

OFFICE OF THE GOVERNOR

EXECUTIVE ORDER #262

**Relating to the Creation of the Commission on
Reform of the State's Human Resource System**

WHEREAS, the State of Wisconsin's human resources system, including civil service statutes and processes, is not meeting the needs of the State's managers and employees;

WHEREAS, the changing roles of government and state employees, as affected by technology and the need to reorganize state government, require new skills and abilities, as well as responsiveness and flexibility not provided by current statutes, rules and processes;

WHEREAS, the State's human resource system, which includes civil service, has not been reviewed since the late 1970s and is in need of study to identify how to further streamline and reform the system;

WHEREAS, it is in the interest of state government and the people of Wisconsin to balance efficient, effective and economical management of state employees with the legitimate interests of those employees for employment safeguards, fair hiring and promotion processes, appropriate compensation and satisfying work;

WHEREAS, re-engineering Wisconsin's human resource system is essential to prepare the State to successfully meet the challenges state employees face now and in the twenty-first century; and

WHEREAS, 1995 marks the one hundredth anniversary of Wisconsin's civil service statute;

NOW, THEREFORE, I, TOMMY G. THOMPSON, Governor of the State of Wisconsin, by the authority vested in me by the Constitution and the laws of this State, and specifically by Wisconsin Statute § 14.019, do hereby:

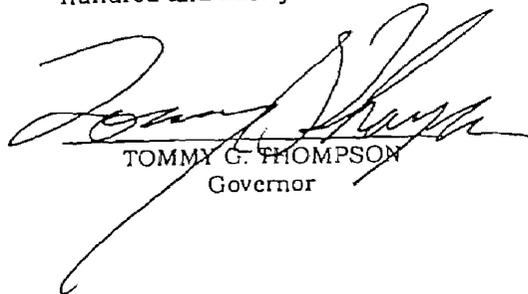
1. Establish the Commission on State Human Resource Reform to:
 - a. Review the State's human resource system to develop recommendations for statutory and system reform to be implemented on a trial basis in two state agencies beginning July 1, 1996. The Commission's review should include, to the extent practicable, the full range of human resource activities essential for state government to acquire, develop, allocate and maintain a skilled and highly-motivated workforce.

These human resource activities include strategic human resource planning (to enable state government to systematically identify future skill needs), recruitment and appointment, transfer and promotion, classification, compensation, employe training and development, supervision, performance evaluation, the layoff process, discipline and termination, employe assistance, affirmative action and diversity, and collective bargaining.

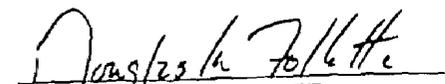
- b. Identify two state agencies for participation in the pilot program.
 - c. Submit its recommendations to the Governor by April 1, 1996.
2. Designate the following members of the Commission:
- a. A Commission chairperson.
 - b. Members of the State Legislature.
 - c. Representatives of State Employees.
 - d. A private sector member.
 - e. Secretary of Administration or his designee, Secretary of Employment Relations or his designee, and Secretary of Revenue or his designee.
4. Designate the Department of Administration to provide administrative assistance to the Commission.



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 October in the year one thousand nine hundred and ninety-five.


TOMMY G. THOMPSON
Governor

By the Governor:


DOUGLAS LA FOLLETTE
Secretary of State