



# TERRY KATSMAS

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## Modernizing State Hiring Procedures

**Madison**—Representative Terry Katsma (R–Oostburg) voted in the Assembly yesterday to pass a bill that will update Wisconsin’s hiring and human resources practices and help provide the highest quality service to the state’s taxpayers.

“Wisconsin’s civil service laws are more than 100 years old,” said Rep. Katsma. “The bill that I voted to support preserves all the measures we already have that prohibit ‘political cronyism,’ but it is going to help the state, as an employer, speed up its lengthy hiring processes.”

Assembly Bill (AB) 373 addresses several challenges. Various state agencies exhibit drastic differences in hiring practices and employee performance evaluation. Because the hiring process is too slow, the state misses out on hiring the highest quality job candidates (who get snapped up by private sector employers). Exceptional employees are not recognized or rewarded for their excellence. And it can take years to resolve workplace disputes or discipline misconduct.

Rep. Katsma explained, “This legislation will help avoid a potential worker shortage in Wisconsin. It is estimated that 40 percent of the state’s workforce will be eligible for retirement within 10 years, so it is important to make these fixes now. AB 373 helps identify the right job candidates for the right positions, prioritizes employee job performance and speeds up the resolution of workplace issues.”

With yesterday’s passage of AB 373 by the Assembly, the bill heads to the Senate for consideration.

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*Representative Terry Katsma represents the 26<sup>th</sup> Assembly District including the cities of Sheboygan and Sheboygan Falls; the villages of Adell, Oostburg, Random Lake and Cedar Grove; and the towns of Lima, Holland, Sherman and Wilson. He serves as the Vice-Chair of the Committee on Financial Institutions and as a member of the committees on Consumer Protection, Housing and Real Estate, Ways and Means and Workforce Development.*