

Characteristics of Wisconsin's Civil Service System

The original Slogan of Wisconsin Civil Service founded in 1905 was “ The Best Shall Serve the State.” The following concepts were included in the founding legislation and have generally stood the tests of time.

- All citizens should have an equal opportunity to serve the public.
- The system provides an objective system for hiring, retention, promotion, evaluation, and removal of public employees.
- Employees are hired based on demonstrated qualifications for the job and demonstrated ability to do the job.
- All positions are filled by a competitive process, usually an examination.
- Recruitment is characterized by job analysis, position descriptions, and examinations based on job duties.
- Compensation is based on salary schedules with employees with similar duties and level of responsibility receiving similar pay and incorporating a means of recognizing meritorious service.
- The system is managed by a central administrative structure which assures uniformity in handling personnel matters.