



**WISCONSIN LEGISLATIVE COUNCIL
ACT MEMO**

2003 Wisconsin Act 117 [2003 Senate Bill 362]	Various Statutory Changes Necessary to Implement Nonrepresented State Employee Compensation Plan
2003 Acts: www.legis.state.wi.us/2003/data/acts/	Act Memos: www.legis.state.wi.us/lc/act_memo/act_memo.htm

2003 Wisconsin Act 117 makes a number of statutory changes necessary to implement the nonrepresented state employee compensation plan as approved by the Legislature’s Joint Committee on Employment Relations. Many of these changes coincide with changes made in state employee collective bargaining agreements covering represented state employees. The bill does the following:

Health Insurance Premium Credits

Act 117 modifies the state’s supplemental health insurance conversion credits program (SHICC), which allows retired state employees to purchase health insurance offered to active state employees using accumulated sick leave. The Act provides that SHICC is available to the surviving insured dependents of any eligible state employee who dies while employed by the state and to eligible state employees who are laid off and their surviving insured dependents.

Earned Annual Leave

The Act provides that nonrepresented state employees who are entitled to receive 216 hours of paid annual leave may elect to receive not more than 120 of those hours among the following ways: (1) not more than 40 hours in cash; (2) as credit for termination leave; or (3) as sabbatical leave.

Personal Holidays

The Act provides that all nonrepresented employees, except limited-term employees, receive one additional paid personal holiday each year (for a total of 4.5 personal holidays per year). The Act specifies that the additional day is “in recognition of Veterans Day.”

This memo provides a brief description of the Act. For more detailed information,
consult the text of the law and related legislative documents.

Travel and Expense Reimbursement for State Employees

The Act makes several changes to the statutes regulating state employee travel expenses and reimbursements. Among the changes are the following:

1. The Act eliminates the \$50 minimum on the amount of money that may be advanced to a state employee for travel and instead provides that such an advance may not exceed 80% of the estimated expense.
2. The Act clarifies that a state employee may receive payment only for actual, reasonable, and necessary travel expenses.
3. The Act requires the Director of the Office of State Employment Relations to set, no less than biennially, certain reimbursement rates for state employees' use of privately owned automobiles or aircraft for state business.
4. The Act provides that any state employee who uses his or her privately owned airplane for state business must adhere to any license and insurance requirements prescribed by the Department of Administration.
5. The Act clarifies that all travel by train for state business must be by coach, but only if coach is available.
6. The Act provides for the direct payment of authorized moving expenses for state employees instead of reimbursement for such expenses.
7. The Act eliminates the \$600 statutory cap for certain stipends for state employees for moving preparation and, instead, provides the cap is to be established in the State Compensation Plan.

Effective Date: The general effective date of 2003 Wisconsin Act 117 is January 24, 2004.

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