

2013 DRAFTING REQUEST

Bill

Received: **1/9/2013** Received By: **rchampag**
Wanted: **Today** Same as LRB:
For: **Administration-Budget** By/Representing: **Kirby**
May Contact: Drafter: **rchampag**
Subject: **Employ Pub - civil service** Addl. Drafters: **chanaman**
Employ Pub - collective bargain
Employ Pub - miscellaneous
Extra Copies:

Submit via email: **YES**

Requester's email:

Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013			_____			
/1	chanaman 1/28/2013	jdyer 1/28/2013	jmurphy 1/29/2013	_____	srose 1/14/2013		State
/2	rchampag 1/31/2013			_____	sbasford 1/29/2013		State
/3	rchampag	jdyer	rschluet	_____	lparisi		State

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
	2/5/2013	1/31/2013	1/31/2013	_____	1/31/2013		
/4	rchampag 2/6/2013	jdyer 2/5/2013	rschluet 2/5/2013	_____	srose 2/5/2013		State
/5	chanaman 2/8/2013	jdyer 2/8/2013	rschluet 2/8/2013	_____	sbasford 2/6/2013		State
/6	rchampag 2/11/2013			_____	srose 2/8/2013		State
/7		jdyer 2/11/2013	phenry 2/11/2013	_____	lparisi 2/11/2013		State

FE Sent For:

<END>

2013 DRAFTING REQUEST

Bill

Received: 1/9/2013 Received By: rchampag
Wanted: Today Same as LRB:
For: Administration-Budget By/Representing: Kirby
May Contact: Drafter: rchampag
Subject: Employ Pub - civil service Addl. Drafters: chanaman
Employ Pub - collective bargain
Employ Pub - miscellaneous
Extra Copies:

Submit via email: YES
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013	7 2/11 jld		_____			
/1	chanaman 1/28/2013	jdye 1/28/2013	jmurphy 1/29/2013	_____	srose 1/14/2013		State
/2	rchampag 1/31/2013		2/11 ph PK/RS	_____	sbasford 1/29/2013		State
/3	rchampag	jdye	rschluet	_____	lparisi		State

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
	2/5/2013	1/31/2013	1/31/2013	_____	1/31/2013		
/4	rchampag 2/6/2013	jdye 2/5/2013	rschluet 2/5/2013	_____	srose 2/5/2013		State
/5	chanaman 2/8/2013	jdye 2/8/2013	rschluet 2/8/2013	_____	sbasford 2/6/2013		State
/6				_____	srose 2/8/2013		State

FE Sent For:

<END>

2013 DRAFTING REQUEST

Bill

Received: 1/9/2013 Received By: rchampag
Wanted: Today Same as LRB:
For: Administration-Budget By/Representing: Kirby
May Contact: Drafter: rchampag
Subject: Employ Pub - civil service Addl. Drafters: chanaman
Employ Pub - collective bargain
Employ Pub - miscellaneous
Extra Copies:

Submit via email: YES
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

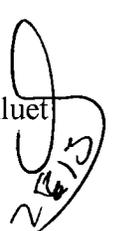
Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013			_____			
/1	chanaman 1/28/2013	jdyer 1/28/2013	jmurphy 1/29/2013	_____	rosro 1/14/2013		State
/2	rchampag 1/31/2013			_____	sbasford 1/29/2013		State
/3	rchampag	jdyer	rschluet 	_____	lparisi		State

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
	2/5/2013	1/31/2013	1/31/2013	_____	1/31/2013		
/4	rchampag 2/6/2013	jdyer 2/5/2013	rschlue 2/5/2013	_____	srose 2/5/2013		State
/5		jdyer 2/6/2013	phenry 2/6/2013	_____	sbasford 2/6/2013		State

FE Sent For:

<END>

2013 DRAFTING REQUEST

Bill

Received: **1/9/2013** Received By: **rchampag**
Wanted: **Today** Same as LRB:
For: **Administration-Budget** By/Representing: **Kirby**
May Contact: Drafter: **rchampag**
Subject: **Employ Pub - civil service** Addl. Drafters: **chanaman**
Employ Pub - collective bargain
Employ Pub - miscellaneous
Extra Copies:

Submit via email: **YES**

Requester's email:

Carbon copy (CC) to:

Pre Topic:

OA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013	<i>15/2/13 jld</i>		_____			
/1	chanaman 1/28/2013	jdyer 1/28/2013	jmurphy 1/29/2013	_____	srose 1/14/2013		State
/2	rchampag 1/31/2013			_____	sbasford 1/29/2013		State
/3	rchampag	jdyer	rschluet	_____	lparisi		State

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
(2/5/2013	1/31/2013	1/31/2013	_____	1/31/2013		
/4		jdye 2/5/2013	rschluet 2/5/2013	_____	srose 2/5/2013		State

FE Sent For:

<END>

2013 DRAFTING REQUEST

Bill

Received: **1/9/2013** Received By: **rchampag**
 Wanted: **Today** Same as LRB:
 For: **Administration-Budget** By/Representing: **Kirby**
 May Contact: Drafter: **rchampag**
 Subject: **Employ Pub - civil service** Addl. Drafters: **chanaman**
Employ Pub - collective bargain
Employ Pub - miscellaneous
 Extra Copies:

Submit via email: **YES**
 Requester's email:
 Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013	4 2/5 jld		_____			
/1	chanaman 1/28/2013	jdyer 1/28/2013	jmurphy 1/29/2013	_____	srose 1/14/2013		State
/2	rchampag 1/31/2013			_____	sbasford 1/29/2013		State
/3		jdyer	rschlue	_____	lparisi		State

[Handwritten signature]
 2/5/13

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
		1/31/2013	1/31/2013	_____	1/31/2013		

FE Sent For:

<END>

2013 DRAFTING REQUEST

Bill

Received: 1/9/2013 Received By: rchampag
Wanted: Today Same as LRB:
For: Administration-Budget By/Representing: Kirby
May Contact: Drafter: rchampag
Subject: Employ Pub - civil service Addl. Drafters: chanaman
Employ Pub - collective bargain
Employ Pub - miscellaneous
Extra Copies:

Submit via email: YES
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013	3 1/31 jld		_____ _____			
/1	chanaman 1/28/2013	jdyer 1/28/2013	jmurphy 1/29/2013	_____ _____	srose 1/14/2013		State
/2				_____ _____	sbasford 1/29/2013		State

FE Sent For:

<END>

2013 DRAFTING REQUEST

Bill

Received: 1/9/2013 Received By: rchampag
Wanted: Today Same as LRB:
For: Administration-Budget By/Representing: Kirby
May Contact: Drafter: rchampag
Subject: Employ Pub - civil service Addl. Drafters: chanaman
Employ Pub - collective bargain
Employ Pub - miscellaneous
Extra Copies:

Submit via email: YES
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/9/2013	1/21/28 jld	ph	_____			
/1		jdye 1/14/2013	phenry 1/14/2013	_____	srose 1/14/2013		State

FE Sent For:

Jim
1/29/13 self

<END>

2013 DRAFTING REQUEST

Bill

Received: 1/9/2013 Received By: rchampag
Wanted: Soon Same as LRB:
For: Administration-Budget By/Representing: Kirby
May Contact: Drafter: rchampag
Subject: Employ Pub - civil service Addl. Drafters:
Employ Pub - miscellaneous Extra Copies:

Submit via email: YES
Requester's email:
Carbon copy (CC) to:

Pre Topic:

DOA:.....Kirby, BB0354 -

Topic:

Pay Progression for ADAs, AAGs, and ASPDs

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag	1/14 jld	1/14 ph	1/14 ph/jm			

FE Sent For:

<END>

Champagne, Rick

From: Hanaman, Cathlene
Sent: Wednesday, January 09, 2013 9:10 AM
To: Champagne, Rick
Subject: FW: Statutory Language Drafting Request - BB0354

Is this you?

From: Peter.Kirby@Wisconsin.gov [<mailto:Peter.Kirby@Wisconsin.gov>]
Sent: Wednesday, January 09, 2013 9:06 AM
To: Hanaman, Cathlene
Cc: Wavrunek, Leah J - DOA; Kirby, Peter W - DOA; Thornton, Scott - DOA
Subject: Statutory Language Drafting Request - BB0354

Biennial Budget: 2013-15

DOA Tracking Code: BB0354

Topic: Pay Progression

SBO Team: AEJ

SBO Analyst: Kirby, Peter W - DOA
Phone: 608-267-0370
E-mail: Peter.Kirby@Wisconsin.gov

Agency Acronym: DOJ

Agency Number: 455

Priority: High

Intent:

Add pay progression for assistant state public defenders and assistant attorneys general akin to assistant district attorneys. Furthermore, limit ADAs, AAGs and ASPDs to the greater of pay progression or some other wage adjustment, granted either through the comp plan or through collective bargaining for those units who recertified, each year. The employee may not receive a salary increase through both pay progression and some other wage adjustment in any given year.

Attachments: False

Please send completed drafts to statlanguage@wisapps.wi.gov



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0539/1

RAC:kjf:ph

DOA:.....Prager, BB0136 - Pay Progression Plan for Assistant State Public
Defenders

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION

1 AN ACT; relating to: the budget.

Analysis by the Legislative Reference Bureau

STATE GOVERNMENT

STATE EMPLOYMENT

This bill establishes a pay progression plan for assistant state public defenders. Under the bill, the pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant state public defenders contained in the compensation plan. The pay progression plan shall be based entirely on merit.

Under the bill, beginning with the first pay period that occurs on or after July 1, 2013, all assistant state public defenders who have served with the state as assistant state public defenders for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013. All other assistant state public defenders, who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant state public defenders for a continuous period of 12 months.

In addition, under the bill, beginning with the first pay period that occurs on or after July 1, 2014, and with the first pay period that occurs on or after each

succeeding July 1, all assistant state public defenders who have served with the state as assistant state public defenders for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, may, at the discretion of the state public defender, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30. All other assistant state public defenders, who are not paid the maximum hourly rate, may, at the discretion of the state public defender, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30, when they have served with the state as assistant state public defenders for a continuous period of 12 months. The bill provides, however, that no salary increase for an assistant state public defender may exceed 10 percent of his or her base pay during a fiscal year.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 230.12 (11) of the statutes is created to read:

2 **230.12 (11) ASSISTANT STATE PUBLIC DEFENDER PAY PROGRESSION PLAN.** (a) There
3 is established a pay progression plan for assistant state public defenders. The pay
4 progression plan shall consist of 17 hourly salary steps, with each step equal to
5 one-seventeenth of the difference between the lowest hourly salary and the highest
6 hourly salary for the salary range for assistant state public defenders contained in
7 the compensation plan. The pay progression plan shall be based entirely on merit.

8 (b) Beginning with the first pay period that occurs on or after July 1, 2013, all
9 assistant state public defenders who have served with the state as assistant state
10 public defenders for a continuous period of 12 months or more, and who are not paid
11 the maximum hourly rate, shall be paid an hourly salary at the step that is
12 immediately above their hourly salary on June 30, 2013. All other assistant state
13 public defenders, who are not paid the maximum hourly rate, shall be paid an hourly
14 salary at the step that is immediately above their hourly salary on June 30, 2013,

1 when they have served with the state as assistant state public defenders for a
2 continuous period of 12 months.

3 (c) Beginning with the first pay period that occurs on or after July 1, 2014, and
4 with the first pay period that occurs on or after each succeeding July 1, all assistant
5 state public defenders who have served with the state as assistant state public
6 defenders for a continuous period of 12 months or more, and who are not paid the
7 maximum hourly rate, may, at the discretion of the state public defender, be paid an
8 hourly salary at any step, or part thereof, above their hourly salary on the
9 immediately preceding June 30. All other assistant state public defenders, who are
10 not paid the maximum hourly rate, may, at the discretion of the state public defender,
11 be paid an hourly salary at any step, or part thereof, above their hourly salary on the
12 immediately preceding June 30, when they have served with the state as assistant
13 state public defenders for a continuous period of 12 months. No salary adjustment
14 for an assistant state public defender under this paragraph may exceed 10 percent
15 of his or her base pay during a fiscal year.

16

(END)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0312/1

RAC:kjf:jm

DOA:.....Kirby, BB0087 - AAG Pay progression

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION

1 **AN ACT ...; relating to:** the budget.

Analysis by the Legislative Reference Bureau

STATE GOVERNMENT

STATE EMPLOYMENT

This bill establishes a pay progression plan for assistant attorneys general. Under the bill, the pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant attorneys general contained in the compensation plan. The pay progression plan shall be based entirely on merit.

Under the bill, beginning with the first pay period that occurs on or after July 1, 2013, all assistant attorneys general who have served with the state as assistant attorneys general for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013. All other assistant attorneys general, who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant attorneys general for a continuous period of 12 months.

In addition, under the bill, beginning with the first pay period that occurs on or after July 1, 2014, and with the first pay period that occurs on or after each succeeding July 1, all assistant attorneys general who have served with the state as

assistant attorneys general for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, may, at the discretion of the attorney general, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30. All other assistant attorneys general, who are not paid the maximum hourly rate, may, at the discretion of the attorney general, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30, when they have served with the state as assistant attorneys general for a continuous period of 12 months. The bill provides, however, that no salary increase for an assistant attorney general may exceed 10 percent of his or her base pay during a fiscal year.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 230.12 (11) of the statutes is created to read:

2 **230.12 (11) ASSISTANT ATTORNEYS GENERAL PAY PROGRESSION PLAN.** (a) There is
3 established a pay progression plan for assistant attorneys general. The pay
4 progression plan shall consist of 17 hourly salary steps, with each step equal to
5 one-seventeenth of the difference between the lowest hourly salary and the highest
6 hourly salary for the salary range for assistant attorneys general contained in the
7 compensation plan. The pay progression plan shall be based entirely on merit.

8 (b) Beginning with the first pay period that occurs on or after July 1, 2013, all
9 assistant attorneys general who have served with the state as assistant attorneys
10 general for a continuous period of 12 months or more, and who are not paid the
11 maximum hourly rate, shall be paid an hourly salary at the step that is immediately
12 above their hourly salary on June 30, 2013. All other assistant attorneys general,
13 who are not paid the maximum hourly rate, shall be paid an hourly salary at the step
14 that is immediately above their hourly salary on June 30, 2013, when they have

1 served with the state as assistant attorneys general for a continuous period of 12
2 months.

3 (c) Beginning with the first pay period that occurs on or after July 1, 2014, and
4 with the first pay period that occurs on or after each succeeding July 1, all assistant
5 attorneys general who have served with the state as assistant attorneys general for
6 a continuous period of 12 months or more, and who are not paid the maximum hourly
7 rate, may, at the discretion of the attorney general, be paid an hourly salary at any
8 step, or part thereof, above their hourly salary on the immediately preceding June
9 30. All other assistant attorneys general, who are not paid the maximum hourly rate,
10 may, at the discretion of the attorney general, be paid an hourly salary at any step,
11 or part thereof, above their hourly salary on the immediately preceding June 30,
12 when they have served with the state as assistant attorneys general for a continuous
13 period of 12 months. No salary adjustment for an assistant attorney general under
14 this paragraph may exceed 10 percent of his or her base pay during a fiscal year.

15

(END)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-1070/1
RAC&CMH:.....

jld

DOA:.....Kirby, BB0354 - Pay Progression for ADAs, AAGs, and ASPDs

FOR 2013-2015 BUDGET - NOT READY FOR INTRODUCTION

X
1

don't gen

AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

STATE GOVERNMENT

STATE EMPLOYMENT

This bill establishes a pay progression plan for assistant state public defenders and assistant attorneys general. Under the bill, the pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant state public defenders and assistant attorneys general contained in the compensation plan. The pay progression plan shall be based entirely on merit.

Under the bill, beginning with the first pay period that occurs on or after July 1, 2013, all assistant state public defenders and assistant attorneys general who have served with the state as assistant state public defenders or assistant attorneys general for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013. All other assistant state public defenders and assistant attorneys general, who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant state public defenders or assistant attorneys general for a continuous period of 12 months.

In addition, under the bill, beginning with the first pay period that occurs on or after July 1, 2014, and with the first pay period that occurs on or after each

*
*
*

succeeding July 1, all assistant state public defenders and [✓] assistant attorneys general who have served with the state as assistant state public defenders or ~~and~~ ^{*} assistant attorneys general for a continuous period of 12[✓] months or more, and who are not paid the maximum hourly rate, may, at the discretion of the state public defender or the attorney general, whichever is appropriate, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30[✓]. All other assistant state public defenders and ~~and~~ ^{*} assistant attorneys general, who are not paid the maximum hourly rate, may, at the discretion of the state public defender, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30, when they have served with the state as assistant state public defenders or ~~and~~ ^{*} assistant attorneys general for a continuous period of 12[✓] months. The bill provides, however, that no salary increase for an assistant state public defender or ~~and~~ ^{*} assistant attorney general may exceed 10[✓] percent of his or her base pay during a fiscal year.

Finally, the bill specifies that assistant state public defenders and assistant attorneys general, as well as assistant district attorneys, may only receive the pay progression plan increases in any fiscal year if the increases exceed the amounts that would otherwise be provided them in the state compensation plan or any applicable collective bargaining agreement in that fiscal year.[✓]

~~For further information see the state fiscal estimate, which will be printed as an appendix to this bill.~~[✓]

JMS
A

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2-1

1

SECTION 1. 230.12 (10) (d)[✓] of the statutes is created to read:

2

230.12 (10) (d) This subsection[✓] shall not apply in any fiscal year during which

3

an assistant district attorney, who is covered either under the compensation plan

4

under this section or under a collective bargaining agreement under subch. V of ch.

5

111,[✓] is eligible to receive under the plan or agreement a salary increase that exceeds

6

the increase required under this subsection.[✓]

7

SECTION 2. 230.12 (11)[✓] of the statutes is created to read:

8

230.12 (11) ASSISTANT STATE PUBLIC DEFENDER PAY PROGRESSION PLAN.[✓] (a) There

9

is established a pay progression plan for assistant state public defenders. The pay

10

progression plan shall consist of 17[✓] hourly salary steps, with each step equal to

11

one-seventeenth of the difference between the lowest hourly salary and the highest

1 hourly salary for the salary range for assistant state public defenders contained in
2 the compensation plan. The pay progression plan shall be based entirely on merit.

3 (b) Beginning with the first pay period that occurs on or after July 1, 2013, all
4 assistant state public defenders who have served with the state as assistant state
5 public defenders for a continuous period of 12 months or more, and who are not paid
6 the maximum hourly rate, shall be paid an hourly salary at the step that is
7 immediately above their hourly salary on June 30, 2013. All other assistant state
8 public defenders, who are not paid the maximum hourly rate, shall be paid an hourly
9 salary at the step that is immediately above their hourly salary on June 30, 2013,
10 when they have served with the state as assistant state public defenders for a
11 continuous period of 12 months.

12 (c) Beginning with the first pay period that occurs on or after July 1, 2014, and
13 with the first pay period that occurs on or after each succeeding July 1, all assistant
14 state public defenders who have served with the state as assistant state public
15 defenders for a continuous period of 12 months or more, and who are not paid the
16 maximum hourly rate, may, at the discretion of the state public defender, be paid an
17 hourly salary at any step, or part thereof, above their hourly salary on the
18 immediately preceding June 30. All other assistant state public defenders, who are
19 not paid the maximum hourly rate, may, at the discretion of the state public defender,
20 be paid an hourly salary at any step, or part thereof, above their hourly salary on the
21 immediately preceding June 30, when they have served with the state as assistant
22 state public defenders for a continuous period of 12 months. No salary adjustment
23 for an assistant state public defender under this paragraph may exceed 10 percent
24 of his or her base pay during a fiscal year.

1 (d) This subsection shall not apply in any fiscal year during which an assistant
2 state public defender, who is covered either under the compensation plan under this
3 section or under a collective bargaining agreement under subch. V of ch. 111, is
4 eligible to receive under the plan or agreement a salary increase that exceeds the
5 increase required under this subsection.

6 **SECTION 3.** 230.12 (12) of the statutes is created to read:

7 **230.12 (12) ASSISTANT ATTORNEYS GENERAL PAY PROGRESSION PLAN.** (a) There is
8 established a pay progression plan for assistant attorneys general. The pay
9 progression plan shall consist of 17 hourly salary steps, with each step equal to
10 one-seventeenth of the difference between the lowest hourly salary and the highest
11 hourly salary for the salary range for assistant attorneys general contained in the
12 compensation plan. The pay progression plan shall be based entirely on merit.

13 (b) Beginning with the first pay period that occurs on or after July 1, 2013, all
14 assistant attorneys general who have served with the state as assistant attorneys
15 general for a continuous period of 12 months or more, and who are not paid the
16 maximum hourly rate, shall be paid an hourly salary at the step that is immediately
17 above their hourly salary on June 30, 2013. All other assistant attorneys general,
18 who are not paid the maximum hourly rate, shall be paid an hourly salary at the step
19 that is immediately above their hourly salary on June 30, 2013, when they have
20 served with the state as assistant attorneys general for a continuous period of 12
21 months.

22 (c) Beginning with the first pay period that occurs on or after July 1, 2014, and
23 with the first pay period that occurs on or after each succeeding July 1, all assistant
24 attorneys general who have served with the state as assistant attorneys general for
25 a continuous period of 12 months or more, and who are not paid the maximum hourly

1 rate, may, at the discretion of the attorney general, be paid an hourly salary at any
 2 step, or part thereof, above their hourly salary on the immediately preceding June
 3 30. All other assistant attorneys general, who are not paid the maximum hourly rate,
 4 may, at the discretion of the attorney general, be paid an hourly salary at any step,
 5 or part thereof, above their hourly salary on the immediately preceding June 30,
 6 when they have served with the state as assistant attorneys general for a continuous
 7 period of 12 months. No salary adjustment for an assistant attorney general under
 8 this paragraph may exceed 10 percent of his or her base pay during a fiscal year.

9 (d) This subsection shall not apply in any fiscal year during which an assistant
 10 attorney general, who is covered either under the compensation plan under this
 11 section or under a collective bargaining agreement under subch. V of ch. 111, is
 12 eligible to receive under the plan or agreement a salary increase that exceeds the
 13 increase required under this subsection.

(END)

14

Handwritten notes: A circle containing "Ins 5-13" with an arrow pointing to line 14 and a checkmark.

2013-2014 DRAFTING INSERT
FROM THE
LEGISLATIVE REFERENCE BUREAU

LRB
CMH:.....

1 Insert A

 This bill also provides that, if a pay progression plan covering an assistant district attorney, an assistant state public defender, or an assistant attorney general renders him or her eligible for a pay increase that is greater than the pay increase for which the employee is eligible under a collective bargaining agreement, the employee may not bargain collectively. Any collective bargaining agreement that covers such employees must contain a provision that terminates the agreement with respect to the employee if the employee is eligible for a pay increase under a pay progression plan that is greater than that under the collective bargaining agreement.

2

3 Insert 2-1

4 **SECTION 1.** 111.823 of the statutes is created to read:

5 **111.823 Pay progression plan.** Notwithstanding s. 111.82, if the employees
6 in a collective bargaining unit under s. 111.825 (2) (d) or (e) or the employees who are
7 assistant attorney ^Sgenerals in a collective bargaining unit under s. 111.825 (1r) (f)
8 3. are eligible to receive a salary increase under a pay progression plan under s.
9 230.12 that exceeds the maximum possible salary increase under s. 111.91 (3) (b), the
10 employees may not bargain collectively under this chapter. Any collective
11 bargaining agreement covering employees in a collective bargaining unit under s.
12 111.825 (2) (d) or (e) shall contain a provision that, if an employee covered by the
13 agreement is eligible to receive a greater salary increase under a pay progression
14 plan under s. 230.12 than in the collective bargaining agreement, the parties to the
15 agreement jointly agree to terminate the collective bargaining agreement, including
16 any salary increase it contains, with respect to the employee. Any collective
17 bargaining agreement covering employees who are assistant attorney ^Sgenerals in a
18 collective bargaining unit under s. 111.825 (1r) (f) 3. shall contain a provision that,



1 if an assistant attorney general is eligible to receive a greater salary increase under
2 a pay progression plan under s. 230.12 (12) [✓] than in the collective bargaining
3 agreement, the parties to the agreement jointly agree to terminate the collective
4 bargaining agreement, including any salary increase it contains, as it pertains to the
5 assistant attorney general. [✓]

(end ins)

6
7 Insert 5-10 13

8 **SECTION 9352. Initial applicability; Other.**

9 (1) COLLECTIVE BARGAINING AGREEMENTS COVERING ATTORNEYS SUBJECT TO PAY
10 PROGRESSION PLAN. The treatment of section 111.823 [✓] _{of} the statutes first applies to an
11 employee covered by a collective bargaining agreement that contains a provision
12 inconsistent with that section on the day on which the agreement expires or is
13 terminated, extended, modified, or renewed, whichever occurs first. [✓]

(end ins)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-1070/A 2
RAO&CMH;jld:ph

DOA:.....Kirby, BB0354 – Pay Progression for ADAs, AAGs, and ASPDs

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION

4

do not gen ✓

1

AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

STATE GOVERNMENT

STATE EMPLOYMENT

This bill establishes a pay progression plan for assistant state public defenders and assistant attorneys general. Under the bill, the pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant state public defenders and assistant attorneys general contained in the compensation plan. The pay progression plan shall be based entirely on merit.

Under the bill, beginning with the first pay period that occurs on or after July 1, 2013, all assistant state public defenders and assistant attorneys general who have served with the state as assistant state public defenders or assistant attorneys general for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013. All other assistant state public defenders and assistant attorneys general, who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant state public defenders or assistant attorneys general for a continuous period of 12 months.

In addition, under the bill, beginning with the first pay period that occurs on or after July 1, 2014, and with the first pay period that occurs on or after each

succeeding July 1, all assistant state public defenders and assistant attorneys general who have served with the state as assistant state public defenders or assistant attorneys general for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, may, at the discretion of the state public defender or the attorney general, whichever is appropriate, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30. All other assistant state public defenders and assistant attorneys general, who are not paid the maximum hourly rate, may, at the discretion of the state public defender, be paid an hourly salary at any step, or part thereof, above their hourly salary on the immediately preceding June 30, when they have served with the state as assistant state public defenders or assistant attorneys general for a continuous period of 12 months. The bill provides, however, that no salary increase for an assistant state public defender or and assistant attorney general may exceed 10 percent of his or her base pay during a fiscal year.

~~This bill also provides that, if a pay progression plan covering an assistant district attorney, an assistant state public defender, or an assistant attorney general renders him or her eligible for a pay increase that is greater than the pay increase for which the employee is eligible under a collective bargaining agreement, the employee may not bargain collectively. Any collective bargaining agreement that covers such employees must contain a provision that terminates the agreement with respect to the employee if the employee is eligible for a pay increase under a pay progression plan that is greater than that under the collective bargaining agreement.~~

Finally, the bill specifies that assistant state public defenders and assistant attorneys general, as well as assistant district attorneys, may only receive the pay progression plan increases in any fiscal year if the increases exceed the amounts that would otherwise be provided them in the state compensation plan or any applicable collective bargaining agreement in that fiscal year.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 111.823 of the statutes is created to read:

2 **111.823 Pay progression plan.** Notwithstanding s. 111.82, if the employees
3 in a collective bargaining unit under s. 111.825 (2) (d) or (e) or the employees who are
4 assistant attorneys general in a collective bargaining unit under s. 111.825 (1r) (f)
5 3. are eligible to receive a salary increase under a pay progression plan under s.
6 230.12 that exceeds the maximum possible salary increase under s. 111.91 (3) (b), the

1 employees may not bargain collectively under this chapter. Any collective
2 bargaining agreement covering employees in a collective bargaining unit under s.
3 111.825 (2) (d) or (e) shall contain a provision that, if an employee covered by the
4 agreement is eligible to receive a greater salary increase under a pay progression
5 plan under s. 230.12 than in the collective bargaining agreement, the parties to the
6 agreement jointly agree to terminate the collective bargaining agreement, including
7 any salary increase it contains, with respect to the employee. Any collective
8 bargaining agreement covering employees who are assistant attorneys general in a
9 collective bargaining unit under s. 111.825 (1r) (f) 3. shall contain a provision that,
10 if an assistant attorney general is eligible to receive a greater salary increase under
11 a pay progression plan under s. 230.12 (12) than in the collective bargaining
12 agreement, the parties to the agreement jointly agree to terminate the collective
13 bargaining agreement, including any salary increase it contains, as it pertains to the
14 assistant attorney general.

15 **SECTION 2.** 230.12 (10) (d) of the statutes is created to read:

16 230.12 (10) (d) This subsection shall not apply in any fiscal year during which
17 an assistant district attorney, who is covered either under the compensation plan
18 under this section or under a collective bargaining agreement under subch. V of ch.
19 111, is eligible to receive under the plan or agreement a salary increase that exceeds
20 the increase required under this subsection.

21 **SECTION 3.** 230.12 (11) of the statutes is created to read:

22 230.12 (11) ASSISTANT STATE PUBLIC DEFENDER PAY PROGRESSION PLAN. (a) There
23 is established a pay progression plan for assistant state public defenders. The pay
24 progression plan shall consist of 17 hourly salary steps, with each step equal to
25 one-seventeenth of the difference between the lowest hourly salary and the highest

1 hourly salary for the salary range for assistant state public defenders contained in
2 the compensation plan. The pay progression plan shall be based entirely on merit.

3 (b) Beginning with the first pay period that occurs on or after July 1, 2013, all
4 assistant state public defenders who have served with the state as assistant state
5 public defenders for a continuous period of 12 months or more, and who are not paid
6 the maximum hourly rate, shall be paid an hourly salary at the step that is
7 immediately above their hourly salary on June 30, 2013. All other assistant state
8 public defenders, who are not paid the maximum hourly rate, shall be paid an hourly
9 salary at the step that is immediately above their hourly salary on June 30, 2013,
10 when they have served with the state as assistant state public defenders for a
11 continuous period of 12 months.

12 (c) Beginning with the first pay period that occurs on or after July 1, 2014, and
13 with the first pay period that occurs on or after each succeeding July 1, all assistant
14 state public defenders who have served with the state as assistant state public
15 defenders for a continuous period of 12 months or more, and who are not paid the
16 maximum hourly rate, may, at the discretion of the state public defender, be paid an
17 hourly salary at any step, or part thereof, above their hourly salary on the
18 immediately preceding June 30. All other assistant state public defenders, who are
19 not paid the maximum hourly rate, may, at the discretion of the state public defender,
20 be paid an hourly salary at any step, or part thereof, above their hourly salary on the
21 immediately preceding June 30, when they have served with the state as assistant
22 state public defenders for a continuous period of 12 months. No salary adjustment
23 for an assistant state public defender under this paragraph may exceed 10 percent
24 of his or her base pay during a fiscal year.

1 (d) This subsection shall not apply in any fiscal year during which an assistant
2 state public defender, who is covered either under the compensation plan under this
3 section or under a collective bargaining agreement under subch. V of ch. 111, is
4 eligible to receive under the plan or agreement a salary increase that exceeds the
5 increase required under this subsection.

6 **SECTION 4.** 230.12 (12) of the statutes is created to read:

7 230.12 (12) ASSISTANT ATTORNEYS GENERAL PAY PROGRESSION PLAN. (a) There is
8 established a pay progression plan for assistant attorneys general. The pay
9 progression plan shall consist of 17 hourly salary steps, with each step equal to
10 one-seventeenth of the difference between the lowest hourly salary and the highest
11 hourly salary for the salary range for assistant attorneys general contained in the
12 compensation plan. The pay progression plan shall be based entirely on merit.

13 (b) Beginning with the first pay period that occurs on or after July 1, 2013, all
14 assistant attorneys general who have served with the state as assistant attorneys
15 general for a continuous period of 12 months or more, and who are not paid the
16 maximum hourly rate, shall be paid an hourly salary at the step that is immediately
17 above their hourly salary on June 30, 2013. All other assistant attorneys general,
18 who are not paid the maximum hourly rate, shall be paid an hourly salary at the step
19 that is immediately above their hourly salary on June 30, 2013, when they have
20 served with the state as assistant attorneys general for a continuous period of 12
21 months.

22 (c) Beginning with the first pay period that occurs on or after July 1, 2014, and
23 with the first pay period that occurs on or after each succeeding July 1, all assistant
24 attorneys general who have served with the state as assistant attorneys general for
25 a continuous period of 12 months or more, and who are not paid the maximum hourly

1 rate, may, at the discretion of the attorney general, be paid an hourly salary at any
2 step, or part thereof, above their hourly salary on the immediately preceding June
3 30. All other assistant attorneys general, who are not paid the maximum hourly rate,
4 may, at the discretion of the attorney general, be paid an hourly salary at any step,
5 or part thereof, above their hourly salary on the immediately preceding June 30,
6 when they have served with the state as assistant attorneys general for a continuous
7 period of 12 months. No salary adjustment for an assistant attorney general under
8 this paragraph may exceed 10 percent of his or her base pay during a fiscal year.

9 (d) This subsection shall not apply in any fiscal year during which an assistant
10 attorney general, who is covered either under the compensation plan under this
11 section or under a collective bargaining agreement under subch. V of ch. 111, is
12 eligible to receive under the plan or agreement a salary increase that exceeds the
13 increase required under this subsection.

14 **SECTION 9352. Initial applicability; Other.**

15 (1) COLLECTIVE BARGAINING AGREEMENTS COVERING ATTORNEYS SUBJECT TO PAY
16 PROGRESSION PLAN. The treatment of section 111.823 of the statutes first applies to
17 an employee covered by a collective bargaining agreement that contains a provision
18 inconsistent with that section on the day on which the agreement expires or is
19 terminated, extended, modified, or renewed, whichever occurs first.

20 (END)

Champagne, Rick

From: Wavrunek, Leah J - DOA <Leah.Wavrunek@wisconsin.gov>
Sent: Thursday, January 31, 2013 12:41 PM
To: Champagne, Rick
Subject: LRB-1070/2

Rick,

Jenny and I are still ironing out changes to this draft on pay progression but one change I know I will definitely be requesting is creation of a new appropriation for the SPD, similar to the appropriation set up for DAs under the separate bill. Is there any way I could get the alpha ahead of time? We are close to wrapping up the technical part of the budget system and it would be great to have the alpha so I can get that set up in the budget system and get the dollars set up.

This is the DA appropriation (20.475(1)(em)), I am thinking the SPD one should just model this:

(em) Salary adjustments. The amounts in the schedule to fund the costs of salary adjustments for assistant district attorneys provided under s. 230.12 (10)

Thank you very much and please let me know if any questions,
Leah Wavrunek

Leah Wavrunek
State Budget Office
(608) 266-2081
leah.wavrunek@wi.gov