

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- DIVISION OF MERIT RECRUITMENT AND SELECTION -

Date: April 18, 2000

Locator No: MRS-206

**Subject: Critical Recruitment
Program (CRP)**

In June 1991, DMRS implemented the Critical Recruitment Program (CRP). Our goal was to provide state agencies with a fast and flexible process to fill vacancies in job classifications that normally attract relatively few qualified and interested candidates. We believe the CRP fully achieved the goals it was designed to achieve.

Conditions have now changed, however, and the goals the CRP was designed to achieve can now be met through the flexible certification procedures enacted in the 1998 civil service reform amendments. For instance, "rule of the register" certifications are easily managed using flexible certification practices and procedures (see Policy Bulletin MRS-192 issued October 22, 1998).

As a result, agencies no longer need to submit requests to DMRS to place titles in the CRP. Instead, please manage these staffing transactions using the methods and procedures we have established for flexible certification. Since the CRP is being abolished as a separate program, we are also inactivating the CRP certification rules incorporated into the Shared Human Resources System (SHRS).

If you have any questions about this policy change, please contact Denny Huett, DMRS Policy Advisor at (608) 266-7296, Fax (608) 267-1000, or e-mail at Denny.Huett@der.state.wi.us.

Robert J. Lavigna, Administrator
Division of Merit Recruitment and Selection

RJL:DLH:dlh