

EXECUTIVE ORDER NO. 33

WHEREAS, it is the goal of state government to continue to provide quality services in an efficient manner to Wisconsin citizens; and

WHEREAS, it is necessary to assure that Wisconsin state government maintains the distinguished reputation it has enjoyed throughout the nation since the state civil service system was established in 1905; and

WHEREAS, Wisconsin citizens are developing an increasing interest in improving the quality of the services their government provides and are increasingly aware of the relationship between the level of such services and the continuing fiscal constraints upon state government and taxpayers alike; and

WHEREAS, employers in the public sector, no less than those in the private sector, have a responsibility to attract qualified persons as employees; and

WHEREAS, public employees, no less than employees in the private sector, have the right to expect compensation that corresponds to their qualifications and responsibilities; and

WHEREAS, the rights and responsibilities of both public employer and public employee are in need of re-examination due to changes in conditions of employment in recent years; and

WHEREAS, there is a need to identify the personnel issues that must be addressed and to consider new programs to enhance the relationship between public employer and employee in order that state government can continue to deliver quality services to Wisconsin citizens in an efficient manner; and

WHEREAS, it has been 10 years since a comprehensive study of personnel management and administration in the Wisconsin Civil Service system has been undertaken; and

WHEREAS, state citizen commissions have traditionally provided Wisconsin with innovative ideas and leadership;

NOW, THEREFORE, I, PATRICK J. LUCEY, Governor of the State of Wisconsin, pursuant to the authority vested in me by Section 14.019 of the Wisconsin Statutes, do hereby;

- (1) Establish the Governor's Employment Relations Study Commission;
- (2) Charge the Commission with responsibility for undertaking a broad and comprehensive review of Wisconsin's employment relations program including, but not limited to, the following areas:
 - (a) The present recruiting system, its efficiency and effectiveness in terms of whether it results in the selection of the best qualified candidates for the civil service;

- (b) Whether positive and efficient management consistent with a concept of merit is fostered by the present organization and functions of the personnel system;
- (c) The extent to which expanded opportunities for career development and work incentive for all employees foster employee initiative, productivity and job interest;
- (d) Whether equal employment opportunities for all employees and qualified applicants are fostered adequately by present personnel programs;

(3) Charge the Commission with responsibility for recommending to the Governor and the Legislature whatever changes the Commission believes necessary to improve Wisconsin's employment relations program and to maintain the quality of services provided by state government and its employees;

(4) Ask that the Commission submit its final report, including specific legislative recommendations, to the Governor and the Legislature no later than January 1st, 1977;

(5) Instruct state officials to furnish the Commission any information it may require concerning state departments, divisions, bureaus, and boards and to give the Commission and its agents every assistance in the performance of their duties; and

(6) Instruct the Secretary of the Department of Administration to provide the Commission with such sums of money that are necessary and proper for the Commission's legitimate travel and operating expenses, as provided by the Joint Finance Committee under Section 20.505(5)(a) of the Wisconsin Statutes.



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 tenth day of June in the year of our Lord one thousand nine hundred and seventy-six.

Patrick J. Lucey
 PATRICK J. LUCEY
 GOVERNOR

By the Governor:



EXECUTIVE DEPARTMENT



EXECUTIVE ORDER NO. 33

REVISED

WHEREAS, it is the goal of state government to continue to provide quality services in an efficient manner to Wisconsin citizens; and

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EXECUTIVE DEPARTMENT

- (b) Whether positive and efficient management consistent with a concept of merit is fostered by the present organization and functions of the personnel system;
- (c) The extent to which expanded opportunities for career development and work incentive for all employees foster employee initiative, productivity, and job interest;
- (d) Whether equal employment opportunities for all employees and qualified applicants are fostered adequately by present personnel programs;

(3) Charge the Commission with responsibility for recommending to the Governor and the Legislature whatever changes the Commission believes necessary to improve Wisconsin's employment relations program and to maintain the quality of services provided by state government and its employees;

(4) Ask that the Commission submit its final report, including specific legislative recommendations, to the Governor and the Legislature no later than March 1st, 1977;

(5) Instruct state officials to furnish the Commission any information it may require concerning state departments, divisions, bureaus, and boards and to give the Commission and its agents every assistance in the performance of their duties; and

(6) Instruct the Secretary of the Department of Administration to provide the Commission with such sums of money that are necessary and proper for the Commission's legitimate travel and operating expenses, as provided by the Joint Finance Committee under Section 20.505(5)(a) of the Wisconsin Statutes.



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 twelfth day of August in the year of our Lord one thousand nine hundred and seventy-six.

Patrick J. Lucey
 PATRICK J. LUCEY
 Governor

the Governor:

Douglas La Follette
 DOUGLAS LA FOLLETTE