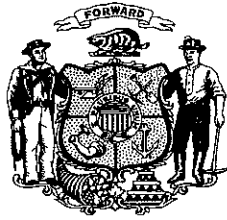


STATE OF WISCONSIN

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Joint Committee on Finance

October 31, 2019

Joel Brennan, Secretary
Department of Administration
101 E. Wilson St., 10th Floor
Madison, WI 53703

Mr. Brennan,

On September 24, 2019 the creation of over 60 new state positions were submitted for review and approval by your agency to the Joint Committee on Finance. As of September 26, 2019 there were more than 4,000 state vacancies excluding the University of Wisconsin System and the State of Wisconsin Investment Board. Of this total, more than 600 had been vacant for over a year.

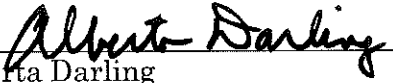
This letter is to inform you that going forward, position requests from agencies that are recommended for approval and forwarded to the Committee should identify equivalent vacancies as an offset to the newly requested positions. We also ask that you resubmit the requests dated September 24 and October 22 to meet this condition.

Given the large number of vacancies across state government and the broad authority state law gives state agencies to recommend abolishing positions, we plan to work with you to limit the need to create new position authority. Only in extraordinary situations will new positions without offsets be created.

This Committee stopped over a billion dollars in tax increases, enormous spending increases, and a huge expansion of the welfare state that were all proposed by Governor Tony Evers in his budget. His budget, as proposed, would have left the state with a \$2 billion structural deficit and created over 700 new state positions. State taxpayers expect us to be good stewards

of their tax dollars. This Committee will be the check on wasteful spending that the Governor has shown himself to be incapable of.

Respectfully,



Alberta Darling
Senate Chair



John Noren
Assembly Chair

AD:JN:ns

cc: Governor Tony Evers
Robert Lang, Director, Legislative Fiscal Bureau
Brian Pahnke, Department of Administration

Enclosure



Legislative Fiscal Bureau

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October 2, 2019

TO: Representative John Nygren
Room 308 East, State Capitol

FROM: Rachel Janke, Supervising Analyst

SUBJECT: Position Vacancies by Agency and Fund Source

At your request, this memorandum provides information relating to vacant executive branch agency positions, excluding the University of Wisconsin (UW) System and the State of Wisconsin Investment Board (SWIB). Information relating to position vacancies was obtained from the state's payroll system and represents a particular point in time. For the purposes of this memorandum, position information was obtained based on the status of positions as of September 26, 2019.

Unlike other executive branch agencies, the UW System can create or abolish certain positions without legislative approval. Under 2011 Act 32, the UW System Board of Regents and the UW-Madison Chancellor have the ability to create or abolish positions funded with program revenue, federal revenue, or segregated funds. In addition, the Board of Regents and UW-Madison Chancellor may create or abolish faculty and academic staff positions funded with state general purpose revenue (GPR) subject to a memorandum of understanding with the Department of Administration. The Board of Regents and the UW-Madison Chancellor are required to annually report the number of GPR positions that were created in the previous fiscal year to the Department of Administration and the Co-Chairs of the Joint Committee on Finance. Further, UW System positions are not included in the state's payroll system. For these reasons, the UW System is not included in this memorandum.

The Investment Board is authorized to independently establish its operating budget each year and monitor fiscal management of its budget. The Board is also authorized to independently create or abolish staff positions for the agency. For these reasons, SWIB is also not included as an executive branch agency for the purposes of this memorandum.

Given that position information from the payroll system represents a particular point in time, it can be misleading to review total vacancy data as of a specific date. While a position may be identified in the payroll system as being vacant, this could occur because an individual recently vacated the position and the relevant state agency has not had time to recruit new candidates to fill the position. Therefore, when reviewing vacancy data, focus is typically placed on positions that have been vacant for an extended period of time. As of September 26, 2019, the number of full-time

equivalent (FTE) positions vacant for six months or longer was 1,468.37 (all funds). Positions are funded from various sources, including GPR, FED, PR, and SEG. The attachment lists the number of vacant FTE positions by agency, fund source, and length of vacancy.

In considering the list of vacant positions, it should be noted that:

- the state payroll system does not provide information identifying the reason for a vacancy. While positions may be identified as vacant as of September 26, 2019, it is likely that, for many positions, the relevant state agency is currently in the process of recruiting individuals to fill the positions, or has completed the recruitment process. Therefore, some of the positions identified may be filled in the near future.

- position transactions in the state payroll system may be delayed relative to an individual employee's start date. Due to the timing of data entry, a position which has been filled as of a specific date may appear to be vacant in the payroll system for approximately two to three weeks following the individual's start date. Therefore, a number of positions identified as vacant as of September 26, 2019, may have already been filled.

- authorized positions may be vacant in an agency at a given time for a variety of reasons. For example, long-term vacancies may exist at an agency because the agency cannot fill the position due to budgetary constraints or due to an inability to recruit qualified individuals. In addition, an agency may decline to fill a position or a position may be vacant because the relevant revenue source for the position is depleted (for instance, federal grant funding for the position is depleted or segregated revenue funding for the position is insufficient).

- the vacancy status of a position may not be indicative of the merit of the existence of the position. Further, the salary and fringe benefit funding associated with the vacant position may still be utilized by the agency to address other agency needs, such as overtime, limited-term employee costs, and supplies and services costs necessary to perform the duties of a vacant position.

- under s. 16.505(2j)(b) of the statutes, the Governor may abolish any vacant full-time equivalent positions at any executive branch agency by notifying the Joint Committee on Finance in writing of his or her proposed action. Such notifications to the Finance Committee are subject to a 14-working day passive review process. In addition, under s. 16.54 of the statutes, the Governor may create and abolish positions supported by federal revenue at his discretion.

I hope this information is of assistance.

RJ/lb
Attachment

ATTACHMENT

**Executive Branch Position Vacancies by Agency, Fund Source, and Vacancy Length
September 26, 2019**

<u>Agency and Fund Source</u>	<u>FTEs by Vacancy Length</u>					<u>Total</u>
	<u>Less than 3 Months</u>	<u>3 to 6 Months</u>	<u>6 to 9 Months</u>	<u>9 to 12 Months</u>	<u>More than 12 Months</u>	
Administration						
GPR		1.25	4.00		4.50	9.75
FED	1.00	1.75	3.00	1.00	3.35	10.10
PR	52.00	52.50	25.86	7.50	73.23	211.09
SEG				<u>1.00</u>		<u>1.00</u>
Subtotal	<u>53.00</u>	<u>55.50</u>	<u>32.86</u>	<u>9.50</u>	<u>81.08</u>	<u>231.94</u>
Agriculture, Trade, and Consumer Protection						
GPR	10.65	5.00		1.00	1.00	17.65
FED	4.75	2.00			1.00	7.75
PR	16.70	2.05			2.90	21.65
SEG	<u>3.90</u>	<u>1.95</u>			<u>0.40</u>	<u>6.25</u>
Subtotal	<u>36.00</u>	<u>11.00</u>		<u>1.00</u>	<u>5.30</u>	<u>53.30</u>
Board for People with Developmental Disabilities						
FED	1.00					1.00
Board of Commissioners of Public Lands						
PR	1.00				1.00	2.00
Board on Aging and Long-Term Care						
PR	1.00	1.00				2.00
Child Abuse and Neglect Prevention Board						
PR	2.00					2.00
Children and Families						
GPR	14.63	7.69	0.92			23.24
FED	13.37	6.31	3.08			22.76
PR	<u>7.50</u>	<u>4.50</u>	<u>3.00</u>	<u>1.00</u>		<u>16.00</u>
Subtotal	<u>35.50</u>	<u>18.50</u>	<u>7.00</u>	<u>1.00</u>		<u>62.00</u>
Commissioner of Insurance						
FED					5.10	5.10
PR	1.00	3.00			0.90	4.90
SEG		<u>1.00</u>				<u>1.00</u>
Subtotal	<u>1.00</u>	<u>4.00</u>			<u>6.00</u>	<u>11.00</u>
Corrections						
GPR	536.90	290.60	168.60	102.60	117.40	1,216.10
FED	1.00	1.00				2.00
PR	<u>29.70</u>	<u>13.00</u>	<u>7.00</u>	<u>7.00</u>	<u>36.15</u>	<u>92.85</u>
Subtotal	<u>567.60</u>	<u>304.60</u>	<u>175.60</u>	<u>109.60</u>	<u>153.55</u>	<u>1,310.95</u>

<u>Agency and Fund Source</u>	<u>FTEs by Vacancy Length</u>					<u>Total</u>
	<u>Less than 3 Months</u>	<u>3 to 6 Months</u>	<u>6 to 9 Months</u>	<u>9 to 12 Months</u>	<u>More than 12 Months</u>	
District Attorneys						
GPR	7.00	1.00	1.00			9.00
PR	<u>2.00</u>	<u>1.00</u>	<u>1.00</u>		<u>2.00</u>	<u>6.00</u>
Subtotal	9.00	2.00	2.00		2.00	15.00
Educational Communications Board						
GPR	2.00				1.84	3.84
PR					<u>8.24</u>	<u>8.24</u>
Subtotal	2.00				10.08	12.08
Elections Commission						
FED	1.00					1.00
Employee Trust Funds						
SEG	12.75	2.00	1.00		1.00	16.75
Employment Relations Commission						
GPR					1.00	1.00
Financial Institutions						
PR	5.00	6.00	2.00			13.00
Health Services						
GPR	116.48	73.60	26.27	16.98	21.13	254.46
FED	59.89	49.91	19.60	18.75	39.92	188.07
PR	224.94	91.44	33.69	18.67	44.44	413.18
SEG		<u>0.05</u>				<u>0.05</u>
Subtotal	401.31	215.00	79.56	54.40	105.49	855.76
Higher Educational Aids Board						
GPR			1.00	0.50		1.50
Historical Society						
GPR	2.00	3.00	5.00	1.00	2.00	13.00
FED		1.00				1.00
PR	1.00	1.00			2.40	4.40
SEG		<u>0.25</u>	<u>1.00</u>		<u>5.44</u>	<u>6.69</u>
Subtotal	3.00	5.25	6.00	1.00	9.84	25.09
Justice						
GPR	19.30	1.00	2.00	2.00		24.30
FED	2.25	3.30		1.40		6.95
PR	11.35	2.70	1.00		2.00	17.05
SEG				<u>1.00</u>		<u>1.00</u>
Subtotal	32.90	7.00	3.00	4.40	2.00	49.30
Labor and Industry Review Commission						
PR					1.60	1.60
SEG					<u>0.40</u>	<u>0.40</u>
Subtotal					2.00	2.00

<u>Agency and Fund Source</u>	<u>FTEs by Vacancy Length</u>					<u>Total</u>
	<u>Less than 3 Months</u>	<u>3 to 6 Months</u>	<u>6 to 9 Months</u>	<u>9 to 12 Months</u>	<u>More than 12 Months</u>	
Military Affairs						
GPR	0.80	2.20	0.50			3.50
FED	11.80	9.05	6.50	2.00	18.95	48.30
PR	<u>1.00</u>	<u>0.75</u>			<u>0.25</u>	<u>2.00</u>
Subtotal	13.60	12.00	7.00	2.00	19.20	53.80
Natural Resources						
PR	6.00	6.85	1.50	1.00	4.06	19.41
FED	18.25	10.90	4.80	7.50	18.91	60.36
PR	10.50	2.00	4.00	10.00	10.00	36.50
SEG	<u>50.68</u>	<u>39.18</u>	<u>20.20</u>	<u>7.00</u>	<u>64.99</u>	<u>182.05</u>
Subtotal	85.43	58.93	30.50	25.50	97.96	298.32
Office of Governor						
GPR	2.00					2.00
Office of State Public Defender						
GPR	15.75	7.40	5.00	0.40	1.00	29.55
PR					<u>1.00</u>	<u>1.00</u>
Subtotal	<u>15.75</u>	<u>7.40</u>	<u>5.00</u>	<u>0.40</u>	<u>2.00</u>	<u>30.55</u>
Public Instruction						
GPR	7.60	7.96	4.90	1.00	5.76	27.22
FED	24.98	7.78	3.76	10.00	11.38	57.90
PR	<u>0.40</u>	<u>2.00</u>		<u>0.50</u>	<u>2.30</u>	<u>5.20</u>
Subtotal	32.98	17.74	8.66	11.50	19.44	90.32
Public Service Commission						
PR	10.00	5.00	6.00	1.00	1.00	23.00
SEG		<u>1.00</u>	<u>1.00</u>	<u>0.25</u>		<u>2.25</u>
Subtotal	10.00	6.00	7.00	1.25	1.00	25.25
Revenue						
GPR	33.60	27.15	8.20	1.75	6.98	77.68
PR	9.00	3.60	1.00		1.00	14.60
SEG	<u>1.00</u>	<u>1.25</u>			<u>1.25</u>	<u>3.50</u>
Subtotal	43.60	32.00	9.20	1.75	9.23	95.78
Safety and Professional Services						
PR	18.00	5.00	3.00		0.50	26.50
State Fair Park Board						
PR	1.00		1.00			2.00
Technical College System Board						
FED					2.00	2.00
PR					<u>1.00</u>	<u>1.00</u>
Subtotal					3.00	3.00
Tourism						
GPR	2.00					2.00

<u>Agency and Fund Source</u>	<u>FTEs by Vacancy Length</u>					<u>Total</u>
	<u>Less than 3 Months</u>	<u>3 to 6 Months</u>	<u>6 to 9 Months</u>	<u>9 to 12 Months</u>	<u>More than 12 Months</u>	
Transportation						
FED	29.40	18.15	15.05	3.58		66.18
PR	1.00					1.00
SEG	<u>88.31</u>	<u>57.00</u>	<u>38.16</u>	<u>14.43</u>	<u>0.50</u>	<u>198.40</u>
Subtotal	118.71	75.15	53.21	18.00	0.50	265.57
Veterans Affairs						
GPR		8.00				8.00
FED				0.50		0.50
PR	75.86	48.68	40.70	36.50	84.76	286.50
SEG	<u>8.34</u>	<u>1.72</u>	<u>1.00</u>	<u>1.00</u>	<u>1.50</u>	<u>13.56</u>
Subtotal	84.20	58.40	41.70	38.00	86.26	308.56
Workforce Development						
GPR	8.90	5.43	2.00	2.90	4.01	23.24
FED	57.05	30.54	39.85	21.00	6.50	154.94
PR	6.75	10.03	9.95	1.00	2.84	30.57
SEG	<u>1.00</u>	<u>2.00</u>		<u>1.80</u>	<u>1.00</u>	<u>5.80</u>
Subtotal	73.70	48.00	51.80	26.70	14.35	214.55
All Agencies						
GPR	785.61	448.12	230.89	131.13	170.68	1,766.44
FED	225.74	141.69	95.64	65.73	107.11	635.91
PR	488.70	255.25	139.20	83.17	279.51	1,245.83
SEG	<u>165.98</u>	<u>107.40</u>	<u>62.36</u>	<u>26.48</u>	<u>76.48</u>	<u>438.70</u>
Total	1,666.03	952.47	528.09	306.50	633.78	4,086.87