

Senator Randy Vulakovich
Senate State Government Committee
SB 1037 - Civil Service Reform
April 16, 2018

Chairman Folmer and Chairman Williams - thank you for allowing me to accompany you for this important conversation on Senate Bill 1037. And thank you Chairman Folmer for working with me to strengthen our Civil Service hiring process.

This legislation is an outgrowth of Act 69 of 2016 – which was aimed at modernizing our antiquated system --

- *Requiring the Civil Service Commission to notify applicants by email;
- *Expanding the “Rule of 3” to create stronger pools of candidates; and
- *Providing for “vacancy-based hiring” – hiring based on actual job vacancies, not the general list of job classifications.

These reforms were essential to bringing our hiring more into line with the private sector WITHOUT touching Veterans Preference.

Also, in 2016, we inserted language into legislation – Act 167 – which further reformed Civil Service hiring by:

- *Ensuring that Commission members are not political;
- *Establishing a uniform civil service and non-civil service application;
- *Providing flexibility in the selection of examinations; and
- *Affirming that Veterans Preference is the law of the land & ensuring that all veterans receive ten extra points.

Despite these reforms, we continue to hear horror stories about the Civil Service hiring process – namely about how long it takes to go through the process. As such, we have introduced Senate Bill 1037 to move Merit-Based hiring away from the Commission and into the Office of Administration. The Civil Service Commission would continue to exist – to hear appeals.

Let me state from the onset that I appreciate our State Veterans Commission and War Veterans Council for allowing Chairman Folmer, Adjutant General Carrelli, Secretary Minnich and me to appear before them to discuss this vitally important legislation. I also appreciate their review of this legislation and appearing before us today to share their concerns. That being said, I will repeat, Veterans Preference will not be touched.

I stand with General Carrelli and the Department of Military and Veterans Affairs in supporting this legislation.

Thank you Mr. Chairman