

**2001 DRAFTING REQUEST**

**Senate Amendment (SA-SSA1-SB55)**

Received: 06/15/2001

Received By: **champra**

Wanted: **Soon**

Identical to LRB:

For: **Senate Democratic Caucus**

By/Representing: **Keckhaver**

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

Drafter: **champra**

May Contact:

Addl. Drafters:

Subject: **State Finance - miscellaneous  
Health - tobacco**

Extra Copies:

Submit via email: **NO**

Requester's email:

**Pre Topic:**

SDC:.....Keckhaver - CN1112,

**Topic:**

UW-Madison LTE permanent position pilot 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 06/17/2001	jdye 06/17/2001	haugeca 06/17/2001	_____	lrb_docadmin 06/17/2001		

FE Sent For:

<END>

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/1	champra	1 6/17 jld	CH b/r	CH b/r <del>CH</del> <del>CH</del>			

FE Sent For:

<END>



**SENATE DEMOCRATIC CAUCUS**

DATE: June 11, 2001

TO: ✓ Steve Miller  
Legislative Reference Bureau

Bob Lang  
Legislative Fiscal Bureau

FROM: John Keckhaver  
Senate Democratic Caucus

RE: Senate Democratic Caucus Amendments

Attached please find an additional amendment. This will be part of the Education package. The number is CN 1112.

b0948/1

CN1112

Begin a two-year pilot program at UW-Madison to address the use of long-term LTE positions. Using LTE revenue, convert 100 LTE positions into full-time classified positions. Specify that LTEs would be grandfathered in to these classified positions. Direct the university to focus on positions with relatively high turnover rates. Once created, any vacancies in these 100 positions would be filled utilizing the Civil Service process. The positions would continue to be funded in the same manner as LTE positions.

As part of this pilot program, grant vacation and sick leave benefits to LTEs who qualify for WRS benefits (employees in ongoing LTE positions who have worked a minimum of 600 hours in one year).

UW-Madison would report back to the Legislature and DER in two years with an update on how this pilot program has reduced the use of LTE positions. The report would include information on whether these employees were terminated or promoted.

Subject: LTE Initiative

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Option

1. Authorize the creation of up to 100 permanent classified FTE positions in titles whose activities and responsibilities of which have frequently been performed by Limited Term Employees (LTEs) during the past two years. The position title groups could include such groups as the following:

Program Assistants (including Clerical Assistants)  
Food Service Workers  
Custodians  
Laborer (including Farm Laborers)  
Library Services Assistants  
Audiovisual Techs  
Animal Lab Technicians

(The title groups selected would take into account turnover/vacancies in the already existing positions so as to ensure that openings would continue to be available to non-LTE's.)

2. Initial appointment to these 100 positions would be made as follows:

Individuals who have served as LTEs for a period of not less than one year and who have satisfactorily performed the functions of these positions within the same employing unit as the position may be directly appointed under s.230.15(1m) in the same manner as unclassified employees;

3. Subsequent appointments into any of these 100 positions will be made in the same manner as current classified appointment. (see below).
4. In order to comply with the special nature of these 100 positions, which limits them to LTEs, the positions will be handled in the same manner as positions filled under Chapter ER – MRS 27 of the administrative code. This means that these specific positions would not be posted for transfer under the union contracts.
5. Appointments would be at 0.5 FTE or greater; the appointments would involve the standard probationary periods.
6. With regard to the 100 specific positions
  - a. The positions may be from any fund source.
  - b. No additional state tax funding will be provided for initial salaries; supplements for fringe benefit costs and pay plan supplements would be available for the positions as they are for all new positions.
  - c. As noted above, the positions would not be posted for transfer as long as this program was continued.

- d. The positions created would be identified on a year end position report submitted to the JFC and DER (and to whomever else anyone wanted it to go).
7. This program, with regard to the limitations on access to LTE's, would have a XX year review (or sunset or evaluation or whatever) by DER and the legislature.

In simplest terms, this would create up to 100 FTE positions in titles with high turnover/vacancy/current LTE usage; would allow for appointments of longer term LTE's, selected primarily from restricted lists similar to the W-2 priority, to these positions; would provide compensation (salary and fringes) benefits to these employees, helping retain them; would authorize automatic creation of positions which we want to create but we currently cannot or which require prior legislative review/approval.

**Agency: University of Wisconsin System**

caucus number 1112

duplicate flag:  
duplicate with:

Other reference numbers:	LFB Sum #:
bill number/amendment number:	
LRB draft #	LRB P-draft:

description: Two-year pilot program at UW-Madison to address use of long-term LTE positions. Convert LTEs to full-time classified, grandfathered in. Focus on high-turnover positions. Use Civil Service process. Grant vacation and sick leave to LTEs who qualify for WRS.

**other notes**

drafting instructions:

more instructions:

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Agency: **University of Wisconsin System**

Number of Amendments: 1

University of Wisconsin

PILOT PROGRAMS FOR LONG-TERM LTE's

CN1112

1. Conversion of Long-Term LTE's Into Permanent Positions

• Establish a two-year pilot program at the University of Wisconsin - Madison to address the use of long-term, limited term employee (LTE) positions in certain classification categories of the classified service. Under the pilot program, authorize the UW-Madison to create up to 100 new permanent, classified positions in titles for which the duties and responsibilities of such classifications have frequently been performed by LTEs during the past two years. Provide that such classifications would include, but not be limited to, civil service classifications such as program assistants, food service workers, custodians, laborers, library services assistants, audiovisual technicians and animal laboratory technicians. Direct that, in selecting the classifications under which the additional positions are to be established, the UW-Madison shall focus on those classifications where there is a relatively high level of employee turnover that necessitates the frequent use of LTEs to provide the needed services.

• Provide that initial appointments to these new classified positions would be limited to individuals who have served as LTEs at the UW-Madison for a period of not less than one year and who have satisfactorily performed the functions of the position to which they are to be appointed. Specify that individuals meeting these qualifications may be directly appointed, similar to the procedure that is established under s. 230.15 (1m) (c), to a position created under this pilot program. Provide that following the initial appointment to one of these new positions, subsequent appointments to a position created under this pilot program would be made in the same manner as for any other comparable classified position.

• Provide that the additional maximum of 100 FTE classified positions that would authorized to be created under this pilot program could be funded from any revenue source but that any positions to be funded from the general fund (GPR) would have to be funded from budgeted salary and fringe benefit monies currently used to pay for existing LTEs. Require that the University of Wisconsin-Madison report quarterly to the Department of Administration and the Joint Committee on Finance on the number of positions created under this pilot program until the total number of positions authorized have been created.

• Following the end of the two-year pilot program, require the UW-Madison to report to the Department of Employment Relations, the Governor, and the Legislature on the results of the pilot, including information on: (a) the reduction in use of LTEs by the UW-Madison as a result of this program; and (b) the number of LTEs hired into these new positions and how many years they were employed as LTEs, these individuals' length of tenure in the positions to which they were initially appointed, and the reason for leaving the position for any individual initially filling a position created under this pilot program.

2. Vacation and Sick Leave Benefits for LTEs

• Create a two-year pilot authorization for LTEs who are employed at the University of Wisconsin-Madison and are currently eligible to participate in the WRS to also earn vacation and sick leave on a proportional basis equivalent to what they would receive, for the hours worked, if they were permanent employees in the classified service.





*JLd*

SDC:.....Keckhaver – CN1112, UW–Madison LTE permanent position pilot program

FOR 2001-03 BUDGET — NOT READY FOR INTRODUCTION

CAUCUS SENATE AMENDMENT

TO SENATE SUBSTITUTE AMENDMENT 1,

TO 2001 SENATE BILL 55

*SA*

1 At the locations indicated, amend the ~~bill~~ as follows:

2 1. Page 1364, line 16: after that line insert:

3 “(3c) <sup>✓</sup> POSITION AUTHORIZATIONS.

4 (a) In this <sup>✓</sup> subsection:

5 1. “Board” means the board of regents of the <sup>✓</sup> University of Wisconsin System.

6 2. “Limited term appointment” <sup>✓</sup> means an appointment under section <sup>✓</sup> 230.26 (1)

7 of the statutes.

8 (b) Notwithstanding section 16.505 (1) <sup>✓</sup> of the statutes, as affected by this act,

9 before July 1, 2003, the board may create up to 100 authorized FTE positions in the

10 classified service of the state civil service system at the University of

1 Wisconsin–Madison<sup>✓</sup> in positions that are frequently filled by limited term  
2 appointments, as determined by the board in consultation with the<sup>✓</sup> department of  
3 employment relations. The authorized FTE<sup>✓</sup> positions may be GPR positions, PR  
4 positions, or SEG positions, or any combination thereof.

5 (c) Notwithstanding section 230.15<sup>✓</sup> of the statutes, the board may initially  
6 appoint to the positions created under paragraph (b)<sup>✓</sup> only individuals who have held  
7 limited term appointments at the University of Wisconsin–Madison for at least one  
8 year. Individuals so appointed are not required to be certified under section<sup>✓</sup> 230.25  
9 of the statutes and are not required to have qualified for the position by competitive  
10 examination. Any position created under paragraph (b)<sup>✓</sup> may not be filled by transfer  
11 under section 230.29<sup>✓</sup> of the statutes.

12 (d) Notwithstanding section 20.928 (1)<sup>✓</sup> of the statutes, before July 1, 2003, the  
13 board may not certify under section 20.928 (1)<sup>✓</sup> of the statutes any sum of money  
14 needed to pay any costs associated with a position created under paragraph (b) if that  
15 position is a GPR position.

16 (e) During the 2001–03<sup>✓</sup> fiscal biennium, the board shall report quarterly to the  
17 department of administration and to the joint committee on finance on the number  
18 of positions created under paragraph (b)<sup>✓</sup>.

19 (f) No later than September 1, 2003, the board shall submit a report to the  
20 governor, the department of employment relations, and to the chief clerk of each  
21 house of the legislature for distribution to the legislature under section<sup>✓</sup> 13.172 (2) of  
22 the statutes concerning the creation of the positions under paragraph (b). The report  
23 shall determine if the number of limited term appointments at the University of  
24 Wisconsin–Madison has been reduced as a result of the creation of positions under  
25 paragraph (b); document the number of individuals appointed to positions created

1 under paragraph (b) and the number of years of employment that these individuals  
2 had as limited term appointments at the time of their appointment to the positions  
3 created under paragraph (b); and examine the reasons why any individual who was  
4 appointed to a position created under paragraph (b) subsequently terminated  
5 employment with the board.

6 (3e) FRINGE BENEFITS FOR CERTAIN LIMITED TERM APPOINTMENTS. Notwithstanding  
7 section 230.26 (4) of the statutes, any person who holds a limited term appointment  
8 under section 230.26 (1) of the statutes at the University of Wisconsin-Madison and  
9 is a participating employee, as defined in section 40.02 (46) of the statutes, shall  
10 receive paid vacation and sick leave during the period that begins on the effective  
11 date of this subsection and ends on June 30, 2003. For the purpose of calculating the  
12 amount of paid vacation and sick leave to which a person holding a limited term  
13 appointment is entitled under this subsection, the person shall be considered a  
14 permanent employee.”.

15 (END)

**DRAFTER'S NOTE**  
**FROM THE**  
**LEGISLATIVE REFERENCE BUREAU**

LRBb0948/1dn

RAC:.....

date

Jld

I received two sets of instructions for CN1112, parts of which are inconsistent. For the purpose of expediting the production of this draft, I relied on the instructions with the title "Pilot Programs for Long-Term LTE's."

Rick A. Champagne  
Senior Legislative Attorney  
Phone: (608) 266-9930  
E-mail: rick.champagne@legis.state.wi.us

**DRAFTER'S NOTE**  
**FROM THE**  
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LRBb0948/1dn  
RAC:jld:ch

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SDC:.....Keckhaver – CN1112, UW–Madison LTE permanent position pilot  
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