

DEPARTMENT OF EMPLOYMENT RELATIONS BULLETIN

Date August 15, 1986

Subject Exceptional Employment Methods

Number MRS-46

Wisconsin Act 285 creates Section 230.147, Stats., which provides that appointing authorities of agencies with more than 100 authorized permanent FTE positions shall implement steps to employ persons who, at the time they commence employment with the agency, receive aid under s. 49.19, Stats., (AFDC). The statute establishes a goal for such hiring which agencies are directed to achieve. Agencies with less than 100 FTE positions are encouraged to achieve the same hiring goal.

The established goal refers to the ratio of the average caseload receiving aid under s. 49.19 (AFDC) in this state in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year. This ratio for fiscal year 1987 is 136,738/2,389,900 or 5.7%. These figures are based on information provided by the Department of Health and Social Services and the Department of Industry, Labor and Human Relations. This ratio will be updated and provided to agencies yearly.

Section 230.147, Stats., directs agencies to hire AFDC recipients in sufficient numbers so that the ratio of recipients of aid under s. 49.19 occupying permanent positions in the agency to the total number of persons occupying permanent positions in the agency is equal to 5.7%.

The purpose of this bulletin is to remind agencies that Chapter ER-Pers 27, WAC, provides mechanisms that agencies may use in seeking to comply with the statute. Specifically, ER-Pers 27.02 provides for the following types of exceptional recruitment:

1. Establishment of exceptional employment lists by limiting recruitment to the specific target group (AFDC recipients).
2. Establishment of an exceptional employment list from an existing employment list when criteria used to establish the standard list meet the criteria required for the vacant position.

Agencies desiring to use one of these mechanisms in striving to comply with the statute should direct a written request to the appropriate Team Leader, Cheryl Anderson or Jeanne Baenen. Questions may also be directed to Cheryl Anderson at (608) 266-7007 or Jeanne Baenen at (608) 267-2411.

SUSAN K. CHRISTOPHER, ADMINISTRATOR
DIVISION OF MERIT RECRUITMENT AND SELECTION