

## ADMINISTRATIVE RULES

### Fiscal Estimate & Economic Impact Analysis

<b>1. Type of Estimate and Analysis</b> <input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected	<b>2. Date</b> January 22, 2018
<b>3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable)</b> Chapter ER 1 - Force And Effect Of Rules And Definitions; Chapter ER 18 - Absences, Chapter ER 21 - Resignation; Chapter ER 43 - Affirmative Action and Equal Opportunity, Chapter ER 46 - Grievance Procedure; Chapter ER-MRS 1 - Force And Effect Of Rules; Definitions; Chapter ER-MRS 6 - Recruitment And Examination; Chapter ER-MRS 7 - Appointing Procedure For Unskilled Labor And Service Classes; Chapter ER-MRS 8 - Procedures For Corrections And Entry Professional Positions; Chapter ER-MRS 10 - Limited Term Appointments; Chapter ER-MRS 11 - Employment Registers; Chapter ER-MRS 12 - Certification And Appointment; Chapter ER-MRS 13 - Probationary Periods; Chapter ER-MRS 14 - Promotion; Chapter ER-MRS 15 - Transfer; Chapter ER-MRS 16 - Reinstatement And Restoration; Chapter ER-MRS 17 - Demotion; Chapter ER-MRS 22 - Layoff Procedure; Chapter ER-MRS 27 - Exceptional Methods And Kinds Of Employment; Chapter ER-MRS 30 - Career Executive Employment; Chapter ER-MRS 32 - Acting Assignments; Chapter ER-MRS 34 - Project Appointment	
<b>4. Subject</b> Definitions, Absences, Resignation, Affirmative Action And Equal Opportunity, Grievance, Merit Recruitment & Selection, Layoff, Probation, Personnel Transactions, Career Executive Employment, Limited Term Employment, and Project Employment	
<b>5. Fund Sources Affected</b> <input type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	<b>6. Chapter 20, Stats. Appropriations Affected</b> N/A
<b>7. Fiscal Effect of Implementing the Rule</b> <input checked="" type="checkbox"/> No Fiscal Effect <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Increase Costs <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Indeterminate <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Could Absorb Within Agency's Budget	
<b>8. The Rule Will Impact the Following (Check All That Apply)</b> <input type="checkbox"/> State's Economy <input type="checkbox"/> Specific Businesses/Sectors <input type="checkbox"/> Local Government Units <input type="checkbox"/> Public Utility Rate Payers <input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b>	
<b>9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1).</b> \$N/A	
<b>10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>11. Policy Problem Addressed by the Rule</b> The Division completed a comprehensive review to ensure the chapters are statutorily compliant and current with standards and practices.	
<b>12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments.</b> N/A	
<b>13. Identify the Local Governmental Units that Participated in the Development of this EIA.</b> No local governmental units were needed to participate in the development of this statement because the codes are applicable solely to state operations.	

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14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)

The proposed rules will have no economic or fiscal impact on specific businesses, business sectors, public utility rate payers, local government units or the state's economy as a whole.

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15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule

The proposed rules will make the Division's procedural rules consistent with recent law changes and will also clarify several Division procedures.

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16. Long Range Implications of Implementing the Rule

Updated procedural rules consistent with statutory provisions will improve the efficiency and consistency of human resources staff and the execution of civil service rules.

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17. Compare With Approaches Being Used by Federal Government

While the federal government has a hiring process, the variation and difference in law, practice, organizational structure, and operation make a comparison to Wisconsin government unfeasible.

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18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

Each of the states adjacent to Wisconsin have a civil service system codified by statute, rule, and policy. The requirements of each system vary moderately among the states including in the most relevant areas of employment relations and merit recruitment and selection. The Division prepared a detailed analysis in the proposed rule-making order submitted with this rule.

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19. Contact Name	20. Contact Phone Number
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