



2015 ASSEMBLY BILL 441

October 22, 2015 - Introduced by Representatives ALLEN, BORN, BROSTOFF, DUCHOW, EDMING, GENRICH, HEATON, HORLACHER, JARCHOW, KLEEFISCH, KRUG, T. LARSON, MURSAU, NOVAK, PETRYK, ROHRKASTE, SANFELIPPO, SINICKI, STEFFEN, SPIROS, TRANEL and VANDERMEER, cosponsored by Senators MARKLEIN, LASEE, OLSEN, WANGGAARD and WIRCH. Referred to Committee on Veterans and Military Affairs.

- 1 **AN ACT** *to create* 14.017 (6) and 230.042 of the statutes; **relating to:**
2 establishing the Wisconsin Veterans Employment Initiative.

Analysis by the Legislative Reference Bureau

This bill creates the Wisconsin Veterans Employment Initiative, a program to increase the number of veterans holding permanent state government positions. The bill creates a Council on Veterans Employment, which consists of the following state officials or their designees: the secretary of administration, the administrator of the Division of Personnel Management in the Department of Administration (DOA), the secretary of veterans affairs, the secretary of workforce development, and the president of the University of Wisconsin System.

The bill requires the council to advise and assist the governor and state agencies with the recruitment and employment of veterans, including specifically veterans with a service-connected disability rating, so as to increase veteran employment in state government. Under the bill, the Department of Workforce Development provides staff support to the council.

The bill requires the administrator of the Division of Personnel Management in DOA, in consultation with the council, to develop and administer a human resources staff training program to increase the recruitment and employment of veterans in agencies. In addition, state agencies are required or encouraged to meet certain hiring goals.

Agencies with more than 100 full-time employees must prepare and implement a plan to employ qualified veterans with the goal of making the ratio of the number of veterans holding permanent positions in the agency to the total number of

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individuals holding permanent positions in the agency equal to the ratio of the number of veterans in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year. These agencies must also prepare and implement a similar plan to employ qualified veterans with a service-connected disability rating.

Agencies with 100 or fewer full-time employees are encouraged to employ qualified veterans with the goal of making the ratio of the number of veterans holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of the number of veterans in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year. These agencies are also encouraged to employ qualified veterans with a service-connected disability rating.

Finally, the bill permits the council to establish different employment goals for veterans in state agencies than the ones specified above.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 14.017 (6) of the statutes is created to read:

2 14.017 (6) COUNCIL ON VETERANS EMPLOYMENT. (a) There is created in the office
3 of the governor a council on veterans employment consisting of all of the following:

4 1. The secretary of administration or his or her designee, who shall serve as
5 chairperson of the council.

6 2. The administrator of the division of personnel management in the
7 department of administration or his or her designee.

8 3. The secretary of veterans affairs or his or her designee.

9 4. The secretary of workforce development or his or her designee.

10 5. The president of the University of Wisconsin System or his or her designee.

11 (b) The council shall advise and assist the governor and state agencies with the
12 recruitment and employment of veterans, including specifically veterans with a

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1 service-connected disability rating, so as to increase veteran employment in state
2 government. To this end, the council shall do all of the following:

3 1. Identify program areas of state government in which the employment of
4 veterans can be increased.

5 2. Identify state agency positions that have duties especially suitable to the
6 skills and work experiences of veterans.

7 3. Ensure that state agencies develop training programs to assist veterans in
8 acquiring the skills necessary to hold state agency positions.

9 4. Ensure that state agencies develop training and counseling programs for
10 veterans to assist in their transition from military service to state government
11 employment.

12 5. Ensure that the division of personnel management in the department of
13 administration develops training programs for human resources staff to increase the
14 recruitment and employment of veterans in state agencies.

15 6. Prepare a model strategy for state agencies to increase the employment of
16 qualified veterans, which includes recommendations to streamline the process of
17 employing qualified veterans with a service-connected disability rating.

18 7. Promote state government employment as a viable post-military career
19 opportunity for veterans.

20 8. Identify and promote to state agencies the valuable and transferrable skills
21 of veterans.

22 (c) 1. The department of workforce development shall provide staff support to
23 the council.

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1 2. The department of workforce development shall make the determinations
2 under s. 230.042 (3) (a) and (4) (a) and shall assist the council in making its
3 determinations under s. 230.042 (3) (b) and (4) (b).

4 3. The council may establish separate goals that are applicable to a state agency
5 for the hiring of qualified veterans or veterans with a service-connected disability
6 rating that are in lieu of the goals specified under s. 230.042 (3) and (4).

7 (d) Annually, on or before September 1, the secretary of administration shall
8 submit a report to the governor on the activities of the council in assisting state
9 agencies with the recruitment and employment of veterans. The report shall include
10 current information on the number of veterans holding permanent state government
11 positions and the council's recommendations for increasing veteran employment in
12 state government.

13 **SECTION 2.** 230.042 of the statutes is created to read:

14 **230.042 Wisconsin veterans employment initiative.** (1) In this section,
15 an "agency" includes the board of regents of the University of Wisconsin System.

16 (2) In consultation with the council on veterans employment, the
17 administrator shall develop and administer a human resources staff training
18 program to increase the recruitment and employment of veterans in agencies.

19 (3) The appointing authority of each agency with more than 100 authorized
20 permanent full-time equivalent positions shall do all of the following:

21 (a) Prepare and implement a plan to employ qualified veterans with the goal
22 of making the ratio of the number of veterans holding permanent positions in the
23 agency to the total number of individuals holding permanent positions in the agency
24 equal to or greater than the ratio of the number of veterans in the state civilian labor
25 force in the preceding fiscal year to the average number of individuals in the state

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1 civilian labor force in the preceding fiscal year, as determined by the council on
2 veterans employment.

3 (b) Prepare and implement a plan to employ qualified veterans with a
4 service-connected disability rating with the goal of making the ratio of the number
5 of veterans with a service-connected disability rating holding permanent positions
6 in the agency to the total number of individuals holding permanent positions in the
7 agency equal to or greater than the ratio of veterans with a service-connected
8 disability rating in the state civilian labor force in the preceding fiscal year to the
9 average number of individuals in the state civilian labor force in the preceding fiscal
10 year, as determined by the council on veterans employment.

11 (4) Each appointing authority of an agency with 100 or fewer authorized
12 permanent full-time equivalent positions is encouraged to do all of the following:

13 (a) Employ qualified veterans with the goal of making the ratio of the number
14 of veterans holding permanent positions in the agency to the total number of
15 individuals holding permanent positions in the agency equal to or greater than the
16 ratio of the number of veterans in the state civilian labor force in the preceding fiscal
17 year to the average number of individuals in the state civilian labor force in the
18 preceding fiscal year, as determined by the council on veterans employment.

19 (b) Employ qualified veterans with a service-connected disability rating with
20 the goal of making the ratio of the number of veterans with a service-connected
21 disability rating holding permanent positions in the agency to the total number of
22 individuals holding permanent positions in the agency equal to or greater than the
23 ratio of veterans with a service-connected disability rating in the state civilian labor
24 force in the preceding fiscal year to the average number of individuals in the state

