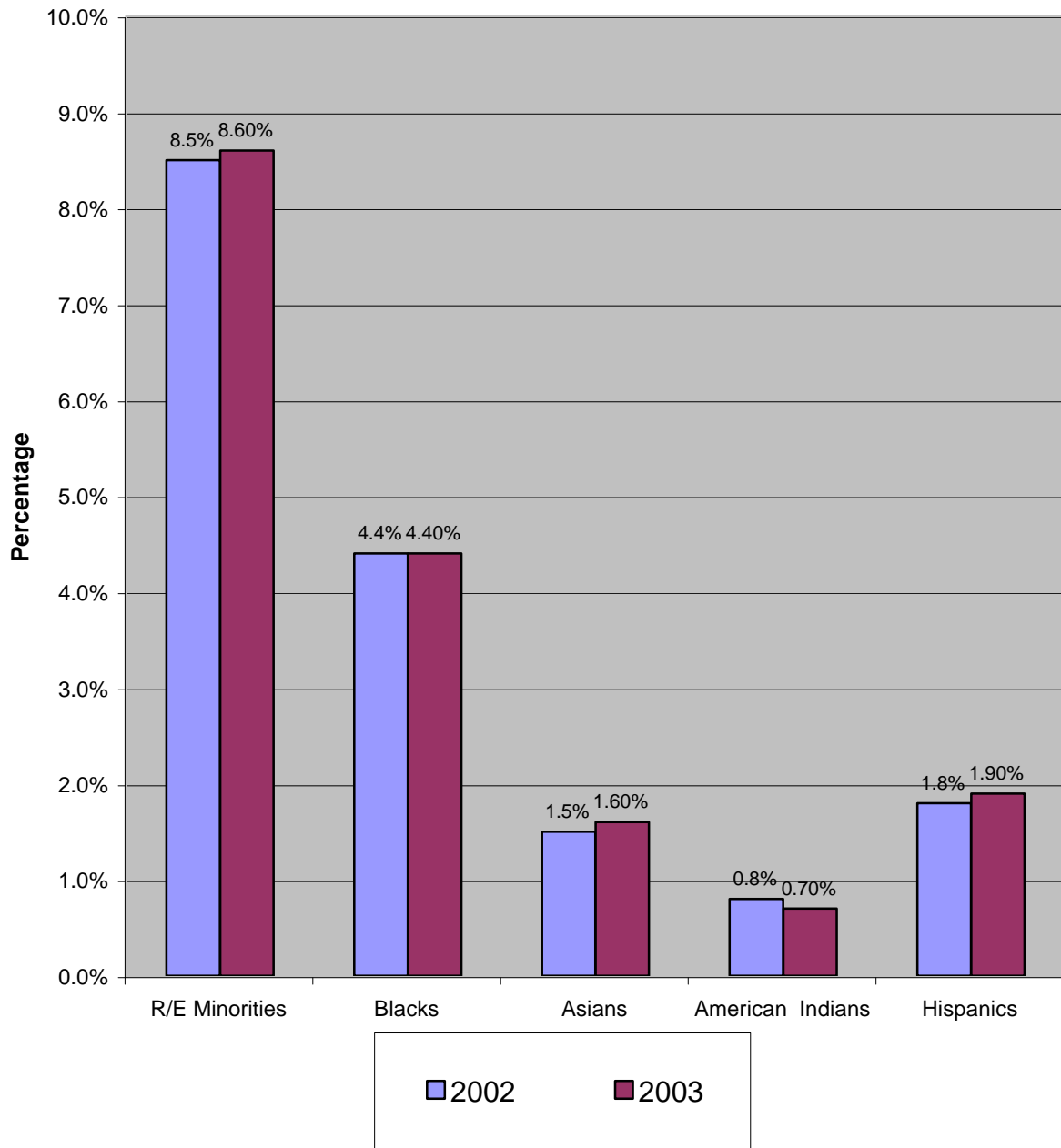


**TABLE 2 - State and UW System Permanent Classified Workforce
June 2002-June 2003**

State Agencies	2002		2003		Percentage Point Change	Annual Growth	Findings for Fiscal Year 2003
	#	%	#	%			
Racial/Ethnic Minorities	2703	8.6%	2709	8.7%	0.1%	0.2%	The only racial/ethnic minority groups showing a gain in employment from FY02 to FY03 were Hispanics (4.4%) and Asians (3.0%). Native Americans showed the greatest decrease at 7.2%. The total number of persons with disabilities decreased by 4.7%.
Blacks	1466	4.6%	1456	4.7%	0.0%	-0.7%	
Asians	435	1.4%	448	1.4%	0.1%	3.0%	
American Indians	277	0.9%	257	0.8%	-0.1%	-7.2%	
Hispanics	525	1.7%	548	1.8%	0.1%	4.4%	
Women	15657	49.7%	15519	49.9%	0.2%	-0.9%	
Persons w/Severe Disabilities	378	1.2%	364	1.2%	0.0%	-3.7%	
Total Persons w/Disabilities	2577	8.2%	2455	7.9%	-0.3%	-4.7%	
TOTAL	31527		31122			-1.3%	
<hr/>							
UW System							
Racial/Ethnic Minorities	776	8.0%	813	8.4%	0.4%	4.8%	Hispanics and Asians had the highest increase in employment. Blacks, women and persons with disabilities decreased from the previous year.
Blacks	365	3.8%	352	3.6%	-0.1%	-3.6%	
Asians	166	1.7%	196	2.0%	0.3%	18.1%	
American Indians	46	0.5%	48	0.5%	0.0%	4.3%	
Hispanics	199	2.1%	217	2.2%	0.2%	9.0%	
Women	5482	56.9%	5467	56.6%	-0.2%	-0.3%	
Persons w/Severe Disabilities	45	0.5%	45	0.5%	0.0%	0.0%	
Total Persons w/Disabilities	488	5.1%	470	4.9%	-0.2%	-3.7%	
TOTAL	9642		9657			0.2%	
<hr/>							
State Agencies and UW System							
Racial/Ethnic Minorities	3479	8.5%	3522	8.6%	0.2%	1.2%	In FY03, the number of state workers decreased by 390, representing a loss of 0.9% from FY02. Overall, racial/ethnic minority groups increased by 1.2% from FY02 to FY03.
Blacks	1831	4.4%	1808	4.4%	0.0%	-1.3%	
Asians	601	1.5%	644	1.6%	0.1%	7.2%	
American Indians	323	0.8%	305	0.7%	0.0%	-5.6%	
Hispanics	724	1.8%	765	1.9%	0.1%	5.7%	
Women	21139	51.3%	20986	51.5%	0.1%	-0.7%	
Persons w/Severe Disabilities	423	1.0%	409	1.0%	0.0%	-3.3%	
Total Persons w/Disabilities	3065	7.4%	2925	7.2%	-0.3%	-4.6%	
TOTAL	41169		40779			-0.9%	

CHART 2

Percentage of Permanent Classified for Racial/Ethnic Minorities: 2002-2003



**TABLE 3 - Racial/Ethnic Minority Employment By Region
Agencies and UW System: June 2003**

Region	Total Minorities				Blacks				Hispanics				Asians				American Indians			
	Total	Men	Womer	PWD	Total	Men	Womer	PWD	Total	Men	Womer	PWD	Total	Men	Womer	PWD	Total	Men	Womer	PWD
Northern																				
# Minorities	64	46	18	9	8	5	3	0	13	7	6	3	7	6	1	0	36	28	8	6
% Minorities	4.0%	2.8%	1.1%	0.6%	0.5%	0.3%	0.2%	0.0%	0.8%	0.4%	0.4%	0.6%	0.4%	0.4%	0.1%	0.0%	2.2%	1.7%	0.5%	0.4%
Total Employees	1616																			
Central																				
# Minorities	312	185	127	16	69	38	31	3	91	53	38	6	69	40	29	2	83	54	29	5
% Minorities	4.2%	2.5%	1.7%	0.2%	0.9%	0.5%	0.4%	0.0%	1.2%	0.7%	0.5%	0.2%	0.9%	0.5%	0.4%	0.0%	1.1%	0.7%	0.4%	0.1%
Total Employees	7414																			
Eastern																				
# Minorities	1550	564	986	75	1151	365	786	48	255	121	134	18	91	51	40	3	53	27	26	6
% Minorities	22.5%	8.2%	14.3%	1.1%	16.7%	5.3%	11.4%	0.7%	3.7%	1.8%	1.9%	1.1%	1.3%	0.7%	0.6%	0.0%	0.8%	0.4%	0.4%	0.1%
Total Employees	6899																			
Southern																				
# Minorities	1458	729	729	86	560	263	297	43	374	203	171	21	425	213	212	10	99	50	49	12
% Minorities	7.2%	3.6%	3.6%	0.4%	2.8%	1.3%	1.5%	0.2%	1.9%	1.0%	0.8%	0.4%	2.1%	1.1%	1.1%	0.0%	0.5%	0.2%	0.2%	0.1%
Total Employees	20153																			
Western																				
# Minorities	138	88	50	13	20	16	4	3	32	17	15	1	52	36	16	1	34	19	15	8
% Minorities	2.9%	1.9%	1.1%	0.3%	0.4%	0.3%	0.1%	0.1%	0.7%	0.4%	0.3%	0.3%	1.1%	0.8%	0.3%	0.0%	0.7%	0.4%	0.3%	0.2%
Total Employees	4697																			
Total Minorities	3522	1612	1910	199	1808	687	1121	97	765	401	364	49	644	346	298	16	305	178	127	37
% Minorities	8.6%	4.0%	4.7%	0.5%	4.4%	1.7%	2.7%	0.2%	0.7%	1.0%	0.3%	0.1%	1.6%	0.8%	0.7%	0.0%	0.7%	0.4%	0.3%	0.1%
Total Employees	40779	19793	20986	2925																

KEY POINTS:

The eastern region of the state employed the largest number of racial/ethnic minorities with 1,550 employees followed by the southern region with 1,458 employees. Total employees under the region column represent the total of all employees for that specific region of the State. Twenty-nine permanent classified state employees who work outside the State of Wisconsin are counted in the southern region.

PWD = Persons with Disabilities

Note: For Wisconsin Regional Map, see Appendix E

SECTION THREE

EEO JOB CATEGORIES AND JOB GROUPS

Section Three highlights achievements in the representation of minorities, women and persons with disabilities by EEO category and job group. There has been a change in representation for racial/ethnic minorities, women and persons with disabilities in the following areas:

- The percentage of racial/ethnic minorities increased in the officials/administrator, technicians, protective services, para-professionals, skilled crafts, and service/maintenance EEO job categories and declined in the professionals and administrative support EEO job category. (Table 4A)
- Women increased in the professionals, technicians, and protective services EEO job categories and declined in the officials/administrator, para-professionals, administrative support, skilled crafts, and service/maintenance EEO job category. (Table 4A)
- The percentage of persons with disabilities decreased in all EEO job categories. (Table 4A)

NOTE: The tables percentage point differences between 2002 and 2003 were calculated by determining the differences on a two decimal point basis and rounding.

Example:

$$\begin{array}{r}
 34.64 \\
 - 31.25 \\
 \hline
 3.39 = 3.4
 \end{array}
 \qquad
 \text{NOT:}
 \qquad
 \begin{array}{r}
 34.6 \\
 - 31.3 \\
 \hline
 3.3
 \end{array}$$

NA = Not Available.

**TABLE 4A - Employment by EEO Job Category
June 2002-June 2003**

(Includes State Agencies and UW System)

EEO Job Category	Total Employees #	Total Men		Total Women		Racia/Ethnic Minorities						Persons With Disabilities					
		#	%	#	%	Total		Men		Women		Total		Non-Severe		Severe	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
OFFICIALS/ADM																	
2002	719	461	64.1%	258	35.9%	52	7.2%	35	4.9%	17	2.4%	66	9.2%	63	8.8%	3	0.4%
2003	710	462	65.1%	248	34.9%	59	8.3%	40	5.6%	19	2.7%	58	8.2%	54	7.6%	4	0.6%
Net Change			1.0%		-1.0%		1.1%		0.8%		0.3%		-1.0%		-1.2%		0.1%
PROFESSIONALS																	
2002	15468	7823	50.6%	7645	49.4%	1247	8.1%	623	4.0%	624	4.0%	1173	7.6%	969	6.3%	204	1.3%
2003	15335	7649	49.9%	7686	50.1%	1234	8.0%	600	3.9%	634	4.1%	1145	7.5%	950	6.2%	195	1.3%
Net Change			-0.7%		0.7%		0.0%		-0.1%		0.1%		-0.1%		-0.1%		0.0%
TECHNICIANS																	
2002	2492	1397	56.1%	1095	43.9%	110	4.4%	73	2.9%	37	1.5%	188	7.5%	168	6.7%	20	0.8%
2003	2464	1365	55.4%	1099	44.6%	111	4.5%	75	3.0%	36	1.5%	178	7.2%	157	6.4%	21	0.9%
Net Change			-0.7%		0.7%		0.1%		0.1%		0.0%		-0.3%		-0.4%		0.0%
PROTECT/SERV																	
2002	6890	5244	76.1%	1646	23.9%	632	9.2%	411	6.0%	221	3.2%	435	6.3%	371	5.4%	64	0.9%
2003	7006	5288	75.5%	1718	24.5%	638	9.1%	406	5.8%	232	3.3%	402	5.7%	343	4.9%	59	0.8%
Net Change			-0.6%		0.6%		-0.1%		-0.2%		0.1%		-0.6%		-0.5%		-0.1%
PARA-PROF																	
2002	4807	696	14.5%	4111	85.5%	435	9.0%	79	1.6%	356	7.4%	305	6.3%	270	5.6%	35	0.7%
2003	4777	705	14.8%	4072	85.2%	462	9.7%	87	1.8%	375	7.9%	304	6.4%	265	5.5%	39	0.8%
Net Change			0.3%		-0.3%		0.6%		0.2%		0.4%		0.0%		-0.1%		0.1%
ADMIN SUPPORT																	
2002	5817	647	11.1%	5170	88.9%	474	8.1%	58	1.0%	416	7.2%	488	8.4%	429	7.4%	59	1.0%
2003	5615	639	11.4%	4976	88.6%	471	8.4%	63	1.1%	408	7.3%	451	8.0%	396	7.1%	55	1.0%
Net Change			0.3%		-0.3%		0.2%		0.1%		0.1%		-0.4%		-0.3%		0.0%
SKILLED CRAFTS																	
2002	1176	1150	97.8%	26	2.2%	33	2.8%	33	2.8%	0	0.0%	91	7.7%	84	7.1%	7	0.6%
2003	1172	1147	97.9%	25	2.1%	37	3.2%	37	3.2%	0	0.0%	88	7.5%	81	6.9%	7	0.6%
Net Change			0.1%		-0.1%		0.4%		0.4%		0.0%		-0.2%		-0.2%		0.0%
SERV/MAINT																	
2002	3800	2612	68.7%	1188	31.3%	496	13.1%	291	7.7%	205	5.4%	319	8.4%	288	7.6%	31	0.8%
2003	3700	2538	68.6%	1162	31.4%	510	13.8%	304	8.2%	206	5.6%	299	8.1%	270	7.3%	29	0.8%
Net Change			-0.1%		0.1%		0.7%		0.6%		0.2%		-0.3%		-0.3%		0.0%
TOTAL																	
2002	41169	20030	48.7%	21139	51.3%	3479	8.5%	1603	3.9%	1876	4.6%	3065	7.4%	2642	6.4%	423	1.0%
2003	40779	19793	48.5%	20986	51.5%	3522	8.6%	1612	4.0%	1910	4.7%	2925	7.2%	2516	6.2%	409	1.0%
Net Change			-0.1%		0.1%		0.2%		0.1%		0.1%		-0.3%		-0.2%		0.0%

KEY POINTS: Racial/ethnic minorities made employment gains in all EEO job categories except in the professional and administrative support job categories. Women made employment gains in professionals, technicians and protective/services EEO job categories. Persons with disabilities did not make any employment gains in EEO/AA job categories.

TABLE 4B - Employment by Racial/Ethnic Minority Group by EEO Job Category

June 2002-June 2003

(Includes State Agencies and UW System)

EEO Job Category	Total Employees #	BLACKS				ASIANS				AMERICAN INDIANS				HISPANICS											
		Total #	%	Men #	Women #	Total #	%	Men #	Women #	Total #	%	Men #	Women #	Total #	%	Men #	Women #								
OFFICIALS/ADM																									
2002	719	24	3.3%	15	2.1%	9	1.3%	10	1.4%	6	0.8%	4	0.6%	6	0.8%	6	0.8%	0	0.0%	12	1.7%	8	1.1%	4	0.6%
2003	710	25	3.5%	15	2.1%	10	1.4%	12	1.7%	9	1.3%	3	0.4%	7	1.0%	6	0.8%	1	0.1%	15	2.1%	10	1.4%	5	0.7%
Net Change			0.2%		0.0%		0.2%		0.3%		0.4%		-0.1%		0.2%		0.0%		0.1%		0.4%		0.3%		0.1%
PROFESSIONALS																									
2002	15468	580	3.7%	255	1.6%	325	2.1%	334	2.2%	185	1.2%	149	1.0%	101	0.7%	54	0.3%	47	0.3%	232	1.5%	129	0.8%	103	0.7%
2003	15335	563	3.7%	237	1.5%	326	2.1%	341	2.2%	185	1.2%	156	1.0%	93	0.6%	49	0.3%	44	0.3%	237	1.5%	129	0.8%	108	0.7%
Net Change			-0.1%		-0.1%		0.0%		0.1%		0.0%		0.1%		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
TECHNICIANS																									
2002	2492	38	1.5%	20	0.8%	18	0.7%	20	0.8%	12	0.5%	8	0.3%	27	1.1%	24	1.0%	3	0.1%	25	1.0%	17	0.7%	8	0.3%
2003	2464	33	1.3%	21	0.9%	12	0.5%	24	1.0%	12	0.5%	12	0.5%	25	1.0%	22	0.9%	3	0.1%	29	1.2%	20	0.8%	9	0.4%
Net Change			-0.2%		0.0%		-0.2%		0.2%		0.0%		0.2%		-0.1%		-0.1%		0.0%		0.2%		0.1%		0.0%
PROTECT/SERV																									
2002	6890	369	5.4%	214	3.1%	155	2.2%	32	0.5%	26	0.4%	6	0.1%	83	1.2%	65	0.9%	18	0.3%	148	2.1%	106	1.5%	42	0.6%
2003	7006	370	5.3%	211	3.0%	159	2.3%	33	0.5%	27	0.4%	6	0.1%	79	1.1%	63	0.9%	16	0.2%	156	2.2%	105	1.5%	51	0.7%
Net Change			-0.1%		-0.1%		0.0%		0.0%		0.0%		0.0%		-0.1%		0.0%		0.0%		0.1%		0.0%		0.1%
PARA-PROF																									
2002	4807	292	6.1%	44	0.9%	248	5.2%	49	1.0%	13	0.3%	36	0.7%	36	0.7%	9	0.2%	27	0.6%	58	1.2%	13	0.3%	45	0.9%
2003	4777	312	6.5%	50	1.0%	262	5.5%	60	1.3%	18	0.4%	42	0.9%	27	0.6%	6	0.1%	21	0.4%	63	1.3%	13	0.3%	50	1.0%
Net Change			0.5%		0.1%		0.3%		0.2%		0.1%		0.1%		-0.2%		-0.1%		-0.1%		0.1%		0.0%		0.1%
ADMIN SUPPORT																									
2002	5817	292	5.0%	24	0.4%	268	4.6%	54	0.9%	13	0.2%	41	0.7%	35	0.6%	4	0.1%	31	0.5%	93	1.6%	17	0.3%	76	1.3%
2003	5615	290	5.2%	28	0.5%	262	4.7%	60	1.1%	18	0.3%	42	0.7%	37	0.7%	4	0.1%	33	0.6%	84	1.5%	13	0.2%	71	1.3%
Net Change			0.1%		0.1%		0.1%		0.1%		0.1%		0.0%		0.1%		0.0%		0.1%		-0.1%		-0.1%		0.0%
SKILLED CRAFTS																									
2002	1176	11	0.9%	11	0.9%	0	0.0%	5	0.4%	5	0.4%	0	0.0%	7	0.6%	7	0.6%	0	0.0%	10	0.9%	10	0.9%	0	0.0%
2003	1172	13	1.1%	13	1.1%	0	0.0%	6	0.5%	6	0.5%	0	0.0%	8	0.7%	8	0.7%	0	0.0%	10	0.9%	10	0.9%	0	0.0%
Net Change			0.2%		0.2%		0.0%		0.1%		0.1%		0.0%		0.1%		0.1%		0.0%		0.0%		0.0%		0.0%
SERV/MAINT																									
2002	3800	225	5.9%	127	3.3%	98	2.6%	97	2.6%	62	1.6%	35	0.9%	28	0.7%	20	0.5%	8	0.2%	146	3.8%	82	2.2%	64	1.7%
2003	3700	202	5.5%	112	3.0%	90	2.4%	108	2.9%	71	1.9%	37	1.0%	29	0.8%	20	0.5%	9	0.2%	171	4.6%	101	2.7%	70	1.9%
Net Change			-0.5%		-0.3%		-0.1%		0.4%		0.3%		0.1%		0.0%		0.0%		0.0%		0.8%		0.6%		0.2%
TOTAL																									
2002	41169	1831	4.4%	710	1.7%	1003	2.7%	601	1.5%	322	0.8%	279	0.7%	323	0.8%	189	0.5%	134	0.3%	724	1.8%	382	0.9%	342	0.8%
2003	40779	1808	4.4%	687	1.7%	1003	2.7%	644	1.6%	346	0.8%	298	0.7%	305	0.7%	178	0.4%	127	0.3%	765	1.9%	401	1.0%	364	0.9%
Net Change			0.0%		0.0%		0.0%		0.1%		0.1%		0.1%		0.0%		0.0%		0.0%		0.1%		0.1%		0.1%

KEY POINTS: African Americans increased in the official/administrator, protective services, paraprofessionals, and skilled crafts EEO job categories. Asians made gains in all EEO job categories. American Indians made employment gains in the officials/administrator, administrative support, skilled crafts, and service maintenance EEO job categories. Hispanics increased or stayed the same in all EEO job categories except in the administrative support EEO job category.

TABLE 5 - Job Groups: 2002-2003

Job Group	Year	Total	R/E Minorities		Women		Persons with Disabilities	
			#	%	#	%	#	%
ADMINISTRATORS - SENIOR EXECUTIVES	2002	591	43	7.3%	213	36.0%	50	8.5%
	2003	585	46	7.9%	205	35.0%	43	7.4%
ADMINISTRATORS - OTHERS	2002	208	14	6.7%	100	48.1%	19	9.1%
	2003	211	17	8.1%	104	49.3%	21	10.0%
FISCAL AND RELATED PROFESSIONALS & SUPERVISORS	2002	1426	89	6.2%	697	48.9%	183	12.8%
	2003	1394	94	6.7%	692	49.6%	181	13.0%
PROGRAM SUPPORT PROFESSIONALS & SUPERVISORS	2002	1329	73	5.5%	867	65.2%	115	8.7%
	2003	1356	76	5.6%	885	65.3%	100	7.4%
HUMAN RESOURCES PROFESSIONALS & SUPERVISORS	2002	625	94	15.0%	398	63.7%	79	12.6%
	2003	615	94	15.3%	395	64.2%	75	12.2%
EQUAL OPPORTUNITY PROFESSIONALS & SUPERVISORS	2002	83	36	43.4%	48	57.8%	21	25.3%
	2003	82	34	41.5%	49	59.8%	21	25.6%
PURCHASING PROFESSIONALS & SUPERVISORS	2002	191	7	3.7%	117	61.3%	19	9.9%
	2003	185	7	3.8%	115	62.2%	19	10.3%
INSPECTORS AND INVESTIGATORS - MATERIALS & STRUCTURES	2002	91	9	9.9%	15	16.5%	18	19.8%
	2003	91	8	8.8%	18	19.8%	17	18.7%
ARCHITECTS & ENGINEERS	2002	1084	102	9.4%	161	14.9%	45	4.2%
	2003	1048	99	9.4%	164	15.6%	44	4.2%
MANAGEMENT INFORMATION PROFESSIONALS & SUPERVISORS	2002	2201	160	7.3%	857	38.9%	140	6.4%
	2003	2222	160	7.2%	854	38.4%	142	6.4%
PLANNING AND RESEARCH PROFESSIONALS & SUPERVISORS	2002	759	65	8.6%	405	53.4%	43	5.7%
	2003	748	62	8.3%	410	54.8%	39	5.2%
SCIENCE PROFESSIONALS & SUPERVISORS	2002	417	26	6.2%	188	45.1%	16	3.8%
	2003	424	32	7.5%	198	46.7%	14	3.3%
ENVIRONMENTAL SPECIALISTS AND SUPERVISORS	2002	534	23	4.3%	158	29.6%	33	6.2%
	2003	584	23	3.9%	160	27.4%	35	6.0%
NATURAL RESOURCES PROFESSIONALS & SUPERVISORS	2002	604	15	2.5%	110	18.2%	31	5.1%
	2003	529	13	2.5%	106	20.0%	24	4.5%
DOCTORS, DENTISTS, AND VETERINARIANS	2002	151	29	19.2%	39	25.8%	4	2.6%
	2003	150	30	20.0%	39	26.0%	4	2.7%
PATIENT CARE PROFESSIONALS & SUPERVISORS	2002	791	33	4.2%	655	82.8%	29	3.7%
	2003	808	32	4.0%	677	83.8%	30	3.7%
DIETITIANS AND NUTRITIONISTS	2002	65	1	1.5%	57	87.7%	2	3.1%
	2003	64	0	0.0%	56	87.5%	2	3.1%

Job Group	Year	Total	R/E Minorities		Women		Persons with Disabilities	
			#	%	#	%	#	%
HEALTH THERAPISTS	2002	162	2	1.2%	130	80.2%	10	6.2%
	2003	159	2	1.3%	130	81.8%	10	6.3%
TEACHERS AND EDUCATION PROFESSIONALS & SUPERVISORS	2002	763	45	5.9%	427	56.0%	75	9.8%
	2003	765	48	6.3%	424	55.4%	87	11.4%
LIBRARIANS, ARCHIVISTS, AND CURATORS	2002	137	3	2.2%	79	57.7%	7	5.1%
	2003	136	3	2.2%	77	56.6%	8	5.9%
PSYCHOLOGISTS	2002	177	11	6.2%	75	42.4%	12	6.8%
	2003	189	11	5.8%	83	43.9%	13	6.9%
SOCIAL SERVICES PROFESSIONALS & SUPERVISORS	2002	2706	336	12.4%	1708	63.1%	208	7.7%
	2003	2692	327	12.1%	1728	64.2%	198	7.4%
ATTORNEYS	2002	374	25	6.7%	120	32.1%	33	8.8%
	2003	368	24	6.5%	121	32.9%	31	8.4%
MEDIA TECHNICIANS	2002	123	4	3.3%	42	34.1%	9	7.3%
	2003	97	3	3.1%	36	37.1%	6	6.2%
PUBLIC INFORMATION AND MEDIA PROFESSIONALS & SUPERVISORS	2002	146	8	5.5%	84	57.5%	5	3.4%
	2003	119	5	4.2%	75	63.0%	5	4.2%
TECHNICIANS - HEALTH CARE AND RELATED	2002	459	16	3.5%	425	92.6%	18	3.9%
	2003	849	35	4.1%	557	65.6%	34	4.0%
TECHNICIANS - ENGINEERING AND RELATED	2002	890	49	5.5%	133	14.9%	79	8.9%
	2003	852	48	5.6%	133	15.6%	74	8.7%
LABORATORY TECHNICIANS	2002	196	10	5.1%	128	65.3%	7	3.6%
	2003	192	10	5.2%	125	65.1%	7	3.6%
AVIATION OCCUPATIONS	2002	17	0	0.0%	1	5.9%	0	0.0%
	2003	18	1	5.6%	2	11.1%	0	0.0%
REAL ESTATE TECHNICIANS, PROFESSIONALS & SUPERVISORS	2002	243	13	5.3%	107	44.0%	41	16.9%
	2003	229	13	5.7%	102	44.5%	40	17.5%
MANAGEMENT INFORMATION TECHNICIANS	2002	275	14	5.1%	162	58.9%	24	8.7%
	2003	287	15	5.2%	169	58.9%	24	8.4%
ADMINISTRATIVE SUPPORT - GENERAL	2002	4149	316	7.6%	3599	86.7%	321	7.7%
	2003	4147	347	8.4%	3585	86.4%	309	7.5%
GENERAL CLERICAL OCCUPATIONS	2002	3444	278	8.1%	3212	93.3%	272	7.9%
	2003	3273	268	8.2%	3049	93.2%	252	7.7%
ADMINISTRATIVE SUPPORT - FISCAL	2002	1261	83	6.6%	1046	83.0%	125	9.9%
	2003	1245	87	7.0%	1036	83.2%	116	9.3%
COMMUNICATION EQUIPMENT OPERATORS	2002	81	5	6.2%	57	70.4%	5	6.2%
	2003	76	4	5.3%	58	76.3%	3	3.9%

Job Group	Year	Total	R/E Minorities		Women		Persons with Disabilities	
			#	%	#	%	#	%
CLERKS - SHIPPING, STORAGE, AND RELATED	2002	332	26	7.8%	103	31.0%	26	7.8%
	2003	308	23	7.5%	101	32.8%	22	7.1%
CLAIMS DETERMINATION AND COLLECTIONS - PROFESSIONALS & SUPERVISORS	2002	476	45	9.5%	321	67.4%	52	10.9%
	2003	479	42	8.8%	321	67.0%	49	10.2%
CORRECTIONS OCCUPATIONS	2002	5079	476	9.4%	1153	22.7%	248	4.9%
	2003	4809	447	9.3%	1055	21.9%	211	4.4%
LAW ENFORCEMENT AND PUBLIC SAFETY	2002	1255	90	7.2%	171	13.6%	69	5.5%
	2003	1206	84	7.0%	172	14.3%	61	5.1%
FOOD PRODUCTION AND FOOD SERVICE	2002	754	84	11.1%	457	60.6%	48	6.4%
	2003	727	81	11.1%	436	60.0%	48	6.6%
PERSONAL CARE AIDES	2002	1881	271	14.4%	1480	78.7%	90	4.8%
	2003	1861	289	15.5%	1453	78.1%	97	5.2%
CLEANING AND BUILDINGS - SUPERVISORS	2002	274	13	4.7%	41	15.0%	25	9.1%
	2003	263	14	5.3%	41	15.6%	25	9.5%
AGRICULTURAL & NATURAL RESOURCES TECHNICIANS	2002	662	18	2.7%	95	14.4%	54	8.2%
	2003	543	19	3.5%	82	15.1%	44	8.1%
INSPECTORS AND INVESTIGATORS - PRODUCTS AND SERVICES	2002	337	17	5.0%	115	34.1%	63	18.7%
	2003	341	18	5.3%	115	33.7%	60	17.6%
MECHANICAL EQUIPMENT, CONSTRUCTION, AND REPAIR	2002	783	29	3.7%	23	2.9%	85	10.9%
	2003	761	28	3.7%	22	2.9%	80	10.5%
MISCELLANEOUS MECHANICS AND REPAIRERS	2002	137	3	2.2%	1	0.7%	6	4.4%
	2003	139	3	2.2%	1	0.7%	7	5.0%
CONSTRUCTION TRADES	2002	532	19	3.6%	18	3.4%	36	6.8%
	2003	518	19	3.7%	17	3.3%	31	6.0%
SEAMSTRESS AND UPHOLSTERERS	2002	16	0	0.0%	12	75.0%	0	0.0%
	2003	16	0	0.0%	12	75.0%	0	0.0%
POWER PLANT OCCUPATIONS	2002	262	6	2.3%	2	0.8%	30	11.5%
	2003	263	10	3.8%	2	0.8%	28	10.6%
GENERAL LABORERS	2002	1636	345	21.1%	527	32.2%	135	8.3%
	2003	1756	367	20.9%	539	30.7%	134	7.6%

TABLE 5

Key Points:

- Racial/ethnic minorities experienced increases in 18 of the 50 job groups; women experienced increases in 18 job groups; and persons with disabilities experienced increases in 10 job groups.
- Racial/ethnic minorities experienced decreases in 20 of the 50 job groups; women had decreases in 23 job groups; and persons with disabilities had decreases in 28 job groups.
- Technicians – health care and related, general laborers, environmental specialists and supervisors, program support professionals & supervisors, management information professionals and supervisors, patient care professionals & supervisors, psychologists and management information technicians had the greatest increase in total employment of members of racial ethnic minority groups and women.
- Corrections occupations, general clerical occupations, agricultural & natural resources technicians, natural resources professionals & supervisors, law enforcement and public safety, technicians - engineers and related, and fiscal and related professionals & supervisors had the greatest decline in total employment of members of racial ethnic minority groups and women.

SECTION FOUR

EMPLOYMENT TYPES AND PERSONNEL TRANSACTION DATA

The tables in this section summarize position type and personnel transaction data as they relate to employment mobility patterns of permanent classified employees. Two thousand one hundred thirty-four (2,134) employees voluntarily separated from state service in fiscal year 2003. Voluntary separations include retirement, moving to a job in the private/public sector, health reasons, disability, leaving the area (city or state), family related reasons, returning to school, operating own business, quitting without notice, appointment to the unclassified service and other reasons.

- Racial/ethnic minorities were employed in project and unclassified positions at rates higher than their percentage in permanent classified positions.
- During this reporting period, there were 2,611 new hires and 2,436 separations (discharge probation, discharge permanent, layoffs and voluntary separations).
- Of the 2,436 total separations, 2,134 (87.6%) were voluntary separations and 302 (12.4%) were discharge permanent, discharge probation and layoffs.
- Racial/ethnic minorities represented 8.6 percent of the workforce, but accounted for 15.6 percent of the total new hires.
- Women were 51.5 percent of the workforce, but accounted for 53.8 percent of total new hires.

Persons with disabilities made up 7.2 percent of the workforce, but accounted for 2.6 percent of the total new hires.

TABLE 6 - State Workforce By Position Type: 2002-2003

(Includes State Agencies and UW System)

POSITION TYPE	2002		2003		Percentage Point Change
	Number	Percent	Number	Percent	
On Board					
Racial/Ethnic Minorities	3479	8.5%	3522	8.6%	0.2%
Women	21139	51.3%	20986	51.5%	0.1%
Persons w/Severe Disabilities	423	1.0%	409	1.0%	0.0%
Total Persons w/Disabilities	3065	7.4%	2925	7.2%	-0.3%
TOTAL	41169		40779		
Project					
Racial/Ethnic Minorities	43	10.0%	40	9.3%	-0.7%
Women	266	62.0%	264	61.3%	-0.8%
Persons w/Severe Disabilities	1	0.2%	0	0.0%	-0.2%
Total Persons w/Disabilities	14	3.3%	13	3.0%	-0.2%
TOTAL	429		431		
Unclassified					
Racial/Ethnic Minorities	436	15.5%	484	17.2%	1.7%
Women	1273	45.1%	1337	47.4%	2.3%
Persons w/Severe Disabilities	5	0.2%	4	0.1%	0.0%
Total Persons w/Disabilities	51	1.8%	45	1.6%	-0.2%
TOTAL	2820		2819		
All Employees					
Racial/Ethnic Minorities	3958	8.9%	4046	9.2%	0.3%
Women	22678	51.1%	22587	51.3%	0.2%
Persons w/Severe Disabilities	429	1.0%	413	0.9%	0.0%
Total Persons w/Disabilities	3130	7.0%	2983	6.8%	-0.3%
Total for all Position Types	44418		44029		

KEY POINTS: The percentage of racial/ethnic minorities is higher for unclassified (17.2%) and project (9.3%) position types, compared to 8.6% for permanent classified position type. Women accounted for 61.3% in project position type, their highest position type representation. Women were employed at a lower rate in unclassified position type at 47.4%. Persons with disabilities accounted for 7.2% in permanent classified position type, their highest position type representation.

CHART 3

Employment of R/E Minorities, Women and Persons with Disabilities (PWD) by Position Type: 2003

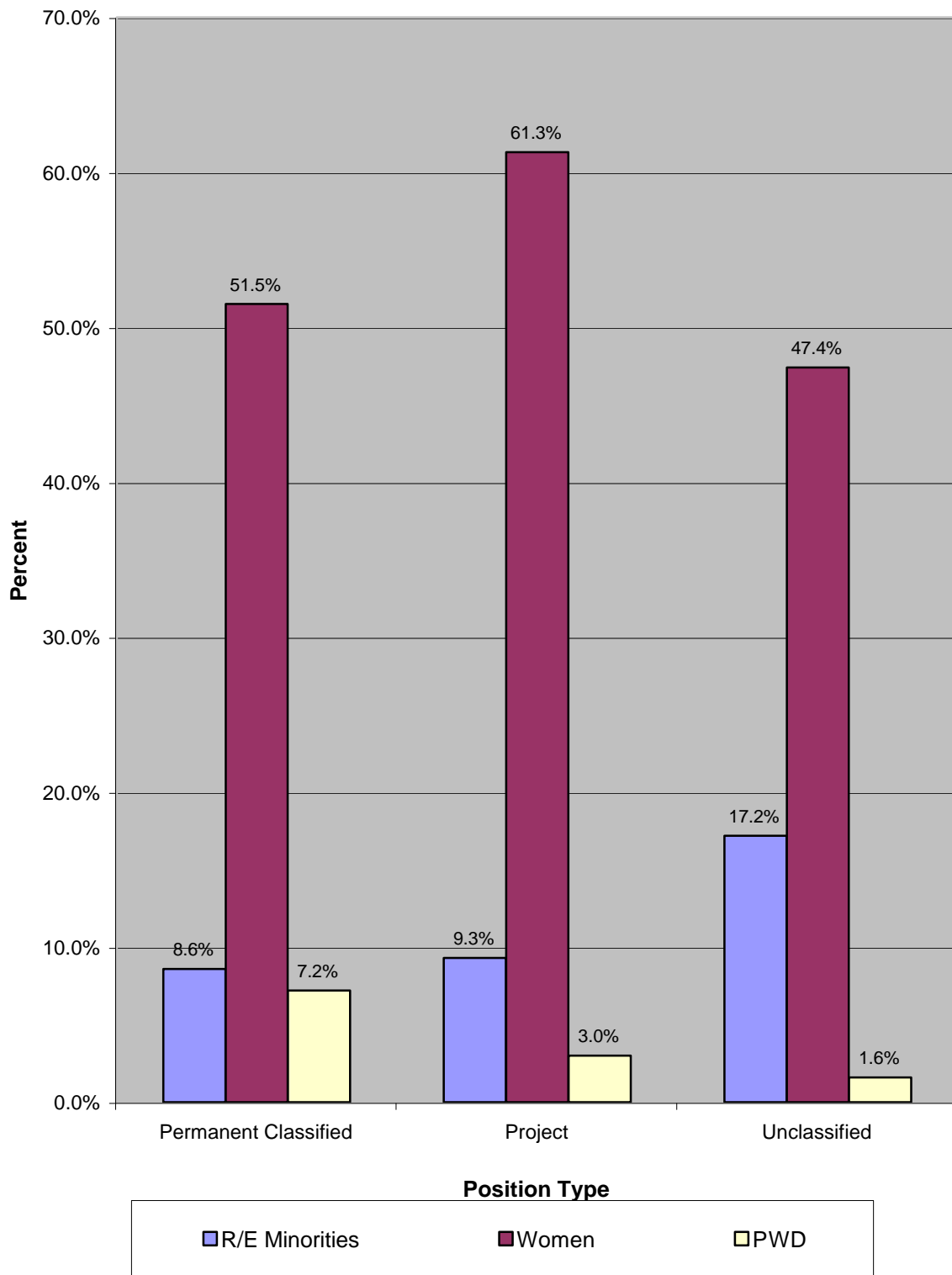


TABLE 7A - Personnel Transactions By Racial/Ethnic Groups, Gender and Persons with Disabilities in Permanent Classified Positions: July 1, 2001-June 30, 2002

Personnel Transactions		Total	Whites	Racial/Ethnic Minorities	Blacks	Asians	American Indians	Hispanics	Persons(*) with Disabilities	Persons w/Severe Disabilities
On Board	Men	20030	18427	1603	710	322	189	382	1808	273
	%	48.7	44.8	3.9	1.7	.8	.5	.9	4.4	.7
	Women	21139	19263	1876	1121	279	134	342	1257	150
	%	51.3	46.8	4.6	2.7	.7	.3	.8	3.1	.4
	Total	41169	37690	3479	1831	601	323	724	3065	423
%	100.0	91.5	8.5	4.4	1.5	.8	1.8	7.4	1.0	
New Hires	Men	1635	1396	239	132	45	4	58	27	2
	%	45.6	38.9	6.7	3.7	1.3	.1	1.6	.8	.1
	Women	1952	1598	354	226	53	8	67	36	2
	%	54.4	44.5	9.9	6.3	1.5	.2	1.9	1.0	.1
	Total	3587	2994	593	358	98	12	125	63	4
%	100.0	83.5	16.5	10.0	2.7	.3	3.5	1.8	.1	
Promotion	Men	538	485	53	28	8	2	15	39	9
	%	52.0	46.9	5.1	2.7	.8	.2	1.4	3.8	.9
	Women	497	438	59	34	9	5	11	24	2
	%	48.0	42.3	5.7	3.3	.9	.5	1.1	2.3	.2
	Total	1035	923	112	62	17	7	26	63	11
%	100.0	89.2	10.8	6.0	1.6	.7	2.5	6.1	1.1	
Reclassification	Men	617	566	51	31	7	1	12	41	7
	%	43.5	39.9	3.6	2.2	.5	.1	.8	2.9	.5
	Women	802	710	92	59	10	7	16	40	3
	%	56.5	50.0	6.5	4.2	.7	.5	1.1	2.8	.2
	Total	1419	1276	143	90	17	8	28	81	10
%	100.0	89.9	10.1	6.3	1.2	.6	2.0	5.7	.7	
Discharged-Probation	Men	74	54	20	15	4	0	1	2	0
	%	32.9	24.0	8.9	6.7	1.8	.0	.4	.9	.0
	Women	151	99	52	45	2	1	4	13	1
	%	67.1	44.0	23.1	20.0	.9	.4	1.8	5.8	.4
	Total	225	153	72	60	6	1	5	15	1
%	100.0	68.0	32.0	26.7	2.7	.4	2.2	6.7	.4	
Discharged-Permanent	Men	44	37	7	5	0	2	0	3	0
	%	51.8	43.5	8.2	5.9	.0	2.4	.0	3.5	.0
	Women	41	34	7	5	0	0	2	2	0
	%	48.2	40.0	8.2	5.9	.0	.0	2.4	2.4	.0
	Total	85	71	14	10	0	2	2	5	0
%	100.0	83.5	16.5	11.8	.0	2.4	2.4	5.9	.0	
Layoffs	Men	63	60	3	1	0	2	0	11	1
	%	64.9	61.9	3.1	1.0	.0	2.1	.0	11.3	1.0
	Women	34	32	2	0	0	1	1	2	0
	%	35.1	33.0	2.1	.0	.0	1.0	1.0	2.1	.0
	Total	97	92	5	1	0	3	1	13	1
%	100.0	94.8	5.2	1.0	.0	3.1	1	13.4	1.0	
Voluntary Separation	Men	932	805	127	80	15	5	27	90	13
	%	47.4	40.9	6.5	4.1	.8	.3	1.4	4.6	.7
	Women	1036	843	193	129	20	12	32	72	13
	%	52.6	42.8	9.8	6.6	1.0	.6	1.6	3.7	.7
	Total	1968	1648	320	209	35	17	59	162	26
%	100.0	83.7	16.3	10.6	1.8	.9	3.0	8.2	1.3	

* Persons with disabilities include persons with severe disabilities.

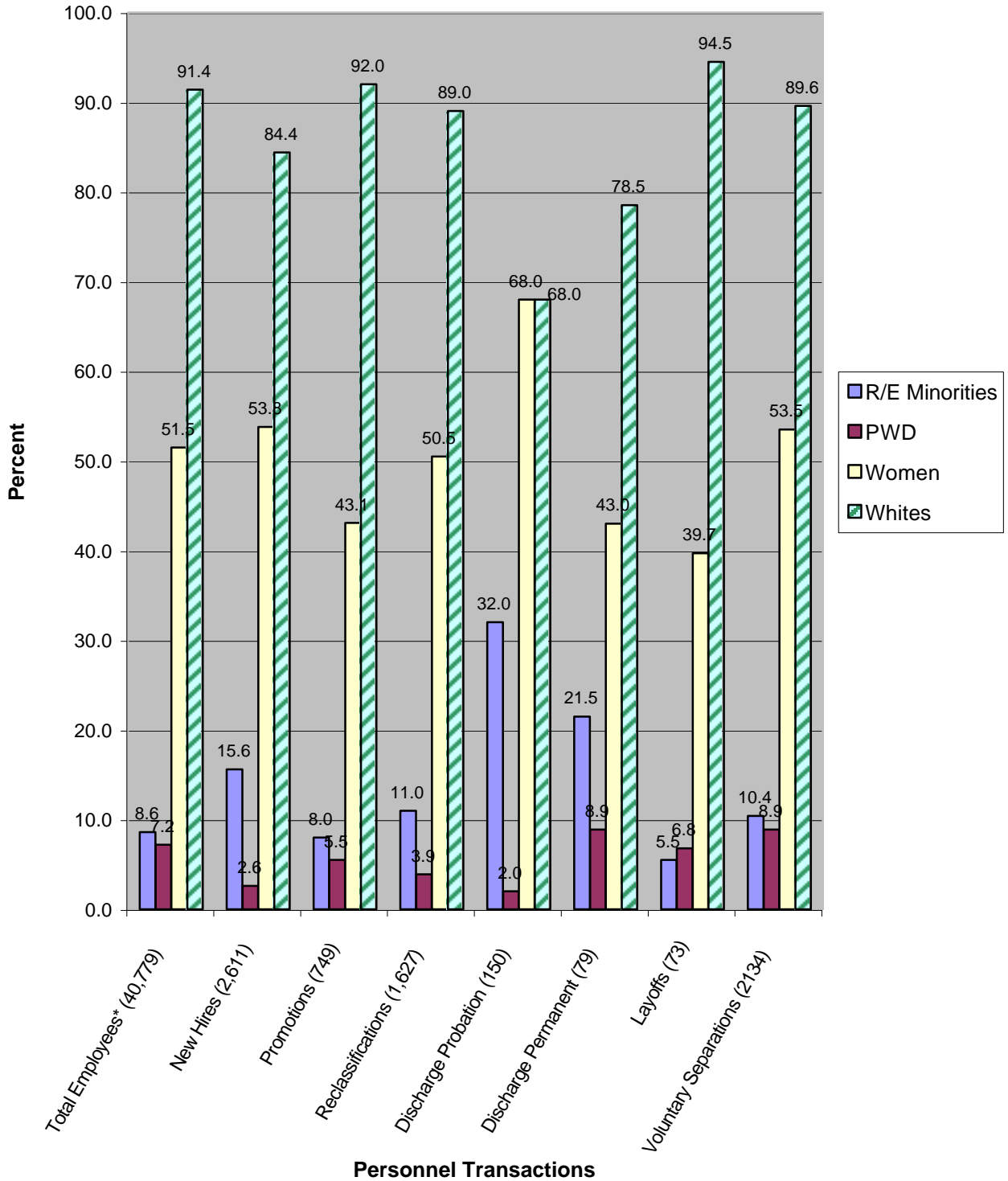
TABLE 7B - Personnel Transactions By Racial/Ethnic Groups, Gender and Persons with Disabilities in Permanent Classified Positions: July 1, 2002-June 30, 2003

Personnel Transactions		Total	Whites	Racial/Ethnic Minorities	Blacks	Asian	American Indians	Hispanic	Persons(*) with Disabilities	Persons w/Severe Disabilities
On Board	Men	19793	18181	1612	687	346	178	401	1696	259
	%	48.5	44.6	4.0	1.7	.8	.4	1.0	4.2	.6
	Women	20986	19076	1910	1121	298	127	364	1229	150
	%	51.5	46.8	4.7	2.7	.7	.3	.9	3.0	.4
	Total	40779	37257	3522	1808	644	305	765	2925	409
	%	100.0	91.4	8.6	4.4	1.6	.7	1.9	7.2	1.0
New Hires	Men	1206	1025	181	83	37	6	55	32	6
	%	46.2	39.3	6.9	3.2	1.4	.2	2.1	1.2	.2
	Women	1405	1178	227	147	30	7	43	36	2
	%	53.8	45.1	8.7	5.6	1.1	.3	1.6	1.4	.1
	Total	2611	2203	408	230	67	13	98	68	8
	%	100.0	84.4	15.6	8.8	2.6	.5	3.8	2.6	.3
Promotion	Men	426	395	31	17	7	2	5	31	5
	%	56.9	52.7	4.1	2.3	.9	.3	.7	4.1	.7
	Women	323	294	29	20	4	2	3	10	1
	%	43.1	39.3	3.9	2.7	.5	.3	.4	1.3	.1
	Total	749	689	60	37	11	4	8	41	6
	%	100.0	92.0	8.0	4.9	1.5	.5	1.1	5.5	.8
Reclassification	Men	805	721	84	40	14	6	24	22	3
	%	49.5	44.3	5.2	2.5	.9	.4	1.5	1.4	.2
	Women	822	727	95	59	13	6	17	42	3
	%	50.5	44.7	5.8	3.6	.8	.4	1.0	2.6	.2
	Total	1627	1448	179	99	27	12	41	64	6
	%	100.0	89.0	11.0	6.1	1.7	.7	2.5	3.9	.4
Discharged-Probation	Men	48	37	11	10	0	0	1	0	0
	%	32.0	24.7	7.3	6.7	.0	.0	.7	.0	.0
	Women	102	65	37	32	2	1	2	3	0
	%	68.0	43.3	24.7	21.3	1.3	.7	1.3	2.0	.0
	Total	150	102	48	42	2	1	3	3	0
	%	100.0	68.0	32.0	28.0	1.3	.7	2.0	2.0	.0
Discharged-Permanent	Men	45	39	6	5	0	0	1	5	2
	%	57.0	49.4	7.6	6.3	.0	.0	1.3	6.3	2.5
	Women	34	23	11	5	1	1	4	2	0
	%	43.0	29.1	13.9	6.3	1.3	1.3	5.1	2.5	.0
	Total	79	62	17	10	1	1	5	7	2
	%	100.0	78.5	21.5	12.7	1.3	1.3	6.3	8.9	2.5
Layoffs	Men	44	42	2	2	0	0	0	5	1
	%	60.3	57.5	2.7	2.7	.0	.0	.0	6.8	1.4
	Women	29	27	2	2	0	0	0	0	0
	%	39.7	37.0	2.7	2.7	.0	.0	.0	.0	.0
	Total	73	69	4	4	0	0	0	5	1
	%	100.0	94.5	5.5	5.5	.00	.0	6.8	1.4	
Voluntary Separation	Men	992	892	100	58	10	13	19	108	22
	%	46.5	41.8	4.7	2.7	.5	.6	.9	5.1	1.0
	Women	1142	1020	122	93	12	5	12	82	5
	%	53.5	47.8	5.7	4.4	.6	.2	.6	3.8	.2
	Total	2134	1912	222	151	22	18	31	190	27
	%	100.0	89.6	10.4	7.1	1.0	.8	1.5	8.9	1.3

* Persons with disabilities include persons with severe disabilities.

CHART 4

**Personnel Transactions By R/E Minorities, Gender and Persons w/Disabilities (PWD) in Permanent Classified Positions:
July 1, 2002 - June 30, 2003**



* As of June 30, 2003

TABLE 7**Key Points:**

- Racial/ethnic minorities were hired (15.6%) and reclassified (11.0%) at rates higher than their total employee percentage (8.6%).
- Women were hired (53.8%) at rate higher than their total employee percentage (51.5 %).
- Persons with disabilities were hired (2.6%), promoted (5.5%), and reclassified (3.9%) at rates lower than their total employee percentage (7.2%).
- 2.07 percent of the total of racial/ethnic minority employees were discharged during probation.
- Discharge percentages during probation and after attaining permanent status varies for each affirmative action group:
 - Whites represented 68 percent of the total discharges during probation and 78.5 percent of the discharges after attaining permanent status.
 - Women represented 68.0 percent of all discharges during probation and 43.0 percent of all discharges after attaining permanent status.
 - African Americans represented 28.0 percent of all discharges during probation and 12.7 percent of all discharges after attaining permanent status.
 - Hispanics represented 2.0 percent of all discharges during probation and 6.3 percent of all discharges after attaining permanent status.
 - Asians represented 1.3 percent of all discharges during probation and 1.3 percent of all discharges after attaining permanent status.
 - American Indians had 0.7 percent of all discharges during probation and 1.3 percent of all discharges after attaining permanent status.
 - Persons with disabilities represented 2.0 percent of all discharges during probation and 8.9 percent of all discharges after attaining permanent status.

SECTION FIVE

STATE AGENCY DATA

Section Five highlights the achievements of agencies and university system institutions in increasing the percentage of racial/ethnic minorities, women and persons with disabilities in state service. See Appendix B for acronyms of state agencies and UW System campuses.

The formula for determining the percentage of women in nontraditional occupations for each agency is as follows:

$$\frac{\text{All women less women in traditional female occupations}}{\text{All employees less employees in traditional female occupations}} \times 100$$

Job groups with at least 70% women employees at the time of the previous annual report are defined as traditional female occupations. Traditional female occupations include all classifications in the following job groups:

- 063 Patient Care Professional/Supervisors
- 065 Dietitians & Nutritionists
- 066 Health Therapists
- 134 Technicians - Health Care & Related
- 187 Administrative Support - General
- 200 General Clerical Occupations
- 202 Administrative Support – Fiscal
- 212 Communications Equipment Operators
- 262 Personal Care Aides
- 381 Seamstress and Upholsterer

TABLE 8-State Agency Permanent Classified Workforce: 2002-2003

AGENCIES	Year	Total Workforce		Women Nontraditional Occupations				Racial/Ethnic Minorities								Persons(*) with Disabilities		Persons w/Severe Disabilities			
		#	%	#	%	Total		Blacks		Asians		American Indians		Hispanics		#	%	#	%		
						#	%	#	%	#	%	#	%	#	%						
ALTCB	2002	24		17	70.8	2	100.0	3	12.5	2	8.3	1	4.2	0	0.0	0	0.0	2	8.3	2	8.3
	2003	25		17	68.0	2	100.0	3	12.0	2	8.0	1	4.0	0	0.0	0	0.0	2	8.0	2	8.0
ARTS BD	2002	9		6	66.7	2	100.0	1	11.1	0	0.0	0	0.0	0	0.0	1	11.1	0	0.0	0	0.0
	2003	10		7	70.0	2	100.0	1	10.0	0	0.0	0	0.0	0	0.0	1	10.0	0	0.0	0	0.0
COMMERCE	2002	419		150	35.8	59	89.4	42	10.0	18	4.3	9	2.1	8	1.9	7	1.7	62	14.8	7	1.7
	2003	403		145	36.0	52	88.1	40	9.9	17	4.2	9	2.2	6	1.5	8	2.0	56	13.9	6	1.5
DATCP	2002	564		230	40.8	67	87.0	26	4.6	7	1.2	9	1.6	2	0.4	8	1.4	76	13.5	11	2.0
	2003	547		228	41.7	64	87.7	23	4.2	6	1.1	9	1.6	2	0.4	6	1.1	70	12.8	11	2.0
DEG	2002	216		82	38.0	4	100.0	16	7.4	7	3.2	6	2.8	1	0.5	2	0.9	16	7.4	0	0.0
	2003	212		80	37.7	4	100.0	15	7.1	7	3.3	6	2.8	1	0.5	1	0.5	18	8.5	0	0.0
DER	2002	66		43	65.2	14	87.5	8	12.1	4	6.1	3	4.5	0	0.0	1	1.5	1	1.5	0	0.0
	2003	57		38	66.7	12	85.7	8	14.0	4	7.0	3	5.3	0	0.0	1	1.8	1	1.8	0	0.0
DFI	2002	149		87	58.4	36	94.7	7	4.7	6	4.0	0	0.0	1	0.7	0	0.0	12	8.1	2	1.3
	2003	146		82	56.2	35	94.6	8	5.5	7	4.8	0	0.0	1	0.7	0	0.0	11	7.5	2	1.4
DHFS	2002	6337		4202	66.3	2544	82.0	594	9.4	368	5.8	02	1.9	36	0.6	70	1.1	314	5.0	59	0.9
	2003	6305		4173	66.2	2292	81.4	622	9.9	378	6.0	02	2.1	32	0.5	82	1.3	308	4.9	61	1.0
DMA	2002	346		98	28.3	33	89.2	13	3.8	5	1.4	2	0.6	3	0.9	3	0.9	55	15.9	8	2.3
	2003	337		93	27.6	30	88.2	11	3.3	5	1.5	3	0.9	1	0.3	2	0.6	54	16.0	8	2.4
DNR	2002	2884		889	30.8	280	85.6	147	5.1	43	1.5	48	1.7	31	1.1	25	0.9	192	6.7	14	0.5
	2003	2793		870	31.1	264	86.6	143	5.1	38	1.4	48	1.7	31	1.1	26	0.9	176	6.3	12	0.4
DOA	2002	828		316	38.2	107	84.3	64	7.7	27	3.3	11	1.3	10	1.2	16	1.9	90	10.9	7	0.8
	2003	792		298	37.6	98	82.4	66	8.3	29	3.7	11	1.4	10	1.3	16	2.0	85	10.7	7	0.9
DOC	2002	9142		3865	42.3	1160	91.1	843	9.2	522	5.7	55	0.6	89	1.0	177	1.9	543	5.9	56	0.6
	2003	9305		3950	42.5	1133	91.0	838	9.0	519	5.6	56	0.6	84	0.9	179	1.9	498	5.4	56	0.6

* Persons with Disabilities include both severe and non-severe disabilities. Source: Department of Administration Personnel Management Information System. See appendix B for acronyms of state agencies and UW System campuses.

TABLE 8-State Agency Permanent Classified Workforce: 2002-2003

AGENCIES	Year	Total Workforce		Women Nontraditional Occupations				Racial/Ethnic Minorities								Persons(*) with Disabilities		Persons w/Severe Disabilities			
		#	#	#	#	#	#	Total		Blacks		Asians		American Indians		Hispanics		#	#	#	#
								%	%	%	%	%	%	%	%	%	%				
DOJ	2002	535	288	53.8	113	96.6	44	8.2	20	3.7	9	1.7	3	0.6	12	2.2	36	6.7	4	0.7	
	2003	513	280	54.6	105	95.5	48	9.4	23	4.5	8	1.6	3	0.6	14	2.7	32	6.2	4	0.8	
DOR	2002	1199	660	55.0	231	84.0	82	6.8	47	3.9	18	1.5	5	0.4	12	1.0	230	19.2	61	5.1	
	2003	1141	625	54.8	206	83.7	78	6.8	44	3.9	17	1.5	5	0.4	12	1.1	223	19.5	58	5.1	
DOT	2002	3821	1478	38.7	749	74.3	300	7.9	117	3.1	61	1.6	58	1.5	64	1.7	293	7.7	42	1.1	
	2003	3698	1459	39.5	741	74.9	303	8.2	113	3.1	63	1.7	51	1.4	76	2.1	265	7.2	37	1.0	
DPI	2002	574	414	72.1	162	91.5	35	6.1	21	3.7	4	0.7	4	0.7	6	1.0	60	10.5	2	0.3	
	2003	607	444	73.1	181	86.6	33	5.4	18	3.0	7	1.2	3	0.5	5	0.8	84	13.8	1	0.2	
DR&L	2002	116	80	69.0	43	95.6	9	7.8	6	5.2	2	1.7	1	0.9	0	0.0	12	10.3	3	2.6	
	2003	109	80	73.4	41	95.3	8	7.3	5	4.6	2	1.8	1	0.9	0	0.0	12	11.0	3	2.8	
DVA	2002	888	632	71.2	468	86.8	43	4.8	15	1.7	6	0.7	6	0.7	16	1.8	158	17.8	14	1.6	
	2003	864	621	71.9	402	85.5	45	5.2	17	2.0	5	0.6	5	0.6	18	2.1	161	18.6	16	1.9	
DWD	2002	2252	1431	63.5	474	86.5	341	15.1	191	8.5	51	2.3	13	0.6	86	3.8	315	14.0	73	3.2	
	2003	2133	1362	63.9	449	86.3	323	15.1	179	8.4	48	2.3	15	0.7	81	3.8	290	13.6	66	3.1	
ECB	2002	69	21	30.4	10	90.9	5	7.2	3	4.3	1	1.4	0	0.0	1	1.4	4	5.8	1	1.4	
	2003	68	20	29.4	9	90.0	6	8.8	3	4.4	1	1.5	0	0.0	2	2.9	5	7.4	1	1.5	
ELECT BRD	2002	11	5	45.5	2	40.0	1	9.1	0	0.0	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	
	2003	8	4	50.0	1	33.3	1	12.5	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	
ERC	2002	25	10	40.0	5	83.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.0	0	0.0	
	2003	22	9	40.9	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.5	0	0.0	
ETF	2002	188	126	67.0	41	77.4	17	9.0	9	4.8	2	1.1	1	0.5	5	2.7	24	12.8	2	1.1	
	2003	188	125	66.5	40	75.5	19	10.1	9	4.8	4	2.1	1	0.5	5	2.7	25	13.3	4	2.1	
ETHICS BD	2002	6	4	66.7	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2003	4	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

* Persons with Disabilities include both severe and non-severe disabilities. Source: Department of Administration Personnel Management Information System. See appendix B for acronyms of state agencies and UW System campuses.

TABLE 8-State Agency Permanent Classified Workforce: 2002-2003

AGENCIES	Year	Total Workforce		Women Nontraditional Occupations				Racial/Ethnic Minorities								Persons(*) with Disabilities		Persons w/Severe Disabilities				
		#	#	#	#	#	#	Total		Blacks		Asians		American Indians		Hispanics		#	#	#	#	
								%	%	%	%	%	%	%	%	%	%					
HEAB	2002	11	9	81.8	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	9.1	0	0.0
	2003	10	9	90.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	10.0	0	0.0
IB	2002	4	3	75.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0
	2003	3	3	100.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0
JSCS	2002	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2003	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
LWSRB	2002	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2003	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
OCI	2002	135	79	58.5	27	96.4	10	7.4	0	0.0	5	3.7	2	1.5	3	2.2	14	10.4	3	2.2	3	2.2
	2003	135	78	57.8	27	93.1	11	8.1	2	1.5	4	3.0	2	1.5	3	2.2	16	11.9	3	2.2	3	2.2
PC	2002	6	4	66.7	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0
	2003	5	3	60.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0
PSC	2002	162	76	46.9	26	92.9	10	6.2	3	1.9	5	3.1	0	0.0	2	1.2	22	13.6	6	3.7	6	3.7
	2003	159	73	45.9	24	96.0	12	7.5	3	1.9	6	3.8	0	0.0	3	1.9	20	12.6	5	3.1	5	3.1
PUB LANDS	2002	7	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	28.6	0	0.0
	2003	8	3	37.5	0	0.0	1	12.5	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	2	25.0	0	0.0
SFPB	2002	17	9	52.9	6	85.7	6	35.3	5	29.4	0	0.0	0	0.0	1	5.9	0	0.0	0	0.0	0	0.0
	2003	15	8	53.3	5	83.3	7	46.7	6	40.0	0	0.0	0	0.0	1	6.7	0	0.0	0	0.0	0	0.0
SHS	2002	140	69	49.3	19	86.4	2	1.4	1	0.7	0	0.0	1	0.7	0	0.0	7	5.0	1	0.7	1	0.7
	2003	133	63	47.4	18	90.0	2	1.5	1	0.8	0	0.0	1	0.8	0	0.0	7	5.3	1	0.8	1	0.8
SOS	2002	7	7	100.0	5	100.0	2	28.6	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2003	6	6	100.0	4	100.0	2	33.3	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SPD	2002	229	178	77.7	132	93.0	25	10.9	15	6.6	3	1.3	0	0.0	7	3.1	23	10.0	0	0.0	0	0.0
	2003	232	181	78.0	134	93.1	25	10.8	16	6.9	3	1.3	0	0.0	6	2.6	22	9.5	0	0.0	0	0.0

* Persons with Disabilities include both severe and non-severe disabilities. Source: Department of Administration Personnel Management Information System. See appendix B for acronyms of state agencies and UW System campuses.

TABLE 8-State Agency Permanent Classified Workforce: 2002-2003

AGENCIES	Year	Total Workforce		Women Nontraditional Occupations				Racial/Ethnic Minorities								Persons(*) with Disabilities		Persons w/Severe Disabilities		
		#	#	%	#	%	Total		Blacks		Asians		American Indians		Hispanics		#	%	#	%
							#	%	#	%	#	%	#	%	#	%				
TEACH	2002	6	3	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2003	3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOURISM	2002	52	35	67.3	21	75.0	3	5.8	1	1.9	1	1.9	1	1.9	0	0.0	0	0.0	0	0.0
	2003	46	30	65.2	19	76.0	2	4.3	0	0.0	1	2.2	1	2.2	0	0.0	0	0.0	0	0.0
TREAS	2002	15	10	66.7	6	85.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	13.3	0	0.0
	2003	16	11	68.8	7	87.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	12.5	0	0.0
UW ADMIN	2002	127	78	61.4	37	94.9	9	7.1	3	2.4	2	1.6	1	0.8	3	2.4	8	6.3	0	0.0
	2003	122	80	65.6	37	94.9	6	4.9	2	1.6	2	1.6	1	0.8	1	0.8	7	5.7	0	0.0
UW COLLEGES	2002	237	130	54.9	104	97.2	7	3.0	3	1.3	2	0.8	0	0.0	2	0.8	15	6.3	1	0.4
	2003	235	126	53.6	99	97.1	7	3.0	3	1.3	2	0.9	0	0.0	2	0.9	15	6.4	1	0.4
UW EAU CLAIRE	2002	419	242	57.8	176	97.2	8	1.9	1	0.2	5	1.2	1	0.2	1	0.2	19	4.5	3	0.7
	2003	414	236	57.0	166	96.5	10	2.4	1	0.2	6	1.4	1	0.2	2	0.5	20	4.8	3	0.7
UW EXTENSION	2002	243	143	58.8	118	86.8	15	6.2	8	3.3	5	2.1	1	0.4	1	0.4	10	4.1	1	0.4
	2003	235	141	60.0	118	87.4	16	6.8	10	4.3	4	1.7	1	0.4	1	0.4	8	3.4	1	0.4
UW GREEN BAY	2002	188	117	62.2	79	96.3	4	2.1	0	0.0	2	1.1	1	0.5	1	0.5	10	5.3	1	0.5
	2003	201	124	61.7	84	96.6	7	3.5	1	0.5	2	1.0	3	1.5	1	0.5	12	6.0	1	0.5
UW LA CROSSE	2002	311	168	54.0	127	94.8	13	4.2	2	0.6	4	1.3	6	1.9	1	0.3	11	3.5	2	0.6
	2003	305	163	53.4	116	94.3	14	4.6	2	0.7	5	1.6	6	2.0	1	0.3	11	3.6	2	0.7
UW MADISON	2002	4856	2727	56.2	1847	89.0	378	7.8	111	2.3	02	2.5	14	0.3	133	2.7	239	4.9	12	0.2
	2003	4916	2730	55.5	1723	88.2	423	8.6	112	2.3	02	2.9	15	0.3	153	3.1	234	4.8	12	0.2
UW MILWAUKEE	2002	955	542	56.8	358	88.0	261	27.3	216	22.6	11	1.2	12	1.3	22	2.3	56	5.9	17	1.8
	2003	942	532	56.5	347	86.1	245	26.0	199	21.1	14	1.5	9	1.0	23	2.4	54	5.7	18	1.9
UW OSHKOSH	2002	416	250	60.1	176	93.1	15	3.6	4	1.0	5	1.2	0	0.0	6	1.4	22	5.3	1	0.2
	2003	418	259	62.0	175	94.6	15	3.6	3	0.7	6	1.4	0	0.0	6	1.4	20	4.8	1	0.2

* Persons with Disabilities include both severe and non-severe disabilities. Source: Department of Administration Personnel Management Information System. See appendix B for acronyms of state agencies and UW System campuses.

TABLE 8-State Agency Permanent Classified Workforce: 2002-2003

AGENCIES	Year	Total Workforce		Women Nontraditional Occupations				Racial/Ethnic Minorities								Persons(*) with Disabilities		Persons w/Severe Disabilities			
		#	%	#	%	Total		Blacks		Asians		American Indians		Hispanics		#	%	#	%		
						#	%	#	%	#	%	#	%	#	%						
UW PARKSIDE	2002	188		111	59.0	83	93.3	20	10.6	10	5.3	3	1.6	0	0.0	7	3.7	3	1.6	2	1.1
	2003	182		108	59.3	81	91.0	22	12.1	11	6.0	3	1.6	0	0.0	8	4.4	2	1.1	1	0.5
UW PLATTEVILLE	2002	230		120	52.2	86	96.6	4	1.7	2	0.9	0	0.0	1	0.4	1	0.4	9	3.9	1	0.4
	2003	228		120	52.6	90	96.8	4	1.8	1	0.4	1	0.4	1	0.4	1	0.4	9	3.9	1	0.4
UW RIVER FALLS	2002	209		113	54.1	83	95.4	5	2.4	0	0.0	2	1.0	2	1.0	1	0.5	15	7.2	0	0.0
	2003	213		115	54.0	83	95.4	4	1.9	0	0.0	2	0.9	1	0.5	1	0.5	14	6.6	0	0.0
UW STEVENS PT	2002	359		202	56.3	140	92.1	14	3.9	3	0.8	0	0.0	0	0.0	11	3.1	15	4.2	2	0.6
	2003	354		201	56.8	133	90.5	15	4.2	4	1.1	1	0.3	0	0.0	10	2.8	13	3.7	2	0.6
UW STOUT	2002	387		248	64.1	169	97.7	9	2.3	1	0.3	4	1.0	2	0.5	2	0.5	35	9.0	0	0.0
	2003	382		244	63.9	163	98.2	11	2.9	1	0.3	4	1.0	3	0.8	3	0.8	30	7.9	0	0.0
UW SUPERIOR	2002	149		83	55.7	65	100.0	5	3.4	0	0.0	0	0.0	5	3.4	0	0.0	4	2.7	0	0.0
	2003	144		80	55.6	64	100.0	5	3.5	0	0.0	0	0.0	5	3.5	0	0.0	4	2.8	0	0.0
UW WHITEWATER	2002	368		208	56.5	158	97.5	9	2.4	1	0.3	1	0.3	0	0.0	7	1.9	17	4.6	2	0.5
	2003	366		208	56.8	154	97.5	9	2.5	2	0.5	1	0.3	2	0.5	4	1.1	17	4.6	2	0.5
WTCSB	2002	64		35	54.7	10	100.0	4	6.3	1	1.6	3	4.7	0	0.0	0	0.0	8	12.5	0	0.0
	2003	62		35	56.5	10	100.0	5	8.1	2	3.2	3	4.8	0	0.0	0	0.0	6	9.7	0	0.0
State Total	2002	41167		21137	51.3	10672	86.7	3479	8.5	1831	4.4	601	1.5	323	0.8	724	1.8	3065	7.4	423	1.0
	2003	40779		20986	51.5	10055	86.3	3522	8.6	1808	4.4	644	1.6	305	0.7	765	1.9	2925	7.2	409	1.0

* Persons with Disabilities include both severe and non-severe disabilities. Source: Department of Administration Personnel Management Information System. See appendix B for acronyms of state agencies and UW System campuses.

TABLE 9 - Ranking Large Sized Agencies (500 or more employees): 2002-2003

Racial/Ethnic Minorities

Agency	2002 Rank	Total Minorities	% Minorities	Agency	2003 Rank	Total Minorities	% Minorities	% Net Change
DWD	1	341	15.1%	DWD	1	323	15.1%	0.0%
DHFS	2	594	9.4%	DHFS	2	622	9.9%	0.5%
DOJ	4	44	8.2%	DOJ	3	48	9.4%	1.1%
DOC	3	843	9.2%	DOC	4	838	9.0%	-0.2%
UWS	5	776	8.0%	UWS	5	813	8.4%	0.4%
DOA	7	64	7.7%	DOA	6	66	8.3%	0.6%
DOT	6	300	7.9%	DOT	7	303	8.2%	0.3%
DOR	8	82	6.8%	DOR	8	78	6.8%	0.0%
DPI	9	35	6.1%	DPI	9	33	5.4%	-0.7%
DNR	10	147	5.1%	DVA	10	45	5.2%	0.1%
DVA	11	43	4.8%	DNR	11	143	5.1%	0.3%
DATCP	12	26	4.6%	DATCP	12	23	4.2%	-0.4%

Findings for FY 2003:

Seven agencies had increases in the percentage of racial/ethnic minority employees, while two agencies had no change and three agencies had decreases. DOJ, DOA, DHFS and UWS had the greatest increases of racial/ethnic minorities, with 1.1%, 0.6%, 0.5% and 0.4%, respectively.

Women in Non-Traditional Jobs

Agency	2002 Rank	Women in Non-traditional jobs	% Women in Non-traditional jobs	Agency	2003 Rank	Women in Non-traditional jobs	% Women in Non-traditional jobs	% Net Change
DPI	1	252	63.5%	DPI	1	263	66.1%	2.6%
DWD	2	957	56.2%	DWD	2	913	56.6%	0.4%
DVA	4	164	47.0%	DVA	3	219	55.6%	8.6%
DHFS	3	1658	51.2%	DHFS	4	1879	53.9%	2.6%
DOR	5	429	46.4%	DOR	5	419	46.8%	0.4%
DOJ	6	175	41.9%	DOJ	6	175	43.4%	1.6%
DOC	7	2705	34.4%	DOC	7	2817	35.0%	0.6%
DATCP	8	163	33.5%	DATCP	8	164	34.6%	1.1%
UWS	9	1676	30.6%	UWS	9	1834	32.4%	1.8%
DOA	10	209	29.8%	DOA	10	200	29.7%	-0.1%
DOT	11	729	25.9%	DOT	11	718	26.5%	0.6%
DNR	12	609	23.8%	DNR	12	606	24.4%	0.5%

Findings for FY 2003:

Only one agency had a decrease in the percentage for women in non-traditional occupations. DVA and DHFS and DPI showed the largest percentage gain with 8.6% for DVA and 2.6% for DHFS & DPI.

Persons with Disabilities (PWD)

Agency	2002 Rank	Total PWD	% PWD	Agency	2003 Rank	Total PWD	% PWD	% Net Change
DOR	1	230	19.2%	DOR	1	223	19.5%	0.4%
DVA	2	158	17.8%	DVA	2	161	18.6%	0.8%
DPI	6	60	10.5%	DPI	3	84	13.8%	3.4%
DWD	3	315	14.0%	DWD	4	290	13.6%	-0.4%
DATCP	4	76	13.5%	DATCP	5	70	12.8%	-0.7%
DOA	5	90	10.9%	DOA	6	85	10.7%	-0.1%
DOT	7	293	7.7%	DOT	7	265	7.2%	-0.5%
DNR	9	192	6.7%	DNR	8	176	6.3%	-0.4%
DOJ	8	36	6.7%	DOJ	9	32	6.2%	-0.5%
DOC	10	543	5.9%	DOC	10	498	5.4%	-0.6%
DHFS	12	314	5.0%	DHFS	11	308	4.9%	-0.1%
UWS	11	488	5.1%	UWS	12	470	4.9%	-0.2%

Findings for FY 2003:

Three agencies had increases in the number of persons with disabilities, DPI, DVA and DOR with percentage increases of 3.4%, 0.8% and 0.4%, respectively. All other agencies had a drop in the percentage of employees with disabilities.

TABLE 10 - Ranking Medium Sized Agencies (100-499 employees): 2002-2003

Racial/Ethnic Minorities

Agency	2002 Rank	Total Minorities	% Minorities	Agency	2003 Rank	Total Minorities	% Minorities	% Net Change
SPD	1	25	10.9%	SPD	1	25	10.8%	-0.1%
ETF	3	17	9.0%	ETF	2	19	10.1%	1.1%
COMMERCE	2	42	10.0%	COMMERCE	3	40	9.9%	-0.1%
OCI	6	10	7.4%	OCI	4	11	8.1%	0.7%
PSC	7	10	6.2%	PSC	5	12	7.5%	1.4%
DR&L	4	9	7.8%	DR&L	6	8	7.3%	-0.4%
DEG	5	16	7.4%	DEG	7	15	7.1%	-0.3%
DFI	8	7	4.7%	DFI	8	8	5.5%	0.8%
DMA	9	13	3.8%	DMA	9	11	3.3%	-0.5%
SHS	10	2	1.4%	SHS	10	2	1.5%	0.1%

Findings for FY 2003:

Five agencies had increases in the percentage of racial/ethnic minority employees, while five agencies had decreases. PSC, ETF and DFI had the greatest increases of racial/ethnic minorities, with 1.4, 1.1 and 0.8 percentages, respectively.

Women in Non-Traditional Jobs

Agency	2002 Rank	Women in Non-traditional jobs	% Women in Non-traditional jobs	Agency	2003 Rank	Women in Non-traditional jobs	% Women in Non-traditional jobs	% Net Change
ETF	1	85	63.0%	ETF	1	85	63.0%	0.0%
DR&L	3	37	52.1%	DR&L	2	39	59.1%	7.0%
SPD	2	46	52.9%	SPD	3	47	53.4%	0.5%
OCI	4	52	48.6%	OCI	4	51	48.1%	-0.5%
DFI	5	51	45.9%	DFI	5	47	43.1%	-2.8%
SHS	6	50	42.4%	SHS	6	45	39.8%	-2.5%
PSC	7	50	37.3%	PSC	7	49	36.6%	-0.7%
DEG	8	78	36.8%	DEG	8	76	36.5%	-0.3%
COMMERCE	9	91	25.8%	COMMERCE	9	93	27.0%	1.3%
DMA	10	65	21.0%	DMA	10	63	20.8%	-0.2%

Findings for FY 2003:

Three agencies had increases and six agencies had decreases in percentages for women in non-traditional occupations. DR&L, Commerce and SPD showed the highest increase in percentages with 7.0%, 1.3% and 0.5, respectively. One agency had no change.

Persons with Disabilities (PWD)

Agency	2002 Rank	Total PWD	% PWD	Agency	2003 Rank	Total PWD	% PWD	% Net Change
DMA	1	55	15.9%	DMA	1	54	16.0%	0.1%
COMMERCE	2	62	14.8%	COMMERCE	2	56	13.9%	-0.9%
ETF	4	24	12.8%	ETF	3	25	13.3%	0.5%
PSC	3	22	13.6%	PSC	4	20	12.6%	-1.0%
OCI	5	14	10.4%	OCI	5	16	11.9%	1.5%
DR&L	6	12	10.3%	DR&L	6	12	11.0%	0.7%
SPD	7	23	10.0%	SPD	7	22	9.5%	-0.6%
DEG	9	16	7.4%	DEG	8	18	8.5%	1.1%
DFI	8	12	8.1%	DFI	9	11	7.5%	-0.5%
SHS	10	7	5.0%	SHS	10	7	5.3%	0.3%

Findings for FY 2003:

Six agencies had increases in the number of persons with disabilities. OCI, DR&L and DEG with the highest percentage increases of 1.5%, 0.7% and 1.1%, respectively. Four agencies had a drop in the percentage of employees with disabilities.

TABLE 11- Ranking Small Sized Agencies (15-99 employees): 2002-2003

Racial/Ethnic Minorities

Agency	2002 Rank	Total Minorities	% Minorities	Agency	2003 Rank	Total Minorities	% Minorities	% Net Change
SFPB	1	6	35.3%	SFPB	1	7	46.7%	11.4%
OSER	3	8	12.1%	OSER	2	8	14.0%	1.9%
ALTCB	2	3	12.5%	ALTCB	3	3	12.0%	-0.5%
ECB	4	5	7.2%	ECB	4	6	8.8%	1.6%
WTCSB	5	4	6.3%	WTCSB	5	5	8.1%	1.8%
TOURISM	6	3	5.8%	TOURISM	6	2	4.3%	-1.4%
TREAS	7	0	0.0%	TREAS	7	0	0.0%	0.0%
ERC	7	0	0.0%	ERC	7	0	0.0%	0.0%

Findings for FY 2003:

Four agencies had increases in the percentage of racial/ethnic minority employees, which included SFPB, OSER, WTCSB and ECB. Two agencies had decreases in the percentage of racial/ethnic minorities and two agencies had no change.

Women in Non-Traditional Jobs

Agency	2002 Rank	Women in Non-traditional jobs	% Women in Non-traditional jobs	Agency	2003 Rank	Women in Non-traditional jobs	% Women in Non-traditional jobs	% Net Change
ALTCB	1	15	68.2%	ALTCB	1	15	65.2%	-3.0%
OSER	3	29	58.0%	OSER	2	26	60.5%	2.5%
TOURISM	2	14	58.3%	TOURISM	3	11	52.4%	-6.0%
TREAS	4	4	50.0%	TREAS	4	4	50.0%	0.0%
WTCSB	5	25	46.3%	WTCSB	5	25	48.1%	1.8%
SFPB	6	3	30.0%	SFPB	6	3	33.3%	3.3%
ERC	7	5	26.3%	ERC	7	5	29.4%	3.1%
ECB	8	11	19.0%	ECB	8	11	19.0%	0.0%

Findings for FY 2003:

Four agencies had increases in percentages for women in non-traditional occupations which included: SFPB, ERC, OSER and WTCSB with increases of 3.3%, 3.1%, 2.5% and 1.8%, respectively. Two agencies had no change and two agencies had decreases.

Persons with Disabilities (PWD)

Agency	2002 Rank	Total PWD	% PWD	Agency	2003 Rank	Total PWD	% PWD	% Net Change
TREAS	1	2	13.3%	TREAS	1	2	12.5%	-0.8%
WTCSB	2	8	12.5%	WTCSB	2	6	9.7%	-2.8%
ALTCB	3	2	8.3%	ALTCB	3	2	8.0%	-0.3%
ECB	4	4	5.8%	ECB	4	5	7.4%	1.6%
ERC	5	1	4.0%	ERC	5	1	4.5%	0.5%
OSER	6	1	1.5%	OSER	6	1	1.8%	0.2%
SFPB	7	0	0.0%	SFPB	7	0	0.0%	0.0%
TOURISM	7	0	0.0%	TOURISM	7	0	0.0%	0.0%

Findings for FY 2003:

Three agencies had increases in the number of persons with disabilities: ECB, ERC and OSER with the percentage increases of 1.6%, 0.5% and 0.2%, respectively. Three agencies had a drop in the percentage of employees with disabilities.

SECTION SIX

SALARY INFORMATION

Section Six summarizes information on salary by racial/ethnic, disability and gender status at the end of fiscal year 2003.

- The average annual salary for all full-time permanent employees was \$40,965. The average annual salary for women was \$38,149 and \$43,933 for men.
- The average annual salary for persons with disabilities was \$40,520
- The average annual salary for racial/ethnic minorities was \$37,604.

NOTE: The column entitled "Total women" in Table 13 includes minority women.

TABLE 12 - Distribution By Salary Level

Permanent Classified Employees: June 2003

SALARY LEVEL (\$)	Total Employees #	Whites		Total Minorities		Blacks		Asians		American Indians		Hispanics		Women		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Under 20,000	18	18	100.0	0	.0	0	.0	0	.0	0	.0	0	.0	9	50.0	0	.0
20,000 - 24,999	3720	2987	80.3	733	19.7	380	10.2	138	3.7	20	.5	195	5.2	2315	62.2	190	5.1
25,000 - 29,999	6440	5801	90.1	639	9.9	405	6.3	64	1.0	43	.7	127	2.0	4065	63.1	435	6.8
30,000 - 34,999	7124	6621	92.9	503	7.1	277	3.9	63	.9	41	.6	122	1.7	4125	57.9	449	6.3
35,000 - 39,999	5699	5288	92.8	411	7.2	215	3.8	60	1.1	52	.9	84	1.5	2860	50.2	370	6.5
40,000 - 44,999	5257	4828	91.8	429	8.2	204	3.9	75	1.4	65	1.2	85	1.6	2616	49.8	438	8.3
45,000 - 49,999	3617	3347	92.5	270	7.5	128	3.5	61	1.7	33	.9	48	1.3	1811	50.1	339	9.4
50,000 -54,999	2749	2579	93.8	170	6.2	65	2.4	44	1.6	26	.9	35	1.3	1126	41.0	229	8.3
55,000 -59,999	1727	1620	93.8	107	6.2	43	2.5	39	2.3	5	.3	20	1.2	678	39.3	167	9.7
60,000 -64,999	1432	1351	94.3	81	5.7	32	2.2	25	1.7	7	.5	17	1.2	484	33.8	100	7.0
65,000 -69,999	967	929	96.1	38	3.9	13	1.3	12	1.2	3	.3	10	1.0	269	27.8	63	6.5
70,000 plus	2029	1888	93.1	141	6.9	46	2.3	12	.6	10	.5	22	1.1	628	31.0	145	7.1
TOTAL	40779	37257	91.4	3522	8.6	1808	4.4	644	1.6	305	.7	765	1.9	20986	51.5	2925	7.2

KEY POINTS: At the end of fiscal year 2003, of all employees, 1.3% R/E minorities, 20.5% whites, 7.8% females and 1.7% persons with disabilities, made \$50,000 or more .

CHART 5

Distribution By Salary Level
Permanent Classified Employees: June 2003

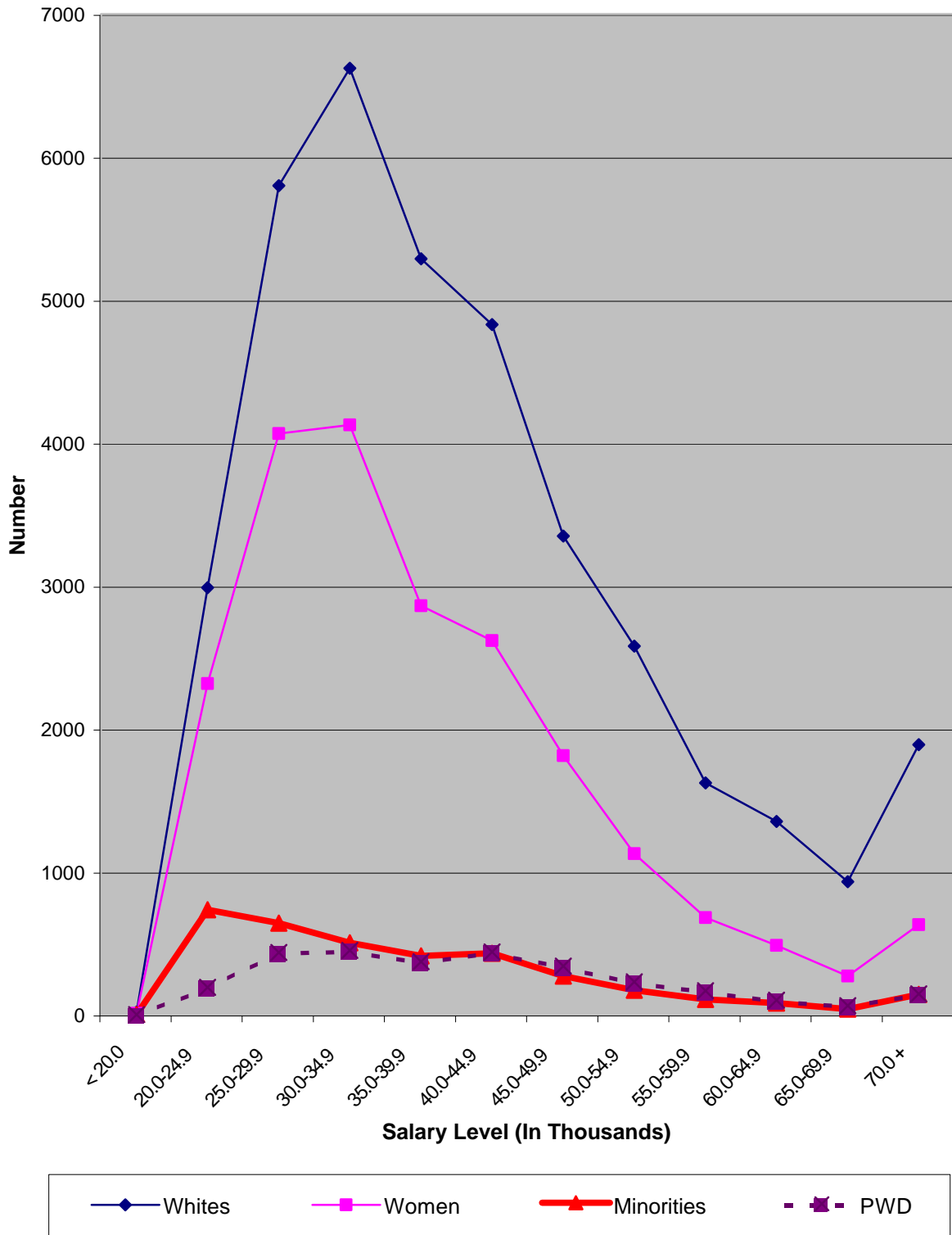


CHART 6

**Distribution By Salary For R/E Minority Groups
Permanent Classified Employees:
June 2003**

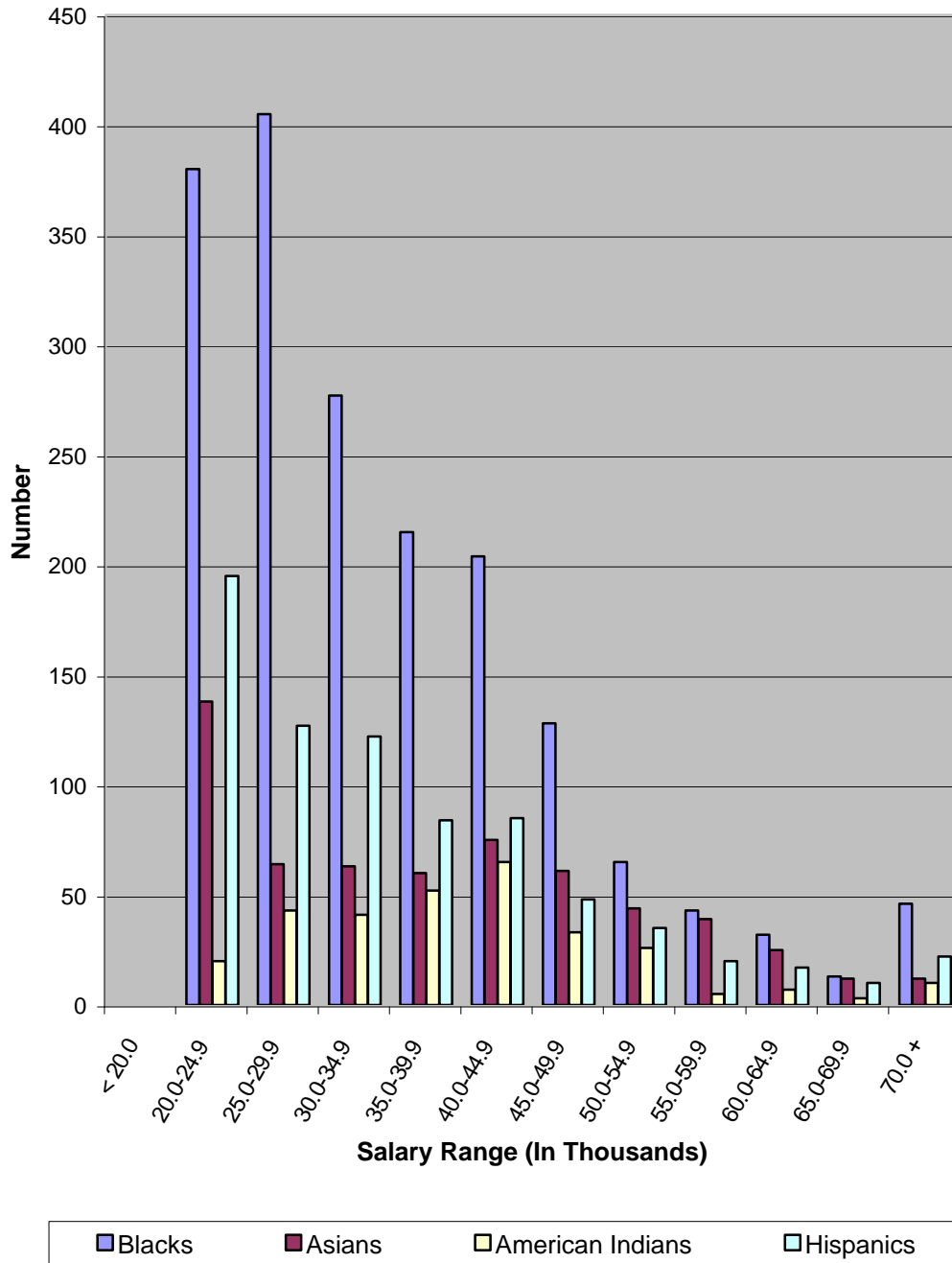


TABLE 13 - Ranking By Average Annual Salary: June 2003

GROUP CATEGORY	RANK	SALARY
Asian Men	1	46735
Asian Males and Women	2	44899
White Men	3	44221
All Men	4	43933
Amerian Indian Men	5	43930
Men with Disabilities	6	43700
Asian Women	7	42769
White Men and Women	8	41273
All Employees	9	40956
Amerian Indian Men and Women	10	40754
Racial/Ethnic Minority Men	11	40682
Men and Women with Disabilities	12	40520
White women	13	38464
Black Men	14	38431
All Women	15	38149
Hispanic Men	16	37876
Women with Disabilities	17	37769
Racial/Ethnic Minority Men and Women	18	37604
Amerian Indian Women	19	36303
Hispanic Men and Women	20	35477
Black Men and Women	21	35374
Racial/Ethnic Minority Women	22	35006
Black Women	23	33500
Hispanic Women	24	32834

KEY POINTS: In June 2003, the average annual salary for all permanent classified employees was \$40,965. With the exception of Asians and American Indian men, all other minority groups were below the state average annual salary for permanent classified employees. Males were represented in the top salary levels while women were clustered in the lower salary levels. Women's average annual salary was 13.2% lower than the male average annual salary. Persons with disabilities as a group were slightly below the state average annual salary for permanent classified employees. The average annual salaries were based on annualized hourly pay rates.

SECTION SEVEN

APPENDICES

Section seven includes the glossary, publications available from document sales, acronyms, source document titles, and a regional map of Wisconsin.

Appendix A

Glossary of Terms

ADVERSE IMPACT: An employment policy, practice, or procedure has adverse impact if it results in the disqualification of affirmative action group members at a significantly greater rate than members of other groups. The enforcement agencies will generally regard a selection rate for any group which is less than four-fifths (4/5) or 80% of the rate for other groups as constituting evidence of adverse impact.

AFFECTED CLASS: Any target group that is being discriminated against or has been discriminated against in the past.

AFFIRMATIVE ACTION: Specific actions in employment which are designed and taken for the purposes of all of the following:

- (a) Ensuring equal opportunity.
- (b) Eliminating a substantial disparity between the proportions of members of racial/ethnic, gender or handicap groups either in job groups within the classified civil service, or in similar functional groups in the unclassified service, and the proportion of members of racial/ethnic, gender or handicap groups in the relevant labor pool.
- (c) Eliminating present effects of past discrimination.

AA is a commitment to achieving the intent of equal opportunity legislation through a detailed set of objectives and plans designed to achieve prompt and full utilization of minorities, women and persons with disabilities at all levels and in all areas of the workforce.

AFFIRMATIVE ACTION GROUPS: One or more of the following:

- (a) Racial/ethnic groups.
- (b) Gender groups.
- (c) Persons with disabilities.

AFFIRMATIVE ACTION PROGRAM: Specific results-oriented standards, procedures and initiatives designed to ensure equal employment opportunity and to eliminate effects of past discrimination.

ALTERNATIVE WORK PATTERNS: Work schedules which differ from the standard work schedule including but not limited to: part-time, shared-time and flexible-time schedules which may result from position restructuring, the creation of additional part-time positions, or other work schedule changes.

APPLICANT FLOW: The number of applicants applying for a particular job over a given period of time, analyzed by racial/ethnic minority group, sex, age and disability status.

APPLICANT POOL: All people who have applied for a particular job or jobs during a particular period of time.

AVAILABILITY: The percentage of minorities and women who have the requisite skills in the labor pool on a statewide or regional basis. (see Underutilization)

CIVIL SERVICE: All offices and positions of trust or employment in the service of the state, except offices and positions in the organized militia.

COMPLIANCE: Adherence to laws, regulations, executive orders and other legal mandates governing affirmative action and equal employment opportunity, including any standards established through the State Division of Affirmative Action.

DISCRIMINATION: Unlawful actions or practices which constitute unequal or different treatment of, or create an unequal or different effect on an individual or group of people, on the basis of age, race, creed or religion, color, handicap, sex, marital status, national origin or ancestry, political affiliation, arrest or conviction record, sexual orientation, or other bases specified under subch. II of ch. 111, Stats.

EQUAL EMPLOYMENT OPPORTUNITY: All personnel actions including hire, tenure or term, and condition or privilege of employment are based on the ability to perform the duties and responsibilities assigned to the particular position without regard to age, race, creed or religion, color, disability, marital status, sex, arrest or conviction record, national origin, ancestry, sexual orientation, political affiliation or membership in the National Guard.

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION (EEOC): The federal agency that enforces the Civil Rights Act of 1964 and other civil rights laws.

EXPANDED CERTIFICATION: If a position is in a job group which is underutilized for women or racial/ethnic minorities, an agency may receive up to three additional names of qualified women or racial/ethnic minorities which may be added to the certified list of applicants for employment consideration. Persons with disabilities are always added to the certification list.

HANDICAPPED: means individuals who:

- (a) Have a physical or mental impairment which makes achievement unusually difficult or limits the capacity to work;
 - (b) Have a record of such an impairment; or
 - (c) Are perceived as having such an impairment.
- (SOURCE: ER 43 (5)(m))

HARASSMENT: Any statement, remark or action which affects an individual's employment, or creates an offensive, hostile, or intimidating work environment.

JOB GROUP: A set of classifications combined by OSER on the basis of similarity in required training and skills, responsibility, pay range and nature of work.

LABOR FORCE: Includes all persons, 16 years or older who are employed or unemployed but looking for work.

LARGE SIZED AGENCY: State agency with 500 or more employees.

LAYOFF: The termination of services of an employee with permanent status in class from a position in a layoff group approved under §ER-PERS 22.05, in which a reduction in force is to be accomplished.

LIMITED TERM EMPLOYEE: A person who is an employee in a limited term position 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 practical.

MEAN: The sum of the observations divided by the total number of observations.

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

MEDIUM SIZED AGENCY: State agency with 100-499 employees.

PERMANENT CLASSIFIED EMPLOYEE: A person who is an employee as a result of a permanent appointment in the classified civil service, whether or not the employee has attained permanent status.

PERMANENT EMPLOYMENT: means employment in a position in which permanent status in class may be obtained and which requires the services of an employee for 600 hours or more on an annual basis and includes seasonal employment under sub.(44), sessional employment under sub.(45) and school year employment under s. 230.08(3)(e), Stats.

PERMANENT STATUS: The rights and privileges attained upon successful completion of a probationary period or career executive trial period required upon an appointment to a permanent, seasonal or sessional position.

PROJECT EMPLOYEE: A person who is an employee in a project position under conditions of employment which do not provide for attainment of permanent status.

PROMOTION: Any of the following:

- (a) The permanent appointment of an employee to a different position in a higher class than the highest position currently held in which the employee has permanent status in class;
- (b) The permanent appointment of an employee or former employee in layoff status to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee or former employee became subject to layoff; or
- (c) The permanent appointment of an employee on an approved leave of absence, either statutorily mandated or granted by an appointing authority to a different position in a higher class than the highest position in which permanent status in class was held at the time the employee began the leave of absence.

PROTECTED GROUPS: See Affirmative Action Groups.

RACIAL/ETHNIC MINORITY: American Indians or Alaskan Natives, Asians or Pacific Islanders, Blacks and Hispanics defined as follows:

- (a) American Indians or Alaskan Natives means persons descended from any of the original peoples of North America who possess 1/4 degree of documented tribal descendancy, or are enrolled with a federally or state recognized tribe, or are recognized by a federally or state recognized tribe as American Indians for state affirmative action purposes.
- (b) Asians or Pacific Islanders means persons descended from any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands.
- (c) Blacks means persons descended from any of the Black racial groups of Africa.
- (d) Hispanics means persons of Chicano, Mexican, Puerto Rican, Cuban, Central American or South American culture or origin, regardless of race.

[Source: ER 43(6m)]

RECLASSIFICATION: The assignment of a filled position to a different class as provided in §230.09(2), Stats., based upon a logical and gradual change to the duties or responsibilities of a position or the attainment of specified education or experience by the incumbent.

SEVERELY DISABLED EMPLOYEE: An employee in the classified service with a chronic disability if the chronic disability meets all of the following conditions.

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

SEXUAL HARASSMENT: Deliberate or repeated, unsolicited verbal comments, gestures or physical contact of a sexual nature which are unwelcome.

SMALL SIZED AGENCY: State agency with 15-99 employees.

STANDARD DEVIATION: A statistical measurement of the distribution about the mean. Technically, it is the square root of the average of the squares of the deviations from the mean.

STATE WORKFORCE: For purposes of this report, all classified state employees.

UNCLASSIFIED EMPLOYEE: A person who is an employee in a position that is not included in the classified service. Examples are agency heads, division administrators, attorneys in the state public defender office, faculty and academic staff.

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

UNIVERSITY OF WISCONSIN SYSTEM: All University of Wisconsin campuses (13 two-year and 13 four-year), UW-Extension and UW System Administration.

VALIDATION: Demonstrating that your selection criteria are reliable indicators of future success in a job.

WOMEN IN TRADITIONAL OCCUPATIONS: Women in job groups which were at least 70% female at the time of the previous annual report.

EEO JOB CATEGORIES:

1. Officials and Administrators : Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments, or direct special phases of the agencies' operations, or provide specialized consultation on a region, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, unit supervisors, sheriffs, police and fire chiefs and inspectors and kindred workers (related occupations).

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

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

4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers and kindred workers.

5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a support role which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: library assistants, research assistants, medical aides, child support workers, policy auxiliary, welfare service aides, and kindred workers.

6. Administrative Support: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks and kindred workers.

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

8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors and construction laborers.

Appendix B

Acronyms for State Agencies and University of Wisconsin System

Administration.....	DOA
Aging and Long Term Care Board.....	ALTCB
Agriculture, Trade & Consumer Protection.....	DATCP
Arts Board.....	ARTS.BD
Commerce.....	COMMERCE
Corrections.....	DOC
Educational Communications Board.....	ECB
Elections Board.....	ELECT.BRD
Electronic Government.....	DEG
Employee Trust Funds.....	ETF
Employment Relations Commission.....	ERC
Ethics Board.....	ETHICS.BD
Financial Institutions.....	DFI
Health & Family Services.....	DHFS
Higher Educational Aids Board.....	HEAB
Historical Society, State.....	SHS
Insurance, Office of the Commissioner.....	OCI
Investment Board.....	IB
Justice.....	DOJ
Joint Survey Committee-Retirement System.....	JSCS
Lower WI State Riverway Board.....	LWSRB
Military Affairs.....	DMA
Natural Resources.....	DNR
Office of State Employment Relations (Formally DER).....	OSER
Personnel Commission.....	PC
Public Defender, Office of State.....	SPD
Public Instruction.....	DPI
Public Lands, Board of Commissioners of.....	PUB LANDS
Public Service Commission.....	PSC
Regulation & Licensing.....	DR&L
Revenue.....	DOR
Secretary of State, Office of the.....	SOS
State Fair Park Board.....	SFPB
Teach Board.....	TEACH
Tourism.....	TOURISM
Transportation.....	DOT
Treasurer, Office of the State.....	TREAS
Veterans Affairs.....	DVA
Wisconsin Technical College System Board.....	WTCSB
Workforce Development.....	DWD

Appendix C

Sources

1. Department of Administration Personnel Management Information System (PMIS).
2. Department of Workforce Development - Affirmative Action Data for Wisconsin 2000-2001.
3. Office of State Employment Relations, Division of Affirmative Action, Summer Affirmative Action Intern Program (SAAIP).
4. Department of Employment Relations, Division of Merit Recruitment and Selection, Entry Professional Program (EPP).

Unless otherwise noted, the information in this report was obtained from the above sources.

Appendix D

Publications of document

The following publications are available on-line. You may also order the hard copy through the sales office:

Document and Forms Sales
202 S. Thornton Avenue
P.O. Box 7840
Madison, WI 53707
(608) 266-3358

Publications:

1. *Wisconsin Administrative Code: Rules of Department of Employment Relations* (\$9.00 + tax)
- Available on-line at <http://www.legis.state.wi.us/rsb/code/er/er.html>
2. *Wisconsin Administrative Code: Rules of DER, Division of Merit Recruitment and Selection* (\$9.00 + tax)
- Available on-line at <http://www.legis.state.wi.us/rsb/code/er-mrs/er-mrs.html>
3. *Demographic & Payroll Statistics of Wisconsin Classified State Employees in January, 1999, developed by DER, Division of Compensation & Labor Relations* (\$7.15 + tax)
- Available on-line at <http://der.state.wi.us/static/pdf/Demographic&PayrollStatistics-99.pdf>

Appendix E

Regional Map of Wisconsin

