

Meet the BMRS Team

BMRS Office Hours

October 30, 2024

What is BMRS?

Responsible for recruitment and selection rules, policies and procedures for appointments made in the classified service.

Specific responsibilities:

- Interpretation of statute (s. 230) and administrative code/rules (ER-MRS).
- Providing training, resources, technical advice and consultation on recruitment and selection processes, tools, etc.
- Providing HR data analytics & reporting.
- Promoting agency opportunities via social media and providing consultation and analysis of marketing efforts.
- Developing and managing special employment programs and reporting.
- Reviewing and approving non-delegated actions.
- Reviewing and conducting staffing activities for non-delegated agencies and job classifications/titles.
- Managing the Wisc.Jobs Help Desk to assist applicants with technical issues related to Wisc.Jobs account access or website use.



Jim Feldhausen

Who I am: Director, Bureau of Merit Recruitment & Selection

What I do:

- Establish and administer recruitment & selection policy
- Approve non-delegated actions and exceptions to policy
- Administer State Code of Ethics
- Direct the Bureau



Contact me for:

- Non-delegated actions
 - Re-using Interview results beyond established limit
 - Involuntary movements
 - Career Exec Reassignments
- Ethics opinions
- Layoffs
- Probationary questions
- Escalated issues other BMRS staff can't resolve

Fun fact about me: I love Badger sports and playing volleyball

Karla King

Who I am: Assistant Bureau Director (HR Program Officer)

What I do:

- Assist with providing leadership and technical support of the State's merit, recruitment, and selection process
- Supervise the Training Coordinator, Enterprise Recruitment and Wisc.Jobs Support staff
- Assist with policy review and development (e.g., WHRH, Bulletins, SOPs, Agency Agreements, etc.)
- Assist with managing P-file records and disposition
- Manage information available on SharePoint sites

Contact me for:

- Consultation on recruitment and selection policies and related activities
- Questions or troubleshooting issues with TAM, DaySmart, or Checkr/TruView
- Non-Delegated policy questions in the Director's absence

Fun fact about me: My main pastime is cycling. I've ridden a bicycle across WI twice (175 miles in 1 day in 2016 and 235 miles in 2 days this summer).



Andrew Geissler



Who I am: Recruitment & Selection Analyst (Exec HR Specialist Adv)

What I do:

- Enterprise workforce analysis & reporting
- Enterprise workforce dashboard development
- Survey design & administration
- Pre-hire assessment development
- SkillSurvey Administration

Contact me for:

- Questions about HCM data including TAM
- Dashboard questions, feedback, and technical support
- Assistance with surveys
- Assistance with pre-hire assessment development
- SkillSurvey questions and technical support

Fun fact about me: I'm a lifelong Packers fan and love building with LEGO

Lindsay Johnson



Who I am: Recruitment & Selection Analyst (Exec HR Specialist Sr)

What I do:

- Manage TAM support tickets
- Administration of SkillSurvey
- Develop and revise enterprise job aids for TAM, DaySmart, SkillSurvey, and BMRS enterprise data dashboards
- Enterprise workforce analysis and reporting
- Assist with policy related activities (Updating HR Handbook Chapters, Policy Bulletins, etc.)

Contact me for:

- Policy related questions (HR Handbook chapters, Admin Code, etc.)
- Questions and troubleshooting issues for TAM, DaySmart, or SkillSurvey
- Guidance and consultation on assessments development or administration – this includes screenings and interviews
- Training related to using TAM, DaySmart, or SkillSurvey

Fun fact about me: I love horror movies

George Petrilli

Who I am: Recruitment and Selection Technical Specialist (IS Bus Auto Spec)

What I do:

- Develop queries and tools for enterprise-wide reports and data analysis
- Automate internal processes so our team can do more
- Led a breakout session at the DPM Conference on Power Query
- Developed and maintain the Enterprise Transaction Tool and the Total Rewards Calculator

Contact me for:

- Troubleshooting dashboards and tools
- Learning more about Power Query (or working with data)
- Learning more about Power Automate (or working with SharePoint)

Fun fact about me: Served in the Peace Corps in Uganda for two years at a primary teachers college.



Ophelia Harvey

Who I am: Employment Services Coordinator (HR Assistant Adv)

What I do:

- Manage the Wisc.Jobs help desk telephone/email communications
- Troubleshoot customer issues
- Manage the Employment Services telephone/email communications
- Post local government jobs for Wisconsin Personnel Partners (WPP)

Contact me for:

- Converting and merging applicant accounts
- Assisting applicants troubleshoot their account concerns
- Disabled Expanded Certification (DEC) program

Fun fact about me: I enjoy reading and spending time with my grandbabies.



Molly Pursian

Who I am: Enterprise Recruiting Specialist (Exec HR Specialist Adv)

What I do:

- Schedule and manage enterprise social media
- Manage the Veterans Non-Competitive Appointment (VNCA) Program Gateway
- Manage other specialized recruitment programs

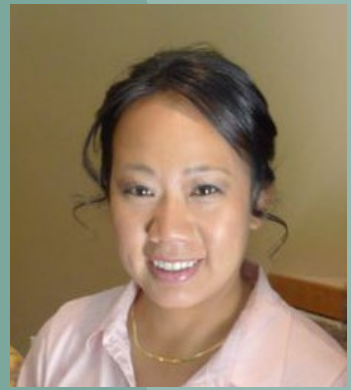
Contact me for:

- Social media questions
- Social media engagement opportunity ideas
- VNCA Questions

Fun fact about me: I have been with the State for 25 years, so I have run out of fun facts about myself.



Eva Lee



Who I am: Enterprise Talent Acquisition & Digital Recruiter

(Exec HR Specialist Adv)

What I do:

- Manage Wisc.Jobs Branding (Social Media and Ads)
- Maintain Wisc.Jobs Website
- Analyze Wisc.Jobs and TAM with Google Analytics and Queries
- Assist with Wisc.Jobs Helpdesk, Employment Services Center, and Wisconsin Personnel Partners
- Create marketing material for Wisc.Jobs (images, flyers, brochures)

Contact me for:

- Issues with Indeed, Wisc.Jobs site, LinkedIn
- Advertising recommendations and hard-to fill positions consultations
- Social media implementations
- Joining State of Wisconsin's Handshake and Indeed account
- Job posting verbiage support

Fun fact about me: I love building Legos, playing games and watching anime.

Olga Bilinson



Who I am: Recruitment & Selection Specialist (Exec HR Specialist Sr)

What I do:

- BMRS Training Coordinator - update existing trainings and develop new enterprise-wide training courses for HR Staff
- Assist with policy related activities (Updating HR Handbook Chapters, Policy Bulletins, etc.)
- Recruiter for CE HR Management positions (HR Manager, HR Program Officer)
- Assist with development of Job Aids for TAM and other functions
- P-File Deletions Primary Approver

Contact me for:

- Questions about available trainings for HR Staff
- Policy related questions (HR Handbook chapters, Admin Code, etc.)
- Questions related to P-File maintenance, document deletions, etc.
- Questions about Attorney recruitments
- Feedback on resume screens, assistance with structuring/developing a resume screen or other assessment

Fun fact about me: I enjoy Broadway musicals.

What is the Wisc.Jobs Help Desk?

- Staffed by members of the BMRS Team - Ophelia Harvey primary contact
- Responsible for assisting Wisc.Jobs applicants with the following:
 - Account issues (new account, password, sign in, etc.)
 - Other technical issues related to website access or site use
 - Answering and redirecting questions related to State employment



Demo: Recruitment & Selection Web Pages



Upcoming BMRS Office Hours

- **November**: Panel Discussion on Recruiting Efficiencies
- **January**: TAM Recruitment Dashboard





Thank You

If you have questions or need assistance with anything, please email the general BMRS inbox and the appropriate staff member will reach out to you.

DOADPMBMRS@wisconsin.gov