



2019 ASSEMBLY BILL 936

February 20, 2020 - Introduced by Representatives HESSELBEIN, SUBECK, HEBL, CONSIDINE, BROSTOFF, C. TAYLOR, OHNSTAD, ZAMARRIPA, EMERSON, SINICKI, SHANKLAND, FIELDS, ANDERSON, POPE, SARGENT, BOWEN, STUBBS, SPREITZER, GRUSZYNSKI, BILLINGS, VRUWINK, KOLSTE, CROWLEY, CABRERA and NEUBAUER, cosponsored by Senators ERPENBACH, WIRCH, CARPENTER, RISSER, RINGHAND and LARSON. Referred to Committee on Labor and Integrated Employment.

- 1 **AN ACT** *to amend* 66.0509 (4); and *to create* 66.0509 (1r) of the statutes;
2 **relating to:** requiring a local governmental unit to create a civil service system
3 with a just cause standard of discipline for its employees.

Analysis by the Legislative Reference Bureau

Under this bill, a local governmental unit, which includes a city, village, town, county, school district, and sewerage district, other than a sewerage commission established by a first class city (currently only Milwaukee), must establish a civil service system by January 1, 2021, that provides that an employee with permanent status in class may be removed, suspended without pay, discharged, reduced in base pay, or demoted, or has his or her contract nonrenewed, only for just cause. This provision is similar to a provision in current law that applies to state employees in the classified service with permanent status in class and to certain assistant district attorneys. The bill also requires that the civil service system include a grievance procedure that provides for a hearing before an impartial hearing officer mutually agreed to by the parties.

For further information see the *state and local* 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:

