AN ACT to amend 230.215 (2), 230.37 (1) and 230.45 (1) (c); and to create 230.04 (13) of the statutes, relating to flexible-time schedules, employe performance evaluations and authority to establish a state employe grievance procedure (suggested as remedial legislation by the department of employment relations).

a work schedule which includes required days or hours during which an employe subject to the work schedule must be present for work and designated hours during which the employe, with the approval of his or her supervisor, may elect a time of arrival to and departure from work. Every agency shall develop a plan for the establishment of employe flexible-time schedules. The plan shall attempt to maximize efficiency of agency operations, the level of services to the public, energy conservation and employe productivity and shall consider traffic congestion, transit facilities and other relevant factors.

NOTE: Flexible-time schedules were initiated on a pilot basis in 1976. These schedules are now considered an integral part of an agency's personnel management program and are no longer "experiments".

SECTION 3. 230.37 (1) of the statutes is amended to read:

230.37 (1) In cooperation with appointing authorities the secretary shall establish uniform employe performance evaluation program to provide a continuing record of employe development and, when applicable, to serve as a basis for decision-making on
Although this bill deletes the requirement of uniformity, the performance evaluation system does require state agencies to comply with specific criteria to ensure consistency in evaluation methodology.

This bill also deletes specific purposes to which the ratings are applied: pay increases or decreases, potential for promotion and basis for layoff. While the performance evaluation system results may be used for these purposes, the essential purpose of performance evaluation is to ensure satisfactory performance of assigned duties.

SECTION 4. 230.45 (1) (c) of the statutes is amended to read:

230.45 (1) (c) Serve as final step arbiter in a the state employe grievance procedure F°'^*",. *,,. *.*,..,a:*,..,~
subject to rules of the severe-Aar-ly provid employment,
the ing n*s .,a seepe 
Mil° established under s. 230 .04 (13).

NOTE: See the NOTE to s. 230.04 (13), stats., in this bill.