

Question # 1: What specific steps will you take to restore employee input into the terms and conditions of employment?

I will repeal Act 10 and restore collective bargaining for all Wisconsin employees.

Question #2: What criteria will you use to determine appointments to state agencies and commissions?

I will appoint people to state agencies based on their experience and qualifications.

Question #3: How do you propose to restore the public's trust in government's ability to work effectively for all citizens, including public employees?

Every policy must start with clean government. I will clean up the corruption in Madison. In particular, I will reform the WEDC to a department that makes honest loans by honest standards, without regard to political contributions. I will restore a clean government accountability agency, and I'll work with journalists, legislators, and citizens to make our state the most transparent in the country. With public employees, we need to restore respect. It's not just about money. The time has come to restore collective bargaining on working conditions and benefits.

Question # 4: For more than 20 years, governors from both parties have increased the number of political appointees in state government. The UW also seems to have more politically connected appointments. Proponents of political appointees say that governors need to have their own team in place to achieve their agenda.

During that same time period, there has been an increasing number of large scale financial debacles – IT projects run amok, campus administrators mixing public funding with private funding, failures to reconcile funds and reoccurring security lapses. Some legislators are complaining that they can't seem to make agencies/campuses do what they are supposed to do.

What is your plan for balancing political appointees and career state employees if you are elected? How will you make agency/campus managers “do what they are supposed to do”?

Walker and the Republicans and the Legislature have gone too far in politicizing our public institutions. I will work to make agencies like the DNR and the UW System truly independent by removing political appointments.

Question # 5: According to DOA's Annual Report on Contracting Services, the dollar amount spent by agencies on contracting services increased from \$426,663,505 in fiscal year 2005 to \$520,030,749 in fiscal year 2017.1 The amount spent by the UW increased from \$73,577,905 in fiscal year 2005 to \$138,815,504 in fiscal year 2017. (These figures do not include transportation contracting.)

According to DOA's Classified Workforce & Affirmative Action Report for Fiscal Years 2015 and 2016 (the most current report available), the rate of employees separating from state service increased during the last three years, reaching an annual rate of 13.4%, “the

highest rate in at least a decade”.² In addition, the percentage of employees immediately eligible for retirement is 8.3%, up from 6.4% ten years ago in June 2006.

Given the high rate of permanent employees leaving state service and the increasing number of high-turnover, temporary staff (political appointees and contract employees), how will you manage and preserve institutional knowledge?

The policies of Scott Walker and the GOP have pushed people out of state government forcing higher turnover and less institutional memory. Once we solve the problems that were created by Act 10 we can restore the prestige of state government and retain people. I will restore an independent and objective civil service system.