



WISCONSIN LEGISLATURE

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Roth, Steineke: Updated Hiring Process Will Reflect 21st Century Workforce

Madison –State Senator Roger Roth (R-Appleton) and Assembly Majority Leader, Representative Jim Steineke (R-Kaukauna) offered more details today on their civil service reform plan specifically in regards to changes made to the hiring process. The hiring reforms include implementing a 60-day hiring goal, switching to a resume-based system, and streamlining the hiring process.

The state’s current hiring structure allows agencies an exorbitant amount of time to hire, with some agencies reporting between 116-239 days to hire and even eight months to hire for IT positions. Under this proposal, 60-day hiring goal would be instated. This will allow 30 days for the Department of Personal Management (DPM) to post the job and collect resumes and 30 days for the agency to conduct interviews and make the final hire.

“In today’s workforce, employees can’t afford to wait months before finding out if they have a job,” explained Rep. Steineke. “This change is an effort to speed up the hiring process so we’re not losing out on qualified candidates.”

In addition, the changes introduced by Roth and Steineke replaces the required examination process with a resume-based system. The current exam is easily manipulated as evidenced by the fact that a short order cook was the top candidate for an accountant position after taking the exam. However, the bill does not prevent testing or other additional skill verification during the hiring process.

“Taking an exam as the first step in the hiring process is an archaic process that no one uses anymore,” continued Sen. Roth. “Removing this outdated hurdle aligns our hiring practices with the best practices in the private sector.”

Another problem that agency officials identified was inconsistency in the hiring process among state agencies. With this legislation, the hiring process will be streamlined through a centralized human resource agency at DPM assisting as a shared service for all agencies. Essentially, DPM will act as the resume clearinghouse and help conduct interviews but agency employees will still be hiring employees.

The hiring reforms also include a measure referred to as “banning the box” which prohibits the state from asking an applicant to supply information about a conviction record, unless a certain conviction record disqualifies applicants for a particular position. The bill will retain the hiring goals under current law for veterans and qualifying spouses by replacing preference points with an interview and hiring preference.

“Too often, government is reactionary, these hiring reforms are a way for government to be proactive in addressing a looming shortage of workers in the next five to ten years,” said Sen. Roth.

“Ultimately, the state’s hiring process will continue to be an open, competitive process but conducted in a far more efficient and timely manner so we can be sure to attract the best employees,” said Rep. Steineke.

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