

Testing, Our Limits?...NOT ANYMORE!

Wisconsin City and County Services would like to introduce you to a revitalized team with a brand new name and theme . . . **Wisconsin Personnel Partners, Opening Doors to HR Solutions.**

For that past 65 years Wisconsin City and County Services has provided a significant testing services for Wisconsin's local governments. As the demographics of today's job market continually shift and change, we are seeing higher demands placed on human resources. Wisconsin City and County Services has geared up to accommodate these new demands and is looking forward to providing you with an expanded menu of HR services as **Wisconsin Personnel Partners.**

The process of hiring quality employees and maintaining a desirable work environment goes beyond the initial stages of recruitment. It requires constant evaluation of policies and procedures, as well as keeping employees up-to-date on the latest developments within the HR field. We understand that training and outside consultation can often be expensive. Wisconsin Personnel Partners is here to serve as a price cushion for those sensitive budgets with which we are all familiar.

In addition to entry-level and promotional testing and publicizing job vacancies our additional services include: specialized recruitment and selection, prescreened applicant lists, job analysis and position descriptions, performance management, compensation and benefit analysis, training, and work force planning.

Our affiliation with the Office of State Employment Relations (OSER) gives us the advantage of understanding the budget concerns involved in government organizations. We will continue to provide you with high quality products at low cost.

Wisconsin Personnel Partners acts as a vital business partner to design, develop, and deliver cost effective, comprehensive HR services to Wisconsin's public sector employers.

As **Wisconsin Personnel Partners**, we welcome the opportunity to work with you and your organization in providing quality personnel services. Our team of skilled HR Specialists is eager to assist you in accomplishing your recruitment goals and achieving your desired results. In the process we hope to become Personnel Partners to all of Wisconsin's local governments.



Last but not least, as an additional service to you, we look forward to providing you with an informative and applicable quarterly publication, with topics to improve HR practices already in place in your office. This is the first of many publications we hope you come to know as a valuable resource for your personnel department.

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Meet Your Personnel Partners



Wisconsin Personnel Partners is a small team of human resource professionals dedicated to providing you with high quality service. We have a few new team members and would like to give you the chance to get know us. From left to right: Michele Sorum-Schmid, Jennifer Gebert, Bob Van Hoesen, Regena Floyd, and Sara Ali. Below you will find a brief history on each Personnel Partner and what we do.

Sara Ali is an HR consultant and the newest member of our team. Sara has a Professional in Human Resources (PHR) certification. Prior to joining, she was a Human Resource Generalist in the private sector, working for a successful start-up software company. Sara has managed a wide variety of HR and operational tasks, such as payroll, benefit administration, compensation analysis, compliance, recruiting, retention, and employee issues.

Regena Floyd attended the University of Wisconsin-Eau Claire, where she received her Bachelors degree in Communications with an emphasis in Public Relations. She has been with state government for over six months and is the Human Resources Assistant with Wisconsin Personnel Partners. She is often the first person of contact and processes a number of our testing orders and job announcement requests.

Jennifer Gebert has been in human resources for eight years with a primary focus on recruitment and leadership. She has worked in both the public and private sectors. Her private sector experience comes from an IT consulting firm in Seattle, Washington. Since coming to the State of Wisconsin five years ago, Jennifer has worked for the Office of State Employment Relations (OSER). She is currently the Director of the Employment Services Team, which includes Wisconsin Personnel Partners. The Employment Services team, provides outreach and human resource services to over 50 state agencies, 26 University of Wisconsin campuses, and over 350 local government units.

Michele Sorum-Schmid, PHR is a lead HR consultant for Wisconsin Personnel Partners. She joined our program two years ago. Prior to joining Wisconsin Personnel Partners, she was the Human Resource Manager for a small, but growing Madison concession supply company and the Director of a day care on Madison's west side. Michele is a graduate of the University of Wisconsin-Whitewater.

Bob Van Hoesen has worked for the State of Wisconsin for 32 years. He is currently the supervisor for the state's civil service exam development and administration team and is acting supervisor in Jennifer's absence. Bob has also served as OSER's administrative officer, budget officer and liaison with the State Legislature.

2015: Where Have All the Workers Gone?

A labor shortage might seem hard to imagine in today's economic climate, however work force analysts are predicting a very tight labor market in the future. Recent news reports are filled with layoffs and jobs moving overseas, leading to the perception that there are not enough jobs to go around. Change is on the horizon, and it is mostly due to demographics. Peter Drucker, a famous business writer, claims that "the dominant business factor in the next two decades is not going to be economics or technology, it will be demographics."

A recent *Wisconsin State Journal* article focused on the changing demographics in Wisconsin claimed that the number of Wisconsin residents aged 65 and older would increase at four to six times faster than the general population. Thirty-one percent of Wisconsin residents are baby boomers compared with twenty-six percent nationally, meaning Wisconsin will get older faster. With so many people retiring it is expected that Wisconsin's work force will drop by 85,000 people between 2015 and 2030.

The labor shortage prediction is based on the baby boomers nearing retirement while the number of jobs is rising. The Bureau of Labor Statistics predicts that by 2010 the nation will have 10 million more jobs than people. Generation Xers (born between 1965 and 1985) population will be 15.1 percent smaller than the baby boomers they are replacing.

Wisconsin's economy continues to be strong and growing, according to Wisconsin Department of Revenue Secretary Michael L. Morgan in the latest Wisconsin Economic Outlook quarterly report. Since our economy has been fairing better than

the nation on average, we have more people working and more jobs available. Therefore, our labor force participation rates are already high. According to another report, there is one job for every 2.07 people living in Wisconsin, while the national figure is one job for every 2.41 people.

Our high labor participation rates maintain Wisconsin's low unemployment rates, which signifies a blessing for job seekers and a plague for businesses. The job seekers have an easier time finding jobs, while businesses have difficulty recruiting and retaining workers, especially at the skill levels they need.

One way employers can prepare to meet the challenges of future labor issues would be through work force planning and strategic staffing. The State of Wisconsin defines *work force planning* as a systematic process for identifying the human capital required to meet goals and developing the strategies to meet these requirements. Organizations that think and plan strategically for their staffing needs are more likely to secure a talented work force that will serve them well in any economic climate. Work force planning can help determine where an organization is at risk and set the stage for strategic staffing.

Wisconsin's work force will drop by 85,000 between 2015 and 2030.

Stay tuned: More on Work Force Planning and Strategic Staffing in next quarter's newsletter.

US Dept. of Labor Updates FLSA Overtime Exemption Regulations

The United States Department of Labor (DOL) revised its Fair Labor Standards Act (FLSA) overtime exemption regulations effective August 23, 2004.

The FLSA regulations require that most employees be paid at least the federal minimum wage for all hours worked and overtime pay at time and one-half the regular rate of pay for all hours worked over 40 hours per workweek. It also defines which employees are exempt from these regulations and do not need to be paid such rates for overtime hours worked.

These changes are important because it's been almost 55 years since the job duty requirements were updated and almost 30 years since the salary test was updated. The changes have been somewhat controversial, and there has been a lot of media coverage regarding the FLSA.

The following link leads to the new regulations that are posted on the DOL website: <http://www.dol.gov/esa/regs/compliance/>

[whd/fairpay/regulations.htm](http://www.dol.gov/esa/regs/compliance/whd/fairpay/regulations.htm).

DOL developed a variety of educational materials, including video tutorials and fact sheets, to assist employers and employees in understanding the new regulations. The following link leads to the DOL website where these materials are posted: <http://www.dol.gov/esa/regs/compliance/whd/fairpay/main.htm>.

State Department of Workforce Development Overtime Provisions

The State of Wisconsin Department of Workforce Development (DWD) has its own overtime provisions. DWD is not adapting the federal FLSA rule revisions and will continue to apply the currently existing DWD provisions. DWD's provisions are similar to the old federal FLSA regulations that existed prior to August 23, 2004.

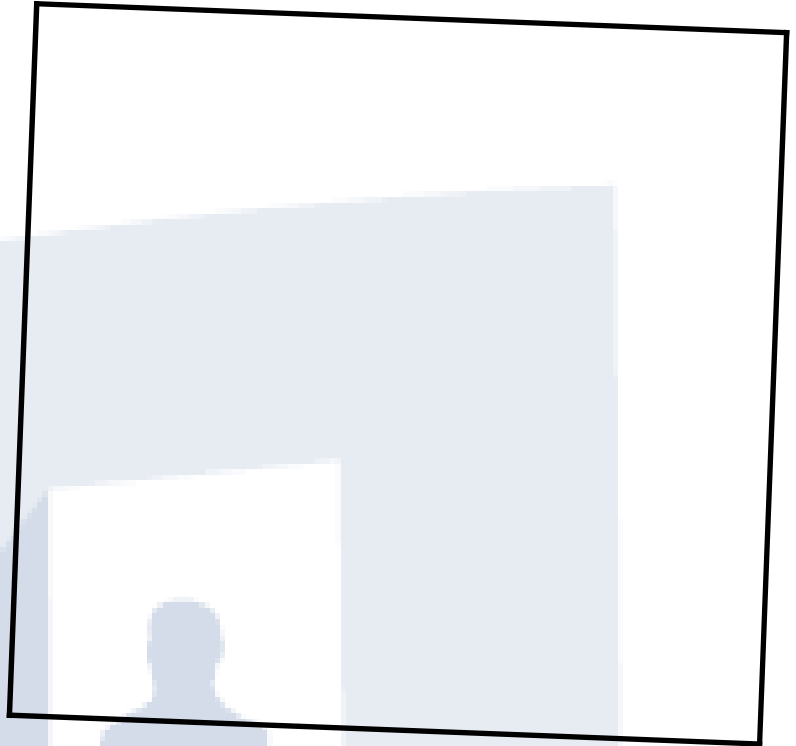
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Wisconsin employers are required to apply the state or federal overtime provisions that are most beneficial to and protective of employees. The Wisconsin Department of Workforce Development posted a chart comparing the state and federal FLSA regulations that identifies which rules are more stringent and should be applied. This chart can be found online at:

http://www.dwd.state.wi.us/er/labor_standards_bureau/ls_pdf_files/ot_doc_for_website.pdf

An important example of applying the more stringent state regulation pertains to disciplinary suspensions without pay for exempt employees. Although the new federal regulations allow exempt employees to be suspended for disciplinary purposes for one day, Wisconsin employers are required to apply the more stringent state regulations, which requires that exempt

employees **not** be suspended for disciplinary purposes for periods of less than one workweek (five work days).

Where to Obtain Additional Information

If you have specific questions pertaining to employees' FLSA status, please contact your legal counsel. Questions pertaining to the federal FLSA regulations may be directed to the United States Department of Labor Wage and Hour Division Office, <http://www.dol.gov>.

Questions pertaining to the state overtime regulations may be directed to the State of Wisconsin Department of Workforce Development Labor Standards Bureau, which is located in the Equal Rights Division, <http://www.dwd.state.wi.us/er/>.