

1999 DRAFTING REQUEST

Bill

Received: **03/06/2000**

Received By: **champra**

Wanted: **Soon**

Identical to LRB:

For: **Employment Relations Dept.**

By/Representing: **Bob van Hoesen**

This file may be shown to any legislator: **NO**

Drafter: **champra**

May Contact:

Alt. Drafters:

Subject: **Employ Pub - miscellaneous**

Extra Copies:

Pre Topic:

No specific pre topic given

Topic:

University of Wisconsin Senior Executive Pay Plan

Instructions:

See Attached.

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>
/1	champra 03/09/2000	wjackson 03/10/2000	martykr 03/10/2000	_____	lrb_docadmin 03/10/2000		State
/2	champra 03/14/2000	wjackson 03/14/2000	martykr 03/14/2000	_____	lrb_docadmin 03/15/2000		State
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FE Sent For (03/16/2000) (03/16/2000.)
("12" "13")

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13 Wlj 3/16
Wm 3/16
JF 3/16
Wm 16

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12 3/14 WLJ
 km 3/14
 JH 3/14

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1?	champra	1 Wlj 3/10	<i>[Signature]</i> 3/10 <i>[Signature]</i> 3/14	<i>[Signature]</i> 3/10 <i>[Signature]</i> 3/10			

FE Sent For:

<END>

CORRESPONDENCE / MEMORANDUM

State of Wisconsin

Department of Employment Relations
Division of Administrative Services

DATE: March 1, 2000

TO: Rick Champagne
Legislative Reference Bureau

FROM: Bob Van Hoesen
Administrator
Division of Administrative Services

SUBJECT: Drafting Instructions for UW Senior Executive Pay Plan

The Department of Employment Relations requests an LRB draft to include additional UW executive positions in the UW Senior Executive Pay Plan under s. 20.923 (4g) and to move other UW executives under the regular UW pay plan under 230.12 (3)(e).

Executives now included in s. 20.923 (4m) would be placed in three newly created salary groups under existing s. 20.923 (4g). Par. (4m) would be repealed. Statutory cross references to (4m) in other parts of the statutes could be deleted and covered by cross references to (4g) where they would be newly located.

Executives now included in s. 20.923 (5) would be placed in the regular UW pay plan under existing 230.12 (3)(e). Par. (5) would be repealed. However, since there are numerous cross references to par. (5) in other parts of the statutes, a substitute listing of the positions in current (5) must be created. These cross references can be found in the ethics code, the pay plan supplements, salary adjustments by the Board of Regents, the list of employes who are in the unclassified service, etc. I suggest a new listing of the (5) positions under a newly created paragraph numbered something like (6)(mxxx), which would also make it clear that salaries for these positions are set by the appointing authority (i.e., the UW).

We intend to present this proposal to the members of Joint Committee on Employment Relations at their May 20 meeting, so we would like the draft prior to that time for review by DER and UW staff.

If you have any questions, you may contact Bob Van Hoesen at 267-1003, 267-1020 (Fax) or by e-mail at Bob.VanHoesen@der.state.wi.us.

You may also contact Dana Denny of DER at 267-0342.

Thanks, Rick.

Statutory Section	Who is affected	Proposed Treatment
19.42 (13)(b)	The positions of associate and assistant vice presidents of the University of Wisconsin System and vice chancellors identified in (5) are defined as "state public office" under ethics code.	Substitute proper cross reference to new 20.923 (6)(mxxx)
19.42 (13) (c)	Positions in (4g) and (4m) are defined as "state public office" under ethics code	Delete reference to (4m) since positions will now be included in (4g)
20.865(1)(c) and (ci) (i) and (ic) (s) and (si)	Pay plan supplements	In all six locations in these paragraphs, change the cross references from (5) to new (6)(mxxx)
20.923 (4g)	Current Senior Executive Pay Plan listing	Amend to include listing of (4m) positions (see attached)
20.923 (4m)	Senior executives still under regular compensation plan	Repeal since positions will be included in (4g)
20.923 (5)	Other UW officers	Repeal – and include the positions as a new paragraph 20.923 (6) – e.g., par. (mxxx). Include only the positions, not the salary limitations contained in the last 3 sentences of (5)
20.923 (14) (a)	Adjustments for (4m) positions governed by compensation plan	Delete the cross reference "except as provided in 36.09 (1)(j)" and the reference to (4m)
(15)(b)	(4g) and (4m) positions exempted from governor's salary cap	Delete reference to (4m)
(16)	Salaries paid to employees in (4g)(4m) and (5) are deemed to compensate for all hours worked	Delete reference to (4m). Change (5) to the new (6)(mxxx)
36.09(1)(e)	Regents set salaries, subject to (4g)(4m)(5) and 230.12 (3)(e)	Delete references to (4m) and (5) in the 1 st and 2 nd sentences.

No need to amend

No need to amend

No need to repeal & change x-ref.

These 4 refer to (4m) here

Statutory Section	Who is affected	Proposed Treatment
36.09(1)(j)	Regents can't adjust salaries of (5) positions unless it conforms to UW compensation plan. Regents can't adjust salaries of (4m) positions unless it conforms to regular compensation plan	Change (5) to new (6)(mxxx) Delete entire sentence that refers to salaries of (4m) positions since they will be included in similar reference to (4g) positions.
36.30	Sick leave for (4g), (5) and faculty positions is subject to regents policy.	Change reference from (5) to new (6)(mxxx)
40.02(30)	Positions in (4g) and (4m) are executive participating employees under WRS	Delete reference to (4m)
230.08(2)(cm)	Positions in (4g) (4m), and (5) are in unclassified service	Delete references to (4m) and (5) and insert reference to new (6)(mxxx).
230.12(1)(a)1.b.	Positions in (4m) are subject to regular compensation plan	Delete reference to (4m) by deleting phrase "which are not identified under s. 20.923 (4m)"
230.12(3)(e)	Positions in (4g), (5), (6)(m) and 230.08 (2)(d) are subject to UW pay plan	In three locations, change the reference from (5) to new (6)(mxxx)
230.12(5)(d)	Positions in (4m) exempt from 10% annual pay increase limit	Delete exemption contained in the 1 st clause since the (4m) employees will no longer be under compensation plan
230.35(1m)(a)2	Positions in (4m) entitled to annual leave	Delete reference to (4m) since employees will be subject to Regents' policies
230.35(2)	Positions in (4m) entitled to restoration of sick leave	In two locations, delete reference to (4m) since employees will be subject to Regents' policies

No need to change x-ref

No need to change x-ref

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

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

(b) The positions assigned to university senior executive group 2 are the vice presidents of the University of Wisconsin System

~~(a)~~ (c) The positions assigned to university senior executive group 4 3 are the chancellors at the University of Wisconsin 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 University of Wisconsin Colleges and the University of Wisconsin–Extension.

~~(b)~~ (d) 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.

(e) The positions assigned to university senior executive group 5 are the senior vice presidents of the University of Wisconsin System

~~(e)~~ (f) 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.

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

~~(e)~~ (h) The position assigned to university senior executive group 5 8 is the chancellor at the University of Wisconsin–Madison.

~~(f)~~ (i) The position assigned to university senior executive group 6 9 is the president of the University of Wisconsin System.

Champagne, Rick

From: VanHoesen, Bob
Sent: Wednesday, March 01, 2000 11:51 AM
To: Champagne, Rick
Cc: Denny, Dana; Reinwald, Elizabeth; 'gbrooks@ccmail.uwsa.edu'
Subject: Drafting Instructions for new UW Executive Pay Plan

Importance: High

Rick,

We are working with the UW to include more positions in the UW Senior Executive Pay Plan. Here are the drafting instructions. Let me know if you have any questions.

Because of the short time frame available, I am simultaneously asking George Brooks of the UW System to review the instructions to insure that they comply with everyone's intent. So, he may have some further revisions which we will forward to you immediately when we receive them.

Thanks.



UW pay drafting
instructions.d...

Bob VH

Champagne, Rick

From: VanHoesen, Bob
Sent: Wednesday, March 08, 2000 4:04 PM
To: Champagne, Rick

Rick,

Something like this is what we're looking for . . .

Notwithstanding the amendments to sections 20.923 (4g), (4m) and (5) of the statutes, as affected by this act, salary administration for positions under sections 20.923 (4g), (4m) and (5) of the statutes may continue under sections 20.923 (4g), (4m) and (5) of the statutes until new pay ranges under section 20.923 (4g) of the statutes, as affected by this act, are established by JOCER.

Thanks for all your usual good work.

Bob VH



State of Wisconsin
1999 - 2000 LEGISLATURE

LRB-4675/1
RAC:/:....
Wlj

MON. 9 AM

1999 BILL

Gen Cat

1 AN ACT ~~relating to~~; relating to: the University of Wisconsin System senior executive
2 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 ~~the~~ 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 ~~the~~ UW-Milwaukee.

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

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

5. The position assigned to USEG 5 is the chancellor at ~~the~~ 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 ~~9~~ 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 the vice chancellors at ~~the~~ UW System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River

BILL

Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the UW Colleges and the UW-Extension.

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

3. The positions ^gassigned to university senior executive group USEG 3 are the chancellors at the 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 ^gposition assigned to USEG 4 is the vice chancellor who is serving as deputy at the UW-Milwaukee.

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

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

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

8. The position assigned to USEG 8 is the chancellor at ^gthe 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.

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) ^gof the statutes is amended to read:

2 19.42 (13) (c) All positions identified under s. 20.923 (2), (4), (4g), (~~4m~~), (6) (f)

3 to (h) and (8) to (10), except clerical positions.

History: 1973 c. 90; Stats. 1973 s. 11.02; 1973 c. 333; 1973 c. 334 ss. 33, 57; Stats. 1973 s. 19.42; 1977 c. 29, 223, 277; 1977 c. 447 ss. 35, 209; 1979 c. 34, 177, 221; 1981 c. 20, 269, 349, 391; 1983 a. 27; 1983 a. 81 s. 11; 1983 a. 83 s. 20; 1983 a. 166 ss. 1 to 4, 16; 1983 a. 484, 538; 1985 a. 26; 1985 a. 29 s. 3202 (46); 1985 a. 304; 1987 a. 72, 119; 1987 a. 312 s. 17; 1987 a. 340, 365, 399, 403; 1989 a. 31, 338; 1991 a. 39, 189, 221, 269; 1993 a. 16, 263, 399; 1995 a. 27, 56, 274; 1997 a. 27; 1997 a. 237 ss. 19m, 722q; 1997 a. 298.

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

5 20.923 (4g) UNIVERSITY OF WISCONSIN SYSTEM SENIOR EXECUTIVE POSITIONS.

6 (intro.) A compensation plan consisting of ^g6 9 university senior executive salary

7 groups is established for certain administrative positions at the University of

8 Wisconsin System. The salary ranges for the university senior executive salary

9 groups shall be contained in the recommendations of the secretary of employment

10 relations under s. 230.12 (3) (e). The board of regents of the University of Wisconsin

BILL

1 System shall set the salaries for these positions within the ranges to which the
 2 positions are assigned to reflect the hierarchical structure of the system, to recognize
 3 merit, to permit orderly salary progression and to recognize competitive factors. The
 4 salary of any incumbent in the positions identified in pars. ~~(a)~~^(ae) to (f) may not exceed
 5 the maximum of the salary range for the group to which the position is assigned. The
 6 positions are assigned as follows:

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

9 20.923 (4g) (ar) The positions assigned to university senior executive group 1
 10 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire,
 11 Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point,
 12 Stout, Superior and Whitewater and the chancellors of the University of Wisconsin
 13 Colleges and the University of Wisconsin-Extension.

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

15 20.923 (4g) (ae) The positions assigned to university senior executive group 1
 16 are the vice chancellors at the University of Wisconsin System campuses at Eau
 17 Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens
 18 Point, Stout, Superior and Whitewater and the chancellors of the University of
 19 Wisconsin Colleges and the University of Wisconsin-Extension.

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

BILL**SECTION 5**

1 20.923 (4g) (am) The positions assigned to university senior executive group
2 2 are the vice presidents of the University of Wisconsin System.

3 **SECTION 6.** 20.923 (4g) (b)[↓] of the statutes is amended to read:

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

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

8 20.923 (4g) (bm) The positions assigned to university senior executive group
9 5 are the senior vice presidents of the University of Wisconsin System.

10 **SECTION 8.** 20.923 (4g) (c)[↓] of the statutes is amended to read:

11 20.923 (4g) (c) The position assigned to university senior executive group 3 6
12 is the vice chancellor who is serving as deputy at the University of
13 Wisconsin–Madison.

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

14 **SECTION 9.** 20.923 (4g) (d)[↓] of the statutes is amended to read:

15 20.923 (4g) (d) The position assigned to university senior executive group 4
16 7 is the chancellor at the University of Wisconsin–Milwaukee.

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

17 **SECTION 10.** 20.923 (4g) (e)[↓] of the statutes is amended to read:

18 20.923 (4g) (e) The position assigned to university senior executive group 5 8
19 is the chancellor at the University of Wisconsin–Madison.

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977

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c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

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

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

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

6 **20.923 (5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS.**

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

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1 ~~appropriate standing committees under s. 13.172 (3) contained in the~~
 2 ~~recommendations of the secretary of employment relations under s. 230.12 (3) (e).~~[✓]

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

4 **20.923 (14) (a)** ~~Except as provided in s. 36.09 (1) (j), any~~ Any adjustment of
 5 salary for any incumbent in a position specified in subs. (4), (4m), (8), (9) and (12) is
 6 governed by the provisions of the compensation plan concerning executive salary
 7 groups as adopted by the joint committee on employment relations under s. 230.12
 8 (3) (b).

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

10 **20.923 (15) (b)** ~~Except for the positions identified in subs. sub. (4g) and (4m),~~
 11 the pay of any incumbent whose salary is subject to a limitation under this section
 12 may not equal or exceed that amount paid the governor.

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977 c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

14 **20.923 (16) OVERTIME AND COMPENSATORY TIME EXCLUSION.** The salary paid to
 15 any person whose position is included under subs. (2), (4), (4g), (4m), (5) and (8) to
 16 (12) is deemed to compensate that person for all work hours. No overtime
 17 compensation may be paid, and no compensatory time under s. 103.025 may be
 18 provided, to any such person for hours worked in any workweek in excess of the
 19 standard basis of employment as specified in s. 230.35 (5) (a).

History: 1971 c. 18, 125, 164; 1971 c. 270 ss. 98, 104; 1971 c. 307, 321; 1973 c. 90, 156, 243, 333; 1975 c. 28; 1975 c. 39 ss. 236c to 247, 735 (5); 1975 Ex. Order No. 24; 1975 c. 189, 199, 224, 422; 1977 c. 29 ss. 399g to 406d, 1649, 1650m, 1654 (8) (e), 1656 (43); 1977 c. 44; 1977 c. 187 ss. 29, 30, 31, 135; 1977 c. 196 ss. 74 to 76m, 131; 1977

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c. 203, 272, 277, 418, 447, 449; Sup. Ct. Order, 88 Wis. 2d xiii (1979); 1979 c. 32 s. 92 (1); 1979 c. 34, 89, 189; 1979 c. 221 ss. 201m to 218, 2202 (13); 1979 c. 361; 1981 c. 20 ss. 587 to 592g, 2202 (33) (b), (c), (56) (a); 1981 c. 96 ss. 16, 67; 1981 c. 121, 127, 347, 353; 1981 c. 390 s. 252; 1983 a. 27, 46, 121, 192, 371, 378; 1985 a. 18, 23; 1985 a. 29 ss. 603 to 607, 3202 (22) (a); 1985 a. 34, 332; 1987 a. 6, 27, 82, 119, 306, 340, 354, 399, 403; 1989 a. 31, 56, 107, 208, 219, 336; 1991 a. 39, 269; 1993 a. 12, 16, 75, 123, 144, 184, 294, 349, 399, 490; 1995 a. 27 ss. 1193 to 1217m, 9130 (4), 9216 (19); 1995 a. 37, 216, 225; 1997 a. 2, 3, 27, 29, 41, 194, 237; 1999 a. 9.

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

2 **36.09 (1) (e)** The board shall appoint a president of the system; a chancellor for
3 each institution; a dean for each college campus; the state geologist; the director of
4 the laboratory of hygiene; the director of the psychiatric institute; the state
5 cartographer; with the advice of the land information board; and the requisite
6 number of officers, other than the vice presidents, associate vice presidents and
7 assistant vice presidents of the system; faculty; academic staff and other employes
8 and fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g), (4m)
9 and (5) and 230.12 (3) (e), the duties and the term of office for each. The board shall
10 fix the salaries, subject to the limitations under par. (j) and ss. 20.923 (4g), (4m) and
11 (5) and 230.12 (3) (e), and the duties for each chancellor, vice president, associate vice
12 president and assistant vice president of the system. No sectarian or partisan tests
13 or any tests based upon race, religion, national origin or sex shall ever be allowed or
14 exercised in the appointment of the employes of the system.

~~NOPE: NOTE: Par. (e) is repealed and recreated eff. 9-1-03 by 1997 Wis. Act 237 to read: NOTE:~~

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

History: 1973 c. 335; 1975 c. 39, 224; 1977 c. 196 ss. 130 (1), (2), 131; 1977 c. 418; 1979 c. 34 s. 2102 (29) (a); 1981 c. 20 s. 2202 (1) (a); 1983 a. 27 s. 2200 (15); 1983 a. 366; 1985 a. 29, 42, 45, 332; 1987 a. 4, 27, 340; 1989 a. 31, 336, 359; 1991 a. 39; 1997 a. 27, 35, 237, 307.

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

24 **36.09 (1) (e)** The board shall appoint a president of the system; a chancellor for
25 each institution; a dean for each college campus; the state geologist; the director of
26 the laboratory of hygiene; the director of the psychiatric institute; the state
27 cartographer; and the requisite number of officers, other than the vice presidents,

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1 associate vice presidents and assistant vice presidents of the system; faculty;
2 academic staff and other employes and fix the salaries, subject to the limitations
3 under par. (j) and ss. 20.923 (4g) and 230.12 (3) (e), the duties and the term of office
4 for each. The board shall fix the salaries, subject to the limitations under par. (j) and
5 ss. 20.923 (4g) and 230.12 (3) (e), and the duties for each chancellor, vice president,
6 associate vice president and assistant vice president of the system. No sectarian or
7 partisan tests or any tests based upon race, religion, national origin or sex shall ever
8 be allowed or exercised in the appointment of the employes of the system.

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

10 36.09 (1) (j) Except where such matters are a subject of bargaining with a
11 certified representative of a collective bargaining unit under s. 111.91, the board
12 shall establish salaries for persons not in the classified staff prior to July 1 of each
13 year for the next fiscal year, and shall designate the effective dates for payment of
14 the new salaries. In the first year of the biennium, payments of the salaries
15 established for the preceding year shall be continued until the biennial budget bill
16 is enacted. If the budget is enacted after July 1, payments shall be made following
17 enactment of the budget to satisfy the obligations incurred on the effective dates, as
18 designated by the board, for the new salaries, subject only to the appropriation of
19 funds by the legislature and s. 20.928 (3). This paragraph does not limit the
20 authority of the board to establish salaries for new appointments. The board may
21 not increase the salaries of employes specified in ss. 20.923 (5) and (6) (m) and 230.08
22 (2) (d) under this paragraph unless the salary increase conforms to the proposal as
23 approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct
24 salary inequities under par. (h), to fund job reclassifications or promotions, or to
25 recognize competitive factors. ~~The board may not increase the salary of any position~~

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1 identified in ~~s. 20.923 (4m)~~ under this paragraph unless the salary increase conforms
2 to the compensation plan for executive salary group positions as approved under s.
3 230.12 (3) (b) or the board authorizes the salary increase to correct a salary inequity
4 or to recognize competitive factors. The board may not increase the salary of any
5 position identified in s. 20.923 (4g) under this paragraph unless the salary increase
6 conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes
7 the salary increase to correct a salary inequity or to recognize competitive factors.
8 The board may not increase the salary of any position identified in s. 20.923 (4g) to
9 correct a salary inequity that results from the appointment of a person to a position
10 identified in s. 20.923 (4g) unless the increase is approved by the department of
11 employment relations. The granting of salary increases to recognize competitive
12 factors does not obligate inclusion of the annualized amount of the increases in the
13 appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than
14 October 1 of each year, the board shall report to the joint committee on finance and
15 the departments of administration and employment relations concerning the
16 amounts of any salary increases granted to recognize competitive factors, and the
17 institutions at which they are granted, for the 12-month period ending on the
18 preceding June 30.

History: 1973 c. 335; 1975 c. 39, 224; 1977 c. 196 ss. 130 (1), (2), 131; 1977 c. 418; 1979 c. 34 s. 2102 (29) (a); 1981 c. 20 s. 2202 (1) (a); 1983 a. 27 s. 2200 (15); 1983 a. 366; 1985 a. 29, 42, 45, 332; 1987 a. 4, 27, 340; 1989 a. 31, 336, 359; 1991 a. 39; 1997 a. 27, 35, 237, 307.

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

20 40.02 (30) "Executive participating employe" means a participating employe
21 in a position designated under s. 19.42 (10) (L) or 20.923 (4), (4g), ~~(4m)~~, (8) or (9) or
22 authorized under s. 230.08 (2) (e) during the time of employment. All service credited
23 prior to May 17, 1988, as executive service as defined under s. 40.02 (31), 1985 stats.,
24 shall continue to be treated as executive service as defined under s. 40.02 (31), 1985

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1 stats., but no other service rendered prior to May 17, 1988, may be changed to
2 executive service as defined under s. 40.02 (31), 1985 stats.

History: 1981 c. 96, 187, 250, 274, 386; 1983 a. 9, 27; 1983 a. 81 s. 11; 1983 a. 83 s. 20; 1983 a. 106, 140; 1983 a. 141 ss. 1 to 3, 20; 1983 a. 191 ss. 1, 6; 1983 a. 192 s. 304; 1983 a. 255 s. 6; 1983 a. 275, 290, 368; 1983 a. 435 s. 7; 1985 a. 29, 225; 1985 a. 332 ss. 52, 251 (1); 1987 a. 27, 62, 83, 107, 309, 340, 356, 363, 372, 399; 1987 a. 403 ss. 43 to 45, 256; 1989 a. 13, 14, 31; 1989 a. 56 s. 259; 1989 a. 166, 182, 189, 218, 230, 240, 323, 327, 336, 355, 357, 359; 1991 a. 32, 39, 113, 152, 229, 269, 315; 1993 a. 16, 263, 383, 490, 491; 1995 a. 27, ss. 1946 to 1953, 9130 (4); 1995 a. 81, 88, 89, 216, 240, 302, 381, 417; 1997 a. 3, 27, 39, 69, 110, 162, 237, 238; 1999 a. 9, 11.

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

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

History: 1971 c. 40, 270; 1973 c. 333, 335; 1977 c. 29, 187; 1977 c. 196 ss. 34, 108, 130 (5); 1977 c. 272, 418, 449; Stats. 1977 s. 230.08; 1979 c. 34, 189, 221, 356, 361; 1981 c. 20, 347, 374; 1983 a. 27 ss. 1605o to 1609am, 2200 (15); 1983 a. 189 s. 329 (27); 1983 a. 371, 378; 1985 a. 29; 1987 a. 27, 119, 204, 354, 399, 403; 1989 a. 31, 107, 119, 122, 169, 208, 219, 336; 1991 a. 39, 250, 269; 1993 a. 16, 349, 399; 1995 a. 27 ss. 6245 to 6277m, 9126 (19), 9130 (4); 1995 a. 216; 1997 a. 3, 27, 179, 194, 237; 1999 a. 9.

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

7 230.12 (1) (a) 1. b. The provisions governing the pay of all unclassified positions
8 except positions for employes of the University of Wisconsin System ~~which are not~~
9 ~~identified under s. 20.923 (4m)~~, for employes of the legislature which are not
10 identified under s. 20.923 (4), for employes of a service agency under subch. IV of ch.
11 13, for employes of the state court system, for employes of the investment board
12 identified under s. 230.08 (2) (p), for one stenographer employed by each elective
13 executive officer under s. 230.08 (2) (g), and for 3 sales representatives of prison
14 industries and one sales manager of prison industries identified under s. 303.01 (10).

History: 1971 c. 55, 125, 215; 1971 c. 270 ss. 20, 27, 28, 30 to 32; 1971 c. 336; Stats. 1971 s. 16.086; 1973 c. 12, 51, 90; 1975 c. 28, 39, 199, 224; 1977 c. 29, 44; 1977 c. 196 ss. 36, 130 (3), (5), (11), 131; 1977 c. 272, 418, 449; Stats. 1977 s. 230.12; 1979 c. 221; 1981 c. 20 s. 2202 (33) (b); 1981 c. 153; 1983 a. 27 ss. 1611am to 1612am, 2200 (15); 1983 a. 140; 1985 a. 29, 34, 42, 119, 332; 1987 a. 33, 83, 340, 399, 403; 1989 a. 39, 56, 117, 119, 124, 153, 336, 359; 1991 a. 269; 1995 a. 37, 88; 1997 a. 14, 237.

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

16 230.12 (5) (d) *Individual increase limit.* ~~Except as authorized in s. 36.09 (1) (j)~~
17 ~~for a position specified in s. 20.923 (4m), no~~ No appointing authority shall award an
18 employe cumulative performance award increases or other types of cumulative
19 within range pay adjustments exceeding a total of 10% of the employe's base pay
20 during a fiscal year. This paragraph does not apply to a specific type of pay increase
21 authorized by the compensation plan if the plan specifically refers to this paragraph

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1 and specifically provides that the type of pay increase referenced in the plan is not
2 subject to this paragraph.

History: 1971 c. 55, 125, 215; 1971 c. 270 ss. 20, 27, 28, 30 to 32; 1971 c. 336; Stats. 1971 s. 16.086; 1973 c. 12, 51, 90; 1975 c. 28, 39, 199, 224; 1977 c. 29, 44; 1977 c. 196 ss. 36, 130 (3), (5), (11), 131; 1977 c. 272, 418, 449; Stats. 1977 s. 230.12; 1979 c. 221; 1981 c. 20 s. 2202 (33) (b); 1981 c. 153; 1983 a. 27 ss. 1611am to 1612am, 2200 (15); 1983 a. 140; 1985 a. 29, 34, 42, 119, 332; 1987 a. 33, 83, 340, 399, 403; 1989 a. 39, 56, 117, 119, 124, 153, 336, 359; 1991 a. 269; 1995 a. 37, 88; 1997 a. 14, 237.

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

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

History: 1971 c. 91, 125, 183, 211, 226; 1971 c. 270 ss. 70, 71, 83, 104; Stats. 1971 s. 16.30; 1973 c. 51, 243; 1975 c. 28, 39, 41; 1975 c. 147 s. 54; 1975 c. 189, 199, 421, 422; 1977 c. 44; 1977 c. 187 s. 135; 1977 c. 196 ss. 56, 118, 130 (3), (5), (12), 131; 1977 c. 273; 1977 c. 418 ss. 726, 727, 924 (13m); Stats. 1977 s. 230.35; 1979 c. 34, 89; 1979 c. 110 s. 60 (11); 1979 c. 221; 1981 c. 20, 96, 140; 1983 a. 27 s. 2200 (15); 1983 a. 30 ss. 4 to 11, 14; 1983 a. 71, 140; 1983 a. 192 ss. 220, 221, 304; 1985 a. 119; 1987 a. 63, 287, 340, 399, 403; 1989 a. 56 s. 259; 1991 a. 39; 1993 a. 12, 47; 1995 a. 37, 178; 1997 a. 118, 307.

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

7 230.35 (2) Leave of absence with pay owing to sickness and leave of absence
8 without pay, other than annual leave and leave under s. 103.10, shall be regulated
9 by rules of the secretary, except that unused sick leave shall accumulate from year
10 to year. After July 1, 1973, employes appointed to career executive positions under
11 the program established under s. 230.24 or positions designated in s. 19.42 (10) (L)
12 or 20.923 (4), (~~4m~~), (8) and (9) or authorized under s. 230.08 (2) (e) shall have any
13 unused sick leave credits restored if they are reemployed in a career executive
14 position or in a position under s. 19.42 (10) (L) or 20.923 (4), (~~4m~~), (8) and (9) or
15 authorized under s. 230.08 (2) (e), regardless of the duration of their absence.
16 Restoration of unused sick leave credits if reemployment is to a position other than
17 those specified above shall be in accordance with rules of the secretary.

History: 1971 c. 91, 125, 183, 211, 226; 1971 c. 270 ss. 70, 71, 83, 104; Stats. 1971 s. 16.30; 1973 c. 51, 243; 1975 c. 28, 39, 41; 1975 c. 147 s. 54; 1975 c. 189, 199, 421, 422; 1977 c. 44; 1977 c. 187 s. 135; 1977 c. 196 ss. 56, 118, 130 (3), (5), (12), 131; 1977 c. 273; 1977 c. 418 ss. 726, 727, 924 (13m); Stats. 1977 s. 230.35; 1979 c. 34, 89; 1979 c. 110 s. 60 (11); 1979 c. 221; 1981 c. 20, 96, 140; 1983 a. 27 s. 2200 (15); 1983 a. 30 ss. 4 to 11, 14; 1983 a. 71, 140; 1983 a. 192 ss. 220, 221, 304; 1985 a. 119; 1987 a. 63, 287, 340, 399, 403; 1989 a. 56 s. 259; 1991 a. 39; 1993 a. 12, 47; 1995 a. 37, 178; 1997 a. 118, 307.

18 **SECTION 26. Nonstatutory provisions.**

19 (1) SALARY ADMINISTRATION. Any person whose salary was determined before the
20 effective date of this subsection under section 20.923 (4g), (4m) or (5), 1997 stats.,
21 shall continue to have his or her salary administered under section 20.923 (4g), (4m)
22 and (5), until such time that the secretary of employment relations

BILL

1 recommends and the joint committee on employment relations, under section 230.12
2 (3) (e) of the statutes, approves salary ranges for positions specified in section 20.923
3 (4g)[√] and (5)[√] of the statutes, as affected by this act.

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

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

8 (END)

Rick,

Here are our changes to LRB 4675/1. I've highlighted where the changes are to be made.

Thanks a million!

Page, section and statutory section affected	Reason for Change	Actual text
✓ Page 3, Section 4 Creation of 20.923 (4g)(ae)	There is more than one vice chancellor at the non-doctoral campuses, but only one serves as the deputy and should be in SEG 1. Also, the word "vice" needs to be added for the Colleges and UWEX positions. Chancellors of these institutions are in SEG 3.	20.923 (4g) (ae) The positions assigned to university senior executive group 1 are each of the vice chancellors who is serving as deputy at the University of Wisconsin 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 University of Wisconsin Colleges and the University of Wisconsin-Extension.
✓ Page 5, Section 13 Amendment of 20.923 (5)	The regents do not set the salaries for all these positions. This is done at the campus level. The chancellors only assign the positions to the pay ranges. Also, the pay ranges are set under the regents authority in ch. 36, not the recommendations of DER secretary.	20.923 (5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS. The board of regents of the University of Wisconsin System shall assign the positions of associate and assistant vice presidents, vice chancellors not identified in sub. (4g) or (4m) , 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 University of Wisconsin institution, the University of Wisconsin-Extension and the University of Wisconsin System administration to salary range . The salary for each such position is limited only by the maximum dollar value of the salary range to which the position is assigned. No position specified in this subsection may be assigned to a salary range having a maximum dollar value higher than the maximum dollar value of the salary range for executive salary group 6. The board of regents shall annually review the assignment of the positions specified in this subsection and report any changes therein to the governor and the chief clerk of each house of the legislature for distribution to the appropriate standing committees under s. 13.172 (3) established under s. 36.09 (1)(k) 2 b .
Page 6, Section 15 Amendment of 20.923 (15)(b)	We would like to clarify that the positions under sub. (5) are also exempt from the governor's salary cap.	20.923 (15) (b) Except for the positions identified in subs (4g) and (4m) (5) the pay of any incumbent whose salary is subject to a limitation under this section may not equal or exceed that

		amount paid the governor.
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State of Wisconsin
1999 - 2000 LEGISLATURE

LRB-4675/r 2
RAC:wlj:km

THURS AM

RMR

1999 BILL

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 the ~~vice~~ ^{each} vice 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~~ ^{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.

who is serving as deputy

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.

Insert Analysis

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:
- 2 19.42 (13) (c) All positions identified under s. 20.923 (2), (4), (4g), ~~(4m)~~, (6) (f)
- 3 to (h) and (8) to (10), except clerical positions.
- 4 **SECTION 2.** 20.923 (4g) (intro.) of the statutes is amended to read:

BILL

1 20.923 (4g) UNIVERSITY OF WISCONSIN SYSTEM SENIOR EXECUTIVE POSITIONS.
 2 (intro.) A compensation plan consisting of 6 2 university senior executive salary
 3 groups is established for certain administrative positions at the University of
 4 Wisconsin System. The salary ranges for the university senior executive salary
 5 groups shall be contained in the recommendations of the secretary of employment
 6 relations under s. 230.12 (3) (e). The board of regents of the University of Wisconsin
 7 System shall set the salaries for these positions within the ranges to which the
 8 positions are assigned to reflect the hierarchical structure of the system, to recognize
 9 merit, to permit orderly salary progression and to recognize competitive factors. The
 10 salary of any incumbent in the positions identified in pars. (a) (ae) to (f) may not
 11 exceed the maximum of the salary range for the group to which the position is
 12 assigned. The positions are assigned as follows:

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

15 20.923 (4g) (ar) The positions assigned to university senior executive group 1
 16 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire,
 17 Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point,
 18 Stout, Superior and Whitewater and the chancellors of the University of Wisconsin
 19 Colleges and the University of Wisconsin-Extension.

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

21 20.923 (4g) (ae) The positions assigned to university senior executive group 1
 22 are the vice chancellors at the University of Wisconsin System campuses at Eau
 23 Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens
 24 Point, Stout, Superior and Whitewater and the ^{vice}chancellors of the University of
 25 Wisconsin Colleges and the University of Wisconsin-Extension.

each of

who is serving as deputy

BILL

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

2 20.923 (4g) (am) The positions assigned to university senior executive group
3 2 are the vice presidents of the University of Wisconsin System.

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

5 20.923 (4g) (b) The position assigned to university senior executive group ~~2~~ 4
6 is the vice chancellor who is serving as deputy at the University of
7 Wisconsin-Milwaukee.

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

9 20.923 (4g) (bm) The positions assigned to university senior executive group
10 5 are the senior vice presidents of the University of Wisconsin System.

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

12 20.923 (4g) (c) The position assigned to university senior executive group ~~3~~ 6
13 is the vice chancellor who is serving as deputy at the University of
14 Wisconsin-Madison.

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

16 20.923 (4g) (d) The position assigned to university senior executive group ~~4~~
17 7 is the chancellor at the University of Wisconsin-Milwaukee.

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

19 20.923 (4g) (e) The position assigned to university senior executive group ~~5~~ 8
20 is the chancellor at the University of Wisconsin-Madison.

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

22 20.923 (4g) (f) The position assigned to university senior executive group ~~6~~ 9
23 is the president of the University of Wisconsin System.

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

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

BILL

1 20.923 (5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS.

2 The board of regents of the University of Wisconsin System shall ~~assign~~ ^{set} ~~the~~ ^{plan}

3 ~~salaries of~~ the positions of associate and assistant vice presidents, vice chancellors

4 not identified in sub. (4g) ~~or (4m)~~, assistant chancellors, associate and assistant vice

5 chancellors and administrative directors and associate directors of physical plant,

6 general operations and services and auxiliary enterprises activities or their

7 equivalent, of each University of Wisconsin institution, the University of

8 Wisconsin-Extension and the University of Wisconsin System administration ~~to~~ ^{set} ^{plan}

9 ~~within the~~ salary ranges. The salary for each such position is limited only by the

10 maximum dollar value of the salary range to which the position is assigned. No

11 position specified in this subsection may be assigned to a salary range having a

12 maximum dollar value higher than the maximum dollar value of the salary range for

13 executive salary group 6. The board of regents shall annually review the assignment

14 of the positions specified in this subsection and report any changes therein to the

15 governor and the chief clerk of each house of the legislature for distribution to the

16 appropriate standing committees under s. 13.172 (3) ~~contained in the~~

17 ~~recommendations of the secretary of employment relations under s. 230.12 (3) (e).~~

established under s. 36.09(1)(k)2.b

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

19 20.923 (14) (a) ~~Except as provided in s. 36.09 (1) (j), any~~ Any adjustment of

20 salary for any incumbent in a position specified in subs. (4), ~~(4m)~~, (8), (9) and (12) is

21 governed by the provisions of the compensation plan concerning executive salary

22 groups as adopted by the joint committee on employment relations under s. 230.12

23 (3) (b).

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

BILL

1

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

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

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

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

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

BILL

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

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

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

16 36.09 (1) (j) Except where such matters are a subject of bargaining with a
17 certified representative of a collective bargaining unit under s. 111.91, the board
18 shall establish salaries for persons not in the classified staff prior to July 1 of each
19 year for the next fiscal year, and shall designate the effective dates for payment of
20 the new salaries. In the first year of the biennium, payments of the salaries
21 established for the preceding year shall be continued until the biennial budget bill
22 is enacted. If the budget is enacted after July 1, payments shall be made following
23 enactment of the budget to satisfy the obligations incurred on the effective dates, as
24 designated by the board, for the new salaries, subject only to the appropriation of
25 funds by the legislature and s. 20.928 (3). This paragraph does not limit the

BILL

1 authority of the board to establish salaries for new appointments. The board may
2 not increase the salaries of employes specified in ss. 20.923 (5) and (6) (m) and 230.08
3 (2) (d) under this paragraph unless the salary increase conforms to the proposal as
4 approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct
5 salary inequities under par. (h), to fund job reclassifications or promotions, or to
6 recognize competitive factors. ~~The board may not increase the salary of any position
7 identified in s. 20.923 (4m) under this paragraph unless the salary increase conforms
8 to the compensation plan for executive salary group positions as approved under s.
9 230.12 (3) (b) or the board authorizes the salary increase to correct a salary inequity
10 or to recognize competitive factors.~~ The board may not increase the salary of any
11 position identified in s. 20.923 (4g) under this paragraph unless the salary increase
12 conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes
13 the salary increase to correct a salary inequity or to recognize competitive factors.
14 The board may not increase the salary of any position identified in s. 20.923 (4g) to
15 correct a salary inequity that results from the appointment of a person to a position
16 identified in s. 20.923 (4g) unless the increase is approved by the department of
17 employment relations. The granting of salary increases to recognize competitive
18 factors does not obligate inclusion of the annualized amount of the increases in the
19 appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than
20 October 1 of each year, the board shall report to the joint committee on finance and
21 the departments of administration and employment relations concerning the
22 amounts of any salary increases granted to recognize competitive factors, and the
23 institutions at which they are granted, for the 12-month period ending on the
24 preceding June 30.

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

BILL

1 40.02 (30) "Executive participating employe" means a participating employe
2 in a position designated under s. 19.42 (10) (L) or 20.923 (4), (4g), ~~(4m)~~, (8) or (9) or
3 authorized under s. 230.08 (2) (e) during the time of employment. All service credited
4 prior to May 17, 1988, as executive service as defined under s. 40.02 (31), 1985 stats.,
5 shall continue to be treated as executive service as defined under s. 40.02 (31), 1985
6 stats., but no other service rendered prior to May 17, 1988, may be changed to
7 executive service as defined under s. 40.02 (31), 1985 stats.

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

9 230.08 (2) (cm) All positions of the University of Wisconsin System identified
10 in s. 20.923 (4g), ~~(4m)~~ and (5).

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

12 230.12 (1) (a) 1. b. The provisions governing the pay of all unclassified positions
13 except positions for employes of the University of Wisconsin System ~~which are not~~
14 ~~identified under s. 20.923 (4m)~~, for employes of the legislature which are not
15 identified under s. 20.923 (4), for employes of a service agency under subch. IV of ch.
16 13, for employes of the state court system, for employes of the investment board
17 identified under s. 230.08 (2) (p), for one stenographer employed by each elective
18 executive officer under s. 230.08 (2) (g), and for 3 sales representatives of prison
19 industries and one sales manager of prison industries identified under s. 303.01 (10).

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

21 230.12 (5) (d) *Individual increase limit.* ~~Except as authorized in s. 36.09 (1) (j)~~
22 ~~for a position specified in s. 20.923 (4m), no~~ **No** appointing authority shall award an
23 employe cumulative performance award increases or other types of cumulative
24 within range pay adjustments exceeding a total of 10% of the employe's base pay
25 during a fiscal year. This paragraph does not apply to a specific type of pay increase

BILL

1 authorized by the compensation plan if the plan specifically refers to this paragraph
2 and specifically provides that the type of pay increase referenced in the plan is not
3 subject to this paragraph.

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

5 230.35 (1m) (a) 2. A position designated in s. 19.42 (10) (L) or 20.923 (4), ~~(4m)~~,
6 (8) and (9).

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

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

19 **SECTION 26. Nonstatutory provisions.**

20 (1) SALARY ADMINISTRATION. Any person whose salary was determined before the
21 effective date of this subsection under section 20.923 (4g), (4m) or (5), 1997 stats.,
22 shall continue to have his or her salary administered under section 20.923 (4g), (4m)
23 and (5), 1997 stats., until such time that the secretary of employment relations
24 recommends and the joint committee on employment relations, under section 230.12

BILL

1 (3) (e) of the statutes, approves salary ranges for positions specified in section 20.923
2 (4g) and (5) of the statutes, as affected by this act.

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

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

7 (END)

**1999-2000 DRAFTING INSERT
FROM THE
LEGISLATIVE REFERENCE BUREAU**

LRB-4675/2ins
RAC:wlj:km

Insert Analysis:

4x 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.

FISCAL ESTIMATE
DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No./Adm. Rule No.
LRB 4675/2
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-4675/2-3
RAC:wlj:km

Today

RMR

1999 BILL

1 AN ACT ^{Repeal} 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.

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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:

who is serving as deputy at
each of

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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 2 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

*who is serving as
deputy at*

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:

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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-4675

Topic

University of Wisconsin Senior Executive Pay Plan

Subject(s)

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. Champagne, Senior Attorney
Telephone: (608) 266-9930