

2001 DRAFTING REQUEST**Bill**Received: **04/30/2001**Received By: **champra**Wanted: **Soon**

Identical to LRB:

For: **Legislative Council - IND**By/Representing: **Bob Conlin**This file may be shown to any legislator: **NO**Drafter: **champra**

May Contact:

Addl. Drafters:

Subject: **Employ Pub - employee benefits**
Employ Pub - civil service

Extra Copies:

Submit via email: **NO**

Requester's email:

Pre Topic:

No specific pre topic given

Topic:

Catastrophic leave program

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 04/30/2001	wjackson 04/30/2001	pgreensl 04/30/2001	_____	lrb_docadmin 04/30/2001	lrb_docadminState 05/09/2001	

FE Sent For:

<END>

At Intro.

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e-mail to Leg. Council



STATE OF WISCONSIN
Department of Employment Relations

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Governor

Peter D. Fox
Secretary

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April 30, 2001

Co-Chairpersons and Members of the
Joint Committee on Employment Relations
Room. 113 South, State Capitol
Madison, WI 53703

Dear Co-Chairpersons and Members:

In accordance with the provisions of s. 230.12(3)(c), Wis. Stats., I am submitting for your approval recommendations for modifications and amendments to the 1999-2001 Compensation Plan for Nonrepresented and Certain Unclassified Employees and Elected Officials. These recommendations are necessary to complete the final phase of implementing the broadband structure and pay system for nonrepresented classified employees.

Recommendation:

To modify and amend the 1999-2001 Compensation Plan to expand broadbanding to the balance of classified nonrepresented employees (2,500 FTE), excluding crafts-related classifications, to be effective May 20, 2001.

Background information:

During the 1997-99 biennium, we initiated a broadband system for our top level classified managers and information system employees. This development simplified the classification and compensation structure for these employee groups, and included adopting many of the recommendations contained in the October 22, 1996, Report of the Governor's Commission on Human Resource Reform. Since then, a Broadbanding Review Committee of agency human resources managers concluded that broadbanding for top level classified managers was successful in meeting the objectives of providing pay-setting flexibility and improving recruitment and retention of critical employees. That committee recommended that broadbanding be expanded to include additional nonrepresented employee groups. Additional discussions with agency heads confirmed that pay broadbanding and classification simplification was well received and supported its expansion. Therefore, effective March 12, 2000, broadbanding was expanded to middle managers, professional supervisors and professional staff.

Over the past few months, the committee continued to meet to review further expansion of broadbanding to the balance of classified nonrepresented employees. Based on

recommendations of the committee, and input from agencies in support of further expansion, I am submitting my recommendation to modify and amend the 1999-2001 Compensation Plan to expand broadbanding to the balance of classified nonrepresented employees (2,500 FTE), to be effective May 20, 2001.

Cost:

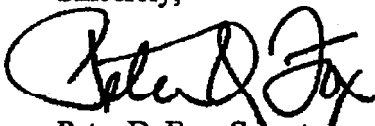
There will not be a General Purpose Revenue cost with this recommendation. However, seven agencies will incur an implementation cost to adjust the base hourly rate of approximately 24 employees to the assigned broadband range minimum. The total all funds cost, with fringe, for these agencies for the remainder of the 1999-2001 biennium is \$88,000.

Catastrophic Leave Provisions:

Under the current catastrophic leave provisions of the law, s. 230.35(2r)(b), Wis. Stats., unclassified employees are excluded from donating or receiving leave credits. Catastrophic leave credits are currently donated to other classified employees who have been granted an unpaid leave of absence on account of a catastrophic need for which there is no paid leave benefits or replacement income available. Therefore, I am requesting the members of the Joint Committee on Employment Relations (JCOER) to introduce a bill under s. 230.12, Wis. Stats., to amend the provisions to enable unclassified employees to make such donations. Attached is draft language to illustrate how the provisions could be modified.

I respectfully request that the Committee approve the above recommendation, and to introduce catastrophic leave legislation. I will be pleased to respond to any questions you may have about the above recommendation.

Sincerely,



Peter D. Fox, Secretary
Department of Employment Relations

PDF:JJV

Attachments: A: Compensation Plan amendments to the following Sections:

- Section A
- Section J
- Section Z
- Pay Schedule 56
- Pay Schedule 81

B: Draft language to amend catastrophic leave provisions

PROPOSED EXPANSION OF CATASTROPHIC LEAVE

- Change s. 230.35 (2r), Wis. Stats., as follows:

(b) The secretary may establish, by rule, a catastrophic leave program that permits ~~classified employee~~employees to donate certain types and amounts of leave credits to other ~~classified employee~~employees who ~~have been~~ have been granted an unpaid leave of absence on account of absent from pay status due to a catastrophic need for which absence there is no leave benefits or replacement income available. The secretary shall determine the types and amounts of leave credits that may be donated.

(c) No ~~classified employee~~employee may grieve under an agency's grievance procedure any appointing authority's decision relating to a catastrophic leave program under this subsection or appeal any such decision to the commission under s. 230.44 or 230.45 (1)(c).

☐



State of Wisconsin
2001 - 2002 LEGISLATURE

LRB-3200/1

RAC:.....

Wlj

TUES AM

2001 BILL

1 AN ACT ^{GEN} relating to: expansion of the catastrophic leave program
2 administered by the department of employment relations.

Analysis by the Legislative Reference Bureau

Under current law, the department of employment relations administers a catastrophic leave program under which classified state employees may donate certain types and amounts of leave credits to other classified employees who have been granted an unpaid leave of absence on account of a catastrophic need. This bill provides that this program applies to all state employees, not just classified employees.

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:

3 SECTION 1. 230.35 (2r) (b) [✓] of the statutes is amended to read:

4 230.35 (2r) (b) The secretary may establish, by rule, a catastrophic leave
5 program that permits ~~classified~~ employees to donate certain types and amounts of
6 leave credits to other ~~classified~~ employees who have been ~~granted an unpaid leave~~

BILL

SECTION 1

1 ~~of absence on account of~~ absent from pay status because of a catastrophic need for
2 which absence there is no paid leave benefits or replacement income available. The
3 secretary shall determine the types and amounts of leave credits that may be
4 donated.

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. 87, 178; 1997 a. 118, 307; 1999 a. 42, 85, 101, 125.

5 **SECTION 2. 230.35 (2r) (c)** of the statutes is amended to read:

6 **230.35 (2r) (c)** No ~~classified~~ employee may grieve under an agency's grievance
7 procedure any appointing authority's decision relating to a catastrophic leave
8 program under this subsection or appeal any such decision to the commission under
9 s. 230.44 or 230.45 (1) (c).

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; 1999 a. 42, 85, 101, 125.

10 **(END)**

Barman, Mike

From: Barman, Mike
Sent: Monday, April 30, 2001 12:45 PM
To: Conlin, Robert
Subject: LRB-3200/1 (attached)

Mike Barman

Mike Barman - Senior Program Asst. (PH. 608-266-3561)
(E Mail: mike.barman@legis.state.wi.us) (FAX: 608 264 6948)

State of Wisconsin
Legislative Reference Bureau - Legal Section - Front Office
100 N. Hamilton Street - 5th Floor
Madison, WI 53703

04/30/2001



State of Wisconsin

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100 NORTH HAMILTON STREET
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MADISON, WI 53701-2037

STEPHEN R. MILLER
CHIEF

LEGAL SECTION: (608) 266-3561
LEGAL FAX: (608) 264-6948

April 30, 2001

MEMORANDUM

To: Legislative Council - IND

From: Rick A. Champagne, Senior Attorney

Re: LRB-3200/1 Catastrophic leave program

The attached draft was prepared at your request. Please review it carefully to ensure that it is accurate and satisfies your intent. If it does and you would like it jacketed for introduction, please indicate below for which house you would like the draft jacketed and return this memorandum to our office. If you have any questions about jacketing, please call our program assistants at 266-3561. Please allow one day for jacketing.

X JACKET FOR ASSEMBLY _____ JACKET FOR SENATE

If you have any questions concerning the attached draft, or would like to have it redrafted, please contact me at (608) 266-9930 or at the address indicated at the top of this memorandum.

If the last paragraph of the analysis states that a fiscal estimate will be prepared, the LRB will request that it be prepared after the draft is introduced. You may obtain a fiscal estimate on the attached draft before it is introduced by calling our program assistants at 266-3561. Please note that if you have previously requested that a fiscal estimate be prepared on an earlier version of this draft, you will need to call our program assistants in order to obtain a fiscal estimate on this version before it is introduced.

Please call our program assistants at 266-3561 if you have any questions regarding this memorandum.