

2011 DRAFTING REQUEST

Bill

Received: 08/15/2011

Received By: rchampag

Wanted: As time permits

Companion to LRB:

For: Evan Wynn (608) 266-9650

By/Representing: Brandon

May Contact:

Drafter: rchampag

Subject: Employ Pub - civil service

Addl. Drafters:

Extra Copies:

Submit via email: YES

Requester's email: Rep.wynn@legis.wi.gov

Carbon copy (CC:) to:

Pre Topic:

No specific pre topic given

Topic:

Non-Competitive Appointment of Disabled Veterans to State Civil Service

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>
/?				_____			State
/1	rchampag 08/17/2011	chanaman 08/24/2011	rschluet 08/24/2011	_____	ggodwin 08/24/2011	ggodwin 11/22/2011	

FE Sent For:

*at intro
12/14*

<END>

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/?	rchampag			_____			

FE Sent For:

<END>

Champagne, Rick

From: Hanaman, Cathlene
Sent: Thursday, August 11, 2011 12:18 PM
To: Champagne, Rick

Brandon from Wynn's office wants to draft something regarding preference for veterans in state employment. You?

6-9650

DVA 2 →

① entry-level non-professional

All classified positions

Champagne, Rick

From: VerVelde, Brandon
Sent: Monday, August 15, 2011 3:24 PM
To: Champagne, Rick
Subject: FW: Potential Vets Legislation -- Increasing Job Opportunities for Disabled Veterans
Attachments: DWD -- Brochure on Veterans Non-Competitive Appointment.pdf; Issue Brief -- Preferential Hiring for Disabled Veterans.pdf

Thanks!

Brandon

--
Brandon P. VerVelde

Office of Rep. Evan Wynn

(608) 266-9650
 Brandon.vervelde@legis.wi.gov

From: Dulberger, Max [mailto:Max.Dulberger@dva.state.wi.us]
Sent: Thursday, August 11, 2011 11:37 AM
To: VerVelde, Brandon
Subject: Potential Vets Legislation -- Increasing Job Opportunities for Disabled Veterans

Hi Brandon,

I wanted run a piece of veterans legislation past you considering your boss is the Vice Chair of the Veterans Committee, and the legislation is practical and it meets a real need in the veterans community.

Over the past couple months, we've been working on a proposal to increase state employment opportunities for veterans. In short, the proposal expands the non-competitive hiring process for disabled veterans to *all* state positions. Currently, the non-competitive hiring process is limited to entry-level and non-professional. This would be an optional hiring tool, used at agencies' discretion, for expediting appointments and helping qualified disabled veterans find gainful employment.

Here's a little more background:

As you may know, the federal government administers a policy which enables agencies to quickly hire disabled veterans to any position for which they are qualified. The policy is referred to as Non-Competitive Hiring for 30% or More Disabled Veterans (see item #2 at the previous link). The policy is not mandatory – it's simply a hiring tool that managers in federal agencies can use to expedite the appointment of a qualified veteran with a 30% or more service-connected disability rating. The agency administers the process at their discretion and they determine the qualifying criteria and whether the veteran meets the job requirements.

Wisconsin civil service law provides for a similar non-competitive hiring process for 30% disabled veterans – for details visit http://dwd.wi.gov/veterans/pdf/non_competative_appointment.pdf. In short, state agencies are allowed to make appointments of 30% disabled veterans to civil service vacancies provided the applicant meets minimum qualifying criteria (as determined by the hiring authority/state agency). **But the Wisconsin policy is limited to entry-level and non-professional positions** – see the following OSER bulletin for specifics: http://oser.state.wi.us/bulletins/bulletin_get.asp?bid=303.

8/15/2011

Accordingly, we'd like to see legislation introduced that expands the non-competitive hiring process for disabled veterans to all state positions. This resembles the model at the federal level. Again, this would be an optional hiring tool, used at agencies' discretion, for expediting appointments and helping disabled veterans find state employment.

In the grander scheme, this legislation meets several key objectives:

- **Increasing Job Opportunities for Veterans** – First and foremost, this proposal creates new pathways to gainful employment for veterans. As you know, issues relating to joblessness and financial distress are more prevalent among veterans and their families. While veterans enjoy some advantages, such as preferential hiring for federal jobs, many carry significant challenges, including physical and mental disabilities suffered in combat. On top of that, returning veterans are often disconnected from employment networks. When service members are gone for extended deployments, they lose access to employers and job prospects, and many have to work very hard to navigate the job market, identify new opportunities, and effectively reestablish themselves.

Accordingly, recent studies indicate that the unemployment rate among young veterans is over 27%, far above the national average. Increasing access to job opportunities is critical in helping these young veterans get back on their feet, excel in their communities, and ultimately become not just contributors to our state, but its future leaders.

This proposal will provide opportunities for those who have given a service to this country – often at great personal expense – to get good-paying jobs in state government, helping them to successfully transition to civilian life while keeping their talent for the benefit of the Wisconsin public. This is a win-win for our veterans and the state of Wisconsin.

- **Effective Hiring Tool for State Agencies** – This authority would be a great tool for state agencies, allowing them to expedite appointments and fill positions in a timely and cost-effective manner. Because this proposal will allow hiring managers to consider highly qualified veterans without using more restrictive competitive examination procedures, significant administrative savings are expected.
- **Honoring Veterans** – Wisconsin has always been a leader when it comes to protecting and honoring veterans, and this legislation would help recognize the loyalty, dedication to duty, and selfless service of those who have served their country.

Attached is a handy summary of the proposal as well as a DWD brochure which outlines the current policy. Give me a call if you have any questions or suggestions, otherwise please keep me posted if your boss is interested.

Thanks,

Max

Max Dulberger
Executive Assistant
Wisconsin Department of Veterans Affairs
608-267-0784
Max.Dulberger@dva.state.wi.us

How does a state agency fill a projected vacancy?
(LTE/FTE/Project position) utilizing the 30% Special Hiring Authority:

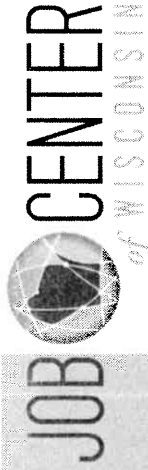
Contact:
Office of Veterans Services (OVS)
Department of Workforce Development
608/267-7277
Ken.Grant@dwd.wisconsin.gov

The OVS director will then notify the veteran's employment staff and any interested 30% disabled veteran that your agency is seeking to hire a veteran utilizing this special hiring authority.

The veteran will forward a cover letter, resume, DD Form 214, and a letter from the Veterans Administration stating his/her disability rating is 30% or more, through the Office of Veteran Services to the appropriate hiring authority for consideration of the position.

The agency Human Resources office will then contact the veteran for the appropriate interview or other information that pertains to the available position.

**If you are a Veteran,
you have the right
to gain an edge
when applying for
a civil service position
in the State of Wisconsin.**



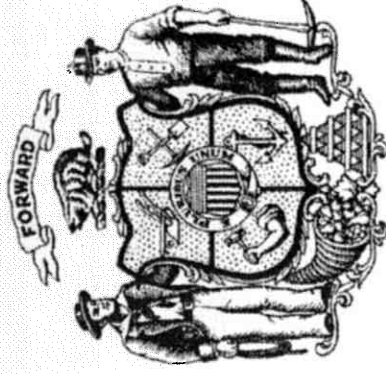
888/258-9966 (toll free)

<http://jobcenterofwisconsin.com>

JobCenterOfWisconsin@dwd.wisconsin.gov

Veterans Non-Competitive Appointment

for Disabled Veterans
with 30% or more
Service Connected Disabilities



Department of Workforce Development

To obtain single copies of this publication, visit your nearest Wisconsin Job Center. For multiple copies of this or other Wisconsin Job Center publications, contact Document Sales at 1-800-DOC-SALE (Visa/MasterCard accepted).

We invite your comments.
Send an e-mail message to: jobcenter@dwd.state.wi.us

The Wisconsin Department of Workforce Development (DWD) is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact the DWD Equal Employment Opportunities office (e-mail: dwdceo@dwd.state.wi.us).

DETV-16624-P (N. 07/2009)

Where do I obtain Veterans Preference Forms and Employment Resource Information?

State jobs:

<http://jobcenterofwisconsin.com>

<http://wisc.jobs>

- Save your job search results

Federal jobs:

<http://www.usajobs.opm.gov/>

- Select the "Veterans" tab

(Reference: Section 210, Title 5, United States Code)

BACKGROUND

Since the time of the Civil War, veterans of the United States armed forces have been given some degree of preference with regard to appointments in some Federal jobs.

Both Congress and the State of Wisconsin, in recognition of the sacrifices made by those serving in the armed forces, enacted laws that prevent veterans from being penalized, when seeking Federal and State employment, because of the time spent in military service.

By law, veterans who are disabled or who served on active duty in the armed forces during specified time periods or in military campaigns are entitled to preference over non-veterans, hiring from competitive lists of eligibles, and in retention during reductions in force.

Preference does not have, as its goal, the placement of a veteran in every vacant Federal or State job. That conflicts with the merit principle of public employment. Nor does preference apply to promotions or other in-service actions.

Preference provides a uniform method by which special consideration is given to qualified veterans who seek Federal or State employment.

Non-competitive Veteran Hiring Policy Provisions

Civil Service law provides for non-competitive appointment of certain disabled veterans (§230.275, WI Stats.)

This provision makes it easier for state agencies to hire veterans with a service-connected disability of at least 30%. Agencies are allowed to make appointments of 30% disabled veterans to classified civil service vacancies (FTE/LTE/Project positions) without following standard OSER civil service procedures (e.g., recruitment through the Current Employment Opportunities Bulletin).

This provision applies only to professional positions included in the Entry Professional Program (EPP) and to non-professional positions. Use of this process is not required, but is available to agencies at their discretion.

Non-competitive Appointment for 30% (or greater) Disabled Veterans

A veteran may request to the hiring agency a direct non-competitive appointment to a state non-professional position or in an entry professional position provided he/

she meets minimum qualifying criteria. (WI Statutes 230.275)

A state job listing of entry level positions considered under the Veterans Non-competitive Appointment can be found at: http://oser.state.wi.us/bulletins/bulletin_get.asp?bid=303

How does a veteran apply for one of the classifications listed by a state agency?

Contact a veteran's representative at one of the Wisconsin Job Centers for assistance.

A list of veteran's representatives can be found at: <http://dwd.wisconsin.gov/veterans/vetreprs.htm>

Veteran's representatives will collect pertinent employment and military service information and forward a request for the position you are seeking at a state agency through appropriate channels.

If a state agency wishes to consider you for a position, you will be contacted.

State Job Listing of entry level positions considered under the Special 30% Hiring Authority:

http://oser.state.wi.us/bulletins/bulletin_get.asp?bid=303



ISSUE BRIEF

WISCONSIN DEPARTMENT OF VETERANS AFFAIRS

Preferential Hiring for Disabled Veterans

SUMMARY

The Office of the Secretary is working to bring forward legislation that expands the non-competitive hiring process for disabled veterans to all state positions.

BACKGROUND

The federal government administers a policy which enables agencies to quickly hire disabled veterans to any position for which they are qualified. The policy is referred to as Non-Competitive Hiring for 30% or More Disabled Veterans (see item #2 at the previous link). The policy is not mandatory – it's simply a hiring tool that managers in federal agencies can use to expedite the appointment of a qualified veteran with a 30% or more service-connected disability rating. The agency administers the process at their discretion and they determine the qualifying criteria and whether the veteran meets the job requirements.

Wisconsin civil service law provides for a similar non-competitive hiring process for 30% disabled veterans. In short, state agencies are allowed to make appointments of 30% disabled veterans to civil service vacancies without following Office of State Employment Relations (OSER) civil service procedures provided the applicant meets minimum qualifying criteria (as determined by the hiring authority/state agency). **But the Wisconsin policy is limited to entry-level and non-professional positions.** See the following linked OSER bulletin for specifics.

PROPOSED LEGISLATION

The Office of the Secretary is working to bring forward legislation that expands the non-competitive hiring process for disabled veterans to all state positions. This resembles the model at the federal level. Again, this would be an optional hiring tool, used at agencies' discretion, for expediting appointments and helping disabled veterans find gainful employment.

BENEFITS TO VETERANS AND WISCONSIN

- **Increasing Job Opportunities for Veterans** – First and foremost, this proposal creates new pathways to gainful employment for veterans. As numerous studies have confirmed, issues relating relating to joblessness and financial distress are

more prevalent among veterans and their families. While veterans enjoy some advantages, such as preferential hiring for federal jobs, many carry significant challenges, including physical and mental disabilities suffered in combat. On top of that, returning veterans are often disconnected from employment networks.

When service members are gone for extended deployments, they lose access to employers and job prospects, and many have to work very hard to navigate the job market, identify new opportunities, and effectively reestablish themselves.

Accordingly, recent studies indicate that the unemployment rate among young veterans is over 27%, far above the national average. Increasing access to job opportunities is critical in helping these young veterans get back on their feet, excel in their communities, and ultimately become not just contributors to our state, but its future leaders.

This proposal will provide opportunities for those who have given a service to this country – often at great personal expense – to get good-paying jobs in state government, helping them to successfully transition to civilian life while keeping their talent for the benefit of the Wisconsin public. This is a win-win for our veterans and the state of Wisconsin.

- **Effective Hiring Tool for State Agencies** – This authority would be an effective tool for state agencies, allowing them to expedite appointments and fill positions in a timely and cost-effective manner. Because this proposal will allow hiring managers to consider highly qualified veterans without using more restrictive competitive examination procedures, significant administrative savings are expected.
- **Honoring Veterans** – Wisconsin has always been a leader when it comes to protecting and honoring veterans, and this legislation would help recognize the loyalty, dedication to duty, and selfless service of those who have served their country.

FOR MORE INFORMATION

For more information on this proposal, please contact Max Dulberger, Executive Assistant at the Wisconsin Department of Veterans Affairs, at 608-267-0784 or Max.Dulberger@dva.state.wi.us.



State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- DIVISION OF MERIT RECRUITMENT AND SELECTION -

Date: March 13, 2006
Locator No. OSER-0090-MRS

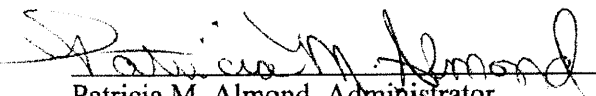
**Subject: Entry-Level Professional
Classifications for Non-
Competitive Appointment of
Certain Disabled Veterans**

The purpose of this bulletin is to announce and designate certain entry-level professional classifications that may be utilized for the purposes of appointing certain disabled veterans on a non-competitive basis under s. 230.275, Wis. Stats.

These classifications are not necessarily the classifications formerly included in the Entry Professional Program (EPP). Classifications included in the EPP were previously approved by the Administrator for the Division of Merit Recruitment and Selection (DMRS) for making non-competitive appointments of certain disabled veterans under s. 230.275, Wis. Stats. In January 2004, all classification titles were removed from the EPP (see OSER-0014-MRS).

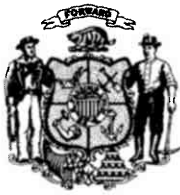
Section 230.275, Wis. Stats., states that the DMRS Administrator has the authority to determine entry-level professional positions under s. 230.22, Wis. Stats., that are appropriate for non-competitive appointment of certain disabled veterans. The Attachment to this bulletin includes a list of entry-level professional classifications that may be utilized in making such appointments. It is important to note that these classifications are **not** being added to the EPP, but rather are a listing of classifications that may be utilized for making permissive, non-competitive appointments under s. 230.275, Wis. Stats. It should also be noted that s. 230.275, Wis. Stats., also allows for the noncompetitive appointment of certain disabled veterans to any nonprofessional position.

Questions related to this bulletin should be directed to Travis Dillon in the Division of Merit Recruitment and Selection at (608) 266-9472 or <mailto:travis.dillon@wisconsin.gov>.


Patricia M. Almond, Administrator
Division of Merit Recruitment and Selection

Attachment

PMA:dms



cmh

2011 BILL

- gov. cat

- 1 AN ACT ...; relating to: noncompetitive appointment of certain disabled veterans
- 2 to classified positions in the state civil service system.

Analysis by the Legislative Reference Bureau

Currently, whenever a vacancy occurs in a position in the classified service of the state civil service system that is determined by the Administrator of the Division of Merit Recruitment and Selection in the Office of State Employment Relations to be a nonprofessional or an entry professional position, the appointing authority may appoint a disabled veteran on a noncompetitive basis if all of the following occur: the disabled veteran has served in the U.S. armed forces and is included on a U.S. armed forces permanent disability list with a disability rating of at least 30% or the disabled veteran has been rated by the U.S. Department of Veterans Affairs as having a compensable service-connected disability of at least 30%; the disabled veteran presents to the appointing authority written documentation from an appropriate department of the federal government certifying the existence and extent of the disability; and the appointing authority determines that the disabled veteran is qualified to perform the duties and responsibilities of the position.

This bill provides that this noncompetitive appointment program for disabled veterans applies to all positions in the classified service of the state civil service system.

percent

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↙

BILL

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

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

1 **SECTION 1.** 230.275 (1) (intro.) of the statutes is amended to read:
2 230.275 (1) (intro.) Whenever a vacancy occurs in a position in the classified
3 service ~~that is determined by the administrator to be a nonprofessional position or~~
4 ~~in an entry professional position under s. 230.22,~~ the appointing authority may
5 appoint a disabled veteran on a noncompetitive basis if all of the following occur:

6 History: 1997 a. 307.

(END)

Godwin, Gigi

From: VerVelde, Brandon
Sent: Tuesday, November 22, 2011 9:43 AM
To: LRB.Legal
Subject: Draft Review: LRB 11-2660/1 Topic: Non-Competitive Appointment of Disabled Veterans to State Civil Service

Please Jacket LRB 11-2660/1 for the ASSEMBLY.