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Details: John Lawton

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2009-10

(session year)

Senate

(Assembly, Senate or Joint)

Committee on ... Labor, Elections, and Urban Affairs (SC-LEUA)

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
 - (**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
 - (**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

Senate

Record of Committee Proceedings

Committee on Labor, Elections and Urban Affairs

Lawton, John R., of Madison, as Administrator in the Division of Merit Recruitment and Selection in the Office of State Employment Relations, to serve for the term ending on March 26, 2014.

June 01, 2009 Referred to Committee on Labor, Elections and Urban Affairs.

June 11, 2009 **PUBLIC HEARING HELD**

Present: (5) Senators Coggs, Wirch, Lehman, A. Lasee and Grothman.

Absent: (0) None.

Appearances For

- Jack Lawton

Appearances Against

- None.

Appearances for Information Only

- None.

Registrations For

- Jennifer Donnelly — Director, Office of State Employment Relations
- Libby Gerds — Office of Governor Jim Doyle

Registrations Against

- None.

Registrations for Information Only

- None.

June 11, 2009 **EXECUTIVE SESSION HELD**

Present: (5) Senators Coggs, Wirch, Lehman, A. Lasee and Grothman.

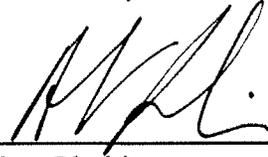
Absent: (0) None.

Moved by Senator Wirch, seconded by Senator Lehman that **Lawton, John R.** be recommended for confirmation.

Ayes: (5) Senators Coggs, Wirch, Lehman, A. Lasee
and Grothman.

Noes: (0) None.

CONFIRMATION RECOMMENDED, Ayes 5, Noes 0

A handwritten signature in black ink, appearing to read 'A. Plotkin', written over a horizontal line.

Adam Plotkin
Committee Clerk



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

May 29, 2009

To the Honorable, the Senate:

I am pleased to nominate and with the advice and consent of the Senate, do appoint John R. Lawton to the position of Administrator, in the Division of Merit Recruitment and Selection in the Office of State Employment Relations to serve a 5-year term expiring March 26, 2014.

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

Respectfully submitted,


Jim Doyle
Governor



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

May 29, 2009

John R. Lawton
555 Chatham Terrace
Madison, WI 53711

Dear Mr. Lawton:

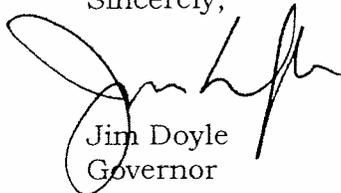
I am pleased to appoint you as the Administrator, Division of Merit Recruitment and Selection in the Office of State Employment Relations, effective on the date that the Senate approves your appointment.

This is an unclassified position with a term expiring March 26, 2014. Your salary will be \$107,407 annually with the following increments:

March 26, 2010 - \$107,407
March 26, 2011 - \$107,407 *
March 26, 2012 - ESG 3 Maximum
March 26, 2013 - ESG 3 Maximum

I look forward to working with you to find creative ways of delivering services and implementing positive change for the citizens of our state.

Sincerely,



Jim Doyle
Governor

cc: Peter Olson
Jennifer Donnelly

* Eligible for the increase to the new maximum of ESG 3 on the date it is established in the 2011 - 2013 State Compensation Plan.

John (Jack) R. Lawton

Objective Administrator, Division of Merit Recruitment and Selection

Experience 2005-Present **Wisc. Dept. of Transportation**
Director, Bureau of Human Resource Services
(HR Manager)

I work closely with the executive staff of the agency in the planning, development and administration of the programs of the Human Resource Services Bureau. These programs include job evaluation, compensation plan administration, position review, organizational analysis, recruitment, exam development and administration, register maintenance, certification, layoff administration, HR policy coordination, training, employee assistance, contract negotiations, union contract administration, and budgeting for the Bureau.

In addition, I perform the following activities:

- Supervise the Bureau's employees (38 permanent plus LTEs) mostly through five section chiefs.
- Develop objectives and strategies for the strategic plan and monitor the implementation of the plan for the Bureau by setting and monitoring performance goals.
- Direct the development of HR policies and practices for the Department.
- Provide leadership in the development of innovative approaches to enhance the efficiency and effectiveness of the program functions.
- Provide personnel management advice to the Secretary's Office, DOT management, line managers and supervisors and assess their performance expectations, problem areas, resource allocation needs and anticipated program changes.

2000-2005 **Wisc. Dept. of Transportation**
Chief of Employment Management Services
(HR Program Officer/HR Manager).

As supervisor of the largest section (15 permanent employees) within the Bureau, I directed activities including job evaluation, compensation plan administration, position review, organizational analysis, recruitment, exam development and administration, employment register maintenance, certification and layoff administration. I also:

- Served as the business team manager for the development and implementation of the enterprise WiscJobs recruitment and selection

system.

- Developed the first workforce planning model for the department in 2000.
- Initiated data collection from the State payroll system so that HR could provide workforce trends information for management.
- Developed automatic test score analysis spreadsheets for both manually scored and multiple choice exams.
- Directed the development of a layoff planning system that tracks employee work histories, projects bumping actions and generates At Risk and Layoff correspondence to employees.
- Assisted the DAA staff at OSER in the data analysis for the State Affirmative Action plan in 2003.

**1980-2000 Wisc. Dept. of Workforce Development
Chief of Staffing Services
(HR Program Officer)**

I was responsible for planning and directing the recruitment, testing and certification system management for the Department. This included job analysis, recruitment, exam development and validation for all types of Civil Service tests, statistical analysis of test results and other HR data, employment list creation, certification, and conducting large scale hiring and layoff projects.

In addition I performed the following:

- Played a leading role in the development and implementation of the department's At Risk Program for employees affected by layoffs. This program directly evolved into the enterprise At Risk program.
- Developed all of the Section's critical indicators including several measures of customer satisfaction and a variety of timeliness benchmarks.
- Assigned and reviewed staff workload, evaluated employee performance, counseled employees on performance issues, and took any necessary disciplinary actions for five professional and four clerical employees.

**1974-1980 Wisc. Dept. of Employment Relations
Staffing Specialist (Personnel Specialist 1 – 5)**

- Developed Civil Service Exams, reviewed exams developed by other State agencies' personnel staff, developed related policies and procedures for the State.

Education 1967-1971 University of Wisconsin - Madison
B.A., Psychology.



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

GOVERNOR'S APPOINTMENT

NAME: John R. Lawton

MAILING ADDRESS: 555 Chatham Terrace
Madison, WI 53711

E-MAIL ADDRESS: Jack1.Lawton@wisconsin.gov

RESIDES IN: Madison, WI

TELEPHONE: 608-266-1499 (w)
608-233-5109 (h)

OCCUPATION: Human Resources Manager

APPOINTED TO: Office of State Employment Relations
Administrator, Division of Merit Recruitment
and Selection

TERM: A term to expire on March 26, 2014

SUCCEEDS: Ms. Patricia Almond

SENATE CONFIRMATION: TBD

DATE OF APPOINTMENT: Effective on Senate confirmation date

DATE OF NOMINATION: May 29, 2009



Statement of Economic Interests

Filed In 2009 for calendar year 2008

Name: Lawton John (Jack) R
(last name, first name & initial)

State position: OSER, Div of Merit Recruitment and Selection
(held or sought) (include agency, division, branch or district, if applicable)

FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS SEE THE INSTRUCTIONS OR VISIT OUR WEBSITE AT <http://ethics.state.wi.us>.
Still have questions? For priority service send an e-mail to: ethics@ethics.state.wi.us; otherwise leave a detailed message at (608) 266-8123.

****Attach additional pages as needed/Please See Instructions.****

Part A

Information current as of

May 29, 2009

(insert nomination/appointment date here)

1. INVESTMENTS.

a) **Funds Available in Wisconsin Deferred Compensation Program.** These funds are available to participants in the Wisconsin Deferred Compensation program and many of them are also available for direct purchase, independent of that program. If you held an investment of \$5,000 or more in any of these funds – either directly or through the program -- please check the appropriate box.

	"✓" one			"✓" one			"✓" one	
	\$5,000 to \$50,000	More than \$50,000		\$5,000 to \$50,000	More than \$50,000		\$5,000 to \$50,000	More than \$50,000
Profile Series			Small Cap			Bond		
Vanguard Retirement 2045			BGI Russell 2000 Index			BGI US Debt Index		
Vanguard Retirement 2035			DFA US Micro Cap	✓		Federated US Government Securities 2-5 Yr.		
Vanguard Retirement 2025			Mid Cap			Vanguard Long-Term Investment Grade Adm		
Vanguard Retirement 2015			BGI Mid Cap Equity Index			Money Market		
Vanguard Target Retirement Income			T. Rowe Price Mid Cap Growth		✓	Vanguard Admiral Treasury Money Market		
			Large Cap			Fixed Returns for the Quarter		
			Calvert Social Investment Equity	✓		Stable Value Fund		
International			Fidelity Contrafund	✓		FDIC Bank Option		
American Euro Pacific Growth								
BGI EAFE Equity Index			Vanguard Institutional Index Fund Plus					
			Vanguard Wellington - Admiral Shares					

b) **Other Investments.** List stocks, bonds, limited partnerships, Wisconsin governmental securities, and mutual and money market funds in which you and your family's interest was valued at \$5,000 or more.

Name of security	Type of security - "✓" one					Amount - "✓" one	
	Stock/option/futures	Bond	Limited partnership	Wisconsin governmental security	Mutual or money market fund	\$5,000 to \$50,000	More than \$50,000
Allianz NES Small Cap Value Fund					✓		✓
Janus Adviser Midcap Value Fund					✓		✓
Janus Intl Growth					✓		✓
Franklin Templeton Founding Funds					✓	✓	
Amer Funds Growth Fund of America					✓	✓	

See attached

Statement of Economic Interests continued	Type of security					Amount	
	Stock	Bond	Ltd part ners hip	WI govt sec.	Mutual or money market fund	\$5000- \$50,000	More than \$50,000
Name of Security							
Amer Funds Washington Mutual					X	X	
Security Midcap Value					X		X
Columbia Acorn A					X		X
Fiduciary Large Cap					X	X	
FT Mutual Shares Z					X	X	
T. Rowe Price New Era					X	X	
Amer Funds Capital Income Bullder					X	X	
Amer Funds Capital World G & I					X		X
3M	X					X	
AT&T	X					X	
Baxter International	X					X	
Berkshire Hathaway B	X					X	
DNP Select Income	X					X	
Emerson Electric	X					X	
General Electric	X					X	
Intel	X					X	
Johnson & Johnson	X						X
Pfizer	X					X	
Sysco	X					X	
UPS	X					X	
Verizon Communications	X					X	

2. **BUSINESS ACTIVITIES.** List businesses, farms, rental, commercial, and income-producing real estate; and business activities in which you or your family had at least a 10% or greater interest.

a) **Enterprise(s) operating under a business or trade name, list here.**

Name of business	Municipality or Town	County	State	Describe nature of business

b) **Enterprise(s) NOT operating under a business or trade name, list here.**

Street address or fire number	Municipality or Town	County	State	Describe nature of business

3. **COMMERCIAL CUSTOMERS, CLIENTS, AND TENANTS.** For each unincorporated business, subchapter S corporation, service corporation (SC), limited liability company (LLC), partnership, or income-producing real estate reported in Item 2, list businesses, organizations, and lobbyists that paid the enterprise \$1,000 or more in calendar year 2008.

Check if the organization authorized you to represent it in its dealings with others as an attorney-at-law, agent, spokesperson, or representative.

Businesses, organizations, lobbyists that were customers, clients, or tenants	City	State	"✓"

4. **BUSINESS PARTNERS.** For each enterprise reported under Item 2, list its co-owners, partners, officers, and directors (other than yourself), unless the information is already registered with the Wisconsin Department of Financial Institutions.

Business	Partners, or officers and directors	City	State

- ✓ 5. **NON-COMMERCIAL REAL ESTATE.** List the specific location of WISCONSIN REAL ESTATE in which you or your family had an interest (except your principal residence and real estate whose location you listed in item 2).

Street address or fire number	LOCATION OF PROPERTY		NATURE OF INTEREST (own, lease, option, easement, land contract)
	Municipality Or Town	County	
N7602	Town of Newton	Manitowish	own
	Town of Langlade	Langlade	own

6. **OFFICERS AND DIRECTORS.** List organizations of which you or a family member was an officer or director (unless listed in item #2.)

Business or organization	City	State	Position

7. AGENT, REPRESENTATIVE OR SPOKESPERSON. List each organization that authorized you or a family member to represent it in its dealings with others as an attorney-at-law, agent, spokesperson, or representative (unless listed in item 2, 3, or 6.)

Business or organization	City	State

8. CREDITORS. List creditors to which you or your family owed \$5,000 or more.

Creditor	City	State	"✓" one	
			\$50,000 or less	More than \$50,000

Part B **For calendar year 2008**

9. EMPLOYERS. List your and your family's EMPLOYERS (\$1,000 or more of income) in 2008.

Name of employer (If State of Wisconsin, identify agency or institution)	City	State	Nature of employer's business
WI Dept of Transportation	Madison	WI	state government

10. ADDITIONAL SOURCES OF INCOME. List other sources from which you or your family received income of \$1,000 or more in 2008.

Source of income	City	State
Sale of land to Brian Zeilinger in Adams Co.	Town of New Chester	WI

11. ENTERTAINMENT AND GIFTS. List individuals and organizations that provided you with entertainment or gifts (more than \$50) in 2008.

Name of provider	City	State

12. HONORARIA AND EXPENSES. List, for 2008, sources of honoraria and payment of expenses related to your state government duties (more than \$50) not previously reported to the Government Accountability Board.

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

I 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. In the event this Statement of Economic Interests is filed prior to my nomination or appointment, I certify that I will amend it within ten days of my nomination or appointment date if amendment is necessary to bring it into conformity with the true statement of my economic interests as of the date of my nomination or appointment. **If any part has been left blank, I have done so intentionally because there is nothing to report.**


6/2/09
Daytime phone # 266-1499
 Signature of person filing Date E-mail address Jack1.Lawton@Wisconsin.Gov

The information sought in this form is required by §§19.43 and 19.44, Wisconsin Statutes. Failure to file a completed form may result in a forfeiture of up to \$500. Statements of Economic Interests are for public inspection. The Government Accountability Board will notify you of the identity of any person who examines your statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Government Accountability Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.



LEUA Hearing & Exec

John Lawton hearing

Wirch & Lehman on phone

- John Lawton
 - 35 yrs. HR experience w/ state @ DOT, DWD, + OSER
 - strengths - strategic planning, supervising + training staff, policy development (A-code), computer systems development
 - skilled @ process of laying off employees
 - at risk program
 - workforce planning @ DOT in 2000 - used statewide
 - goals - develop staff @ HR, better + more innovative staff selection, be able to say 'yes' more than 'no', guide reduction efforts over next biennium
- SC, no relation to Lt. Gov.?
 - no
- SC, best personal quality?
 - knowledge of agency ops
 - coordinate HR direction for state
 - turn HR into helpful resource - not blockade
- Lehman & Wirch - appreciate willingness to serve

EXEC