



Legislative Fiscal Bureau

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Joint Committee on Finance

Paper #316

Salary Adjustments and Pay Progression (District Attorneys and Public Defender)

[LFB 2023-25 Budget Summary: Page 150, #3 and #4; and Page 479, #3]

CURRENT LAW

Under 2011 Act 238 and 2013 Act 20, assistant district attorneys (ADAs) and deputy district attorneys (DDAs) are compensated pursuant to a merit-based pay progression plan under which prosecutors may receive annual salary adjustments. Act 20 also established a pay progression plan for assistant state public defenders (ASPDs) that mirrors the pay progression plan provided to assistant and deputy district attorneys. The merit-based pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between an attorney's lowest hourly salary and the attorney's highest possible annual salary. Notwithstanding the creation of a 17 hourly salary step pay progression plan, District Attorneys, and the State Public Defender may: (a) deny annual salary increases to individual ADAs, DDAs, and ASPDs; or (b) increase the salary of individual ADAs, DDAs, and ASPDs by up to 10% per year. Pay adjustments are made on the first pay period occurring after July 1. In order to be eligible for pay progression, individuals generally must have served the state as an ADA, DDA, or ASPD for a continuous period of 12 months or more.

The District Attorney (DA) function has an annual GPR appropriation utilized to supplement salary and fringe benefit funding in order to support salary adjustments under the pay progression plan. The Office of the State Public Defender (SPD) had an annual GPR appropriation utilized to supplement salary and fringe benefit funding in order to support salary adjustments under the pay progression plan. Under 2017 Act 59, the SPD's annual GPR appropriation for salary adjustments for ASPDs was deleted. Instead, under that Act, funding for salary adjustments were included in a biennial GPR appropriation utilized to support all operations of the SPD, but are separately accounted for within the appropriation.

The District Attorneys were authorized 386.4 GPR-funded ADA and DDA positions. The SPD is currently authorized 377.7 GPR-funded ASPDs.

DISCUSSION POINTS

1. Under the 2021-23 state employee compensation plan established by the Division of Personnel Management in the Department of Administration (DOA), the minimum hourly salary for ADAs, DDAs, and ASPDs is \$27.24 per hour (\$56,659 annually), while the maximum salary for these employees is \$65.76 per hour (\$136,781 annually). [Due to supervisory responsibilities, DDAs and ASPD supervisors may earn up to an additional \$2.75 per hour (\$5,720 annually).] Generally, the compensation plan requires that ADAs be hired at the minimum salary level, while the SPD is authorized to hire ASPDs at a rate up to \$46.50 per hour (\$96,720 annually).

2. The pay progression plan for these individuals exists to increase employee retention by creating a path for experienced attorneys to move from the minimum salary level to the maximum salary level. The pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the minimum salary level and the maximum salary level. One full salary step totals \$2.27 per hour, or \$4,722 annually. Notwithstanding the creation these 17 steps, ADAs, DDAs, and ASPDs may, at the discretion of their supervisor, receive up to a 10% increase in their salary on an annual basis until the attorney reaches the maximum allowable salary under the compensation plan. Once an attorney reaches the maximum salary level, the attorney may no longer receive salary adjustments under the pay progression plan. Under the pay progression plan, ADAs, DDAs, and ASPDs are eligible to receive a salary adjustment after having been employed in such a position for 12 continuous months.

3. Table 1 identifies funding provided to the District Attorneys and the SPD for pay progression during the 2013-15, 2015-17, 2017-19, 2019-21, and 2021-23 biennia, as well as a brief description of how the funding was utilized. Table 1 also identifies amounts recommended in the bill for pay progression during the 2023-25 biennium.

TABLE 1

**Funding Appropriated for Pay Progression for the District Attorneys
and the State Public Defender, 2013-14 through 2024-25***

<u>Fiscal Year</u>	<u>District Attorneys</u>		<u>State Public Defender</u>	
	<u>Appropriated Amount</u>	<u>Utilization of Funding</u>	<u>Appropriated Amount</u>	<u>Utilization of Funding</u>
2013-14	\$1,018,400	Increase salaries of eligible attorneys to the next hourly salary step.	\$997,000	Increase salaries of eligible attorneys to the next hourly salary step.
2014-15	3,625,500	Increase salaries of certain attorneys by, on average, 6.6%, and provide other attorneys a one-time lump sum of \$2,000.	1,978,600	Increase salaries of eligible attorneys by, on average, 4.4%.
2015-16	0		0	
2016-17	556,900	Increase salaries for eligible attorneys by, on average, 2%.	481,300	Increase salaries for eligible attorneys attorneys by, on average, 2%
2017-18	1,005,700	Intended to increase salaries of eligible attorneys by \$1.97 per hour.	1,280,300	Intended to increase salaries of eligible attorneys by, on average 5%.
2018-19	2,606,000	Intended to increase salaries of eligible attorneys by \$1.97 per hour.	2,607,300	Intended to increase the salaries of eligible attorneys by 5%.
2019-20	1,520,200	Intended to increase salaries of eligible attorneys by \$2.09 per hour July 1, 2019.	300,300	Intended to fund a 2% increase on January 1, 2020.
2020-21	3,048,700	Intended to increase salaries of eligible attorneys by \$2.09 per hour July 1, 2020.	903,100	Intended to fund a 2% increase on January 1, 2021.
2021 Act 7	0		0	Allow the SPD to provide the difference between the 2% increase and \$2.09 per hour increase in 2019-21.
2021-22	471,500	Intended to increase salaries of eligible attorneys by \$1.09 per hour January 1, 2022.	434,200	Intended to fund a \$1.09 per hour increase on January 1, 2022.
2022-23	1,503,800	Intended to increase salaries of eligible attorneys by \$1.09 per hour January 1, 2023.	1,396,700	Intended to fund a \$1.09 per hour increase on January 1, 2023.
2023-24**	7,013,400	Intended to increase salaries of attorneys by \$7.76 per hour July 1, 2022.	7,033,500	Intended to fund a \$7.76 per hour increase on July 1, 2022.
2024-25**	8,685,500	Intended to increase salaries of eligible attorneys by \$2.27 per hour July 1, 2023.	9,021,200	Intended to fund a \$2.27 per hour increase on July 1, 2023.

* Amounts provided may be utilized by the agency at their discretion for eligible attorneys.

**Information related to 2023-24 and 2024-25 are based on amounts included in the budget bill.

4. When budgeting for salary adjustments under the pay progression plan, greater amounts are typically appropriated in the second year of the biennium when compared to the first year of the

biennium to support both: (a) any salary increases awarded in the first year of the biennium; and (b) any additional salary increases provided in the second year of the biennium. Under Assembly Bill 43/Senate Bill 70 (AB 43/SB 70), in the 2023-25 biennium, funding in 2023-24, is intended to support an increase in the minimum hourly salary from \$27.24 to \$35 (a \$7.76 per hour increase), and a \$7.76 per hour increase for all current attorneys on staff. In 2024-25, funding would be provided to continue support of the \$7.76 per hour increase and provide an additional one-step increase. Ongoing support for any salary increases provided to ADAs, DDAs, or ASPDs during the 2023-25 biennium will likely be included in the DA's and SPD's full funding of continuing position salaries and fringe benefits standard budget adjustment included in the 2025-27 biennial budget bill.

Attorney Retention

5. Table 2 provides information from the DOA's Division of Personnel Management (DPM) on the separation rates (rates of departure) for fiscal years 2013-14 through 2021-22 for ADAs, ASPDs, and other nonsupervisory classified attorneys in state agencies.

TABLE 2

Attorney Retention

	<u>FY14</u> ¹	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY 21</u>	<u>FY 22</u>
Retirement									
ADA	1.7%	3.1%	2.9%	3.2%	1.7%	3.7%	2.4%	2.0%	2.7%
ASPD Attorneys	1.8	5.7	5.2	3.7	2.0	3.0	2.6	3.0	4.1
Classified Staff Attorneys	2.2	5.5	6.8	5.7	4.8	3.0	7.0	3.5	0.0
Non-Retirement Separations									
ADA ²	7.4%	6.3%	6.3%	10.7%	7.0%	11.2%	12.3%	22.6%	14.7%
ASPD Attorneys ²	3.9	5.0	9.6	9.0	8.4	10.9	7.5	23.7	18.9
Classified Staff Attorneys ²	2.2	3.7	6.1	6.1	3.2	15.7	17.4	3.5	5.5
Total Retirement and Non-Retirement Separations									
ADA	9.1%	9.4%	9.2%	13.8%	8.7%	15.0%	14.7%	24.7%	17.4%
ASPD Attorneys	5.7	10.7	14.8	12.7	10.7	13.8	10.1	26.7	23.0
Classified Staff Attorneys	4.4	9.2	12.9	11.9	8.0	18.7	24.4	7.0	5.5

¹ 2013-14 was the first fiscal year in which funding for pay progression was provided.

² These separations only include separations from state service. These separations do not include appointments to other positions in Wisconsin state service, such as appointment to a District Attorney position or state circuit court judgeship.

6. Appendix II and Appendix III provide additional information compiled by DPM on separations from state service by permanent classified employees, by job group, (excluding the University of Wisconsin System) for 2020-21 and 2021-22, respectively. Note that the legal professionals and paralegals job group does not include ADAs and ASPDs, since ADAs and ASPDs are unclassified employees. As Appendix II indicates, the separation rate from state service by job group in 2020-21 ranged from 3.5% to 49%, while the separation rate across all job groups was 12%. Appendix III indicates that the separation rate from state service by job group ranged from 4.8% to 47.1% in 2021-22, while the separation rate across all job groups was 16.3%. In comparing the

separation data for the ADAs and ASPDs (provided in Table 2) with other job groups in state service, it would appear as though the ADA and ASPD separation rate has been similar to that of other job groups within state service. When comparing the data in Table 3 and Appendices II and III, however, it should be noted that the job groups listed in Appendices II and III vary in the level of professional training and education required to adequately perform the job.

7. While the salary provided to ADAs and ASPDs has been identified as a key concern in the retention of these employees, there are many factors that may contribute to an employee's decision to remain employed with his or her current employer or seek opportunities elsewhere. The extent to which attorneys may leave state service due to dissatisfaction with salary levels cannot be answered based on the available data. It is likely that some resignations are related to salary issues, in whole or in part, while other resignations are unrelated to salary concerns.

8. The State Prosecutors Office (SPO) has provided data on employees vacating ADA positions from fiscal year 2021-22 and 2022-March 2023. During this time period, the SPO identified 165 ADA separations, of which 124 were departures (75%) and 41 were lateral transfers to other DA offices (25%). Of these 124 departures, 16 were appointments to a deputy DA position or elections or appointments to a DA position and three were DAs who resigned to become ADAs again. Further, 24 departures were due to retirement (four of which were returns to retirement).

9. During the two-year period, 27 departures were due to ADAs taking government positions with local units of government, the state, and the federal government, including nine who became judges and 10 who took other state legal positions. While these departures may have been motivated, in part, by salary dissatisfaction, they may also have been motivated by a desire for career advancement while still working in government, or for other reasons.

10. The remaining cases, which represent resignations from ADA positions for other reasons, total 45. Table 3 summarizes the variety of reasons provided for these remaining 45 resignations.

TABLE 3

Reasons for Certain ADA Resignations, 2021-22 and 2022-March 23

<u>Reason for Resignation</u>	<u>Number</u>
Private sector (leaving state service)	16
No Reason Provided	12
Other work	9
Moved out of state	5
Workload	<u>3</u>
Total	45

11. As with the ADAs, it would appear as though attorney departures from the SPD likely occurred for a variety of reasons. The SPD identified 163 assistant state public defender departures

from FY 2021-22 and 2022-23 YTD. In 2021-22, 33 of 77 individuals filled out a voluntary exit survey. Of those 33 responses, 19 identified the workload as excessive. The other top three reasons stated for departure were: compensation, working conditions, and work/life balance.

12. The Bureau of Labor Statistics (BLS), U.S. Department of Labor, publishes monthly estimates of Wisconsin Occupational Employment and Wage Estimates. These occupational employment and wage estimates are calculated with data collected from employers in all industry sectors in metropolitan and nonmetropolitan areas in Wisconsin. Published monthly data on employer costs for employee compensation based on its National Compensation Survey. The surveys are conducted quarterly. The most recent published data for the four surveys conducted in 2021, indicates that for attorneys, wages and salaries averaged \$50.05 per hour. In addition, hourly wages in the 10th percentile were \$27.48, 25th were \$36.25, 75th were \$78.75, and 90th were over \$100 per hour.

13. During the same time period (2021) wages for ADAs, DDAs, and ASPDs ranged from a minimum of \$26.17 to a maximum of \$63.20 per hour. The median salary of ASPDs was \$36.57 and the median seniority date was October 26, 2015, on April 1, 2021. The median salary of DAs and DDAs was \$36.03 and the median seniority date was January 12, 2015, on April 1, 2021.

14. The State Prosecutor's Office provided the following example of challenges counties face in keeping a DA's office fully staffed. In Shawano/Menomonee there is a population of approximately 45,000 and two judges. There is one DA and three GPR ADA positions, and a 0.5 ARPA funded ADA position. Of Wisconsin's approximately 25,000 Attorneys, 86 list Shawano or Menominee as their county of residence. However, these 86 include members who may be deceased, retired, and/or no longer have law licenses. Shawano County was fully staffed with a District Attorney and three ADAs from 2019 to January, 2021. In January, 2021, one ADA retired and another transferred across the state. Since then the office has had two temporary ADAs and two part time returning annuitants to provide support to the office. At present, Shawano is staffed with the DA and one ADA and there are 2.5 ADA vacancies and the office indicates that there are no prospects to fill the vacant positions.

Salary Adjustment

15. In the Budget in Brief, the Administration states that "assistant district attorneys and assistant state public defenders are key to making the criminal justice system function. While assistant district attorney and assistant state public defender compensation has lagged for some time, the pandemic exacerbated underlying issues."

16. The Administration indicates that it recommended a starting salary of \$35 per hour because it "was a recommendation of the Division of Personnel Management's 2022 market survey." The market survey indicates that minimum salaries for county attorney positions in 2021, the average minimum salary was \$35 for assistant corporation counsel, and more for deputy corporation counsel and corporation counsel. It further indicates that 2022 job announcements for county attorneys had an average minimum salary of \$35 in states surrounding Wisconsin.

17. The Wisconsin District Attorney's Association indicates that based on this market survey an "increase of \$7.76/hr (or \$16,140 annually for a full-time employee) is needed to allow District

Attorney offices to compete in the current legal marketplace."

18. In April, 2023, the Wisconsin Policy Forum noted that "while recent budgets have authorized more ADA positions, compensation levels may make it difficult to fill all of them. Since the beginning of 2012, minimum annual wages for ADAs have risen from \$49,240 to \$56,659, or 15.1%. According to BLS, inflation over that same time period has been 33.2%."

19. Further the Policy Forum's paper notes that the SPD's recruitment challenges have grown and states that "total applications for attorney positions also dropped in each of the previous four fiscal years, from 355 in 2018 to just 168 in 2022, while the number of statewide licensed attorneys has risen slightly in each of those years."

Pay Progression and Salary Adjustment Provisions Under AB 43/SB 70

20. Both the District Attorneys and the State Public Defender have identified the recruitment and retention of attorneys as an issue, and have identified compensation levels as a significant cause of the issue. The value of individual attorneys to DA offices and the SPD increases with time of service. With experience, the ability of these attorneys to address an increased caseload improves, and the quality of service that these attorneys can provide to the state and affected individuals also improves. In addition, when attorney turnover is reduced, DA offices and the SPD can minimize the resources that must be applied to the recruitment and training of new attorneys. Finally, in retaining quality staff, increased compensation can be a tangible way for the DAs and the SPD to indicate to the staff that the staff, and the work the staff performs, is valued.

21. The 2023-25 budget provides the District Attorneys, and SPD with funding in order to support salary increases for assistant and deputy DAs and ASPDs under the pay progression plan. While the respective agencies would have discretion in administering pay progression amounts, the appropriated amounts under the bill are intended to support a one-step pay increase to ADAs, DDAs, and ASPDs eligible under the pay progression plan on July 1, 2024. Total funding for pay progression for the DAs and SPDs is provided on a one-time basis, and would, therefore, not be included in the agencies base budget for the 2023-25 biennium, but would be included in the subsequent biennium as a standard budget adjustment.

22. *Budget Bill.* Given the benefits of retaining experienced attorneys, the Committee could provide funding to the DAs and SPD to support salary adjustments beginning in 2023-24 and provide a one-step increase in 2024-25 under the pay progression plan. Funding could be provided in the manner recommended by the budget bill. Under this alternative, a non-statutory provision to notwithstanding statutory provisions that establish maximum annual salary increases in connection with pay progression, salary increases in 2023-24 and 2024-25 may be more than 10% annually. [Alternative 1] This alternative is intended to provide a \$7.76 increase in 2023-24 and another one step increase in 2024-25. If an attorney currently at the minimum of the pay range received a \$7.76 per hour increase (to \$35 per hour) and a one-step increase, in July, 2024, the hourly salary would be \$37.27. This alternative would result in DA salary adjustment and pay progression funding totaling \$7,013,400 GPR in 2023-24 and \$8,685,500 GPR in 2024-25, and SPD salary adjustment and pay progression funding totaling \$7,033,500 GPR in 2023-24 and \$9,021,200 GPR in 2024-25. As indicated previously, funding for pay progression (\$1,672,100 GPR in 2024-25 for the District

Attorneys and \$1,987,700 GPR in 2024-25 for the State Public Defender) would be provided on a one-time basis, but included subsequently as a standard budget adjustment.

23. *5% July 1, 2023 and 3% 2024.* Alternatively, the Committee could provide pay progression at the same level as other state employee as recommended under AB 45/SB 70, a 5% salary increase in July, 2023, and 3% in July, 2024. [Alternative 2] Under this alternative, no increase in the minimum hourly salary would be provided. Rather, pay progression funding would be provided to each agency equivalent to a 5% and 3% increase. Distribution of the pay progression amounts would be at the discretion of each agency. If an attorney currently at the minimum of the pay range received a 5% and 3% increase, in July, 2024, the hourly salary would be \$29.46. Funding for this alternative would be \$1,601,900 GPR in 2023-24 \$2,592,200 GPR in 2024-25 for DA pay progression, and \$1,554,300 GPR in 2023-24 and \$2,545,200 GPR in 2024-25 for SPD pay progression. Funding for pay progression would be provided on a one-time basis with ongoing funding provided as a standard budget adjustment.

24. *Various Percentage Increase.* The Committee may wish to provide the DAs and SPD with funding to support a different level of pay increase, as compared to what is provided under AB 43/SB 70. [Alternative 3] Under the pay progression plan, the maximum annual salary increase that may be provided to an ADA, DDA, or ASPD is 10%. Appendix I identifies the cost of providing the DAs and the SPD funding to support pay increases between 1% and 10% in July, 2023 and 2024 for ADAs, DDAs, and ASPDs, as a reflection of a change to the base. Appendix I also identifies the cost of providing one-full step under the pay progression plan (\$2.27 per hour). Under this alternative, no increase in the minimum hourly salary would be provided and pay progression funding would be provided to each agency equivalent to the selected percentage increase. Further, distribution of the pay progression amounts would be at the discretion of each agency. As an example, if a 10% annual increase were selected, an attorney currently at the minimum of the pay range would receive an hourly salary in July, 2024, of \$32.96.

25. *No Funding Increase.* On the other hand, the Committee could decide to provide no funding for salary adjustments and pay progression for ADAs, DDAs, and ASPDs. [Alternative 4].

ALTERNATIVES

1. *Hourly \$7.76 Increase and Pay Progression in 2024-25.* Provide DA pay progression funding totaling \$7,013,400 GPR in 2023-24 and \$8,685,500 GPR in 2024-25, and SPD pay progression funding totaling \$7,033,500 GPR in 2023-24 and \$9,021,200 GPR in 2024-25. Funding for pay progression would be provided on a one-time basis.

ALT 1	Change to Base
<u>For DAs</u>	
GPR	\$15,698,900
<u>For SPD</u>	
GPR	\$16,054,700
Total	\$31,753,600

2. 5% July 1, 2023 and 3% July 1, 2024. Provide DA pay progression funding totaling \$1,601,900 GPR in 2023-24 and \$2,592,200 GPR in 2024-25, and SPD pay progression funding totaling \$1,554,300 GPR in 2023-24 and \$2,545,900 GPR in 2024-25.

ALT 2	Change to Base
<u>For DAs</u>	
GPR	\$4,194,100
<u>For SPD</u>	
GPR	\$4,100,200
Total	\$8,294,300

3. *Various Percentage Increase*. Provide an increase from the percentages provided under Appendix 1.

4. Take no action.

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Appendices

APPENDIX I

**Summary of Pay Progression Costs During the 2023-25 Biennium for the District Attorneys and the Office of the State Public Defender
By Percent Increase**

Pay Increases in 2023-24 and 2024-25

Percent Increase	District Attorneys			State Public Defender			District Attorneys and State Public Defender		
	<u>2023-24</u>	<u>2024-25</u>	<u>2023-25 Biennium</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2023-25 Biennium</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2023-25 Biennium</u>
1%	\$332,400	\$666,800	\$999,200	\$319,600	\$641,000	\$960,600	\$652,000	\$1,307,800	\$1,959,800
2%	663,500	1,276,900	1,940,400	637,800	1,276,900	1,914,700	1,301,300	2,553,800	3,855,100
3%	975,000	1,960,700	2,935,700	938,300	1,913,400	2,851,700	1,913,300	3,874,100	5,787,400
4%	1,292,300	2,595,200	3,887,500	1,247,400	2,548,900	3,796,300	2,539,700	5,144,100	7,683,800
5%	1,601,900	3,224,900	4,826,800	1,554,300	3,180,900	4,735,200	3,156,200	6,405,800	9,562,000
6%	1,906,400	3,845,300	5,751,700	1,860,000	3,811,600	5,671,600	3,766,400	7,656,900	11,423,300
7%	2,208,500	4,461,400	6,669,900	2,164,400	4,439,100	6,603,500	4,372,900	8,900,500	13,273,400
8%	2,510,500	5,072,300	7,582,800	2,466,300	5,063,700	7,530,000	4,976,800	10,136,000	15,112,800
9%	2,811,300	5,675,600	8,486,900	2,764,900	5,669,800	8,434,700	5,576,200	11,345,400	16,921,600
10%	3,106,000	6,280,300	9,386,300	3,062,900	6,267,900	9,330,800	6,168,900	12,548,200	18,717,100
One Step Increase*	\$1,844,000	\$3,684,300	\$5,528,300	\$1,711,800	\$3,458,600	\$5,170,400	\$3,555,800	\$7,142,900	\$10,698,700

*One step under the pay progression plan totals \$2.27 per hour, or \$4,722 annually.

APPENDIX II

Separations from State Service by Job Group - Fiscal Year 2021 Permanent Classified Employees

Job Group	Average Count in Job Group	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
		#	%	#	%	#	%	#	%
Admin Support	2,560.0	220	8.6%	40	1.6%	93	3.6%	353	13.8%
Admin Support - Fiscal	451.5	19	4.2	6	1.3	10	2.2	35	7.8
Administrators-Senior Exec	597.0	16	2.7	2	0.3	34	5.7	52	8.7
Architect Engineers Supervisors	118.5	3	2.5	0	0.0	5	4.2	8	6.8
Architecture and Engineers	1,167.0	39	3.3	5	0.4	33	2.8	77	6.6
Business Professionals	305.0	6	2.0	4	1.3	8	2.6	18	5.9
Business Supervisors	376.5	17	4.5	4	1.1	17	4.5	38	10.1
Claims Determination	439.5	49	11.1	14	3.2	6	1.4	69	15.7
Craft and Trade	138.0	1	0.7	1	0.7	10	7.2	12	8.7
Education and Training	667.0	28	4.2	4	0.6	25	3.7	57	8.5
Educational Supervisors	26.0	1	3.8	0	0.0	1	3.8	2	7.7
Environment Specialist	880.5	18	2.0	3	0.3	25	2.8	46	5.2
Financial Supervisors	172.5	2	1.2	1	0.6	3	1.7	6	3.5
Fiscal	1,693.0	80	4.7	32	1.9	50	3.0	162	9.6
Food Production	357.5	52	14.5	14	3.9	20	5.6	86	24.1
Health Care Professionals	1,295.0	127	9.8	6	0.5	38	2.9	171	13.2
Health Care Technicians	1,675.0	160	9.6	36	2.1	60	3.6	256	15.3
Health Social Services Supv	544.0	17	3.1	1	0.2	12	2.2	30	5.5
Inspect Investigate and Comply	353.5	20	5.7	1	0.3	9	2.5	30	8.5
IS Professionals	1,363.0	44	3.2	9	0.7	47	3.4	100	7.3
IS Support Pro and Serv Tech	104.0	2	1.9	0	0.0	3	2.9	5	4.8
Legal Professionals	424.5	15	3.5	2	0.5	14	3.3	31	7.3
Mech Equip-Maintenance Rep	365.5	24	6.6	3	0.8	19	5.2	46	12.6
Mechanical and Maintenance Supv	154.0	3	1.9	1	0.6	8	5.2	12	7.8
Mid-Level Supervisors	1,051.0	21	2.0	2	0.2	51	4.9	74	7.0
Natural Science and Lab Tech	216.5	2	0.9	2	0.9	12	5.5	16	7.4
Personal Care	510.5	159	31.1	74	14.5	17	3.3	250	49.0
Phys Natural and Soc Sci Supv	200.5	1	0.5	0	0.0	9	4.5	10	5.0
Physicians and Hlth Care Pract	93.5	3	3.2	2	2.1	4	4.3	9	9.6
Policy Planning and Research	799.0	42	5.3	4	0.5	18	2.3	64	8.0
Power Plant	105.5	3	2.8	1	0.9	6	5.7	10	9.5
Production Laborers	214.0	24	11.2	9	4.2	11	5.1	44	20.6
Program Specialist	277.0	16	5.8	4	1.4	15	5.4	35	12.6
Property Management	89.0	7	7.9	0	0.0	6	6.7	13	14.6
Protective Services Supervisors	635.0	13	2.0	2	0.3	34	5.4	49	7.7
Public Relation and Media Tech	127.5	7	5.5	1	0.8	4	3.1	12	9.4
Public Safety	5,101.0	551	10.8	122	2.4	170	3.3	843	16.5
Science Professionals	258.5	16	6.2	0	0.0	7	2.7	23	8.9
Serv Qual Cntrl and Comply Sup	216.0	5	2.3	1	0.5	8	3.7	14	6.5
Social Services Professionals	<u>2,983.5</u>	<u>221</u>	7.4	<u>38</u>	1.3	<u>80</u>	2.7	<u>339</u>	11.4
TOTAL	29,106.0	2,054	7.1%	451	1.5%	1,002	3.4%	3,507	12.0%

Source: PeopleSoft. Fiscal Year 2021 includes the period from June 21, 2020 through June 19, 2021.

APPENDIX III

Separations from State Service by Job Group - Fiscal Year 2022 Permanent Classified Employees

Job Group	Average Count in Job Group	Voluntary Separations		Involuntary Separations		Retirements		Total All Separations	
		#	%	#	%	#	%	#	%
Admin Support	2,468.5	365	14.8%	52	2.1%	120	4.9%	537	21.8%
Admin Support - Fiscal	435.0	24	5.5	7	1.6	23	5.3	54	12.4
Administrators-Senior Exec	638.5	29	4.5	3	0.5	50	7.8	82	12.8
Architect Engineers Supervisors	117.5	1	0.9	1	0.9	7	6.0	9	7.7
Architecture and Engineers	1,142.5	55	4.8	2	0.2	58	5.1	115	10.1
Business Professionals	320.0	19	5.9	2	0.6	9	2.8	30	9.4
Business Supervisors	376.5	20	5.3	2	0.5	18	4.8	40	10.6
Claims Determination	420.5	67	15.9	15	3.6	19	4.5	101	24.0
Craft and Trade	140.0	4	2.9	1	0.7	5	3.6	10	7.1
Education and Training	649.5	67	10.3	4	0.6	34	5.2	105	16.2
Educational Supervisors	26.5	3	11.3	0	0.0	2	7.5	5	18.9
Environment Specialist	879.5	26	3.0	0	0.0	22	2.5	48	5.5
Financial Supervisors	184.5	8	4.3	0	0.0	5	2.7	13	7.0
Fiscal	1,713.0	145	8.5	11	0.6	54	3.2	210	12.3
Food Production	335.0	59	17.6	16	4.8	17	5.1	92	27.5
Health Care Professionals	1,243.5	171	13.8	13	1.0	53	4.3	237	19.1
Health Care Technicians	1,588.0	221	13.9	43	2.7	50	3.1	314	19.8
Health Social Services Supv	568.5	32	5.6	1	0.2	28	4.9	61	10.7
Inspect Investigate and Comply	347.0	28	8.1	5	1.4	13	3.7	46	13.3
IS Professionals	1,356.0	80	5.9	7	0.5	49	3.6	136	10.0
IS Support Pro and Serv Tech	107.5	9	8.4	0	0.0	4	3.7	13	12.1
Legal Professionals	438.0	28	6.4	3	0.7	16	3.7	47	10.7
Mech Equip-Maintenance Rep	351.5	28	8.0	5	1.4	20	5.7	53	15.1
Mechanical and Maintnce Supv	156.0	7	4.5	0	0.0	8	5.1	15	9.6
Mid-Level Supervisors	1,036.5	46	4.4	0	0.0	50	4.8	96	9.3
Natural Science and Lab Tech	213.0	11	5.2	0	0.0	13	6.1	24	11.3
Personal Care	475.5	155	32.6	54	11.4	15	3.2	224	47.1
Phys Natural and Soc Sci Supv	206.0	2	1.0	0	0.0	13	6.3	15	7.3
Physicians and Hlth Care Pract	92.5	4	4.3	1	1.1	7	7.6	12	13.0
Policy Planning and Research	816.0	53	6.5	1	0.1	33	4.0	87	10.7
Power Plant	102.0	11	10.8	3	2.9	11	10.8	25	24.5
Production Laborers	192.0	42	21.9	5	2.6	14	7.3	61	31.8
Program Specialist	267.0	24	9.0	1	0.4	18	6.7	43	16.1
Property Management	90.5	6	6.6	0	0.0	7	7.7	13	14.4
Protective Services Supervisors	642.5	9	1.4	3	0.5	19	3.0	31	4.8
Public Relation and Media Tech	123.5	25	20.2	1	0.8	5	4.0	31	25.1
Public Safety	4,666.5	606	13.0	104	2.2	293	6.3	1,003	21.5
Science Professionals	259.5	14	5.4	0	0.0	8	3.1	22	8.5
Serv Qual Cntrl and Comply Sup	218.0	12	5.5	1	0.5	13	6.0	26	11.9
Social Services Professionals	<u>2,914.0</u>	<u>358</u>	12.3	<u>61</u>	2.1	<u>105</u>	3.6	<u>524</u>	18.0
TOTAL	28,318.0	2,874	10.1%	428	1.5%	1,308	4.6%	4,610	16.3%

Source: PeopleSoft. Fiscal Year 2022 includes the period from June 20, 2021 through June 18, 2022.