

Pers 5 to 28

STATE OF WISCONSIN )  
 )  
DEPARTMENT OF ADMINISTRATION ) ss  
 )  
STATE BUREAU OF PERSONNEL )

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NOV 9 1976  
1:30 pm  
REVISOR OF STATUTES  
BUREAU *G. L. Powell*

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, Verne H. Knoll, Deputy Director of the State Bureau of Personnel, temporarily serving as the head of the State Bureau of Personnel, Department of Administration, and custodian of the official records of said Bureau, do hereby certify that various sections of Chapters 1 through 32 of the Wisconsin Administrative Code, Rules of the Director, as repealed, repealed and recreated, amended and created to implement changes necessitated by recently enacted legislation and up-date obsolete sections were duly approved and adopted by me on October 14, 1976, were reviewed and approved by the State Personnel Board on October 15, 1976, and approved by the Governor of the State of Wisconsin on Monday, November 1, 1976.

I further certify that said copy has been compared by me with the original on file with this office and that the same is a true copy thereof and of the whole of such original.

IN TESTIMONY WHEREOF,

I have set my hand at the State Office Building, in the City of Madison, Wisconsin, this 8th day of November, A.D. 1976.

STATE OF WISCONSIN  
DEPARTMENT OF STATE  
RECEIVED AND FILED

NOV 9 1976

*Verne H. Knoll*

VERNE H. KNOLL, DEPUTY DIRECTOR

DOUGLAS LABOLLETTE  
SECRETARY OF STATE

ORDER OF THE DIRECTOR, STATE BUREAU OF PERSONNEL  
ADOPTING, AMENDING OR REPEALING RULES

Pursuant to authority vested in the Director of the State Bureau of Personnel by subsection 16.03(6) and Chapter 227, Wis. Stats., the Director of the State Bureau of Personnel hereby repeals, amends, and adopts rules as follows:

Various sections of Chapters Pers 1 through 32, Wisconsin Administrative Code, Rules of the Director, are repealed, repealed and recreated, amended or created to read as stated on the material attached hereto.

The rules contained herein shall take effect on January 1, 1977, in accordance with section 227.026(1), Wis. Stats.

NOVEMBER 8, 1976



Verne H. Knoll, Deputy Director  
State Bureau of Personnel

STATE OF WISCONSIN  
DEPARTMENT OF STATE  
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DOUGLAS LARSON  
SECRETARY OF STATE

PROPOSED REVISION  
OF THE  
WISCONSIN ADMINISTRATIVE CODE  
RULES OF THE DIRECTOR

All sections listed in this proposed revision are amended unless otherwise indicated as being repealed, repealed and recreated, or created as a new section.

Wherever in sections: 5.16; 10.07(1)(b); 13.06(1); 18.02(2)(e); 18.02(3); 18.12; Chapter Pers 28 title; 28.01; 28.02 title; 28.02(1)(b); 28.02(4); 28.02(5); and 28.03 of these Rules the term "workmen's" appears the term "worker's" is to be substituted.

Pers 5.03 Transaction Pay Adjustments. (1) PROBATIONARY INCREASE. In schedules where appropriate, a probationary increase of either one intermediate within range pay step or the amount required to bring the employe's pay to PISCM (whichever is greater) shall be granted to an employe effective the beginning of the pay period closest to the completion date of the first 6 months of the probationary period, except that such increase shall not exceed the maximum rate of the pay range. No probationary increase shall be granted for completion of any probationary period required on a transfer, demotion or reinstatement. On lateral movements as provided under Wis. Adm. Code section Pers 13.07(1), any probationary increase shall be granted only upon completion of the new probationary period [which may include carry-over time under Wis. Adm. Code section Pers 13.07(1)], or the first 6 months of the probationary period in the current position.

Pers 5.03(3)(b) If the incumbent has previously attained permanent status in class but is serving a probationary period in the affected class or position because he or she was promoted or transferred within the agency, the appointing authority, pursuant to section 16.22(1)(d), Wis. Stats., shall restore the incumbent to his or her former position or a similar position allocated to a classification in the same pay range if the incumbent requests such action in lieu of continuing in the reallocated position. In such action the employe shall be paid the same rate he or she received prior to the promotion or transfer except for the addition of intervening service-wide general pay adjustments.

Pers 5.03(3)(g) If the incumbent under the provisions of paragraph (e) moves by reassignment (i.e., to a different position in the same class) in the same employing unit or between employing units of the same agency, he or she shall retain their red circle rates.

Pers 5.03(5), (6) and (7) are repealed.

Pers 5.03(8)(e) Compensation plan adjustment pursuant to section 16.086(3), Wis. Stats., or section 111.92, Wis. Stats.

Pers 5.03(8)(f) is repealed and recreated to read:

Pers 5.03(8)(f) Performance and equity awards.

Pers 5.03(9) is renumbered to be Pers 5.037.

Pers 5.035 is created to read:

Pers 5.035 Performance and Equity Pay Adjustments. Performance and equity pay adjustments recommended by the director to the joint committee on employment relations pursuant to section 16.086(3), Wis. Stats., shall be awarded in accordance with section 16.086(5) and (7), Wis. Stats.

Pers 5.10 is repealed.

Pers 5.14 Maintenance Provisions. Except as provided in Wis. Adm. Code section Pers 5.04(3), where full or part maintenance such as laundry, or meals, ~~lodging or quarters~~ is furnished for the employe or the employe and his family, the employe shall be charged for the value of the allowance as established by the director based upon recommendations made by the employing agencies prior to implementation. Any exception to this policy shall require the approval of the director. The director shall review these rates as required.

Pers 10.07(1)(a) Benefits denied include: tenure; vacation; paid holidays; sick leave; ~~merit-increases~~ performance awards; equity awards; the right to compete in promotional examinations; military leave; or time off with pay for jury duty, voting, preinduction physical examinations or benefits granted under section 16.31, Wis. Stats.

Pers 13.03 is repealed.

Pers 13.06(5) REGRADE. No employe shall be regraded as defined under Wis. Adm. Code section Pers 3.02(23) during the time the employe is serving a probationary period.

Pers 13.09 Dismissal. (1) ACTION BY APPOINTING AUTHORITY. (a) Except as provided in paragraph (b), the appointing authority may dismiss any employe during a his or her probationary period without the right of appeal.

(b) See section 16.22(1), Wis. Stats., Wis. Adm. Code sections Pers 14.03, Pers 15.04 and section Pers 20.03(5)(a) for rights of employes who are on probationary periods for certain transactions.

(2) DISMISSAL NOTICE REQUIRED. When a dismissal is to be effected, the appointing authority shall immediately notify in writing the person to be dismissed of the reasons for dismissal and the date on which dismissal is to occur, and send a copy of such notice to the director. Any employe who is dismissed while on a probationary period under the provisions of Wis. Adm. Code sections Pers 14.03, Pers 15.04 or section Pers 20.03(5)(a) shall also be notified whether or not he or she will be restored to ~~their~~ his or her former position and pay.

- Pers 14.03 Kinds of Promotion; Status and Rights. (1) FOR PROMOTION WITHIN THE SAME AGENCY. In accordance with section 16.22(1), Wis. Stats., the employe shall be required to serve a probationary period. At any time during this period the appointing authority may remove and shall restore the employe to his or her former position or a similar position and former pay rate [determined under Wis. Adm. Code section Pers 16.07(2)] without the right of appeal. Any other removal, suspension without pay, or discharge during the probationary period shall be subject to section 16.28(1), Wis. Stats.
- Pers 14.05 Pay Rate on New Promotion. When an employe who is on probation begins a new promotional appointment as provided under Wis. Adm. Code section Pers 14.02(1), the term "employe's present pay rate" under Wis. Adm. Code section Pers 14.04 shall be deemed to mean the last rate earned in the class in which the employe had permanent status, plus any intervening general pay adjustment(s) but excluding ~~merit-increases,~~ performance and equity awards. The adjustment(s) applied to the employe's last rate shall be that (those) of the appropriate pay schedule for the class in which the employe had permanent status.
- Pers 15.01 Definition. A transfer is the movement of an employe with permanent status in class from one position to a vacant position allocated to a class having the same pay rate or pay range maximum, and for which the employe meets the qualification requirements.
- Pers 16.06(1) When an employe is reinstated, the pay may be at any rate within the pay range of the class reinstated to which is not greater than the last rate received plus intervening general pay adjustments but excluding ~~merit-increases~~ performance and equity awards. The adjustment(s) applied to the employe's last rate shall be that (those) of the appropriate pay schedule for the class to which the employe is reinstated.
- Pers 16.07(1) Subject to the maximum of the pay range or rate to which the class is assigned, an employe, when reinstated under one of the conditions listed below, shall be paid the last rate received plus intervening general pay adjustment(s) and, in pay schedules where applicable, shall also be eligible to receive ~~intervening-merit-increases~~ an equity award. The adjustment(s) applied to the employe's last rate shall be that (those) of the appropriate pay schedule for the class to which the employe is reinstated.
- Pers 16.07(2) An employe restored under the provisions of Wis. Adm. Code section Pers 14.03(1), for noncompletion of a promotional probationary period shall be paid the rate received prior to the promotional increase, plus any intervening general pay adjustment(s) but excluding ~~merit-increases~~ performance and equity awards. The adjustment(s) applied to the employe's last rate shall be that (those) of the appropriate pay schedule for the class in which the employe had permanent status.

Pers 17.03 Report of Appointing Authority; Approval by Director. (1) ~~All demotions shall be reported to the director~~ The appointing authority shall notify the director and the affected employe in accordance with sections 16.04(1)(d) and 16.28(1)(b), Wis. Stats.

Pers 17.04 Kinds of Demotion; Status and Rights. (1) INVOLUNTARY DEMOTION FOR DISCIPLINARY PURPOSES. An appointing authority may demote an employe for disciplinary purposes as provided in section 16.28(1), Wis. Stats.

Pers 18.02(2)(a) is repealed.

Pers 18.02(2)(b) is renumbered to be Pers 18.02(2)(a).

Pers 18.02(2)(c) is renumbered to be Pers 18.02(2)(b) and amended to read:

Pers 18.02(2)(b) Left the service through resignation or layoff and is re-employed or recalled within 3 years, subject to the following:

1. Employment prior to leaving the service and upon returning to the service within 3 years must be in a permanent, seasonal, sessional or unclassified position that generates continuous service.

2. Any return to service following termination for cause is deemed to not be a qualifying reemployment under this provision, even though the return is within the 3 year period.

Pers 18.02(3) COMPUTING YEARS OF SERVICE. In determining the number of full years of service completed, credit shall be given for all time in employment status in a permanent, seasonal, sessional or unclassified position, including but not limited to time while on an approved leave of absence, military leave, leave to serve in the unclassified service, leave for absence due to injury or illness arising out of state employment and covered by the worker's compensation act or section 16.31, Wis. Stats., or layoff and recall within 3 years. ~~Any absences without pay totaling more than 174 work hours within each calendar year except for military leave and absence due to injury or illness arising out of state employment and covered by the workmen's compensation act or section 16.31, Wis. Stats., shall not be counted.~~ Only the most recent period of continuous service may be counted in determining an employe's length of service. Employes subject to Wis. Adm. Code sections Pers 18.02(4)(b) and 18.02(4)(c) shall be deemed to have completed one full year of service for each such seasonal, sessional or other part-time annual period of service in computing years of continuous service. The provisions of this section regarding credit for leaves of absence other than military leave, leave to serve in the unclassified service or leave for absence due to injury or illness arising out of state employment and covered by the worker's compensation act or section 16.31, Wis. Stats., shall apply only to persons who return from an approved leave of absence on or after April 9, 1976. There shall be no adjustment(s) to length of service credits for approved leaves (or portions thereof) taken prior to April 9, 1976.

Pers 18.02(4)(a) Regular employes. Annual leave shall be based upon accumulated continuous state service, at the rate of 80 hours each year for a full year of service during the first 5 years of service; 120 hours each year for a full year of service during the next ~~10~~5 years of service; 136 hours each year for a full year of service during the next 5 years of service; 160 hours each year for a full year of service during the next ~~10~~5 years of service; 176 hours each year for a full year of service during the next 5 years of service; 200 hours each year for a full year of service after 25 years of service.

Pers 18.02(5)(b) Annual leave for employes covered in Wis. Adm. Code sections Pers 18.02(4)(a), (b) and (c) shall be prorated during the fifth year of employment at the rate of 80 or 120 hours respectively; during the tenth year of employment at the rate of 120 or 136 hours respectively; during the fifteenth year of employment at the rate of ~~120~~136 or 160 hours respectively; during the twentieth year of employment at the rate of 160 or 176 hours respectively; during the twenty-fifth year of employment at the rate of ~~160~~176 or 200 hours respectively. For career executives under Wis. Adm. Code section Pers 18.02(4)(d) and persons included under sections 20.923(4), (8), (9) and (12), Wis. Stats., annual leave shall be prorated during the fifth year of employment at the rate of 120 or 160 hours respectively; during the fifteenth year of employment at the rate of 160 or 200 hours respectively.

Pers 18.02(5)(d) Agencies can determine the annual leave earned by an employe during the calendar year by using the following tables:

Computations on an hour-for-hour basis can be obtained by using the following:

<u>ANNUAL LEAVE RATE</u>	<u>CONVERSION FACTOR</u>
80 hr. rate	.038314 per hour
120 hr. rate	.057471 per hour
136 hr. rate	.065134 per hour
160 hr. rate	.076628 per hour
176 hr. rate	.084291 per hour
200 hr. rate	.095785 per hour

MONTHLY CONVERSION TABLE  
ANNUAL LEAVE

Hours Earned Per Full Month Worked, By Annual Leave Rate\*

Full Months Worked	Annual Leave Rate					
	80 Hrs.	120 Hrs.	136 Hrs.	160 Hrs.	176 Hrs.	200 Hrs.
1	6.67	10.00	11.33	13.33	14.67	16.67
2	13.33	20.00	22.67	26.67	29.33	33.33
3	20.00	30.00	34.00	40.00	44.00	50.00
4	26.67	40.00	45.33	53.33	58.67	66.67
5	33.33	50.00	56.67	66.67	73.33	83.33
6	40.00	60.00	68.00	80.00	88.00	100.00
7	46.67	70.00	79.33	93.33	102.67	116.67
8	53.33	80.00	90.67	106.67	117.33	133.33
9	60.00	90.00	102.00	120.00	132.00	150.00
10	66.67	100.00	113.33	133.33	146.67	166.67
11	73.33	110.00	124.67	146.67	161.33	183.33
12	80.00	120.00	136.00	160.00	176.00	200.00

\*Hours earned per full month worked = Appropriate conversion factor x hours in calendar year.

When more than one rate is involved, all columns should be totaled and rounded to the nearest whole hour, since the automated leave accounting system operates on an hourly rate basis.

Pers 18.03 Sick Leave. (1) PERSONS WHO EARN SICK LEAVE. Pursuant to section 16.30(2), Wis. Stats., all persons in the employ of the state shall earn sick leave except limited term employes under section 16.21(4), Wis. Stats., members of the organized militia referenced under section 20.923(6)(c), Wis. Stats., and members of the university of Wisconsin system faculty and academic staff referenced under sections ~~20.923(5)~~ 36.05(1) and ~~20.923(6)(m)~~ 36.05(8), Wis. Stats., except those identified under sections 20.923(4) and (8), Wis. Stats.

Pers 18.03(7) TABLE FOR PRORATING SICK LEAVE.

Hours in pay status in biweekly pay period	Sick leave earned
Less than 20 hours . . . . .	0 hours
20 hours but less than 40 . . . . .	1 hour
40 hours but less than 60 . . . . .	2 hours
60 hours but less than <del>80</del> 76 . . . . .	3 hours
<del>80</del> 76 hours or more . . . . .	4 hours



Pers 18.05(2) RIGHTS UPON RETURN FROM LEAVE OF ABSENCE. A properly executed leave of absence without pay shall accord the employe the right to be returned to his or her position or one of like nature on the expiration thereof or sooner if agreeable to the appointing authority, except that if the position has been abolished through legislation or material reorganization of the agency, the employe shall be given consideration for any other position of similar pay grade and class which in the opinion of the director does not require qualifications substantially higher than or different from those of the position previously held, and if there be no such position, the layoff provisions of the law and these rules shall apply. If it is found necessary to fill the position during the interim, the new employe shall vacate the position upon the return of the absent employe subject to layoff, transfer, or demotion rights earned under the law and these rules. Such leaves without pay shall not operate to interrupt the seniority or pay advancement consideration, or cancel unused accumulated sick leave of the absent employe. ~~Holidays or other non-work days immediately preceding the employe's return to duty, shall be counted as part of such absence.~~

Pers 18.07(1)(b) Compensatory time off at a rate of one and one-half times the number of hours worked or a cash payment, at a rate of one and one-half times the employe's regular rate for each hour the employe is required to work on a legal holiday.

1. Regular rate is defined in Wis. Adm. Code section Pers 5.06(1)(c).

2. When such compensatory time off shall be granted is discretionary with the appointing authority and he/she may permit such time to be anticipated and used on the same basis as annual leave, as provided under Wis. Adm. Code section Pers 18.02(7). ~~Any compensatory time not used within the first 6 months of the ensuing calendar year, shall be paid in cash at one and one-half times the regular rate earned.~~

3. The amount of compensatory time, recorded at the time and one-half rate specified in (b) above, not used within the first 6 months of the ensuing calendar year, shall be paid in cash at the employe's regular rate earned. Any such payment shall be made prior to the administrative date established under section 16.086(8), Wis. Stats.

Pers 18.08 Military Service. (1) NATIONAL GUARD, STATE GUARD, RESERVE CORPS. Attendance at duly ordered military and naval schools, field camps of instruction and naval exercises. See sections 16.30(3) and 21.14, Wis. Stats.

Pers 20.03(1) through (5) are repealed and Pers 20.03 is recreated to read:

Pers 20.03 Use of Trainees. The director may authorize the use of trainees when:

(1) Qualified applicants are not available for the objective level, or

(2) Filling the position as a trainee will be more appropriate than appointment at the objective level, or

(3) Special conditions exist as part of the provisions for the use of gifts, grants, bequests, or other devices from individuals, partnerships, associations, corporations, or governmental jurisdictions for providing employes with the training or experience or both to meet the qualifications of the objective level.

Pers 20.03(6) is renumbered to be Pers 20.07.

Pers 20.04 is renumbered to be Pers 20.08.

Pers 20.04 is created to read:

Pers 20.04 Trainee Pay Range. General. The pay range for trainee positions shall be subject to the approval of the director.

(1) MINIMUM. The minimum of such range shall be comparable to the minimum pay of classifications having similar qualifications within the most appropriate pay schedule.

(2) MAXIMUM. The maximum of such range shall not exceed the minimum pay of the objective level for which the employe is trained, except as provided for under Wis. Adm. Code section Pers 20.06(1)(d).

(3) RAISED RATE APPLICATION. When a raised hiring rate as set forth in Wis. Adm. Code section Pers 5.02(1)(b) is approved for the objective level, the provisions of subsections (1) and (2) may be adjusted accordingly.

(4) STARTING RATE; PROGRESSION. The starting pay rate and pay increases during the training program shall be subject to the approval of the director. Appointment may be made at that point in the trainee pay range commensurate with previous training or experience or both, provided this possibility has been included in the recruitment announcement.

Pers 20.05 is created to read:

Pers 20.05 Pay, Status and Rights of Trainee on Original Appointment. This section applies to any person who does not have permanent status in class upon appointment as a trainee or at the objective level.

(1) PAY ON APPOINTMENT AS TRAINEE. The trainee's pay shall be consistent with Wis. Adm. Code section Pers 20.04(4).

(2) STATUS AND RIGHTS. Pursuant to section 16.22(5), Wis. Stats., the trainee shall serve a probationary period for the duration of the training program. A probationary period shall also be required under section 16.22(1), Wis. Stats., for the objective level. At any time during either of these probationary periods the employe may be separated without the right of appeal at the discretion of the appointing authority. Upon successful completion of the training program the trainee shall be considered qualified at the objective level and shall assume the objective level class title.

(3) PAY AT THE OBJECTIVE LEVEL. Upon assuming the objective level the trainee's pay shall be at the minimum of the pay range for the objective level class, unless modified by Wis. Adm. Code section Pers 20.04(3). Upon completion of the probationary period a pay increase under Wis. Adm. Code section Pers 5.03(1) shall be granted.

Pers 20.06 is created to read:

Pers 20.06 Pay, Status and Rights of an Employee with Permanent Status in Class Appointed as Trainee. This section applies to an employee who has permanent status in class when appointed as a trainee.

(1) PAY ON APPOINTMENT AS TRAINEE. (a) This subsection applies to the pay of an employee appointed to fill a vacancy in a trainee position either in the same agency or in a different agency. The term "step" as used in the subsection refers to the pay step amount in the pay range of the objective level class for which the employee is being trained.

(b) When the employee's present rate is more than one step below the minimum of the trainee pay range, the employee's present rate shall be increased to the minimum of the trainee pay range, or determined in accordance with Wis. Adm. Code section Pers 20.04(4).

(c) The provisions of Wis. Adm. Code section Pers 20.04(4) shall also apply to an employee whose present pay rate is less than one step below the minimum of the trainee pay range, is at or above such minimum but less than the minimum for the objective level class. However, application shall be limited to obtaining a pay rate not to exceed the minimum of the pay range for the objective level class.

(d) When the employee's present pay rate is less than one step below the minimum of the trainee pay range, is at or above such minimum but less than the minimum for the objective level class, is at or above the minimum of the pay range for the objective level class for which the employee is being trained, his or her present pay rate shall be increased by an amount equal to one step, provided that the action taken constitutes a promotion based on the pay range maximum of the objective level class for which the employee is being trained. In those cases where an employee is being trained for an objective level class which has the same or a lower pay range maximum than that assigned to the employee's current class, no pay increase shall be granted upon appointment to the trainee position. An employee's pay rate will not be reduced upon appointment to a trainee position, except when the employee's present rate of pay exceeds the maximum of the pay range for the objective level classification. In these cases, the employee's rate of pay will be reduced to the maximum of the pay range of the objective level classification.

(e) It is the intent of this section to provide incremental adjustments during the training program up to the minimum of the objective level class. No such incremental adjustments are provided above this rate during the training program.

(2) STATUS AND RIGHTS. (a) Pursuant to section 16.22(5), Wis. Stats., the trainee shall serve a probationary period for the duration of the training program.

(b) An employe appointed to a trainee position in an agency other than the one in which he or she has permanent status in class may be separated without right of appeal at any time during the trainee probationary period at the discretion of the appointing authority.

(c) The appointment of an employe to a position in the same agency in which he or she has permanent status shall be deemed a change in job status under section 16.22(1), Wis. Stats., and shall not affect the permanent status and rights previously acquired within the agency. At any time during the trainee probationary period the appointing authority may remove and restore the employe to his or her former position and pay rate without the right of appeal. Any other removal, suspension without pay, or discharge during the trainee probationary period shall be subject to section 16.28(1), Wis. Stats.

(d) Upon successful completion of the training program the trainee shall be considered qualified at the objective level and assume the objective level class title. At such time a probationary period shall be required for the objective level classification depending upon whether the transaction under Wis. Adm. Code section Pers 20.06(1)(d) is considered a promotion, demotion or transfer, and also whether such transaction is within the same employing unit, between employing units of the same agency, within the same agency or between different agencies. The status and rights of an employe during any such probationary period in the objective level class shall be consistent with the treatment of an employe under similar circumstances under the provisions of Wis. Adm. Code chapters Pers 14, 15 and 17 for promotions, transfers and demotions respectively. As used in this paragraph, "similar circumstances" means that the employe's period of service as a trainee is not germane, and only the relationship of the employe's class in which he or she had permanent status to the objective level class for which he or she has been trained shall be considered.

(3) PAY AT THE OBJECTIVE LEVEL. (a) The appointment of a trainee to the objective level classification following completion of the training program shall not determine the pay rate in the objective level class. The transaction under Wis. Adm. Code section Pers 20.06(1)(d) determines the rate of pay at the objective level, which is the highest of the following:

1. The minimum of the objective level class if required to serve a probationary period for which the employe shall receive a probationary increase.

2. The PSICM or job rate of the objective level class if no probationary period is required, or if a probationary period is required which does not provide a pay increase upon completion.

3. A previously earned rate within the range for the objective level class.

4. The previously determined rate within the range of the objective level class if the transaction under Wis. Adm. Code section Pers 20.06(1)(d) was deemed a promotion.

(b) Subject to the pay range maximum a probationary increase shall be granted under paragraph (a)1. and (a)4. upon successful completion of the probationary period.

The duplicate Pers 24.03 entitled "Acceptance of Gifts or Favors," and Pers 24.04, 24.05, 24.06, 24.07, 24.08, and 24.09, respectively, are renumbered to be Pers 24.04, 24.05, 24.06, 24.07, 24.08, 24.09, and 24.10, respectively.

Pers 26.03(2) is repealed and recreated to read:

Pers 26.03(2) The board shall hear appeals:

(a) On actions, decisions and orders of the director.

(b) On grievances--final step--see section 16.05(7), Wis. Stats.

(c) Of employes with permanent status in class, from decisions of appointing authorities when such decisions relate to:

1. Demotions
2. Layoffs
3. Suspensions
4. Discharges or
5. Reductions in pay,

but only when it is alleged that such decisions were not based on just cause.

Pers 28.04(4) An employe on leave with pay under this section shall be entitled to applicable pay adjustments applied to the pay schedule and range his or her class is assigned to, consideration for merit-increase performance awards if eligible, and personal holidays. However, personal holidays shall lapse if the employe does not return to full work status by the end of the calendar year.

Pers 28.07 is created to read:

Pers 28.07 Subrogation Rights. See section 16.31(5), Wis. Stats.

Chapter Pers 29 is repealed.