

1999 DRAFTING REQUEST**Bill**Received: **03/15/2000**Received By: **champra**Wanted: **Today**

Identical to LRB:

For: **Employment Relations Dept.**By/Representing: **Elizabeth**This file may be shown to any legislator: **NO**Drafter: **champra**

May Contact:

Alt. Drafters:

Subject: **Employ Pub - civil service**
Employ Pub - miscellaneous

Extra Copies:

Pre Topic:

No specific pre topic given

Topic:

University of Wisconsin senior executive pay plan

Instructions:

Same as 99-4675/2

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	champra 03/15/2000	wjackson 03/15/2000		_____			State
/1			jfrantze 03/15/2000	_____	gretskl 03/15/2000		State
/2	champra 03/16/2000	wjackson 03/16/2000	martykr 03/16/2000	_____	lrb_docadmin 03/16/2000	lrb_docadmin 03/20/2000	

FE Sent For: **03/16/2000, 03/16/2000.**

<END>

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/1		12 wlj 3/16	jfrantze 03/15/2000	_____	gretski 03/15/2000		

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1/?	champra		3/15	Self 3/15			

FE Sent For:

<END>



State of Wisconsin
1999 - 2000 LEGISLATURE

LRB-4675/2

RAC:wlj:km

Today

1999 BILL

LRB-4764/1

RAC:wlj

No changes

Regen

1 **AN ACT** *to repeal* 20.923 (4m); *to renumber and amend* 20.923 (4g) (a); *to*
2 *amend* 19.42 (13) (c), 20.923 (4g) (intro.), 20.923 (4g) (b), 20.923 (4g) (c), 20.923
3 (4g) (d), 20.923 (4g) (e), 20.923 (4g) (f), 20.923 (5), 20.923 (14) (a), 20.923 (15) (b),
4 20.923 (16), 36.09 (1) (e), 36.09 (1) (j), 40.02 (30), 230.08 (2) (cm), 230.12 (1) (a)
5 1. b., 230.12 (5) (d), 230.35 (1m) (a) 2. and 230.35 (2); *to repeal and recreate*
6 36.09 (1) (e); and *to create* 20.923 (4g) (ae), 20.923 (4g) (am) and 20.923 (4g)
7 (bm) of the statutes; **relating to:** the University of Wisconsin System senior
8 executive compensation plan.

Analysis by the Legislative Reference Bureau

Under current law, there exists a compensation plan for University of Wisconsin (UW) senior executives. There are currently six university senior executive salary groups, with the following positions assigned to each salary group:

1. The positions assigned to university senior executive group (USEG) 1 are the chancellors at UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the UW Colleges and the UW-Extension.

2. The position assigned to USEG 2 is the vice chancellor who is serving as deputy at UW-Milwaukee.

BILL

3. The position assigned to USEG 3 is the vice chancellor who is serving as deputy at UW-Madison.

4. The position assigned to USEG 4 is the chancellor at UW-Milwaukee.

5. The position assigned to USEG 5 is the chancellor at UW-Madison.

6. The position assigned to USEG 6 is the president of the UW System.

This bill expands the number of university senior executive salary groups to nine such groups and includes additional executives employed by the UW System in the compensation plan for UW senior executives. Under the bill, the following positions are assigned to the following senior executive salary groups:

1. The positions assigned to USEG 1 are each of the vice chancellors who is serving as deputy at UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the vice chancellors of the UW Colleges and the UW-Extension.

2. The positions assigned to USEG 2 are the vice presidents of the UW System.

3. The positions assigned to USEG 3 are the chancellors at UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the UW Colleges and the UW-Extension.

4. The position assigned to USEG 4 is the vice chancellor who is serving as deputy at UW-Milwaukee.

5. The positions assigned to USEG 5 are the senior vice presidents of the UW System.

6. The position assigned to USEG 6 is the vice chancellor who is serving as deputy at UW-Madison.

7. The position assigned to USEG 7 is the chancellor at UW-Milwaukee.

8. The position assigned to USEG 8 is the chancellor at UW-Madison.

9. The position assigned to USEG 9 is the president of the UW System.

The salary ranges for all of these salary groups are contained in recommendations submitted by the secretary of employment relations for approval by the joint committee on employment relations.

In addition, the bill eliminates the restriction that prevents all of the following positions from receiving a salary that equals or exceeds the salary paid to the governor: the positions of associate and assistant vice presidents, certain vice chancellors, assistant chancellors, associate and assistant vice chancellors and administrative directors and associate directors of physical plant, general operations and services and auxiliary enterprises activities or their equivalent, of each UW institution, the UW-Extension and the UW System.

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:

1 **SECTION 1.** 19.42 (13) (c) of the statutes is amended to read:

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1 19.42 (13) (c) All positions identified under s. 20.923 (2), (4), (4g), ~~(4m)~~, (6) (f)
2 to (h) and (8) to (10), except clerical positions.

3 **SECTION 2.** 20.923 (4g) (intro.) of the statutes is amended to read:

4 20.923 (4g) UNIVERSITY OF WISCONSIN SYSTEM SENIOR EXECUTIVE POSITIONS.
5 (intro.) A compensation plan consisting of ~~6~~ 9 university senior executive salary
6 groups is established for certain administrative positions at the University of
7 Wisconsin System. The salary ranges for the university senior executive salary
8 groups shall be contained in the recommendations of the secretary of employment
9 relations under s. 230.12 (3) (e). The board of regents of the University of Wisconsin
10 System shall set the salaries for these positions within the ranges to which the
11 positions are assigned to reflect the hierarchical structure of the system, to recognize
12 merit, to permit orderly salary progression and to recognize competitive factors. The
13 salary of any incumbent in the positions identified in pars. ~~(a)~~ (ae) to (f) may not
14 exceed the maximum of the salary range for the group to which the position is
15 assigned. The positions are assigned as follows:

16 **SECTION 3.** 20.923 (4g) (a) of the statutes is renumbered 20.923 (4g) (ar) and
17 amended to read:

18 20.923 (4g) (ar) The positions assigned to university senior executive group ~~1~~
19 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire,
20 Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point,
21 Stout, Superior and Whitewater and the chancellors of the University of Wisconsin
22 Colleges and the University of Wisconsin-Extension.

23 **SECTION 4.** 20.923 (4g) (ae) of the statutes is created to read:

24 20.923 (4g) (ae) The positions assigned to university senior executive group 1
25 are each of the vice chancellors who is serving as deputy at the University of

BILL

1 Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh,
2 Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater
3 and the vice chancellors of the University of Wisconsin Colleges and the University
4 of Wisconsin-Extension.

5 **SECTION 5.** 20.923 (4g) (am) of the statutes is created to read:

6 20.923 (4g) (am) The positions assigned to university senior executive group
7 2 are the vice presidents of the University of Wisconsin System.

8 **SECTION 6.** 20.923 (4g) (b) of the statutes is amended to read:

9 20.923 (4g) (b) The position assigned to university senior executive group 2 4
10 is the vice chancellor who is serving as deputy at the University of
11 Wisconsin-Milwaukee.

12 **SECTION 7.** 20.923 (4g) (bm) of the statutes is created to read:

13 20.923 (4g) (bm) The positions assigned to university senior executive group
14 5 are the senior vice presidents of the University of Wisconsin System.

15 **SECTION 8.** 20.923 (4g) (c) of the statutes is amended to read:

16 20.923 (4g) (c) The position assigned to university senior executive group 3 6
17 is the vice chancellor who is serving as deputy at the University of
18 Wisconsin-Madison.

19 **SECTION 9.** 20.923 (4g) (d) of the statutes is amended to read:

20 20.923 (4g) (d) The position assigned to university senior executive group 4
21 7 is the chancellor at the University of Wisconsin-Milwaukee.

22 **SECTION 10.** 20.923 (4g) (e) of the statutes is amended to read:

23 20.923 (4g) (e) The position assigned to university senior executive group 5 8
24 is the chancellor at the University of Wisconsin-Madison.

25 **SECTION 11.** 20.923 (4g) (f) of the statutes is amended to read:

BILL

1 20.923 (4g) (f) The position assigned to university senior executive group 6 9
2 is the president of the University of Wisconsin System.

3 **SECTION 12.** 20.923 (4m) of the statutes is repealed.

4 **SECTION 13.** 20.923 (5) of the statutes is amended to read:

5 20.923 (5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS.

6 The board of regents of the University of Wisconsin System shall assign the positions
7 of associate and assistant vice presidents, vice chancellors not identified in sub. (4g)
8 ~~or (4m)~~, assistant chancellors, associate and assistant vice chancellors and
9 administrative directors and associate directors of physical plant, general operations
10 and services and auxiliary enterprises activities or their equivalent, of each
11 University of Wisconsin institution, the University of Wisconsin-Extension and the
12 University of Wisconsin System administration to salary ranges. ~~The salary for each~~
13 ~~such position is limited only by the maximum dollar value of the salary range to~~
14 ~~which the position is assigned. No position specified in this subsection may be~~
15 ~~assigned to a salary range having a maximum dollar value higher than the~~
16 ~~maximum dollar value of the salary range for executive salary group 6. The board~~
17 ~~of regents shall annually review the assignment of the positions specified in this~~
18 ~~subsection and report any changes therein to the governor and the chief clerk of each~~
19 ~~house of the legislature for distribution to the appropriate standing committees~~
20 ~~under s. 13.172 (3) established under s. 36.09 (1) (k) 2.b.~~

21 **SECTION 14.** 20.923 (14) (a) of the statutes is amended to read:

22 20.923 (14) (a) ~~Except as provided in s. 36.09 (1) (j), any~~ Any adjustment of
23 salary for any incumbent in a position specified in subs. (4), ~~(4m)~~, (8), (9) and (12) is
24 governed by the provisions of the compensation plan concerning executive salary

BILL**SECTION 14**

1 groups as adopted by the joint committee on employment relations under s. 230.12
2 (3) (b).

3 **SECTION 15.** 20.923 (15) (b) of the statutes is amended to read:

4 20.923 (15) (b) Except for the positions identified in subs. (4g) and ~~(4m)~~ (5), the
5 pay of any incumbent whose salary is subject to a limitation under this section may
6 not equal or exceed that amount paid the governor.

7 **SECTION 16.** 20.923 (16) of the statutes is amended to read:

8 20.923 (16) OVERTIME AND COMPENSATORY TIME EXCLUSION. The salary paid to
9 any person whose position is included under subs. (2), (4), (4g), ~~(4m)~~, (5) and (8) to
10 (12) is deemed to compensate that person for all work hours. No overtime
11 compensation may be paid, and no compensatory time under s. 103.025 may be
12 provided, to any such person for hours worked in any workweek in excess of the
13 standard basis of employment as specified in s. 230.35 (5) (a).

14 **SECTION 17.** 36.09 (1) (e) of the statutes is amended to read:

15 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
16 each institution; a dean for each college campus; the state geologist; the director of
17 the laboratory of hygiene; the director of the psychiatric institute; the state
18 cartographer; with the advice of the land information board; and the requisite
19 number of officers, other than the vice presidents, associate vice presidents and
20 assistant vice presidents of the system; faculty; academic staff and other employes
21 and fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g), ~~(4m)~~
22 and (5) and 230.12 (3) (e), the duties and the term of office for each. The board shall
23 fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g), ~~(4m)~~ and
24 (5) and 230.12 (3) (e), and the duties for each chancellor, vice president, associate vice
25 president and assistant vice president of the system. No sectarian or partisan tests

BILL

1 or any tests based upon race, religion, national origin or sex shall ever be allowed or
2 exercised in the appointment of the employes of the system.

3 **SECTION 18.** 36.09 (1) (e) of the statutes, as affected by 1997 Wisconsin Act 237
4 and 1999 Wisconsin Act (this act), is repealed and recreated to read:

5 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
6 each institution; a dean for each college campus; the state geologist; the director of
7 the laboratory of hygiene; the director of the psychiatric institute; the state
8 cartographer; and the requisite number of officers, other than the vice presidents,
9 associate vice presidents and assistant vice presidents of the system; faculty;
10 academic staff and other employes and fix the salaries, subject to the limitations
11 under par. (j) and ss. 20.923 (4g) and 230.12 (3) (e), the duties and the term of office
12 for each. The board shall fix the salaries, subject to the limitations under par. (j) and
13 ss. 20.923 (4g) and 230.12 (3) (e), and the duties for each chancellor, vice president,
14 associate vice president and assistant vice president of the system. No sectarian or
15 partisan tests or any tests based upon race, religion, national origin or sex shall ever
16 be allowed or exercised in the appointment of the employes of the system.

17 **SECTION 19.** 36.09 (1) (j) of the statutes is amended to read:

18 36.09 (1) (j) Except where such matters are a subject of bargaining with a
19 certified representative of a collective bargaining unit under s. 111.91, the board
20 shall establish salaries for persons not in the classified staff prior to July 1 of each
21 year for the next fiscal year, and shall designate the effective dates for payment of
22 the new salaries. In the first year of the biennium, payments of the salaries
23 established for the preceding year shall be continued until the biennial budget bill
24 is enacted. If the budget is enacted after July 1, payments shall be made following
25 enactment of the budget to satisfy the obligations incurred on the effective dates, as

BILL**SECTION 19**

1 designated by the board, for the new salaries, subject only to the appropriation of
2 funds by the legislature and s. 20.928 (3). This paragraph does not limit the
3 authority of the board to establish salaries for new appointments. The board may
4 not increase the salaries of employees specified in ss. 20.923 (5) and (6) (m) and 230.08
5 (2) (d) under this paragraph unless the salary increase conforms to the proposal as
6 approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct
7 salary inequities under par. (h), to fund job reclassifications or promotions, or to
8 recognize competitive factors. ~~The board may not increase the salary of any position
9 identified in s. 20.923 (4m) under this paragraph unless the salary increase conforms
10 to the compensation plan for executive salary group positions as approved under s.
11 230.12 (3) (b) or the board authorizes the salary increase to correct a salary inequity
12 or to recognize competitive factors.~~ The board may not increase the salary of any
13 position identified in s. 20.923 (4g) under this paragraph unless the salary increase
14 conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes
15 the salary increase to correct a salary inequity or to recognize competitive factors.
16 The board may not increase the salary of any position identified in s. 20.923 (4g) to
17 correct a salary inequity that results from the appointment of a person to a position
18 identified in s. 20.923 (4g) unless the increase is approved by the department of
19 employment relations. The granting of salary increases to recognize competitive
20 factors does not obligate inclusion of the annualized amount of the increases in the
21 appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than
22 October 1 of each year, the board shall report to the joint committee on finance and
23 the departments of administration and employment relations concerning the
24 amounts of any salary increases granted to recognize competitive factors, and the

BILL

1 institutions at which they are granted, for the 12-month period ending on the
2 preceding June 30.

3 **SECTION 20.** 40.02 (30) of the statutes is amended to read:

4 40.02 (30) "Executive participating employe" means a participating employe
5 in a position designated under s. 19.42 (10) (L) or 20.923 (4), (4g), ~~(4m)~~, (8) or (9) or
6 authorized under s. 230.08 (2) (e) during the time of employment. All service credited
7 prior to May 17, 1988, as executive service as defined under s. 40.02 (31), 1985 stats.,
8 shall continue to be treated as executive service as defined under s. 40.02 (31), 1985
9 stats., but no other service rendered prior to May 17, 1988, may be changed to
10 executive service as defined under s. 40.02 (31), 1985 stats.

11 **SECTION 21.** 230.08 (2) (cm) of the statutes is amended to read:

12 230.08 (2) (cm) All positions of the University of Wisconsin System identified
13 in s. 20.923 (4g), ~~(4m)~~ and (5).

14 **SECTION 22.** 230.12 (1) (a) 1. b. of the statutes is amended to read:

15 230.12 (1) (a) 1. b. The provisions governing the pay of all unclassified positions
16 except positions for employes of the University of Wisconsin System ~~which are not~~
17 ~~identified under s. 20.923 (4m)~~, for employes of the legislature which are not
18 identified under s. 20.923 (4), for employes of a service agency under subch. IV of ch.
19 13, for employes of the state court system, for employes of the investment board
20 identified under s. 230.08 (2) (p), for one stenographer employed by each elective
21 executive officer under s. 230.08 (2) (g), and for 3 sales representatives of prison
22 industries and one sales manager of prison industries identified under s. 303.01 (10).

23 **SECTION 23.** 230.12 (5) (d) of the statutes is amended to read:

24 230.12 (5) (d) *Individual increase limit.* ~~Except as authorized in s. 36.09 (1) (j)~~
25 ~~for a position specified in s. 20.923 (4m), no~~ No appointing authority shall award an

BILL**SECTION 23**

1 employe cumulative performance award increases or other types of cumulative
2 within range pay adjustments exceeding a total of 10% of the employe's base pay
3 during a fiscal year. This paragraph does not apply to a specific type of pay increase
4 authorized by the compensation plan if the plan specifically refers to this paragraph
5 and specifically provides that the type of pay increase referenced in the plan is not
6 subject to this paragraph.

7 **SECTION 24.** 230.35 (1m) (a) 2. of the statutes is amended to read:

8 230.35 (1m) (a) 2. A position designated in s. 19.42 (10) (L) or 20.923 (4), ~~(4m)~~,
9 (8) and (9).

10 **SECTION 25.** 230.35 (2) of the statutes is amended to read:

11 230.35 (2) Leave of absence with pay owing to sickness and leave of absence
12 without pay, other than annual leave and leave under s. 103.10, shall be regulated
13 by rules of the secretary, except that unused sick leave shall accumulate from year
14 to year. After July 1, 1973, employes appointed to career executive positions under
15 the program established under s. 230.24 or positions designated in s. 19.42 (10) (L)
16 or 20.923 (4), ~~(4m)~~, (8) and (9) or authorized under s. 230.08 (2) (e) shall have any
17 unused sick leave credits restored if they are reemployed in a career executive
18 position or in a position under s. 19.42 (10) (L) or 20.923 (4), ~~(4m)~~, (8) and (9) or
19 authorized under s. 230.08 (2) (e), regardless of the duration of their absence.
20 Restoration of unused sick leave credits if reemployment is to a position other than
21 those specified above shall be in accordance with rules of the secretary.

22 **SECTION 26. Nonstatutory provisions.**

23 (1) SALARY ADMINISTRATION. Any person whose salary was determined before the
24 effective date of this subsection under section 20.923 (4g), (4m) or (5), 1997 stats.,
25 shall continue to have his or her salary administered under section 20.923 (4g), (4m)

BILL

1 and (5), 1997 stats., until such time that the secretary of employment relations
2 recommends and the joint committee on employment relations, under section 230.12
3 (3) (e) of the statutes, approves salary ranges for positions specified in section 20.923
4 (4g) and (5) of the statutes, as affected by this act.

5 **SECTION 27. Effective dates.** This act takes effect on the day after publication,
6 except as follows:

7 (1) The repeal and recreation of section 36.09 (1) (e) of the statutes takes effect
8 on September 1, 2003.

9 (END)

FISCAL ESTIMATE

DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.

LRB 4764/1

Amendment No. If Applicable

Subject

University of Wisconsin System senior executive compensation plan

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum certain appropriation

- Increase Existing Appropriation
- Decrease Existing Appropriation
- Create New Appropriation
- Increase Existing Revenues
- Decrease Existing Revenues

- Increase Costs - May be possible to Absorb Within Agency's Budget Yes No
- Decrease Costs

Local: No local government costs

- 1. Increase Costs
 - Permissive Mandatory
- 2. Decrease Costs
 - Permissive Mandatory
- 3. Increase Revenues
 - Permissive Mandatory
- 4. Decrease Revenues
 - Permissive Mandatory
- 5. Types of Local Governmental Units Affected:
 - Towns Village Cities
 - Counties Others _____
 - School Districts WTCS Districts

Fund Sources Affected

- GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

LRB 4675/2 modifies the University of Wisconsin System (UWS) senior executive compensation plan by consolidating compensation policies for all senior executives, campus administrators and directors under the UWS pay plan.

The fiscal effect of this change will depend on the pay ranges established by the UWS Board of Regents and the Legislature's Joint Committee on Employment Relations, as well as the salaries established for the positions assigned to those ranges. Since not all of those new ranges have been established and the salaries set, is impossible to determine the fiscal effect of this proposal.

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)

Department of Employment Relations
Robert Van Hoesen/267-1003

Authorized Signature/Telephone No.

Robert Van Hoesen 267-1003

Date

3-15-00



State of Wisconsin
1999 - 2000 LEGISLATURE

LRB-4764/1 2
RAC:wlj:jf

Today

RMR

1999 BILL

1 AN ACT ^{Regen} to repeal 20.923 (4m); to renumber and amend 20.923 (4g) (a), to
2 amend 19.42 (13) (c), 20.923 (4g) (intro.), 20.923 (4g) (b), 20.923 (4g) (c), 20.923
3 (4g) (d), 20.923 (4g) (e), 20.923 (4g) (f), 20.923 (5), 20.923 (14) (a), 20.923 (15) (b),
4 20.923 (16), 36.09 (1) (e), 36.09 (1) (j), 40.02 (30), 230.08 (2) (cm), 230.12 (1) (a)
5 1. b., 230.12 (5) (d), 230.35 (1m) (a) 2. and 230.35 (2); to repeal and recreate
6 36.09 (1) (e); and to create 20.923 (4g) (ae), 20.923 (4g) (am) and 20.923 (4g)
7 (bm) of the statutes; relating to: the University of Wisconsin System senior
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Analysis by the Legislative Reference Bureau

Under current law, there exists a compensation plan for University of Wisconsin (UW) senior executives. There are currently six university senior executive salary groups, with the following positions assigned to each salary group:

1. The positions assigned to university senior executive group (USEG) 1 are the chancellors at UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the UW Colleges and the UW-Extension.

2. The position assigned to USEG 2 is the vice chancellor who is serving as deputy at UW-Milwaukee.

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3. The position assigned to USEG 3 is the vice chancellor who is serving as deputy at UW-Madison.

4. The position assigned to USEG 4 is the chancellor at UW-Milwaukee.

5. The position assigned to USEG 5 is the chancellor at UW-Madison.

6. The position assigned to USEG 6 is the president of the UW System.

This bill expands the number of university senior executive salary groups to nine such groups and includes additional executives employed by the UW System in the compensation plan for UW senior executives. Under the bill, the following positions are assigned to the following senior executive salary groups:

1. ~~The positions assigned to USEG 1 are each of the vice chancellors who is serving as deputy at UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the vice chancellors of the UW Colleges and the UW-Extension.~~

2. The positions assigned to USEG 2 are the vice presidents of the UW System.

3. The positions assigned to USEG 3 are the chancellors at UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the UW Colleges and the UW-Extension.

4. The position assigned to USEG 4 is the vice chancellor who is serving as deputy at UW-Milwaukee.

5. The positions assigned to USEG 5 are the senior vice presidents of the UW System.

6. The position assigned to USEG 6 is the vice chancellor who is serving as deputy at UW-Madison.

7. The position assigned to USEG 7 is the chancellor at UW-Milwaukee.

8. The position assigned to USEG 8 is the chancellor at UW-Madison.

9. The position assigned to USEG 9 is the president of the UW System.

The salary ranges for all of these salary groups are contained in recommendations submitted by the secretary of employment relations for approval by the joint committee on employment relations.

In addition, the bill eliminates the restriction that prevents all of the following positions from receiving a salary that equals or exceeds the salary paid to the governor: the positions of associate and assistant vice presidents, certain vice chancellors, assistant chancellors, associate and assistant vice chancellors and administrative directors and associate directors of physical plant, general operations and services and auxiliary enterprises activities or their equivalent, of each UW institution, the UW-Extension and the UW System.

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:

1

SECTION 1. 19.42 (13) (c) of the statutes is amended to read:

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1 19.42 (13) (c) All positions identified under s. 20.923 (2), (4), (4g), ~~(4m)~~, (6) (f)
2 to (h) and (8) to (10), except clerical positions.

3 **SECTION 2.** 20.923 (4g) (intro.) of the statutes is amended to read:

4 20.923 (4g) UNIVERSITY OF WISCONSIN SYSTEM SENIOR EXECUTIVE POSITIONS.
5 (intro.) A compensation plan consisting of 6 9 university senior executive salary
6 groups is established for certain administrative positions at the University of
7 Wisconsin System. The salary ranges for the university senior executive salary
8 groups shall be contained in the recommendations of the secretary of employment
9 relations under s. 230.12 (3) (e). The board of regents of the University of Wisconsin
10 System shall set the salaries for these positions within the ranges to which the
11 positions are assigned to reflect the hierarchical structure of the system, to recognize
12 merit, to permit orderly salary progression and to recognize competitive factors. The
13 salary of any incumbent in the positions identified in pars. ~~(a)~~ (ae) to (f) may not
14 exceed the maximum of the salary range for the group to which the position is
15 assigned. The positions are assigned as follows:

16 **SECTION 3.** 20.923 (4g) (a) of the statutes is renumbered 20.923 (4g) (ar) and
17 amended to read:

18 20.923 (4g) (ar) The positions assigned to university senior executive group 1
19 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire,
20 Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point,
21 Stout, Superior and Whitewater and the chancellors of the University of Wisconsin
22 Colleges and the University of Wisconsin-Extension.

23 **SECTION 4.** 20.923 (4g) (ae) of the statutes is created to read:

24 20.923 (4g) (ae) The positions assigned to university senior executive group 1
25 are each of the vice chancellors who is serving as deputy at the University of

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each of
 1 Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh,
 2 Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater
 3 and the vice chancellors *who is serving as deputy at* of the University of Wisconsin Colleges and the University
 4 of Wisconsin-Extension.

SECTION 5. 20.923 (4g) (am) of the statutes is created to read:

20.923 (4g) (am) The positions assigned to university senior executive group
2 are the vice presidents of the University of Wisconsin System.

SECTION 6. 20.923 (4g) (b) of the statutes is amended to read:

20.923 (4g) (b) The position assigned to university senior executive group 2 4
is the vice chancellor who is serving as deputy at the University of
Wisconsin-Milwaukee.

SECTION 7. 20.923 (4g) (bm) of the statutes is created to read:

20.923 (4g) (bm) The positions assigned to university senior executive group
5 are the senior vice presidents of the University of Wisconsin System.

SECTION 8. 20.923 (4g) (c) of the statutes is amended to read:

20.923 (4g) (c) The position assigned to university senior executive group 3 6
is the vice chancellor who is serving as deputy at the University of
Wisconsin-Madison.

SECTION 9. 20.923 (4g) (d) of the statutes is amended to read:

20.923 (4g) (d) The position assigned to university senior executive group 4
7 is the chancellor at the University of Wisconsin-Milwaukee.

SECTION 10. 20.923 (4g) (e) of the statutes is amended to read:

20.923 (4g) (e) The position assigned to university senior executive group 5 8
is the chancellor at the University of Wisconsin-Madison.

SECTION 11. 20.923 (4g) (f) of the statutes is amended to read:

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1 20.923 (4g) (f) The position assigned to university senior executive group 6 9
2 is the president of the University of Wisconsin System.

3 **SECTION 12.** 20.923 (4m) of the statutes is repealed.

4 **SECTION 13.** 20.923 (5) of the statutes is amended to read:

5 20.923 (5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS.
6 The board of regents of the University of Wisconsin System shall assign the positions
7 of associate and assistant vice presidents, vice chancellors not identified in sub. (4g)
8 ~~or (4m)~~, assistant chancellors, associate and assistant vice chancellors and
9 administrative directors and associate directors of physical plant, general operations
10 and services and auxiliary enterprises activities or their equivalent, of each
11 University of Wisconsin institution, the University of Wisconsin-Extension and the
12 University of Wisconsin System administration to salary ranges. ~~The salary for each~~
13 ~~such position is limited only by the maximum dollar value of the salary range to~~
14 ~~which the position is assigned. No position specified in this subsection may be~~
15 ~~assigned to a salary range having a maximum dollar value higher than the~~
16 ~~maximum dollar value of the salary range for executive salary group 6. The board~~
17 ~~of regents shall annually review the assignment of the positions specified in this~~
18 ~~subsection and report any changes therein to the governor and the chief clerk of each~~
19 ~~house of the legislature for distribution to the appropriate standing committees~~
20 ~~under s. 13.172 (3) established under s. 36.09 (1) (k) 2.b.~~

21 **SECTION 14.** 20.923 (14) (a) of the statutes is amended to read:

22 20.923 (14) (a) ~~Except as provided in s. 36.09 (1) (j), any~~ Any adjustment of
23 salary for any incumbent in a position specified in subs. (4), (4m), (8), (9) and (12) is
24 governed by the provisions of the compensation plan concerning executive salary

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1 groups as adopted by the joint committee on employment relations under s. 230.12
2 (3) (b).

3 **SECTION 15.** 20.923 (15) (b) of the statutes is amended to read:

4 20.923 (15) (b) Except for the positions identified in subs. (4g) and ~~(4m)~~ (5), the
5 pay of any incumbent whose salary is subject to a limitation under this section may
6 not equal or exceed that amount paid the governor.

7 **SECTION 16.** 20.923 (16) of the statutes is amended to read:

8 20.923 (16) OVERTIME AND COMPENSATORY TIME EXCLUSION. The salary paid to
9 any person whose position is included under subs. (2), (4), (4g), ~~(4m)~~, (5) and (8) to
10 (12) is deemed to compensate that person for all work hours. No overtime
11 compensation may be paid, and no compensatory time under s. 103.025 may be
12 provided, to any such person for hours worked in any workweek in excess of the
13 standard basis of employment as specified in s. 230.35 (5) (a).

14 **SECTION 17.** 36.09 (1) (e) of the statutes is amended to read:

15 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
16 each institution; a dean for each college campus; the state geologist; the director of
17 the laboratory of hygiene; the director of the psychiatric institute; the state
18 cartographer; with the advice of the land information board; and the requisite
19 number of officers, other than the vice presidents, associate vice presidents and
20 assistant vice presidents of the system; faculty; academic staff and other employes
21 and fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g), ~~(4m)~~
22 and ~~(5)~~ and 230.12 (3) (e), the duties and the term of office for each. The board shall
23 fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g), ~~(4m)~~ and
24 ~~(5)~~ and 230.12 (3) (e), and the duties for each chancellor, vice president, associate vice
25 president and assistant vice president of the system. No sectarian or partisan tests

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1 or any tests based upon race, religion, national origin or sex shall ever be allowed or
2 exercised in the appointment of the employes of the system.

3 **SECTION 18.** 36.09 (1) (e) of the statutes, as affected by 1997 Wisconsin Act 237
4 and 1999 Wisconsin Act (this act), is repealed and recreated to read:

5 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
6 each institution; a dean for each college campus; the state geologist; the director of
7 the laboratory of hygiene; the director of the psychiatric institute; the state
8 cartographer; and the requisite number of officers, other than the vice presidents,
9 associate vice presidents and assistant vice presidents of the system; faculty;
10 academic staff and other employes and fix the salaries, subject to the limitations
11 under par. (j) and ss. 20.923 (4g) and 230.12 (3) (e), the duties and the term of office
12 for each. The board shall fix the salaries, subject to the limitations under par. (j) and
13 ss. 20.923 (4g) and 230.12 (3) (e), and the duties for each chancellor, vice president,
14 associate vice president and assistant vice president of the system. No sectarian or
15 partisan tests or any tests based upon race, religion, national origin or sex shall ever
16 be allowed or exercised in the appointment of the employes of the system.

17 **SECTION 19.** 36.09 (1) (j) of the statutes is amended to read:

18 36.09 (1) (j) Except where such matters are a subject of bargaining with a
19 certified representative of a collective bargaining unit under s. 111.91, the board
20 shall establish salaries for persons not in the classified staff prior to July 1 of each
21 year for the next fiscal year, and shall designate the effective dates for payment of
22 the new salaries. In the first year of the biennium, payments of the salaries
23 established for the preceding year shall be continued until the biennial budget bill
24 is enacted. If the budget is enacted after July 1, payments shall be made following
25 enactment of the budget to satisfy the obligations incurred on the effective dates, as

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1 designated by the board, for the new salaries, subject only to the appropriation of
2 funds by the legislature and s. 20.928 (3). This paragraph does not limit the
3 authority of the board to establish salaries for new appointments. The board may
4 not increase the salaries of employes specified in ss. 20.923 (5) and (6) (m) and 230.08
5 (2) (d) under this paragraph unless the salary increase conforms to the proposal as
6 approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct
7 salary inequities under par. (h), to fund job reclassifications or promotions, or to
8 recognize competitive factors. ~~The board may not increase the salary of any position~~
9 ~~identified in s. 20.923 (4m) under this paragraph unless the salary increase conforms~~
10 ~~to the compensation plan for executive salary group positions as approved under s.~~
11 ~~230.12 (3) (b) or the board authorizes the salary increase to correct a salary inequity~~
12 ~~or to recognize competitive factors.~~ The board may not increase the salary of any
13 position identified in s. 20.923 (4g) under this paragraph unless the salary increase
14 conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes
15 the salary increase to correct a salary inequity or to recognize competitive factors.
16 The board may not increase the salary of any position identified in s. 20.923 (4g) to
17 correct a salary inequity that results from the appointment of a person to a position
18 identified in s. 20.923 (4g) unless the increase is approved by the department of
19 employment relations. The granting of salary increases to recognize competitive
20 factors does not obligate inclusion of the annualized amount of the increases in the
21 appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than
22 October 1 of each year, the board shall report to the joint committee on finance and
23 the departments of administration and employment relations concerning the
24 amounts of any salary increases granted to recognize competitive factors, and the

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1 institutions at which they are granted, for the 12-month period ending on the
2 preceding June 30.

3 **SECTION 20.** 40.02 (30) of the statutes is amended to read:

4 40.02 (30) "Executive participating employe" means a participating employe
5 in a position designated under s. 19.42 (10) (L) or 20.923 (4), (4g), ~~(4m)~~; (8) or (9) or
6 authorized under s. 230.08 (2) (e) during the time of employment. All service credited
7 prior to May 17, 1988, as executive service as defined under s. 40.02 (31), 1985 stats.,
8 shall continue to be treated as executive service as defined under s. 40.02 (31), 1985
9 stats., but no other service rendered prior to May 17, 1988, may be changed to
10 executive service as defined under s. 40.02 (31), 1985 stats.

11 **SECTION 21.** 230.08 (2) (cm) of the statutes is amended to read:

12 230.08 (2) (cm) All positions of the University of Wisconsin System identified
13 in s. 20.923 (4g), ~~(4m)~~ and (5).

14 **SECTION 22.** 230.12 (1) (a) 1. b. of the statutes is amended to read:

15 230.12 (1) (a) 1. b. The provisions governing the pay of all unclassified positions
16 except positions for employes of the University of Wisconsin System ~~which are not~~
17 ~~identified under s. 20.923 (4m)~~, for employes of the legislature which are not
18 identified under s. 20.923 (4), for employes of a service agency under subch. IV of ch.
19 13, for employes of the state court system, for employes of the investment board
20 identified under s. 230.08 (2) (p), for one stenographer employed by each elective
21 executive officer under s. 230.08 (2) (g), and for 3 sales representatives of prison
22 industries and one sales manager of prison industries identified under s. 303.01 (10).

23 **SECTION 23.** 230.12 (5) (d) of the statutes is amended to read:

24 230.12 (5) (d) *Individual increase limit.* ~~Except as authorized in s. 36.09 (1) (j)~~
25 ~~for a position specified in s. 20.923 (4m), no~~ No appointing authority shall award an

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1 employe cumulative performance award increases or other types of cumulative
2 within range pay adjustments exceeding a total of 10% of the employe's base pay
3 during a fiscal year. This paragraph does not apply to a specific type of pay increase
4 authorized by the compensation plan if the plan specifically refers to this paragraph
5 and specifically provides that the type of pay increase referenced in the plan is not
6 subject to this paragraph.

7 **SECTION 24.** 230.35 (1m) (a) 2. of the statutes is amended to read:

8 230.35 (1m) (a) 2. A position designated in s. 19.42 (10) (L) or 20.923 (4), ~~(4m)~~,
9 (8) and (9).

10 **SECTION 25.** 230.35 (2) of the statutes is amended to read:

11 230.35 (2) Leave of absence with pay owing to sickness and leave of absence
12 without pay, other than annual leave and leave under s. 103.10, shall be regulated
13 by rules of the secretary, except that unused sick leave shall accumulate from year
14 to year. After July 1, 1973, employes appointed to career executive positions under
15 the program established under s. 230.24 or positions designated in s. 19.42 (10) (L)
16 or 20.923 (4), ~~(4m)~~, (8) and (9) or authorized under s. 230.08 (2) (e) shall have any
17 unused sick leave credits restored if they are reemployed in a career executive
18 position or in a position under s. 19.42 (10) (L) or 20.923 (4), ~~(4m)~~, (8) and (9) or
19 authorized under s. 230.08 (2) (e), regardless of the duration of their absence.
20 Restoration of unused sick leave credits if reemployment is to a position other than
21 those specified above shall be in accordance with rules of the secretary.

22 **SECTION 26. Nonstatutory provisions.**

23 (1) SALARY ADMINISTRATION. Any person whose salary was determined before the
24 effective date of this subsection under section 20.923 (4g), (4m) or (5), 1997 stats.,
25 shall continue to have his or her salary administered under section 20.923 (4g), (4m)

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1 and (5), 1997 stats., until such time that the secretary of employment relations
2 recommends and the joint committee on employment relations, under section 230.12
3 (3) (e) of the statutes, approves salary ranges for positions specified in section 20.923
4 (4g) and (5) of the statutes, as affected by this act.

5 **SECTION 27. Effective dates.** This act takes effect on the day after publication,
6 except as follows:

7 (1) The repeal and recreation of section 36.09 (1) (e) of the statutes takes effect
8 on September 1, 2003.

9 (END)

**SUBMITTAL
FORM**

**LEGISLATIVE REFERENCE BUREAU
Legal Section Telephone: 266-3561
5th Floor, 100 N. Hamilton Street**

The attached draft is submitted for your inspection. Please check each part carefully, proofread each word, and sign on the appropriate line(s) below.

Date: 03/16/2000

To: Employment Relations Dept.

Relating to LRB drafting number: LRB-4764

Topic

University of Wisconsin senior executive pay plan

Subject(s)

Employ Pub - civil service, Employ Pub - miscellaneous

1. **JACKET** the draft for introduction _____

in the **Senate** or the **Assembly** _____ (check only one). Only the requester under whose name the drafting request is entered in the LRB's drafting records may authorize the draft to be submitted. Please allow one day for the preparation of the required copies.

2. **REDRAFT**. See the changes indicated or attached _____.

A revised draft will be submitted for your approval with changes incorporated.

3. Obtain **FISCAL ESTIMATE NOW**, prior to introduction _____.

If the analysis indicates that a fiscal estimate is required because the proposal makes an appropriation or increases or decreases existing appropriations or state or general local government fiscal liability or revenues, you have the option to request the fiscal estimate prior to introduction. If you choose to introduce the proposal without the fiscal estimate, the fiscal estimate will be requested automatically upon introduction. It takes about 10 days to obtain a fiscal estimate. Requesting the fiscal estimate prior to introduction retains your flexibility for possible redrafting of the proposal.

If you have any questions regarding the above procedures, please call 266-3561. If you have any questions relating to the attached draft, please feel free to call me.

Rick A. Champagnac, Senior Attorney
Telephone: (608) 266-9930