

SENATE HEARING SLIP
(Please Print Plainly)

DATE: Tuesday, February 9, 1999

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointments

Nora K. Weber

(Name)

115 East - State Capitol

(Street Address or Route Number)

Madison, WI 53702

(City and Zip Code)

Governor's Office

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering in Favor:

but not speaking:

Speaking for information only;
Neither for nor against:

Please return this slip to a messenger PROMPTLY

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly) *MB*

DATE: Tuesday, February 9, 1999

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointment

Peter Fox

(Name)

345 W. Washington Ave., 2nd Floor

(Street Address or Route Number)

Madison, WI 53702

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only;
Neither for nor against:

Please return this slip to a messenger PROMPTLY

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly) *MB*

DATE: Tuesday, February 9, 1999

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointment

Dr. Linda Stewart

(Name)

201 E. Washington Ave., Room 400X

(Street Address or Route Number)

Madison, WI 53702

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only;
Neither for nor against:

Please return this slip to a messenger PROMPTLY

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly) *115*

DATE: Tuesday, February 9, 1999

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointment

Cynthia A. Van Bogaert

(Name)

P. O. Box 927

(Street Address or Route Number)

Madison, WI 53701-0927

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

XXXXXX

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only;
Neither for nor against:

Please return this slip to a messenger PROMPTLY

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly)

DATE: Tuesday, March 16, 1999

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointments

David J. Ackley

(Name)

115 East - State Capitol

(Street Address or Route Number)

Madison, WI 53702

(City and Zip Code)

Governor's Office

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering in Favor:

but not speaking:

Speaking for information only;
Neither for nor against:

Please return this slip to a messenger PROMPTLY

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly)

DATE: 3/16/99

BILL NO. _____
or _____

SUBJECT: _____

APPOINTMENT OF MR. ARCKSTAN

~~THE SENATE~~ REL. SCOTT SUDER

(NAME)

302 SOUTH FIRST AVE.

(Street Address or Route Number)

ABBOTSFORD WI 54405

(City and Zip Code)

MY OFFICE

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information
only; Neither for nor against:

Please return this slip to a messenger PROMPTLY

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O.Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly)

DATE: Thursday, March 16, 2000

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointment

Edward D. Main

(Name) _____

7118 Lindfield Road

(Street Address or Route Number) _____

Madison, WI 53711

(City and Zip Code) _____

Self

(Representing) _____

Speaking in Favor: XXXXXX

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only;

Neither for nor against:

Please return this slip to a messenger PROMPTLY
Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly)

DATE: Thursday, March 16, 2000

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointment

David J. Ackley

(Name) _____

125 South - State Capitol

(Street Address or Route Number) _____

Madison, WI 53702

(City and Zip Code) _____

Governor's Office

(Representing) _____

Speaking in Favor:

Speaking Against:

Registering in Favor: XXXXXX

but not speaking:

Registering Against:

but not speaking:

Speaking for information only;

Neither for nor against:

Please return this slip to a messenger PROMPTLY
Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly)

DATE: Thursday, March 16, 2000

BILL NO. _____
or _____

SUBJECT: Gubernatorial Appointment

Nora K. Weber

(Name) _____

125 South - State Capitol

(Street Address or Route Number) _____

Madison, WI 53702

(City and Zip Code) _____

Governor's Office

(Representing) _____

Speaking in Favor:

Speaking Against:

Registering in Favor: XXXXXX

but not speaking:

Registering Against:

but not speaking:

Speaking for information only;

Neither for nor against:

Please return this slip to a messenger PROMPTLY
Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: Tuesday, March 16, 1999

BILL NO. _____

or

SUBJECT: Gubernatorial Appointment

Mark E. Shain

(Name)

W6839 County Highway G

(Street Address or Route Number)

Greenwood, WI 54437

(City and Zip Code)

Self

(Representing)

Speaking in Favor: XXXXXX

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only:

Neither for nor against:

Please return this slip to a messenger **PROMPTLY**

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: Tuesday, March 16, 1999

BILL NO. _____

or

SUBJECT: Gubernatorial Appointment

Marie M. Skic-Loy

(Name)

14800 4th Avenue

(Street Address or Route Number)

Merrill, WI 54452

(City and Zip Code)

Self

(Representing)

Speaking in Favor: XXXXXX

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only:

Neither for nor against:

Please return this slip to a messenger **PROMPTLY**

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: Wednesday, May 26, 1999

BILL NO. _____

or

SUBJECT: Gubernatorial Appointment

Laurie R. McCallum

(Name)

6 Colony Circle

(Street Address or Route Number)

Madison, WI 53717

(City and Zip Code)

Self

(Representing)

Speaking in Favor: XXXXXX

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only:

Neither for nor against:

Please return this slip to a messenger **PROMPTLY**

Senate Sergeant At Arms
P. O. Box 7882
State Capitol
Madison, WI 53707-7882

SENATE HEARING SLIP
(Please Print Plainly)

SENATE HEARING SLIP
(Please Print Plainly)

SENATE HEARING SLIP
(Please Print Plainly)

DATE: Wednesday, May 26, 1999

DATE: Wednesday, May 26, 1999

DATE: Wednesday, May 26, 1999

BILL NO. _____

BILL NO. _____

BILL NO. _____

or

or

or

SUBJECT: Gubernatorial Appointment

SUBJECT: Gubernatorial Appointments

SUBJECT: Gubernatorial Appointments

Robert J. Lavigna

Nora K. Weber

David J. Ackley

(Name)

(Name)

(Name)

5845 Woods Edge Road

115 East - State Capitol

115 East - State Capitol

(Street Address or Route Number)

(Street Address or Route Number)

(Street Address or Route Number)

Madison, WI 53711

Madison, WI 53702

Madison, WI 53702

(City and Zip Code)

(City and Zip Code)

(City and Zip Code)

Self

Governor's Office

Governor's Office

(Representing)

(Representing)

(Representing)

Speaking in Favor:

XXXXXX

Speaking in Favor:

Speaking in Favor:

Speaking Against:

Speaking Against:

Speaking Against:

Registering in Favor:

Registering in Favor:

XXXXX

Registering in Favor:

XXXXXX

but not speaking:

but not speaking:

but not speaking:

Registering Against:

Registering in Favor:

Registering in Favor:

but not speaking:

but not speaking:

but not speaking:

Speaking for information only;

Speaking for information only;

Speaking for information only;

Neither for nor against:

Neither for nor against:

Neither for nor against:

Please return this slip to a messenger PROMPTLY

Please return this slip to a messenger PROMPTLY

Please return this slip to a messenger PROMPTLY

Senate Sergeant At Arms

Senate Sergeant At Arms

Senate Sergeant At Arms

P. O. Box 7882

P. O. Box 7882

P. O. Box 7882

State Capitol

State Capitol

State Capitol

Madison, WI 53707-7882

Madison, WI 53707-7882

Madison, WI 53707-7882

Vote Record

Senate Committee on Labor

Date: 2-9-99
Moved by: Zien Seconded by: Zien
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: _____
AJR: _____ SJR: _____ Other: Appointment Cynthia Van Bogaert
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- | | |
|---------------------------------------|--|
| <input type="checkbox"/> Passage | <input type="checkbox"/> Indefinite Postponement |
| <input type="checkbox"/> Introduction | <input type="checkbox"/> Tabling |
| <input type="checkbox"/> Adoption | <input type="checkbox"/> Concurrence |
| <input type="checkbox"/> Rejection | <input type="checkbox"/> Nonconcurrence |
| | <input checked="" type="checkbox"/> Confirmation |

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 0 0

Motion Carried

Motion Failed

Vote Record

Senate Committee on Labor

Date: 2-2-91
Moved by: Breske Seconded by: Farrow
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: Ms. Linda Stewart
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

- Be recommended for:
- Passage
 - Introduction
 - Adoption
 - Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 0 0

Vote Record

Senate Committee on Labor

Date: 2-9-99
Moved by: Elom Seconded by: Breske
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: Peter Fay
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 0 0

Motion Carried

Motion Failed

Vote Record

Senate Committee on Labor

Date: 3-16
Moved by: Zien Seconded by: Farrow
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: Edward Maine
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: _____

Motion Carried

Motion Failed

Vote Record

Senate Committee on Labor

Appointment of Marie Skiv - Lay

Date: 3-16-99
Moved by: Farrow Seconded by: Zien
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: _____
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member
Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 0 0

Vote Record

Senate Committee on Labor

Appointment of Mark E. Shaw

Date: 3-16
Moved by: Farrow Seconded by: Zien
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: _____
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 0 0

Motion Carried

Motion Failed

Vote Record

Senate Committee on Labor

Date: 5-26-99
Moved by: Zien Seconded by: Breske
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: + Lavegna
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: _____

Motion Carried

Motion Failed

Vote Record

Senate Committee on Labor

Date: 5-26-99
Moved by: Breske Seconded by: Zien
AB: _____ Clearinghouse Rule: _____
AB: _____ SB: _____ Appointment: Mr Callum
AJR: _____ SJR: _____ Other: _____
A: _____ SR: _____

A/S Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____
A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Sub Amdt: _____
A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair
Sen. Russell Decker
Sen. Roger Breske
Sen. David Zien
Sen. Margaret Farrow

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: _____

Motion Carried

Motion Failed

Senator James Baumgart
Room 306 South - State Capitol
Telephone: 608-266-2056

January 26, 1999

M E M O

TO: Members of the Senate Labor Committee

Senator Russell Decker
Senator Roger Breske

Senator David Zien
Senator Margaret Farrow

FROM: Senator Jim Baumgart, Chair

Re: Appointments by the Governor

The following appointments have been referred to the Labor Committee:

Peter Fox, as Secretary of the Department of Employment Relations

Dr. Linda Stewart, as Secretary of the Department Of Workforce Development

Cynthia A. Van Bogaert, as a member of the Employe Trust Funds Board

Enclosed is information regarding the appointees, including the Statement of Economic Interests.

All three appointees will be available for a public hearing on Tuesday, February 9, 1999, at 9:30 AM in Room 300 South East. I plan to file the hearing notice on Monday, February 1st.

Please advise if you will be available for this hearing.

cc: Dan Fernbach, Legislative Council Attorney

April 28, 1999

TO: Members of the Senate Labor Committee

Senator Russell Decker
Senator Roger Breske

Senator David Zien
Senator Margaret Farrow

FROM: Senator Jim Baumgart, Chair

RE: APPOINTMENTS TO LABOR COMMITTEE

.....
Enclosed is all information, including the State of Economic Interest, for the following new appointments to the Labor Committee:

The Appointment by the Governor of **Robert J. LaVigna**, of Madison, as the Administrator of the Division of Merit Recruitment and Selection, to serve for the term ending March 26, 2004.

The Appointment by the Governor of **Laurie R. McCallum**, of Madison, as a member of the Personnel Commission, to serve for the term ending March 1, 2004.



TOMMY G. THOMPSON

**Governor
State of Wisconsin**

GOVERNOR'S APPOINTMENT

NAME/MAILING ADDRESS: Peter Fox
Department of Employment Relations
345 W. Washington Avenue, 2nd Floor
Madison, WI 53702

E-MAIL ADDRESS: not available

RESIDES IN: Madison

TELEPHONE: 608/266-9820 (W)

OCCUPATION: Former Director
Governor's Office for Building Tomorrow's Workforce

APPOINTED TO: Department of Employment Relations
(Secretary)

TERM: a term at the pleasure of the Governor

SUCCEEDS: Jon E. Litscher

SENATE CONFIRMATION: required

DATE OF APPOINTMENT: January 4, 1999

DATE OF NOMINATION: January 4, 1999

COMPENSATION: \$85,000 per annum



Résumé for Peter D. Fox

902 Sky Ridge Drive
Madison, WI 53719

Office: (608) 262-6448
Home: (608) 273-9919

Education

Master of Arts in journalism, 1982, University of Wisconsin-Madison. Emphasis in mass-communication law and management. With honors.

Bachelor of Arts in journalism, 1973, University of Wisconsin-Madison. News-editorial sequence. With honors.

Diploma, 1966, Wisconsin Dells Union High School, Wisconsin Dells, WI.

Primary Professional Experience

University of Wisconsin System Administration, Madison, WI April 1994 to December 1998

Director of Public Information. The UW System consists of two doctoral universities, eleven comprehensive universities (granting bachelor's and master's degrees), thirteen freshman-sophomore Centers and a statewide Extension. Reporting to the vice president for university relations, direct and supervise news and publications staff and related programs, develop and implement a systemwide comprehensive constituent communications plan, maintain liaison with print and electronic media, analyze and frame educational policy issues for public dissemination, represent UWSA as the principal public spokesperson, provide communications counsel and assistance to Board of Regents and principal system officers; also serve as system's liaison to Wisconsin business community and serve as system's representative on business-community association boards.

***Racine Journal Times, Racine, WI* August 1985 to April 1994**

Editor-in-chief. Directed newsroom staff of 50 persons at 38,000 circulation daily newspaper. Led conversion from evening to morning publication cycle; consistently managed budget within fiscal guidelines; regularly achieved significantly improved levels of reader satisfaction and involvement with newspaper as measured by readership surveys; during my tenure, the newspaper was awarded the 1987 "Community Service Award" by Inland Daily Press Association (one national award annually). Various offices in statewide Associated Press Association, including president.

***Billings Gazette, Billings, MT* January 1981 to August 1985**

City editor, then regional editor (combined city and state). Supervised reporting, editing and support staff of 25 reporters, photographers, assistant editors and clerical staff covering news in eastern Montana and northern Wyoming. In addition to my staff winning numerous Associated Press and regional press association awards, as city editor I was awarded a first-place citation in the Montana Associated Press 1983 reporting competition for in-depth reporting. I also was recognized for a reporting series I authored about Nicaragua and Central America in 1983 and Japanese-Montana trade in 1984. Both series, which involved travel to Central America and Japan, requiring use of my knowledge of Spanish and Japanese, received awards for writing excellence.

Peter D. Fox
Page 2

Wisconsin State Journal, Madison, WI

February 1973 to January 1981

Staff member of a then-80,000 circulation daily newspaper. Copy editor, story editing and page layout; reporter, local government, State Legislature, general assignment; assistant city editor and weekend city editor, mid-level editor with supervisory and production duties. During all assignments, also frequently reviewed music and theater performances, and reported on outdoor activities and edited weekly outdoors page.

Other Significant Professional Experience

Lecturer in journalism, student newspaper advisor, Montana State University-Billings, Billings, MT, 1982-85.

Lecturer in journalism, School of Journalism and Mass Communication, UW-Madison, 1974-75, copy-editing course (J-230).

Correspondent, Reuters news service, 1982-85.

Graduate teaching assistant, School of Journalism-Mass Communication, UW-Madison, 1973-74.

Public information officer, Wisconsin Army National Guard, April 1976 to January 1981; September 1992 to present. (Additional information follows.)

Military Experience

State Public Affairs Officer, Headquarters, Wisconsin Army National Guard (WIARNG), Madison, WI. September 1992 to present. Responsible for both internal and external information programs, including 20,000-circulation quarterly newspaper. Serves as chief spokesman for Wisconsin Army National Guard and/or Wisconsin Division of Emergency Management on military topics or during National Guard activations during state or local emergencies. Rank of lieutenant colonel.

Plans and Operations Officer, WIARNG, Madison, WI. August 1989 to September 1992. Member of statewide planning staff, coordinating military support to civilian authorities during natural disasters or civil emergencies. Rank of major.

Personnel and Administrative Officer, WIARNG, Milwaukee, WI. April 1988 to August 1989. Personnel staff officer on brigade-level staff. Rank of major.

Artillery Battery Commander, WIARNG, Kenosha, WI. September 1985 to April 1988. Commanding officer of Headquarters and Headquarters Battery, First Battalion, 126th Field Artillery. Responsible for 140 soldiers and assets over \$6 million. Rank of captain.

Staff Intelligence Officer, Montana Army National Guard, Billings, MT. January 1981 to September 1983; April 1985 to September 1985. Armored cavalry squadron staff officer responsible for collection and dissemination of tactical intelligence. Rank of captain.

Public Affairs Officer, WIARNG, Madison, WI. April 1976 to July 1981. Initiated and edited statewide Wisconsin Army and Air National Guard newspaper judged to be the best in the nation three consecutive years and the "Best of the Best" in the fourth. In addition to editing the newspaper, served as all-media liaison for Wisconsin National Guard headquarters during several civil emergencies, reception of Cuban "Mariel Boatlift" refugees at Fort McCoy, WI. Entered as staff sergeant, direct commission to first lieutenant, promoted to captain.

Russian linguist, U.S. Army Security Agency, active duty. January 1967 to December 1970. Graduate of intensive Russian language course, Defense Language Institute, Presidio of Monterey, CA. Later service in Japan and Taiwan as Russian linguist, serving as non-commissioned officer in charge of section of 15 linguists. Rank of staff sergeant.

Current Memberships and Affiliations

- ◆ Milwaukee Press Club (since 1985)
- ◆ American Marketing Association
- ◆ Public Relations Society of America
- ◆ Council for Support and Advancement of Education (CASE), national higher-education advancement organization.
- ◆ Wisconsin Alumni Association
- ◆ President, Highland Village Homeowners Association (1995, 1996, 1997, 1998)
- ◆ Good Shepherd Lutheran Church

Recent Memberships

- ◆ American Society of Newspaper Editors (1985-94)
- ◆ Associated Press Managing Editors (1985-94)
- ◆ Wisconsin Associated Press Association (1985-94)
- ◆ Advisory Committee, College of Communications, Journalism and Performing Arts, Marquette University, Milwaukee, WI (1986-1995)
- ◆ Rotary Club of West Racine (1986-1994)
- ◆ WGTD-FM Public Radio Association, Gateway Technical College, Racine-Kenosha, WI. (1987-1994; president 1991-1994)
- ◆ Racine-Kenosha Chapter, National Association for the Advancement of Colored People
- ◆ Friend of Downtown Committee, Downtown Racine Development Corporation
- ◆ Founding Director, Crimestoppers of Racine County
- ◆ Founding Director, Racine County Chapter, Society for the Prevention of Blindness
- ◆ St. Andrew Lutheran Church

JAN 21 1999



STATE OF WISCONSIN
ETHICS BOARD

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fax: 608/264-9309
e-mail: ethics@ethics.state.wi.us
web: <http://ethics.state.wi.us>

Roth Judd
Director

NOMINEE: Peter Fox

POSITION: Secretary, Department of Employment Relations

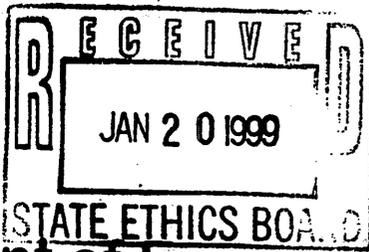
STATUTORY

REFERENCE: 15.17 Department of employment relations;
creation. There is created a department of
employment relations under the direction and
supervision of the secretary of employment
relations.

1/20/99 cw

SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske,
Zien and Farrow..

Mail or fax to:
 Wisconsin Ethics Board
 44 E. Mifflin St., Suite 601
 Madison, WI 53703-2800
 Fax: (608) 264-9309



Filed in 1999 for calendar year 1998

Print legibly in dark ink or type

Statement of Economic Interests

Name **Fox, Peter**
 State position held or sought: **Employment Relations, Dept. of Secretary**

Part 1. Employers.

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	General nature of business	<input type="checkbox"/> Check (✓) if None or Not Applicable
UNIV. OF WISCONSIN SYSTEM ADMINISTRATION	MADISON, WI	HIGHER EDUCATION	
WIS. ARMY NATIONAL GUARD	MADISON, WI	MILITARY	

Part 2. Ownership interests in businesses.

2a. Check (✓) if None or Not Applicable

Name of business	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)

2b. For the businesses listed above, report below

Business	Name of owners or partners	City and state

Part 3. Real estate.

Check (✓) if None or Not Applicable

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)

Part 4. Customers, clients, and tenants (other than individuals*).

Check (✓) if None or Not Applicable

Customer, client, or tenant	City and state

Part 5. Business entertainment and other gifts.

Check (✓) if None or Not Applicable

Name of giver	City and state

*Questions about completing this form? Call (608) 266-8115
 *Other inquiries (608) 266-8123

*Attach additional pages as needed

Part 6. Honoraria and payment of expenses.

Check (✓) if None or Not Applicable

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

Part 7. Other sources of income.

Check (✓) if None or Not Applicable

Source of income	City and state

Part 8. Stocks, bonds, mutual funds, and the like.

Check (✓) if None or Not Applicable

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
AMERICAN FUNDS	MUTUAL FUNDS	→	✓

Part 9. Offices and directorships.

Check (✓) if None or Not Applicable

Business or organization	City and state	Position

Part 10. Representation of organizations.

Check (✓) if None or Not Applicable

Business or organization	City and state

Part 11. Creditors.

Check (✓) if None or Not Applicable

Creditor	City and state	Amount \$50,000 or less	Amount More than \$50,000
M&I BANK, MADISON, WI			
USAA FEDERAL SAVINGS BANK, SAN ANTONIO, TX		✓	
PENTAGON FEDERAL CREDIT UNION, ALEXANDRIA, VA		✓	

Part 12. Changes to reportable interests this year.

Check (✓) one:

- My reportable interests have not changed since last December 31.
- I have noted on this Statement how my reportable interests have changed since last December 31.

Before signing, please review each part to be sure that you have listed the required information or checked the box for "None or Not Applicable."

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

Signature of person filing: [Signature] Date: 1-15-99 Daytime phone #: 266-9820
 Fax # (optional): _____

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.

Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review: [Signature] 1/20/99

FEB 08 1999



AFSCME Council 24
AFL-CIO
WISCONSIN STATE EMPLOYEES UNION
The Union That Cares

8033 Excelsior Drive, Suite C, Madison, WI 53717

Phone (608) 836-0024
Fax (608) 836-0222

Gary Lonzo
President

Martin Beil
Executive Director

February 5, 1999

Senator James Baumgart, Chair
Senate Labor Committee
PO Box 7882
Madison, WI 53707-7882

Dear Chairman Baumgart:

On Tuesday, February 9, 1999 you will be holding a committee hearing on the appointment of Peter Fox to the Secretary's position at the Department of Employment Relations.

I have had the distinct privilege of working with Mr. Fox over the last fourteen months as part of the State's Sesquicentennial Commission. Because of Mr. Fox's leadership, tenacity and people skills, the Statehood Day celebration was a ringing success.

Peter assumed the role of Secretary at Employment Relations somewhere around January 4. Since that time, he has hit the ground running. Our union and DER under Jon Litscher were awarded a large grant from the Federal Mediation and Conciliation Service to explore and advance participatory labor-management relations in state worksites. Part of the program was to hold four regional forums with state agency labor and management as participants. Mr. Fox understands the importance and benefit of participatory work environments, and has become not only a key player, but also a willing partner in this initiative.

Mr. Fox has already demonstrated candor and openness in his dealing with our union. Although he has a tremendous challenge and new frontier to explore, we feel very confident and comfortable that he will succeed. Mature labor relations are built on trust and respect, and we have already developed a strong foundation in this short period of time.

On behalf of the 25,000 state employees we represent we would strongly encourage the Senate Labor Committee to approve the recommended appointment and move it to the full Senate for confirmation.

If you or any other member of the committee has any questions or concerns please do not hesitate to contact me.

Sincerely,

Martin Beil
Executive Director



Peter Fay

1

Good morning, Sen. Baumgart, and members of the Senate Labor Committee.

I consider it a high honor to be before this distinguished panel today as you evaluate my nomination to serve the citizens of the State of Wisconsin as the secretary of the Department of Employment Relations.

Appreciate your courtesies as I've met w/ you earlier.

With your permission, I'd like to make some observations about the Department of Employment Relations as it operates today, and then describe some challenges that lie ahead of us.

First, it is worth noting that Wisconsin's DER is recognized across the nation as a national model for innovative human resources practices. For example, this month's issue of "Governing Magazine" carries a report entitled "The Government Performance Project," and observes the following: "Wisconsin has done a terrific job of reworking civil service provisions to make them more flexible."

Last year, Wisconsin's use of consensus bargaining was highlighted in an article in "Public Personnel Management" magazine.

Dr. Jon Brock, director of the U.S. Secretary of Labor's "Task Force on Excellence in State and Local Government through Labor-Management Cooperation," wrote that Wisconsin is [quote] "... always one of the pioneers in public sector labor-management relations."

In recent years, DER has received the International Personnel Management Association's "Agency Excellence Award," the highest honor in public personnel management. This is just one of many high-profile national honors received by the department. This level of national respect and attention reflects great credit upon the individual I follow in this position, Secretary Jon Litscher; Deputy Secretary Joe Pellitteri, the administrative leadership team at DER and all agency employees.

I also am proud to note that the Department, working hand-in-glove with the Wisconsin State Employees Union, American Federation of State, County and Municipal Employees Council 24, has secured a prestigious \$90,000 grant from the Federal Mediation and Conciliation Service to identify, communicate and replicate "best practices" in labor-management cooperation within Wisconsin State Government. Particular credit must be

afforded Secretary Litscher and Marty Beil, executive director of the WSEU, for their visionary and bold efforts in securing this grant.

Mr. Beil and I have begun the process of co-chairing a series of five statewide forums, involving employees and supervisors, to obtain first-hand information on the need for closer cooperation, to identify specific areas where closer cooperation is needed, and to publicize the labor-management "best practices" already in place."

Other steps in the 18-month process involve additional regional training workshops based on survey data gathered from state employees and supervisors, and "beta site" implementation of selected best practices.

The goal of the grant is the development of a long-term plan to identify, share and implement additional best practices. Ultimately, we would help create a state government that "works better and costs less." Wisconsin was the only state to receive this type of grant award last year, another testament to our innovation in the field of human resources.

Let me state my views about human resources very succinctly: whether in my 22 years in the private sector, nearly five years in Wisconsin State Government or in my 29 years of active and reserve military service, I have found there is nothing more important for the success of an organization than its human capital.

Wisconsin's corps of talented, innovative and dedicated civil servants is essential to carrying out the programs enacted by Legislature and providing essential services to state citizens.

I pledge the department will continue to further improve the state civil service system beyond the reforms signed into law by Gov. Thompson last year, which sprang from the recommendations of the Commission on the Reform of the State Human Resource System. Essentially, these reforms have increased the speed and efficiency with which state agencies can recruit and hire prospective employees. A significant factor in these reforms is the delegation of authorities to state agencies, which helps remove the DER from the "process" procedures, allowing us to redirect our efforts in appropriate areas.

These changes have helped improve state government competitiveness in attracting and obtaining a qualified and diverse workforce in a shrinking labor market.

I also pledge my total commitment in continuing DER's ongoing efforts to achieve a workforce that is representative of the diversity that exists in Wisconsin's workforce. Likely you are already aware that the overall hiring of racial and ethnic minorities improved by 7.1 percent in 1998; that means the hiring rate for nearly all protected groups was higher than their representation in the workforce. This achievement was the direct result of skillful recruitment efforts and the use of newer, more flexible hiring programs provided in the most recent civil service reform legislation.

I also want to note the Department's commitment to further improvement and efficiencies through information technology. We will improve the speed, quality and level of services to the public and state agencies through the launch this month of the DER's "Shared Human Resource System," a propriety, comprehensive hiring application – developed in consultation with users throughout state government – which will speed the hiring process and eliminate work duplication. The SHRS

system will be available to all state agencies, including the University of Wisconsin System. By the way, SHRS is fully Y2K compatible.

In addition to the ongoing initiatives I've described, I see two significant challenges for the department in the future. They are quite interwoven.

First, as you know, we are virtually at a state of full employment in Wisconsin with more than 75 percent of the state's available work force now employed. It is difficult, at best, to find adequate workers in a variety of private-sector endeavors. This situation is well documented. The private-sector competition for workers has dramatically impacted on state government. The need for information technology personnel is well known but there also is need for workers in vocations ranging from correctional officers to ax auditors.

Wisconsin State Government must be innovative and fast moving to attract the "best and the brightest" to state service.

That's the "recruiting" aspect of the equation. In order to retain productive civil servants, we must have the ability to offer compensation competitive with the job market. We are seeing these competitive pressures today in a wide variety of occupational areas across state service.

Impacting the ability of the employer to recruit and retain employees is the ability to compensate. We know that the state faces budget challenges in the coming biennium, and it is a major responsibility of the Department to negotiate with the 19 unions representing state employees in a fair and equitable manner within the financial parameters which will be established.

Recruitment, retention and compensation will be daunting challenges for state government in the coming biennium, and, quite likely, for biennia to come.

If confirmed by the State Senate, I pledge the utmost of my talents and leadership ability to be directed to bringing the Department of Employment Relations to an increasingly higher level of service and productivity for the citizens of Wisconsin.

Thank you for this opportunity.



TOMMY G. THOMPSON
Governor
State of Wisconsin

1. welcome to
Wisconsin
8 YEARS - Admin
- internet, apply directly
5470 women

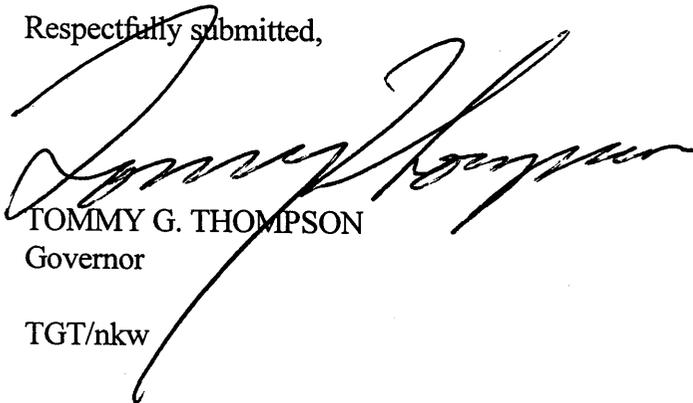
March 31, 1999

To the Honorable Members of the Senate:

I am pleased to nominate and with the advice and consent of the Senate, do reappoint Robert J. Lavigna as the Administrator of the Division of Merit Recruitment and Selection effective March 31, 1999, pursuant to the statute governing, to serve a five year term to expire March 26, 2004.

Mr. Lavigna will be available to the Senate for hearings and my staff will assist in any way they can.

Respectfully submitted,


TOMMY G. THOMPSON
Governor

TGT/nkw

women of WPA
LAA behind
NAA
BACKLOG



TOMMY G. THOMPSON

APR 23 1999

**Governor
State of Wisconsin**

GOVERNOR'S APPOINTMENT

AMENDED NOTICE

NAME/MAILING ADDRESS: Robert J. Lavigna
5845 Woods Edge Road
Madison, WI 53711

E-MAIL ADDRESS: Robert.Lavigna@der.state.wi.us

RESIDES IN: Madison

TELEPHONE: 608/266-1136 (W)

OCCUPATION: Division Administrator
Merit Recruitment and Selection

APPOINTED TO: Division Administrator
Merit Recruitment and Selection

TERM: a five year term to expire March 26, 2004

SUCCEEDS: himself

SENATE CONFIRMATION: required

DATE OF APPOINTMENT: March 31, 1999

DATE OF NOMINATION: March 31, 1999

COMPENSATION: *March 31, 1999 - \$73,000*
March 26, 2000 - \$74,500
March 26, 2001 - \$76,000
March 26, 2002 - \$77,500
March 26, 2003 - \$79,000

AMENDED: 04/15/99

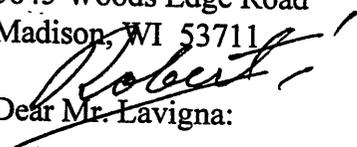


TOMMY G. THOMPSON

**Governor
State of Wisconsin**

March 31, 1999 -- *Amended April 15, 1999*

Robert J. Lavigna
5845 Woods Edge Road
Madison, WI 53711


Dear Mr. Lavigna:

This letter is to confirm your nomination as the Administrator of the Division of Merit Recruitment and Selection effective March 31, 1999 to serve a five year term to expire March 26, 2004. We have agreed on a salary of **\$73,000** with the following increments:

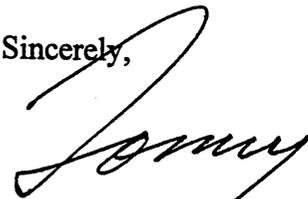
March 26, 2000 - **\$74,500**
March 26, 2001 - **\$76,000**
March 26, 2002 - **\$77,500**
March 26, 2003 - **\$79,000**

This nomination requires Senate confirmation and I have forwarded the necessary information to the Senate Chief Clerk so a hearing can be scheduled.

I am pleased that you have agreed to take on this task. I know you will do a superb job.

My very best to you and my thanks for the commitment you are making.

Sincerely,



TOMMY G. THOMPSON
Governor

TGT/nkw

ROBERT J. LAVIGNA

5845 Woods Edge Road
Madison, WI 53711
608-266-1136 (W) 608-273-2960 (H)

EXPERIENCE

ADMINISTRATOR, DIVISION OF MERIT RECRUITMENT AND SELECTION, Wisconsin Department of Employment Relations (1991-now)

ASSISTANT TO THE ASSISTANT COMPTROLLER GENERAL OF THE UNITED STATES, U.S. General Accounting Office (GAO), Washington, DC (1988-1991)

GAO MANAGEMENT DEVELOPMENT PROGRAM, Cornell University, Ithaca, NY (1987-88)

DIRECTOR OF HUMAN RESOURCES, Washington Regional Office, U.S. GAO (1984-87)

SENIOR PROGRAM EVALUATOR, U.S. GAO (1982-84)

RECRUITING/TRAINING COORDINATOR, U.S. GAO (1980-82)

AUDITOR/PROGRAM EVALUATOR, U.S. GAO (1974-80)

AWARDS

U.S. General Accounting Office:

- Outstanding Performance Bonus - 1990
- GAO Equal Employment Opportunity Achievement Award - 1987
- Outstanding Achievement Awards - 1987 (2), 1986 (3), 1984, 1983, 1980, 1978 (2)

Society for Human Resource Management:

- Master's Thesis Award - 1990 (national competition)

EDUCATION

Ph.D. - Human Resource Management, University of Wisconsin (in-progress; part-time)

M.S. - Personnel/Human Resource Management, Cornell University (1990)

B.A. - Public Affairs/Accounting, George Washington University, Washington, DC (1974)

SPECIAL SKILLS

Licensed instructor, *Managerial Leadership* (Kepner-Tregoe, Inc.)

Experienced training program developer and instructor

Experienced college employment recruiter

Proficient in Wordperfect, Lotus, Quattro, dBase 3+, SPSS-X, and Systat

ACTIVITIES

Publications Advisory Board, *Public Personnel Management*
Regional Executive Council, International Personnel Management Association
Madison Area Technical College Public Administration Program Task Force

Memberships:

- American Society for Public Administration
- International Personnel Management Association (IPMA)
- IPMA Assessment Council
- Society for Human Resource Management
- National Association for the Advancement of Colored People (NAACP)

Madison NAACP Employment Committee

Cornell University Alumni Ambassador Network

South Madison Neighborhood Center volunteer

High school basketball referee

PUBLICATIONS, PAPERS AND PRESENTATIONS

- "Assessing Managers' Satisfaction with Staffing services," paper submitted to the 1994 Academy of Management Conference
- "Innovation in Recruitment and Selection," invited speaker, 1994 International Personnel Management Association (IPMA) Midwestern Conference
- "Wisconsin's Entry Professional Program: A Better Way to Recruit and Hire," presentation, 1993 Council of State Governments Midwestern Legislative Conference
- "Automating Job Information and Recruitment Systems," panelist, 1993 IPMA National Conference
- "Preparing for the 21st Century," panelist, 1993 adult student conference, University of Wisconsin - Stout
- "Providing Responsive Customer Service," paper and presentation, 1993 IPMA Midwestern Conference
- "Wisconsin's Entry Professional Hiring Program: Results From the First Year," presentation, 1993 Wisconsin Association of Black State Employees Conference
- "Realistic Job Interviewing," paper and presentation, 1992 IPMA Midwestern Conference
- "Predicting Job Performance from Background Characteristics: More Evidence from the Public Sector," *Public Personnel Management*, Summer 1992
- Review of *Creative Human Resource Planning Applications*, in *Industrial and Labor Relations Review* (Cornell University), April 1989
- Principal author, U.S. General Accounting Office *Recruiter's Handbook*, October 1989
- Contributing author, 1983 and 1984 GAO *Annual Report to the Congress*
- Principal author of several GAO reports to the Congress, including:
 - * *Income Maintenance Experiments: Need to Summarize Results and Communicate Lessons*
 - * *Delays and Unresolved Issues Plague New Pesticide Regulation Program*



STATE OF WISCONSIN
ETHICS BOARD

APR 22 1999

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On the capitol square at:
44 EAST MIFFLIN STREET, STE 601
MADISON, WISCONSIN 53703-2800
phone: 608/266-8123
fax: 608/264-9309
e-mail: ethics@ethics.state.wi.us
web: <http://ethics.state.wi.us>

Roth Judd
Director

NOMINEE: Robert J. Lavigna

POSITION: Division Administrator, Merit Recruitment and Selection

STATUTORY

REFERENCE: **15.173 Department of employment relations; specified divisions. (1) Division of merit recruitment and selection.** (a) There is created in the department of employment relations a division of merit recruitment and selection.

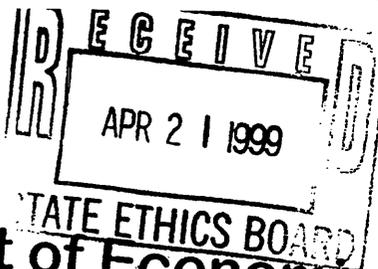
(b) The administrator of the division of merit recruitment and selection in the department of employment relations shall be nominated by the governor, and with the advice and consent of the senate appointed for a 5-year term, under the unclassified service from a register of at least 5 names certified by the secretary of employment relations. The secretary of employment relations shall prepare and conduct an examination for the position of administrator according to the requirements for classified positions under subch. II of ch. 230.

(c) The administrator of the division of merit recruitment and selection in the department of employment relations may be nominated by the governor, and with the advice and consent of the senate reappointed.

4/22/99 cw

SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske, Zien and Farrow..

Wisconsin Ethics Board
44 E. Mifflin St., Suite 601
Madison, WI 53703-2800
Fax: (608) 264-9309



Information must be current as of this
Appointment/Nomination date:
MAR 31 1999
Print legibly in dark ink or type

Statement of Economic Interests

Name: **Lavigna, Robert J.**
State position held or sought: **Employment Relations, Dept. of Administrator, Merit Recruitment & Selection**

Part 1. Employers.

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	<input type="checkbox"/> Check (✓) if None or Not Applicable	General nature of business
WI Department of Employment Relations	Madison, WI		State Government
Meriter Hospital	Madison, WI		Health Care

Part 2. Ownership interests in businesses.

2a.

Name of business	City and state	General nature of business	<input type="checkbox"/> Check (✓) if None or Not Applicable	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)
Robert J. Lavigna	Madison, WI	Basketball Refereeing		Independent Contractor

2b. For the businesses listed above, report below

Business	Name of owners or partners	City and state
Robert J. Lavigna	Robert J. Lavigna	Madison, WI

Part 3. Real estate.

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	<input checked="" type="checkbox"/> Check (✓) if None or Not Applicable	Nature of interest (own, lease, option, easement, land contract)

Part 4. Customers, clients, and tenants (other than individuals*).

Customer, client, or tenant	<input checked="" type="checkbox"/> Check (✓) if None or Not Applicable	City and state

Part 5. Business entertainment and other gifts.

Name of giver	<input checked="" type="checkbox"/> Check (✓) if None or Not Applicable	City and state

*Questions about completing this form? Call (608) 266-8115
*Other inquiries (608) 266-8123

*Attach additional pages as needed

Part 6. Honoraria and payment of expenses.

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt
Please see attachment			

Check (✓) if None or Not Applicable

Part 7. Other sources of income.

Source of income	City and state

Check (✓) if None or Not Applicable

Part 8. Stocks, bonds, mutual funds, and the like.

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
T. Rowe Price Capital Appreciation	Mutual Fund	✓	
American Century Ultra	" "	✓	
Ivy International	" "	✓	
Invesco Industrial Income	" "	✓	
Kaufmann	" "	✓	
Vanguard Short-term Municipal	" "	✓	
Vanguard Index	" "	✓	
T. Rowe Price International Stock	" "	✓	

Check (✓) if None or Not Applicable

Part 9. Offices and directorships.

Business or organization	City and state	Position
Please see attachment		

Check (✓) if None or Not Applicable

Part 10. Representation of organizations.

Business or organization	City and state

Check (✓) if None or Not Applicable

Part 11. Creditors.

Creditor	City and state	Amount \$50,000 or less	Amount More than \$50,000
Guaranty Bank	Milwaukee, WI		✓

Check (✓) if None or Not Applicable

Before signing, please review each part to be sure that you have listed the required information or checked the box for "None or Not Applicable."

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

Robert J. Large
Signature of person filing

4-19-99
Date

Daytime phone #: 608-266-1136
Fax # (optional): 608-267-1000

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of a person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that personally identifiable information is likely to be used for purposes other than those for which it is collected. Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review: *JP 4/21/11*

Statement of Economic Interests – Attachments

**Lavigna, Robert J.; Employment Relations, Dept. of
Administrator
Merit Recruitment & Selection**

Part 6. Honoraria and payment of expenses

Payer	Approximate Value of expenses	Amount of honorarium	Circumstances of receipt
International Personnel Management Association	\$600	-	Conference planning meeting
International Personnel Management Association	\$600	-	Conference planning meeting
International Personnel Management Association	\$1200	-	Conference presentation
International Personnel Management Association	\$500	-	National committee meeting
International Productivity and Quality Center	\$250	-	Conference presentation

Part 9. Offices and Directorships

Business or Organization	City and State	Position
American Society for Public Administration	Madison, WI	President, Wisconsin Capital Chapter
American Society for Public Administration	Washington, DC	Chair-elect, Section on Personnel and Labor Relations
International Personnel Management Association	Alexandria, VA	President-elect, Central Region

**ROBERT J. LAVIGNA
ADMINISTRATOR
DIVISION OF MERIT RECRUITMENT AND SELECTION
DEPARTMENT OF EMPLOYMENT RELATIONS**

Good morning, Senator Baumgart and members of the Senate Labor Committee. I am very honored to have been re-nominated to serve as administrator of the Division of Merit Recruitment and Selection in the Department of Employment Relations. In my eight years as administrator, I have been privileged to serve the citizens of Wisconsin, and I am gratified to have this opportunity again.

For almost a century, Wisconsin has proudly maintained a nationally-recognized civil service system based on principles of merit, fairness, and openness. As administrator, I will remain committed to upholding these principles; while at the same time continuing to improve the timeliness, flexibility, and responsiveness of our civil service system.

Over the past several years, my division and our Department have worked closely with state agencies to implement a series of major improvements to our system. These improvements include delegating authority for day-to-day decisions to agencies, expanding recruiting activities, implementing a series of new testing approaches that are more timely and user-friendly, and using technology to improve service. Just in the past few months, for example, we have put into place an Internet-based system that allows applicants for some state jobs to apply directly through DER's web site -- 7 days a week, 24 hours a day.

Innovations like these have earned Wisconsin's civil service system national recognition and awards from organizations such as the Ford Foundation and the Council of State Governments. In February, *Governing* magazine rated Wisconsin's human resource systems as among the best in the nation, concluding that, "Wisconsin has done a terrific job of reworking civil service provisions to make them more flexible."

Our changes are enabling state agencies to hire well-qualified applicants in a timely fashion, and are also diversifying the state's work force. In the last two years, for example, over 14 percent of all classified hires have been members of minority groups. This is twice the availability of minorities in the state's work force. During the same period, over 54 percent of state government hires have been women.

At the same time that we have made our civil service system more efficient and flexible, we have maintained fundamental principles of merit, fairness, and openness.

As we enter the next century, Wisconsin State Government, like all employers, faces major challenges -- challenges such as a shortage of workers, the need to create a more positive image of government, the changing composition of the work force, and the need to use our state's resources as efficiently and effectively as possible. I am committed to aggressively meeting these challenges, by continuing to develop effective approaches to enable us to hire the talented people State Government needs to provide high-quality and responsive service to our citizens.

If confirmed by the Senate, I enthusiastically pledge to use my skills and talents to provide the best possible service and leadership to the Division of Merit Recruitment and Selection, the Wisconsin civil service system and, most importantly, the citizens of Wisconsin.

Thank you for this opportunity. I will be pleased to answer questions.

Monday, March 13, 2000

Senate Labor Committee Members -

Appointment of Edward D. Main, of Madison, as a member of the
Deferred Compensation Board - Scheduled for hearing in Labor
Committee on Thursday, March 16.

Attached is the Statement of Economic Interest for Edward Main.

Edward D. Main

7118 Lindfield Road
Madison, WI 53719
(608) 266-2765

Positions Held:

1973 - Present

Legal Counsel, Department of Administration
State of Wisconsin, Madison

Serves as Chief Legal Counsel to the Department of Administration, as well as Chairman of the Deferred Compensation Board and Secretary of the State Claims Board. Supervises the work of the Deputy Legal Counsel, one paralegal assistant and one program assistant. Provides legal advice and counsel to the Department Secretary, Division Administrators, Bureau Directors and staff in matters of both intra- and inter-departmental concern. Provides legal advice and counsel to study groups and other boards attached to the department. Provides assistance and guidance on policy matters within the statutory requirements of the department, attached boards and councils, and has ultimate responsibility for these functions. Drafts or assists in the drafting and evaluation of administrative rules, legislation, construction contracts and purchasing contracts. Represents the Department Secretary in hearings and proceedings held by the State Personnel Commission and the U.S. Equal Employment Opportunity Commission.

1972 - 1973

Chief, Hearing Examiner Section
Bureau of Legal Services
Department of Natural Resources, Madison

Responsible for the scheduling of all departmental hearings; assigning hearings to two hearing examiners under direct supervision; coordinating the activities of two court reporters; and conducting the major hearings. Provided legal advice and counsel to the Department Secretary, Division Administrators, Bureau Directors and staff in matters of both intra- and inter-departmental concern. Responsible for two areas of special expertise: matters concerning personnel and department relations with Native American tribes in the State. Represented the Department before the Personnel Board. Provided legal consultation and liaison duties in matters involving relations between the Department and the various Native American tribes in Wisconsin.

1968 - 1972

Chief, Counsel Section
Bureau of Legal Services
Department of Natural Resources, Madison

Provided legal advice and interpretation of the Wisconsin statutes to department personnel. Represented the department in various administrative hearings.

1965 - 1967

Assistant Legal Counsel
Wisconsin Conservation Department, Madison

Advised department personnel on various legal matters, including statutory interpretation. Handled the legal aspects of land acquisition transactions, including condemnations. Researched and drafted various legal documents, including deeds, easements, leases and contracts.

Edward D. Main
7118 Lindfield Road
Madison, WI 53719
(608) 266-2765
Page 2

Education:

J. D., 1964
University of Wisconsin Law School-Madison

B. S., Economics, 1961
University of Wisconsin-Madison

Distinctions:

Admitted to State Bar of Wisconsin, 1964
Received Exceptional Performance Awards, 1976 and 1990

Associations:

State Bar Association of Wisconsin

References:

Available upon request

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Committee on Thursday, March 16.

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STATE OF WISCONSIN
ETHICS BOARD

RECEIVED
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BY: _____

James R. Morgan
Chairman
Paul M. Holzem
David L. McRoberts
Joanne R. Orr
Dorothy C. Johnson

On the capitol square at:
44 EAST MIFFLIN STREET, STE 601
MADISON, WISCONSIN 53703-2800
phone: 608/266-8123
fax: 608/264-9309
e-mail: ethics@ethics.state.wi.us
web: <http://ethics.state.wi.us>

Roth Judd
Director

NOMINEE: Edward D. Main

POSITION: Member, Deferred Compensation Board
(public)

STATUTORY
REFERENCE: **15.165(4) Deferred Compensation Board**
There is created in the department of employe trust
funds a deferred compensation board consisting of 5
members appointed for 4-year terms.

3/6/00 cw

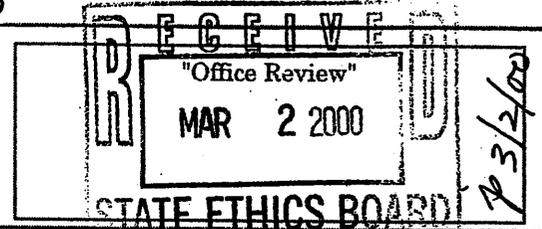
SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske,
Zien and Farrow..

Statement of Economic Interests

Filed in 2000 for calendar year 1999

Name: Main, Edward D.

State position: Member,
(held or sought) Deferred Compensation Board



→→→ SEE INSTRUCTIONS FOR EXPLANATION AND EXCEPTIONS. ←←←

Part A. Investments, creditors, and private positions on December 31, 1999.

1. List STOCKS, BONDS, mutual funds, and other investments you or your family held (minimum \$5,000).

Name of security	Type of security (stocks, bonds, mutual fund, money market, etc.)	"✓" one	
		\$50,000 or less	More than \$50,000
20th Century (IRA) Mutual Fund	IRA		X
Deferred Compensation (underlying securities are as authorized by the WI Deferred Comp. Plan and can be changed at any time.)			X

2. List BUSINESSES and INCOME-PRODUCING REAL ESTATE in which you or your family had a 10% or greater ownership interest.

Name of business (if any) or business activity	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)
NONE			

3. List the OFFICERS, DIRECTORS, and GENERAL PARTNERS (other than you and your family) of a partnership or non-Wisconsin entity listed in item 2.

Business	Name of officers, directors, or partners	City and state
NONE		

4. List specific location of Wisconsin REAL ESTATE you or your family owned (unless listed in item 2).

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)
NONE		

5. List ORGANIZATIONS of which you or a family member was an OFFICER or DIRECTOR.

Business or organization	City and state	Position
NONE		

6. List ORGANIZATIONS THAT AUTHORIZED YOU OR A FAMILY MEMBER TO REPRESENT THEM in their dealings with others as an attorney-at-law, real estate agent, spokesperson, or representative (unless listed in item 2, 5 or 8).

Business or organization	City and state
NONE	

