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October ACE Newsletter

by Sally Drew

ETF Retirement Boards

Governor Evers' biennial budget initially had a proposal to combine three retirement boards. Although this proposal was not included in the final budget, ACE had some concerns about the composition of the combined board and wrote the following letter to Governor Evers for consideration should the plan be resurrected. ACE also urges the Governor to appoint members representing state employees and the public to the Wisconsin Retirement Board.

October 18, 2021

Governor Tony Evers
P.O. Box 7863
Madison, WI 53707

Dear Governor Evers:

The Association of Career Employees has had an interest in and followed the process regarding the proposed consolidation of the Wisconsin Retirement Board, the Teachers Retirement Board, and the Employee Trust Funds Board. We know that the biennial budget process has been completed and that the boards consolidation was not included. We are interested in knowing if the Governor's Office will be taking an active role in pursuing further action regarding the consolidation of these boards. ACE has been in contact with ETF Secretary Voelker with some suggestions for assuring that there is a current or retired employee from a state agency on any new proposed consolidated board.

Through our correspondence with Mr. Voelker, we have learned that that the current seat on the Wisconsin Retirement Board under s. 15.165(3)(b)7 for a participating state employee has been vacant since 2010 and the seat under s. 15.165(3)(b)8 for the non-participating public member has been vacant since 2018. As a result of these vacancies, the Wisconsin Retirement Board cannot appoint a member to the Employee Trust Funds Board under s. 15.16(1)(b)3. With the vacancies on the Wisconsin Retirement Board and the resulting vacancy on the ETF Board, these

boards are missing important voices on behalf of the public and Wisconsin state employees.

ACE would urge the Governor's office to appoint persons to fill these Wisconsin Retirement Board positions as soon as possible, which would allow the vacant seat on the ETF Board to be filled as well. ACE is willing and able to offer our assistance in identifying potential appointees to the Wisconsin Retirement Board vacancies.

We recently sent a letter on this topic but realized that some additional information would make it easier for you to respond and are therefore sending this second letter. Thank you for your consideration of this request.

Sincerely,

*Sally Drew
President, Association of Career Employees*

Major Website Revision – Be sure to check it out!

ACE has revised and fully updated its website. The home page has been revised to emphasize our purpose and major accomplishments, and the menu bars have also been revised to include new categories. ACE newsletters are included from 2013 when electronic newsletters were begun. New information is included under Wisconsin Civil Service and State Employee Compensation. You can find out how to contact, join, and donate to ACE. Information on the Board of Directors and ACE meetings is also included.

Please use the website to stay current on ACE activities and compensation, retirement, and group health insurance activities. Also, feel free to provide any feedback on whether the information was useful, what you would like to know more about, and how you use the website.

ACE website: <https://associationcareeremployees.org>

State Biennial Workforce Report now available for 2019-2020

The State of Wisconsin Classified Workforce & Affirmative Action report documents demographic statistics of the permanent classified workforce, personnel transactions including new hires, retirements and other separations from state service, and the demographics and workforce planning outlook on an agency-by-agency basis from July 1, 2018 through June 30, 2020.

This report focuses on the roughly 29,220 permanent classified employees in the executive branch of state government, which is the core workforce responsible for agency programs and operations.

1. The following types of state employees are generally excluded from this report:
 - o Elected officials
 - o Employees of the legislature

- Employees of the state judicial system
- Appointees in the unclassified service such as agency heads and other executives
- State prosecutor and public defender attorneys, which are in the unclassified service
- Limited term and project employees
- Employees of the University of Wisconsin System. Until July 2015, the UW System included nearly 10,000 classified employees along with unclassified higher education employees including faculty, academic staff, administrators, research assistants and student assistants. However, effective July 1, 2015, legislation was implemented that removed all UW employees from the classified and unclassified service.
- Employees of state authorities (who are generally not considered state employees)

Report Trends:

- Classified state employees live and work in every Wisconsin county.
 - The number of filled positions in June 2020 was just 77 more than in June 2010, equal to 0.3% more.
 - In FY 2020 there were 3,855 new hires from outside state service, compared with 1,108 in FY 2010.
 - The position vacancy rate of 11.9% in June 2020 exceeded the 10.3% rate in June 2010. The Department of Veterans Affairs closed FY 2020 with an extraordinarily high vacancy rate of 31.2%, compared to 7.1% in 2010. The next highest vacancy rates among agencies with at least 20 positions were Health Services (12.8%), Corrections (12.7%), and Administration (12.6%).
- The Department of Corrections, with about 9,000 employees, had nearly 1/3 of the permanent classified workforce. In the Executive Branch, 28% of employees were considered to be in “protective” occupations, responsible for public safety. The four classifications with the most employees were all “protective:” Correctional Officer, Correctional Sergeant, Psychiatric Care Technician-Advanced, and Probation and Parole Agent-Senior.
 - The percentage of racial and ethnic minorities in the classified workforce continued to increase each year, reaching a new high of 14.6% in June 2020, but continued to lag the proportion of 17.6% minorities in the employed WI labor force. By contrast, the percentage of women in the workforce (51.7%) exceeded the WI labor force percentage of 48.1%.
- The rate of separations decreased after historic high rates. The overall rate of separations from state service was 12.3% in FY 2020, a lower rate than the previous four fiscal years and down from the peak rate of 13.8% in FY 2019. The start of the COVID-19 pandemic in the latter part of FY 2020 may have contributed to the lower separations rate.
 - As of June 2020, the percentage of employees immediately eligible for normal retirement was 7.1%, down from 9.4% ten years ago in June 2010, reflective of a workforce that on average was younger with less tenure in state service.
- The average duration of state service dropped by nearly three years (or 25%)

from 14.1 in June 2010 to 11.2 in June 2020. There were currently several thousand more employees with six or less years of service than there were in 2010. The average age also dropped from 46.5 to 44.7.

- The percentage of employees represented by a union in 2020 was 1.7% compared to 85.1% in 2010.
- For classified employees, the median pay rate was \$26.00/hour, and the average rate was \$28.38/hour. Rounded to the nearest dollar, the two most common individual pay rates were \$23 and \$25/hour.
- In June 2020, 86.2% of employees had a state health insurance plan. There were nearly twice as many family plans as single plans (56.8% to 29.4%). By comparison, in June 2010, 92.5% of employees had state health insurance, with a greater proportion of family plans (66.9% to 25.6%).
- Most employees retired by age 62. Of the 1,038 retirements in Fiscal Year 2020, the average age at retirement was 60.3 and the median age was 61.0. The five most common retirement ages, in order starting with the most common, were 62, 61, 60, with 57 and 65 tied for fourth.
- Excluding very small agencies, Veterans Affairs had the highest rate of voluntary separations from state service at 15.0%. Health Services and Veterans Affairs had the highest rates of involuntary separations at 3.0% and 2.9%, respectively, again excluding very small agencies.
- The job group of Personal Care Aides had by far the highest annual rate of separations from state service, at 48.6%, including the highest rate for both subcategories of voluntary and involuntary separations. The next-highest annual rate of separations was for Food Production at 24.2%.

This Report:

- Continues a series of biennial reports that provide workforce statistics both agency-by-agency and enterprise-wide, allowing for analysis of workforce characteristics and trends.
- Provides statutorily mandated affirmative action reporting for FY 2019 and 2020.
- Illuminates the demographic characteristics of the permanent classified workforce as of June 2020 and shows comparisons with the workforce in June 2010, 10 years earlier.
- Quantifies key personnel transactions that occurred during FY 2019 and 2020.
- Exhibits the potential for employee retirements now and in the near future.
- Satisfies the statutory requirement (s. 230.04 (9)(e), Wis. Stats.) for reporting to the governor and legislature regarding equity and inclusion/affirmative action goals, recommended actions for the future, employee diversity statistics, and diversity, equity and inclusion accomplishments.
- Provides an historical reference almanac on classified state employee demographics as of June 2020, and comparison of these demographics with June 2010.
- Serves as a strategic planning tool for workforce planning, through reporting on hiring, turnover, retirement eligibility, and workforce trends at the agency and enterprise levels.

For More Information

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- To View our Website Click [HERE](#)
- To View our Facebook page Click [HERE](#):

Donate to ACE:

Mail donation checks to
Association of Career Employees
P.O. Box 44008
Madison, WI 53744-4008

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