



**OFFICE OF THE GOVERNOR**

**EXECUTIVE ORDER #137**

**Relating to the Wisconsin Veterans Employment Initiative**

**WHEREAS**, from the Civil War to the present day, Wisconsinites have heroically answered the call to serve and protect the United States at home and abroad in the Armed Forces, willingly risking their lives to safeguard our liberties; and

**WHEREAS**, there are more than 400,000 veterans living in Wisconsin, nearly 300,000 of whom served during wartime; and

**WHEREAS**, roughly 60,000 Wisconsin veterans have a service-connected disability rating from the federal government; and

**WHEREAS**, the unemployment rate for veterans is currently higher than the general population; and

**WHEREAS**, veterans with a service-connected disability rating face special challenges to gaining employment; and

**WHEREAS**, Sections 45.03(4)(a) and 230.275 of the Wisconsin Statutes encourage the State to hire veterans for civil-service positions; and

**WHEREAS**, we wish to honor all Wisconsin veterans by reaffirming the State's commitment to providing the highest level of support to our heroes; and

**WHEREAS**, these brave men and women deserve our utmost efforts to help with their transition into lives as civilians after the completion of their time in military service; and

**WHEREAS**, we as a State must refocus our efforts to connect veterans to the programs, benefits, and services available to them;

**NOW, THEREFORE, I, SCOTT WALKER**, Governor of the State of Wisconsin, by the authority vested in me by the Constitution and the laws of this State, including Section 14.019 of the Wisconsin Statutes, do hereby:

1. Announce the Wisconsin Veterans Employment Initiative, a state-wide program aimed at increasing the number of veterans and veterans with a service-connected disability rating employed in state government.
2. Create the Council on Veterans Employment, a nonstatutory committee under Section 14.019 of the Wisconsin Statutes, for the purpose of advising and assisting the Governor in establishing a coordinated government-wide effort to increase the number of veterans employed by state government by enhancing recruitment and training.

3. Direct that the Council shall operate as follows:
  - a. The Council shall consist of the following members:
    - i. The Secretary of the Department of Administration, or his or her designee;
    - ii. The Director of the Office of State Employment Relations, or his or her designee;
    - iii. The Secretary of the Department of Veterans Affairs, or his or her designee;
    - iv. The Secretary of the Department of Workforce Development, or his or her designee; and
    - v. The President of the University of Wisconsin System, or his or her designee.
  - b. The Council shall be chaired by the Secretary of the Department of Administration, or his or her designee.
  - c. The Council shall focus on state-wide recruitment and strategic employment of veterans and veterans with a service-connected disability rating to increase the employment of veterans in state government. To meet this directive, the Council shall:
    - i. Identify areas of state government where veteran employment can be increased;
    - ii. Identify specific positions within state government where veterans' valuable and transferrable skills will be beneficial to the positions' duties;
    - iii. Ensure the development of training programs to help veterans learn the skills necessary to perform the duties of state occupations;
    - iv. Ensure the development of training and counseling programs for veterans to assist in their transition from military service to employment in state government;
    - v. Ensure the development of training programs for human resources personnel to implement the recruitment and strategic employment of veterans at the agency level;
    - vi. Prepare and distribute a model strategy for employment of qualified veterans and qualified veterans with a service-connected disability rating for use by other agencies, including identification of ways to streamline the process of employing qualified veterans with a service-connected disability rating;
    - vii. Market state employment to veterans as an opportunity that will enable veterans to flourish in their post-military careers; and
    - viii. Market the valuable and transferrable skills possessed by veterans to state agencies.
  - d. The Department of Workforce Development and the Department of Veterans Affairs shall provide staff support to the Council to accomplish these tasks.

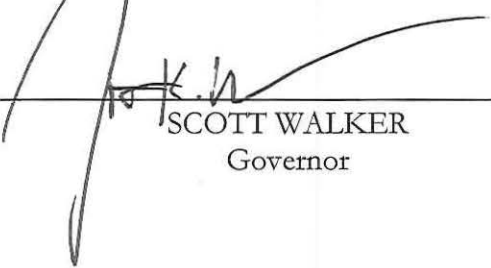


- e. The Department of Administration shall produce an annual report, beginning July 1, 2015, to the Governor on the Council's progress, state-wide statistics on veterans in permanent state positions, and the Council's suggestions for future actions by the State to improve veteran employment.
  - f. The Council may establish separate hiring goals applicable to a particular state agency for the hiring of qualified veterans and qualified veterans with a service-connected disability rating, if the Council deems such goals necessary for that agency as an alternative to the ratios otherwise required by Section 5 of this Order.
  - g. As a nonstatutory committee, the Council shall comply with all applicable provisions of Section 14.019 of the Wisconsin Statutes.
4. Direct the Office of State Employment Relations to develop, implement, and administer the human resources staff training programs identified by the Council pursuant to this Order.
5. Direct the appointing authority of each state agency to prepare and implement a plan of action to employ qualified persons who are veterans, as follows:
- a. Each appointing authority of an agency with more than 100 authorized permanent full-time equivalent positions shall prepare and implement a plan of action to employ qualified persons who are veterans with the goal of making the ratio of those newly hired veterans occupying permanent positions in the agency to the total number of persons occupying permanent positions in the agency equal to the ratio of veterans in the state civilian labor force in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year, as determined by the Department of Workforce Development.
  - b. Each appointing authority of an agency with 100 or fewer authorized permanent full-time equivalent positions is encouraged to employ qualified persons who are veterans with the goal of making the ratio of those newly hired veterans occupying permanent positions in the agency to the total number of persons occupying permanent positions in the agency equal to the ratio of veterans in the state civilian labor force in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year, as determined by the Department of Workforce Development.
  - c. Each appointing authority of an agency with more than 100 authorized permanent full-time equivalent positions shall prepare and implement a plan of action to employ qualified persons who are veterans with a service-connected disability rating with the goal of making the ratio of those newly hired veterans occupying permanent positions in the agency to the total number of persons occupying permanent positions in the agency equal to the ratio of veterans with a service-connected disability rating in the state civilian labor force in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year, as reasonably determined by the Council.
  - d. Each appointing authority of an agency with 100 or fewer authorized permanent full-time equivalent positions is encouraged to employ qualified persons who are veterans with a service-connected disability rating with the goal of making the ratio of those newly hired veterans occupying permanent positions in the agency to the total number of persons occupying permanent positions in the agency equal to the ratio of veterans with a service-connected disability rating in the state civilian labor force seeking employment in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year, as reasonably determined by the Council.

- e. For the purposes of calculating these ratios, each state agency shall reasonably attempt to include all persons employed on a full-time basis through independent contractors or shall encourage independent contractors to have the same hiring goals as the state agency.
- f. If the Council establishes separate hiring goals applicable to a particular state agency for the hiring of qualified veterans and qualified veterans with a service-connected disability rating, the appointing authority of that agency shall prepare and implement a plan of action to meet those goals in place of the ratios prescribed above.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this thirteenth day of June in the year two thousand fourteen.

  
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SCOTT WALKER  
Governor

By the Governor:

  
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DOUGLAS LA FOLLETTE  
Secretary of State