

2001 DRAFTING REQUEST

Bill

Received: 10/28/2000

Received By: **champra**

Wanted: **As time permits**

Identical to LRB:

For: **Administration-Budget**

By/Representing: **Carrier**

This file may be shown to any legislator: **NO**

Drafter: **champra**

May Contact:

Alt. Drafters:

Subject: **Employ Pub - civil service**

Extra Copies:

Pre Topic:

DOA:.....Carrier -

Topic:

Career advancement opportunities in state government

Instructions:

See Attached.

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/1	champra 10/28/2000	jdye 10/30/2000	pgreensl 10/30/2000	_____	gretskl 10/30/2000		

FE Sent For:

<END>

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1?	champra	1/10/30 jld	10/30 PE	10/30 PE/Kam			

FE Sent For:

<END>

TOMMY G. THOMPSON
GOVERNOR

GEORGE LIGHTBOURN
SECRETARY



Division of Executive Budget and Finance
Post Office Box 7864
Madison, WI 53707-7864
Voice (608) 266-1736
Fax (608) 267-0372
TTY (608) 267-9629

Date: October 24, 2000
To: Steve Miller, LRB
From: Dawn Currier, DOA
266-8777
Subject: Department of Employment Relations Statutory Language

I'm forwarding stat language changes that the Department of Employment Relations (DER) included with its budget submission.

- 817 1. Increase Flexibility in Civil Service Recruiting. This is a package of six interrelated proposals designed to provide more flexibility in focusing the state's recruitment efforts: (1) eliminate the 6-month waiting period for paying employer share of health insurance premium costs; (2) institutionalize innovative recruitment and evaluation methods; (3) 826 unilaterally delegate management of day-to-day personnel business to state agencies in order to concentrate DER efforts on policy guidance; (4) permit recruiting of LTEs who are residents of other states and nations; (5) Enhance career advancement opportunities within state government, and (6) convert DER's reports to on-demand provision of tailored information and delete obsolete reporting requirements. 823
- 818 2. Training to non-state employees. Permits DER to offer training courses to non-state governmental and private sector individuals and to collect fees from them for their participation in those programs.
- 819 3. Creation of related services appropriation. Create a PR-S continuing appropriation that will allow DER to deposit fees it collects from non-state entities for the provision of services or products.
- 820 4. Delete Program 2 in state statutes. Delete s. 20.512(2) Affirmative Action Council.

For your reference, I am including the documentation provided by the agency to aid in the preparation of these statutory language changes. Please contact me, if you have any additional questions or concerns. Thanks.

Break #1
into individual
components

99-3085/5
W. Thompson

827

STATUTORY LANGUAGE PROPOSAL

Department of Employment Relations 2001-03 BIENNIAL BUDGET

LIST OF STATUTORY LANGUAGE REQUESTED

- ◆ Civil Service Flexibility
- ◆ Training Services to Non-state employees
- ◆ Creation of Related Services Appropriation
- ◆ Repeal s. 20.512 (2)

Contact:

Elizabeth Reinwald
Legislative Liaison
Department of Employment Relations
608-266-5316

TITLE: INCREASED FLEXIBILITY IN CIVIL SERVICE RECRUITING

ISSUE:

Employment in Wisconsin is at an all-time high. The downside of this good economic news is keen competition among employers for the most qualified candidates to fill crucial positions. Demographic forecasts show that attracting skilled workers to Wisconsin jobs will be increasingly challenging for the next 20 years and beyond. Wisconsin state government needs to become once again the employer of choice for the best and brightest talents in crucial roles in order to render the highest quality service to the public. The challenge is to attract the best staff with cost effective measures .

DESCRIPTION OF LEGISLATION:

DER has developed a package of six interrelated proposals to provide greater flexibility in focusing the state's recruitment efforts:

- Eliminate the 6-month waiting period for paying the employer share of health insurance premiums
- Pilot innovative recruitment and evaluation methods
- Enhance career advancement opportunities within state government
- Permit recruiting of Limited Term Employees and project employees who are

TITLE: INCREASED CERTIFICATION FLEXIBILITY (PAGE 2)

residents of other states or nations

- Delegate management of day-to-day personnel business to state agencies in order to concentrate DER efforts on policy guidance
- Convert DER's reports to on-demand provision of tailored information. Delete obsolete reports.

WHY THE LEGISLATION IS NEEDED:

- Agencies report that the six-month delay before the state contributes the employer share of health insurance premiums is a tremendous barrier to the successful hiring of job applicants. By law, eligibility for health insurance coverage for a new employee must begin on the first of the month following the hire date, but employer contributions currently do not begin until the seventh month of employment. Wisconsin government service is losing the most desirable candidates to the private sector and to other public employers that provide employer contributions from the start of employment. Today, vacancy and turnover rates in some branches of the service are creating unacceptable levels of stress for remaining staff and "burnout" is being reported. Positions crucial to health and safety are experiencing unacceptably high levels of turnover and vacancy.
- As a result of the extremely tight labor market across the nation, innovative methods are being employed to attract and retain quality employees in both the public and private sectors. The National Association of State Personnel Executives, International Personnel Management Association and the Council of State Governments are some of the organizations highlighting innovative techniques. If Wisconsin State Government cannot continue to innovate in this new marketplace of human resources, the state will lose opportunities to attract some of the best and most skilled candidates for public service jobs. Candidates who can have their pick of employers will be attracted by assessment and competition methods more focused and targeted to the needs of today's recruiting environment.
- Retention of current, talented and experienced employees is a priority goal in the tight labor environment. In addition to improved compensation and benefits, DER believes that providing first opportunities for internal advancement to state staff will improve retention and make the state a more attractive employer.
- There is critical need to expand the workforce available to state agencies, particularly those with operations and/or institutions along the state's borders. Currently, about 80,000 Wisconsin residents commute to jobs in contiguous states while only about 18,000 non-state residents commute into Wisconsin. Currently, Limited Term Employees, those hired for six months or less, must be state residents. Permanent employees do not have to be state residents. Continued prohibition of non-resident LTEs deprives Wisconsin of a source of potential permanent residents and employees, puts state agencies at great disadvantage in

TITLE: INCREASED CERTIFICATION FLEXIBILITY (PAGE 3)

filling vacancies, and deprives state government of an important trained workforce pool. Additionally, since limited-term employment often is a route into permanent state employment for minorities and women, not acting will prevent state government from using career development as a retention enhancement.

- Day-to-day personnel transactions are most properly managed by each individual state agency closest to the workforce issues. DER wishes to increase delegation of agency personnel actions to each agency and focus on policy development, training and coordination.
- DER currently expends resources in compiling, printing and distributing reports that are no longer relevant to current needs or which could be better focused to current needs. Valuable efforts by the Division of Affirmative Action are diverted from proactive recruiting and assistance to agency affirmative action staffs into time consuming after the fact report production. Technological advances in data compilation and real-time reporting are not realized because the time required to assemble data into a formal published report ensures that reporting is always out of date in our rapidly changing employment environment. DER needs to focus efforts on immediately providing spot data from which policy decisions can flow.

PAST LEGISLATION:

This proposal has not been introduced as a package in previous sessions, although repeal of the six-month waiting period for employer health insurance premiums has been discussed in previous sessions. In the last session, the law was amended to allow immediate employer payment of premiums for University of Wisconsin faculty and academic staff.

ANTICIPATED FISCAL IMPACT:

Only the change to eliminate the six-month waiting period for employer share of health insurance premiums has a fiscal impact. The estimated fiscal impact of this change is:

	2002	2003	Total
GPR	\$ 5,325,300	\$ 5,325,300	\$ 10,650,600
Other Funds	6,269,000	6,269,000	12,538,000
Total	11,594,300	11,594,300	23,188,600

This estimate is based on projections for fiscal year 2001 assuming 3,300 new hires each year.

TITLE: INCREASED CERTIFICATION FLEXIBILITY (PAGE 8)

230.28 (7) of the statutes is created to read:

~~230.28 (7) Unless otherwise provided in the terms of a pilot program under s. 230.23, this section shall not apply to any appointment to a vacancy in a position that is to be filled according to the terms of a pilot program under s. 230.23.~~

✓ Enhance career advancement opportunities within state government

230.19 (2) of the statutes is amended to read:

230.19 (2) If, in the judgment of the administrator, the group of applicants best able to meet the requirements for vacancies in positions in the classified service are available within the classified service, the vacancies shall be filled by competition limited to persons in the classified service who are not employed under s. 230.26 or 230.27 and persons with the right of restoration resulting from layoff under s. 230.34 (2), unless it is necessary to go outside the classified service to be consistent with an approved affirmative action plan or program. The administrator may also limit competition for promotion to the employees of an agency or an employing unit within an agency ~~if the resulting group of applicants would fairly represent the proportion of members of racial and ethnic, gender or handicap groups in the relevant labor pool for the state, unless it is necessary to go outside the classified service to be consistent with an approved affirmative action plan or program.~~

Convert DER's reports to on-demand provision of tailored information. Delete obsolete reporting requirements.

13.48 (2) (j) of the statutes is repealed.

230.04 (9) (e) of the statutes is amended to read:

~~230.04 (9) (e) Annually Biennially, beginning in 2000, prepare and submit to the governor and the legislature a summary of existing agency affirmative action program accomplishments, including the information obtained from agencies under sub. (10) (b), future goals and recommended actions.~~

230.04 (9) (em) of the statutes is amended to read:

~~230.04 (9) (em) Annually Biennially, beginning in 2000, prepare and submit to the governor and the legislature a summary of the progress being made to provide employment opportunities in civil service for veterans under this chapter, including the information obtained from agencies under sub. (10) (c).~~

230.04 (9m) of the statutes is repealed.



State of Wisconsin
2001 - 2002 LEGISLATURE

LRB-0826/1

RAC:.....

jld

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DOA:.....Currier – Career advancement opportunities in state government

FOR 2001-03 BUDGET — NOT READY FOR INTRODUCTION

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1 AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

(administrator) STATE GOVERNMENT
STATE EMPLOYMENT

Under current law, the administrator of the division of merit recruitment and selection in DER must provide employees in the classified service with reasonable opportunities for career advancement. Currently, the administrator may limit competition for promotion to employees of the agency or an employing unit within the agency in which the position to be filled by promotion is located, but only if the resulting group of applicants would fairly represent the proportion of members of racial and ethnic, gender, or handicap groups in the relevant labor pool for the state.

This bill permits the administrator to limit competition for promotion to employees of the agency or an employing unit within the agency in which the position to be filled by promotion is located unless it is necessary to go outside of the classified service to be consistent with an affirmative action plan.

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

2 SECTION 1. 230.19 (2) of the statutes is amended to read:

1 230.19 (2) If, in the judgment of the administrator, the group of applicants best
2 able to meet the requirements for vacancies in positions in the classified service are
3 available within the classified service, the vacancies shall be filled by competition
4 limited to persons in the classified service who are not employed under s. 230.26 or
5 230.27 and persons with the right of restoration resulting from layoff under s. 230.34
6 (2), unless it is necessary to go outside the classified service to be consistent with an
7 approved affirmative action plan or program. The administrator may also limit
8 competition for promotion to the employees of an agency or an employing unit within
9 an agency ~~if the resulting group of applicants would fairly represent the proportion~~
10 ~~of members of racial and ethnic, gender or disabled groups in the relevant labor pool~~
11 ~~for the state, unless it is necessary to go outside the classified service to be consistent~~
12 with an approved affirmative action plan or program.

13 History: 1971 c. 270 s. 50; 1977 c. 196 ss. 44, 112; 1983 a. 402; 1987 a. 32; 1989 a. 31; 1999 a. 87.

(END)



DOA:.....Currier – Career advancement opportunities in state government
FOR 2001-03 BUDGET — NOT READY FOR INTRODUCTION

1 **AN ACT ...; relating to:** the budget.

Analysis by the Legislative Reference Bureau

STATE GOVERNMENT

STATE EMPLOYMENT

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This bill permits the administrator to limit competition for promotion to employees of the agency or an employing unit within the agency in which the position to be filled by promotion is located unless it is necessary to go outside of the classified service to be consistent with an affirmative action plan.

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

2 **SECTION 1.** 230.19 (2) of the statutes is amended to read:

