

2019 DRAFTING REQUEST

Bill

For: David Craig (608) 266-5400 Drafter: zwyatt
By: Chad Secondary Drafters:
Date: 5/1/2019 May Contact:

Same as LRB:

Submit via email: YES
Requester's email: Sen.Craig@legis.wisconsin.gov
Carbon copy (CC) to: zachary.wyatt@legis.wisconsin.gov
eric.mueller@legis.wisconsin.gov

Pre Topic:

No specific pre topic given

Topic:

DOT merit compensation awards

Instructions:

See attached

Drafting History:

Table with 6 columns: Vers., Drafted, Reviewed, Submitted, Jacketed, Required. It contains four rows of drafting history data.

FE Sent For:

At Intro

<END>



**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

SLA  
x-ref  
SLC

gc

1 AN ACT ...; relating to: discretionary merit awards by the Department of  
2 Transportation.

***Analysis by the Legislative Reference Bureau***

This bill requires the Department of Transportation to develop a discretionary merit award program for the purpose of providing lump sum monetary awards to classified employees under the discretionary merit award program implemented by the Department of Administration under current law. The bill requires DOT to consider making awards to employees whose job performance has exceeded agency expectations and to give the strongest consideration to employees who have implemented business processes that created significant cost savings, efficiency, or innovation.

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:***

3 SECTION 1. 85.64 of the statutes is created to read:  
4 **85.64 Discretionary merit award program.** (1) The department shall  
5 develop a discretionary merit award program for the purpose of providing lump sum

1 monetary awards to classified employees under the program implemented by the  
2 department of administration under s. 230.04 (19).

3 (2) In identifying employees to receive discretionary merit awards under this  
4 section, the department shall consider employees whose job performance has  
5 exceeded agency expectations and shall give the strongest consideration to making  
6 awards to employees who have implemented business processes that created  
7 significant cost savings, efficiency, or innovation.

8 (END)

## Wyatt, Zachary

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**From:** Taylor, Chad  
**Sent:** Wednesday, May 01, 2019 9:47 AM  
**To:** Wyatt, Zachary  
**Subject:** RE: Merit compensations

Zachary,

Please see text of email from DOT HR; I will call to discuss:

- require DOT to have program under DOT program
- require priority for efficiency identification (use DOT language)

**Subject:** Discretionary Merit Compensation Awards for FY18

***This message is being sent to all WisDOT Messaging Users. The contents of the message do not apply to contractors or employees in the State Patrol Trooper or State Patrol Inspector classifications, as they are not eligible for Discretionary Merit Compensation (DMC) awards.***

In the past, the department has been able to award eligible employees with lump sum Discretionary Merit Compensation (DMC) awards for merit/performance. This has typically occurred in the spring of each year. At the present time, the department does not have an approved Discretionary Merit Compensation (DMC) plan for fiscal year 2018 (FY18). However, we do anticipate receiving instructions to develop our FY18 DMC program from the Department of Administration at some point after the Governor's biennial budget is approved.

For the department's DMC plan for last fiscal year, divisions and executive offices were given guidance to [place strong consideration to award top performers that have implemented significant efficiencies, innovations or cost-saving efforts] during the previous 12 months. For FY18, **these things will be the driving factors** for DMC award recipients. Therefore, all employees are strongly encouraged to analyze current business processes and practices to identify ways to save money and create efficiencies. As an employee who delivers high quality products and services, you are the closest to how current business processes are implemented. Leadership in each division and executive office wants to hear your ideas for improving how we deliver those products and services. Over the past several months, the Secretary's Office has heard from leadership in the divisions and executive offices many of the great employee suggestions to save costs and create efficiencies. Even the small suggestions have been adding up to achieve significant savings.

As you have ideas for cost-savings and creating efficiencies, please share those with your management for further consideration. They will work with you to review your ideas and look for ways to implement them. Management in the divisions and executive offices will be tracking these savings and efficiencies for FY18.

Thank you for all of your continued hard work in serving the citizens of Wisconsin.

Randy T. Sarver  
Human Resources Director  
WisDOT - Bureau of Human Resource Services  
[randy.sarver@dot.wi.gov](mailto:randy.sarver@dot.wi.gov)

Thanks.

Chad Taylor

## Wyatt, Zachary

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**From:** Taylor, Chad  
**Sent:** Friday, May 03, 2019 1:52 PM  
**To:** Wyatt, Zachary  
**Subject:** \*Requested Revisions to 3106/p1  
**Attachments:** 201905031336.pdf

Zach,

Could you please review the attached and prepare a P2 based on the revisions indicated?

Please call with any question or comments. Thank you very much in advance for your assistance.

Regards,

Chad

Chad Taylor  
Office of State Senator David Craig  
28<sup>th</sup> Senate District  
State of Wisconsin  
(608) 266-5400



State of Wisconsin  
2019 - 2020 LEGISLATURE

DOT-Merit Pay

LRB-3106/P1  
ZDW:cde

**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

1     **AN ACT** *to create* 85.64 of the statutes; **relating to:** discretionary merit awards  
2             by the Department of Transportation.

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8 (END)

**Walker, Dan**

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**From:** LRB.Legal  
**To:** Sen.Craig@legis.wisconsin.gov  
**Subject:** Draft review: LRB -3106/1  
**Attachments:** 19-3106/1

**State of Wisconsin - Legislative Reference Bureau**  
**One East Main Street - Suite 200 - Madison**

**The attached draft was prepared at your request. Please review it carefully to ensure that it satisfies your intent.** If you have any questions concerning the draft or would like to have it redrafted, please contact Zachary Wyatt, Legislative Attorney, at (608) 504-5843, at [zachary.wyatt@legis.wisconsin.gov](mailto:zachary.wyatt@legis.wisconsin.gov), or at One East Main Street, Suite 200.

**We will jacket this draft for introduction in the Senate.**

**If a jacket is needed immediately, please let us know in your response e-mail so we know to immediately jacket the proposal for you.**

If the last paragraph of the analysis states that a fiscal estimate will be prepared, the LRB will submit a request to DOA when the draft is introduced. You may obtain a fiscal estimate on the draft prior to introduction by contacting our program assistants at [LRB.Legal@legis.wisconsin.gov](mailto:LRB.Legal@legis.wisconsin.gov) or at (608) 266-3561. If you requested a fiscal estimate on an earlier version of this draft and would like to obtain a fiscal estimate on the current version before it is introduced, you will need to request a revised fiscal estimate from our program assistants.

**Please call our program assistants at (608) 266-3561 if you have any questions regarding this email.**



State of Wisconsin  
2019 - 2020 LEGISLATURE

LRB-3106/P2  
ZDW:cdc

no  
changes

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