



State of Wisconsin
2003 - 2004 LEGISLATURE

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LFB:.....Rhodes - Office of State Human Resources Management

FOR 2003-05 BUDGET - NOT READY FOR INTRODUCTION

SENATE AMENDMENT,
TO 2003 SENATE BILL 44

p. 3 only

- 1 At the locations indicated, amend the bill as follows:
- 2 1. Page 50, line 21: delete "secretary of employment relations administration"
- 3 and substitute "secretary of employment relations director of the office of state
- 4 human resources management".
- 5 2. Page 51, line 12: delete the material beginning with "secretary" and ending
- 6 with "administration" on line 13 and substitute "secretary of employment relations
- 7 director of the office of state human resources management".
- 8 3. Page 54, line 2: delete "secretary of employment relations administration"
- 9 and substitute "secretary of employment relations director of the office of state
- 10 human resources management".

1 **4.** Page 55, line 2: delete “secretary of employment relations administration”
2 and substitute “secretary of employment relations director of the office of state
3 human resources management”.

4 **5.** Page 55, line 6: delete the material beginning with “secretary” and ending
5 with “administration” on line 7 and substitute “secretary of employment relations
6 director of the office of state human resources management”.

7 **6.** Page 56, line 9: delete lines 9 to 10 and substitute:
8 “13.51 (2) (b) The secretary of employment relations director of the office of
9 state human resources management or the secretary’s director’s designee.”.

10 **7.** Page 71, line 24: delete the material beginning with that line and ending
11 with page 72, line 17.

12 **8.** Page 72, line 17: after that line insert:
13 “SECTION 87s. 15.105 (title) of the statutes is amended to read:
14 15.105 (title) **Same; attached boards, commissions, and office offices.**”.

15 **9.** Page 74, line 12: after that line insert:
16 “SECTION 97d. 15.105 (28) of the statutes is created to read:
17 15.105 (28) OFFICE OF STATE HUMAN RESOURCES MANAGEMENT. (a) *Creation.*
18 There is created an office of state human resources management which is attached
19 to the department of administration under s. 15.03 under the direction and
20 supervision of a director. The director shall be nominated by the governor and with
21 the advice and consent of the senate appointed to serve at the pleasure of the
22 governor.

23 (b) *Same; specified divisions.* 1. ‘Division of merit recruitment and selection.’
24 There is created in the office of state human resources management a division of

1 merit recruitment and selection. The administrator of the division of merit
2 recruitment and selection shall be nominated by the governor, and with the advice
3 and consent of the senate appointed for a 5-year term, under the unclassified service
4 from a register of at least 5 names certified to the governor by the director of the office
5 of state human resources management. The director of the office of state human
6 resources management shall prepare and conduct an examination for the position
7 of administrator according to the requirements for classified positions under subch.
8 II of ch. 230. The administrator of the division may be renominated by the governor,
9 and with the advice and consent of the senate reappointed.

10 2. 'Division of compensation and labor relations.' There is created in the office
11 of state human resources management a division of compensation and labor
12 relations. The administrator of the division shall be appointed by the director of the
13 office of state human resources management outside the classified service.

14 3. 'Division of affirmative action.' There is created in the office of state human
15 resources management a division of affirmative action. The administrator of the
16 division shall be appointed by the director of ^{the office of} state human resources management
17 outside the classified service.

18 (c) *Same; attached board.* 1. 'State employees suggestion board.' There is
19 created in the office of state human resources management a state employees
20 suggestion board consisting of 3 persons, at least one of whom shall be a state officer
21 or employee, appointed for 4-year terms.

22 (d) *Same; council.* 1. 'Council on affirmative action.' a. There is created in the
23 office of state human resources management a council on affirmative action
24 consisting of 15 members appointed for 3-year terms. A majority of members shall
25 be public members and a majority of members shall be minority persons, women, or

1 230.08 (2) (e) 1. and 4. and (ya), (4) (c), and (8), 230.09 (1) (intro.), (2) (a), (am), (b),
2 (c), (d), and (g), and (3), 230.12 (1) (a) 3., (c) 2., and (d), (3) (a), (ad), (b), (c), and (e) 1.
3 and 2., (4) (a) and (b), (5) (c), (7m), and (9), 230.13 (1) (intro.), (2), and (3), 230.14 (4),
4 230.147 (3), 230.15 (1m) (b) (intro.), 230.16 (7m) (b) (intro.) and (c), 230.21 (1m) (b),
5 230.215 (3) (a) and (b) and (4), 230.22 (1) and (2), 230.24 (1), 230.25 (1p), 230.27 (2k),
6 230.32 (3), 230.33 (2), 230.34 (1) (c) and (4), 230.35 (1) (d), (2), (2r) (b), (3) (d) and (e)
7 2. e. and 5., and (5) (b), 230.37 (1), 230.43 (5), 230.44 (1) (b) and (dm) and (4) (bm),
8 230.45 (1) (h) and (i), 230.46, 230.48 (2), 233.10 (3) (c) 4. and (4), 301.16 (1o) (b), 895.65
9 (2), 938.538 (6m) (b), and 978.12 (1) (c) of the statutes, the renumbering of section
10 20.512 (1) (i) of the statutes, and SECTION 9118 (1b) of this act take effect on the 30th
11 day beginning after publication.”

12 (END)



State of Wisconsin
2003 - 2004 LEGISLATURE

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Stays

LFB:.....Rhodes - Office of State Human Resources Management

FOR 2003-05 BUDGET - NOT READY FOR INTRODUCTION

SENATE AMENDMENT,
TO 2003 SENATE BILL 44

pp. 2 + 50
only

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

2 1. Page 50, line 21: delete "secretary of employment relations administration"
3 and substitute "secretary of employment relations director of the office of state
4 human resources management".

5 2. Page 51, line 12: delete the material beginning with "secretary" and ending
6 with "administration" on line 13 and substitute "secretary of employment relations
7 director of the office of state human resources management".

8 3. Page 54, line 2: delete "secretary of employment relations administration"
9 and substitute "secretary of employment relations director of the office of state
10 human resources management".

1 **4.** Page 55, line 2: delete “secretary of employment relations administration”
2 and substitute “secretary of employment relations director of the office of state
3 human resources management”.

4 **5.** Page 55, line 6: delete the material beginning with “secretary” and ending
5 with “administration” on line 7 and substitute “secretary of employment relations
6 director of the office of state human resources management”.

7 **6.** Page 56, line 9: delete lines 9 to 10 and substitute:
8 “13.51 (2) (b) The secretary of employment relations director of the office of
9 state human resources management or the secretary’s director’s designee.”.

10 **7.** Page 71, line 24: delete the material beginning with that line and ending
11 with page 72, line 17.

12 **8.** Page 72, line 17: after that line insert:

13 “SECTION 87s. 15.105 (title) of the statutes is amended to read:

14 15.105 (title) **Same; attached boards, commissions, and office offices.**”.

15 **9.** Page 74, line 12: after that line insert:

16 “SECTION 97d. 15.105 ⁽²⁹⁾ ~~(28)~~ of the statutes is created to read:

17 15.105 ⁽²⁹⁾ ~~(28)~~ ^{← (B)} OFFICE OF STATE HUMAN RESOURCES MANAGEMENT. (a) *Creation.*

18 There is created an office of state human resources management which is attached
19 to the department of administration under s. 15.03 under the direction and
20 supervision of a director. The director shall be nominated by the governor and with
21 the advice and consent of the senate appointed to serve at the pleasure of the
22 governor.

23 (b) *Same; specified divisions.* 1. ‘Division of merit recruitment and selection.’

24 There is created in the office of state human resources management a division of

1 (a) The unencumbered balance in the appropriation account under section
2 20.512 (2) (j) of the statutes, as affected by this act, is transferred to the appropriating
3 account under section 20.545 (1) (j) of the statutes, as affected by this act.

4 (b) The unencumbered balance in the appropriation account under section
5 20.512 (2) (m) of the statutes, as affected by this act, is transferred to the
6 appropriation account under section 20.545 (1) (j) of the statutes, as affected by this
7 act.”.

8 **136.** Page 1130, line 13: delete the material beginning with that line and
9 ending with page 1131, line 4, and substitute:

10 “(1b) CREATION OF OFFICE OF STATE HUMAN RELATIONS MANAGEMENT. The
11 treatment of sections 13.121 (4), 13.123 (1) (a) 1., 13.20 (2), 13.48 (2) (j), 13.51 (2) (b),
12 15.105 (title) and ⁽²⁹⁾~~29~~, 15.16 (1) (intro.), 15.165 (2), 15.17, 15.173, 15.175, 15.177,
13 16.004 (7) (a) and (16), 16.40 (18), 16.415 (1) (by SECTION 169), 16.415 (3), 16.50 (3),
14 16.705 (3) (intro.), 19.45 (11) (a), 20.512 (intro.), (1) (title), (a), (j), (jm), (k), (ka), (km),
15 (m), and (pz), and (2), 20.545, 20.901 (1) (b), 20.916 (2), (4) (a), (4m) (b), (5) (a), (8) (a),
16 and (9) (f) 1., 20.917 (1) (c), (2) (a), (3) (a) 1. and 2., (5) (b), and (6), 20.923 (4) (intro.),
17 (f) 1., and (g) 1m., (4g) (intro.), (7) (intro.), and (9), 36.09 (1) (i) and (j), 36.27 (1) (am)
18 2., 40.05 (1) (b), (4) (ar), and (4g) (a) 4., 40.06 (1) (dm), 45.43 (7) (b), 46.29 (3) (d), 49.78
19 (5), as renumbered, 59.26 (8) (a), 70.99 (3) (a), 73.09 (2) and (5), 111.81 (5) and (14),
20 111.815, 111.83 (3), 111.86 (2), 111.89 (1), 111.91 (4), 111.915, 111.92 (1) (a), 146.59 (3)
21 (b), 227.10 (3) (e), 227.47 (2), 230.01 (2), 230.02, 230.03 (9), (9e), (10), (10r), (10w), and
22 (13), 230.04 (title), (1), (1m), (2), (3), (4), (5), (7), (8), (9) (intro.) and (f), (9m), (9r), (b)
23 (intro.), (10) (a), (b), and (c), (11), (12), (13) (intro.), (14), (15), and (16), 230.046 (5) (c),
24 (7), (8), (9) and (10) (intro.), 230.047 (8), 230.06 (1) (c), (d), (e), (f), (g), and (L) and (3),

1 230.08 (2) (e) 1. and 4. and (ya), (4) (c), and (8), 230.09 (1) (intro.), (2) (a), (am), (b),
2 (c), (d), and (g), and (3), 230.12 (1) (a) 3., (c) 2., and (d), (3) (a), (ad), (b), (c), and (e) 1.
3 and 2., (4) (a) and (b), (5) (c), (7m), and (9), 230.13 (1) (intro.), (2), and (3), 230.14 (4),
4 230.147 (3), 230.15 (1m) (b) (intro.), 230.16 (7m) (b) (intro.) and (c), 230.21 (1m) (b),
5 230.215 (3) (a) and (b) and (4), 230.22 (1) and (2), 230.24 (1), 230.25 (1p), 230.27 (2k),
6 230.32 (3), 230.33 (2), 230.34 (1) (c) and (4), 230.35 (1) (d), (2), (2r) (b), (3) (d) and (e)
7 2. e. and 5., and (5) (b), 230.37 (1), 230.43 (5), 230.44 (1) (b) and (dm) and (4) (bm),
8 230.45 (1) (h) and (i), 230.46, 230.48 (2), 233.10 (3) (c) 4. and (4), 301.16 (1o) (b), 895.65
9 (2), 938.538 (6m) (b), and 978.12 (1) (c) of the statutes, the renumbering of section
10 20.512 (1) (i) of the statutes, and SECTION 9118 (1b) of this act take effect on the 30th
11 day beginning after publication.”.

12 (END)



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TO 2003 SENATE BILL 44**

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2 **1.** Page 50, line 21: delete “~~secretary of employment relations administration~~”
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4 human resources management”.

5 **2.** Page 51, line 12: delete the material beginning with “secretary” and ending
6 with “administration” on line 13 and substitute “~~secretary of employment relations~~
7 director of the office of state human resources management”.

8 **3.** Page 54, line 2: delete “~~secretary of employment relations administration~~”
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1 **4.** Page 55, line 2: delete “~~secretary of employment relations administration~~”
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4 **5.** Page 55, line 6: delete the material beginning with “secretary” and ending
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7 **6.** Page 56, line 9: delete lines 9 to 10 and substitute:
8 “13.51 (2) (b) The ~~secretary of employment relations~~ director of the office of
9 state human resources management or the ~~secretary’s~~ director’s designee.”.

10 **7.** Page 71, line 24: delete the material beginning with that line and ending
11 with page 72, line 17.

12 **8.** Page 72, line 17: after that line insert:

13 “**SECTION 87s.** 15.105 (title) of the statutes is amended to read:

14 **15.105** (title) **Same; attached boards, commissions, and office offices.**”.

15 **9.** Page 74, line 12: after that line insert:

16 “**SECTION 97d.** 15.105 (29) of the statutes is created to read:

17 **15.105 (29)** OFFICE OF STATE HUMAN RESOURCES MANAGEMENT. (a) *Creation.*
18 There is created an office of state human resources management which is attached
19 to the department of administration under s. 15.03 under the direction and
20 supervision of a director. The director shall be nominated by the governor and with
21 the advice and consent of the senate appointed to serve at the pleasure of the
22 governor.

23 (b) *Same; specified divisions.* 1. ‘Division of merit recruitment and selection.’

24 There is created in the office of state human resources management a division of

1 merit recruitment and selection. The administrator of the division of merit
2 recruitment and selection shall be nominated by the governor, and with the advice
3 and consent of the senate appointed for a 5-year term, under the unclassified service
4 from a register of at least 5 names certified to the governor by the director of the office
5 of state human resources management. The director of the office of state human
6 resources management shall prepare and conduct an examination for the position
7 of administrator according to the requirements for classified positions under subch.
8 II of ch. 230. The administrator of the division may be renominated by the governor,
9 and with the advice and consent of the senate reappointed.

10 2. 'Division of compensation and labor relations.' There is created in the office
11 of state human resources management a division of compensation and labor
12 relations. The administrator of the division shall be appointed by the director of the
13 office of state human resources management outside the classified service.

14 3. 'Division of affirmative action.' There is created in the office of state human
15 resources management a division of affirmative action. The administrator of the
16 division shall be appointed by the director of the office of state human resources
17 management outside the classified service.

18 (c) *Same; attached board.* 1. 'State employees suggestion board.' There is
19 created in the office of state human resources management a state employees
20 suggestion board consisting of 3 persons, at least one of whom shall be a state officer
21 or employee, appointed for 4-year terms.

22 (d) *Same; council.* 1. 'Council on affirmative action.' a. There is created in the
23 office of state human resources management a council on affirmative action
24 consisting of 15 members appointed for 3-year terms. A majority of members shall
25 be public members and a majority of members shall be minority persons, women, or

1 persons with disabilities, appointed with consideration to the appropriate
2 representation of each group.

3 b. The president of the senate, the speaker of the assembly, the minority leader
4 of the senate, and the minority leader of the assembly each shall appoint one member
5 and the remaining members shall be appointed by the governor.”.

6 **10.** Page 75, line 8: delete “secretary of ~~employment relations~~ administration
7 or the secretary’s” and substitute “~~secretary of employment relations~~ director of the
8 office of state human resources management or the secretary’s director’s”.

9 **11.** Page 75, line 14: after “relations” insert “the director of the office of state
10 human resources management,”.

11 **12.** Page 75, line 22: delete “(title)”.

12 **13.** Page 75, line 23: delete the material beginning with that line and ending
13 with page 76, line 4.

14 **14.** Page 76, line 5: delete “(title)”.

15 **15.** Page 76, line 6: delete lines 6 to 12.

16 **16.** Page 79, line 25: delete the material beginning with “governor,” and
17 ending with “relations” on page 80, line 1, and substitute “governor, the legislature
18 and the ~~department of employment relations~~ office of state human resources
19 management”.

20 **17.** Page 80, line 19: after that line insert:

21 “SECTION 141m. 16.004 (16) of the statutes is created to read:

22 16.004 (16) OFFICE OF STATE HUMAN RESOURCES MANAGEMENT DIVISION
23 ADMINISTRATOR POSITIONS. The secretary shall assign 3 of the unclassified division

1 administrator positions authorized for the department to the office of state human
2 resources management.”.

3 **18.** Page 87, line 9: delete “~~the~~” and substitute “the”.

4 **19.** Page 87, line 10: delete “and” and substitute “the director of the office of
5 state human resources management and”.

6 **20.** Page 88, line 21: delete “and ~~the~~” and substitute “director of the office of
7 state human resources management and the”.

8 **21.** Page 88, line 22: delete “department” and substitute “~~department~~”.

9 **22.** Page 88, line 23: after “relations” insert “office of state human resources
10 management”.

11 **23.** Page 89, line 11: delete “department” and substitute “department office
12 of state human resources management”.

13 **24.** Page 89, line 19: delete “secretary of ~~employment relations~~
14 ~~administration~~” and substitute “~~secretary of employment relations~~ director of the
15 office of state human resources management”.

16 **25.** Page 91, line 13: delete the material beginning with “~~At~~” and ending with
17 “~~administration~~” on line 14 and substitute “At the request of the ~~secretary of~~
18 ~~employment relations~~ director of the office of state human resources management,
19 the secretary of administration”.

20 **26.** Page 91, line 16: delete “secretary of ~~employment relations~~” and
21 substitute “~~secretary of employment relations~~ director”.

22 **27.** Page 110, line 23: delete the material beginning with “The secretary” and
23 ending with “~~department.~~” on line 24 and substitute “~~secretary of employment~~”

1 ~~relations~~ The director of the office of state human resources management, prior to
2 award, under conditions established by rule of the department.”.

3 **28.** Page 140, line 2: delete “department of employment ~~relations~~
4 administration” and substitute “~~department of employment relations~~ office of state
5 human resources management”.

6 **29.** Page 393, line 1: delete lines 1 to 7.

7 **30.** Page 405, line 5: delete “20.505 (1) (ic)” and substitute “20.545 (1) (i)”.

8 **31.** Page 405, line 6: delete that line and substitute:

9 “SECTION 624d. 20.512 (1) (j) of the statutes is renumbered 20.545 (1) (j).”.

10 **32.** Page 405, line 7: delete “20.505 (1) (jc)” and substitute “20.545 (1) (jm)”.

11 **33.** Page 405, line 8: delete that line and substitute:

12 “SECTION 626a. 20.512 (1) (k) of the statutes is renumbered 20.545 (1) (k) and
13 amended to read:

14 20.545 (1) (k) *Funds received from other state agencies. All moneys received*
15 ~~from other state agencies~~ The amounts in the schedule for the purpose of providing
16 employment services and materials to state agencies. All moneys received from
17 other state agencies for this purpose shall be credited to this appropriation account.”.

18 **34.** Page 405, line 9: delete “20.505 (1) (kp)” and substitute “20.545 (1) (ka)”.

19 **35.** Page 405, line 10: delete “20.505 (1) (ko)” and substitute “20.545 (1) (km)”.

20 **36.** Page 405, line 11: delete that line and substitute:

21 “SECTION 629d. 20.512 (1) (m) of the statutes is renumbered 20.545 (1) (m).”.

22 **37.** Page 405, line 12: delete that line and substitute:

23 “SECTION 630d. 20.512 (1) (pz) of the statutes is renumbered 20.545 (1) (pz).”.

1 **38.** Page 408, line 3: after that line insert:

2 “**SECTION 646m.** 20.545 of the statutes is created to read:

3 **20.545 Office of state human resources management.** There is
4 appropriated to the office of state human resources management for the following
5 programs:

6 (1) STATE EMPLOYMENT RELATIONS. (a) *General program operations.* The
7 amounts in the schedule to administer the employment relations functions and the
8 civil service system under subch. V of ch. 111 and ch. 230, to pay awards under s.
9 230.48 and to defray the expenses of the state employees suggestion board.”.

10 **39.** Page 418, line 12: delete “secretary of employment relations
11 administration” and substitute “secretary of employment relations director of the
12 office of state human resources management”.

13 **40.** Page 418, line 14: delete the material beginning with “secretary” and
14 ending with “administration” on line 15 and substitute “secretary of employment
15 relations director of the office of state human resources management”.

16 **41.** Page 423, line 24: delete the material beginning with “secretary” and
17 ending with “administration” on line 25 and substitute “secretary of the department
18 of employment relations director of the office of state human resources
19 management”.

20 **42.** Page 424, line 7: delete the material beginning with “department” and
21 ending with “administration” on line 8 and substitute “department of employment
22 relations office of state human resources management”.

1 **43.** Page 424, line 16: delete the material beginning with “secretary” and
2 ending with “administration” on line 17 and substitute “~~secretary of employment~~
3 ~~relations~~ director of the office of state human resources management”.

4 **44.** Page 425, line 5: delete “department of ~~employment relations~~
5 ~~administration~~” and substitute “~~department of employment relations~~ office of state
6 human resources management”.

7 **45.** Page 425, line 10: delete “secretary of ~~employment relations~~
8 ~~administration~~” and substitute “~~secretary of employment relations~~ director of the
9 office of state human resources management”.

10 **46.** Page 425, line 21: delete the material beginning with “secretary” and
11 ending with “administration” on line 22 and substitute “~~secretary of employment~~
12 ~~relations~~ director of the office of state human resources management”.

13 **47.** Page 426, line 4: delete the material beginning with “secretary” and
14 ending with “administration” on line 5 and substitute “~~secretary of employment~~
15 ~~relations~~ director of the office of state human resources management”.

16 **48.** Page 426, line 7: delete “secretary of ~~employment relations~~
17 ~~administration~~” and substitute “~~secretary of employment relations~~ director of the
18 office of state human resources management”.

19 **49.** Page 426, line 15: delete “secretary of ~~employment relations~~
20 ~~administration~~” and substitute “~~secretary of employment relations~~ director of the
21 office of state human resources management”.

1 **50.** Page 426, line 19: delete “secretary of employment–relations
2 administration” and substitute “~~secretary of employment relations~~ director of the
3 office of state human resources management”.

4 **51.** Page 426, line 23: delete “secretary of employment–relations
5 administration” and substitute “~~secretary of employment relations~~ director of the
6 office of state human resources management”.

7 **52.** Page 427, line 1: delete “secretary of employment–relations
8 administration” and substitute “~~secretary of employment relations~~ director of the
9 office of state human resources management”.

10 **53.** Page 427, line 12: delete the material beginning with “department” and
11 ending with “administration” on line 13 and substitute “~~department of employment~~
12 relations office of state human resources management”.

13 **54.** Page 427, line 19: delete “secretary of employment–relations
14 administration” and substitute “~~secretary of employment relations~~ director of the
15 office of state human resources management”.

16 **55.** Page 427, line 23: delete “secretary of employment–relations
17 administration” and substitute “~~secretary of employment relations~~ director of the
18 office of state human resources management”.

19 **56.** Page 428, line 10: delete lines 10 to 12.

20 **57.** Page 428, line 25: after that line insert:

21 “**SECTION 729m.** 20.923 (4) (f) 1. of the statutes is created to read:

22 20.923 (4) (f) 1. Administration, department of; office of state human resources
23 management: director.”.

1 **58.** Page 429, line 9: delete “secretary of ~~employment relations~~
2 administration” and substitute “~~secretary of employment relations~~ director of the
3 office of state human resources management”.

4 **59.** Page 429, line 23: delete the material beginning with that line and ending
5 with page 430, line 2.

6 **60.** Page 430, line 6: delete the material beginning with “secretary” and
7 ending with “administration” on line 7 and substitute “~~secretary of employment~~
8 relations director of the office of state human resources management”.

9 **61.** Page 430, line 13: after that line insert:

10 “**SECTION 735m.** 20.923 (9) of the statutes is amended to read:

11 20.923 (9) EXECUTIVE ASSISTANTS. Salaries for executive assistants appointed
12 under ss. 15.05 (3) and 15.06 (4m) shall be set by the appointing authority. The salary
13 for an executive assistant appointed under s. 15.05 (3) or 15.06 (4m), other than the
14 salary for the executive assistant to the director of the technical college system, may
15 not exceed the maximum of the salary range 2 ranges below the salary range of for
16 the executive salary group to which the department or agency head is assigned. The
17 position of administrative assistant to the lieutenant governor shall be treated as are
18 executive assistants for pay purposes under this subsection. The salary for the
19 executive assistant appointed under s. 230.04 (16) shall be set by the appointing
20 authority. The salary for that position may not exceed the maximum of the salary
21 range 2 ranges below the salary range for the executive salary group to which the
22 appointing authority is assigned.”.

23 **62.** Page 473, line 5: delete the material beginning with “department” and
24 ending with “administration” on line 7 and substitute “~~department of employment~~

1 ~~relations office of state human resources management~~, the board and the secretary
2 of employment relations director of the office".

3 **63.** Page 473, line 10: delete the material beginning with "secretary" and
4 ending with "administration" on line 11 and substitute "secretary of employment
5 relations director of the office of state human resources management".

6 **64.** Page 474, line 10: delete "department of ~~employment relations~~
7 administration" and substitute "~~department of employment relations~~ office of state
8 human resources management".

9 **65.** Page 474, line 14: delete the material beginning with "department" and
10 ending with "relations" on line 15 and substitute "secretary of administration and
11 employment relations director of the office of state human resources management".

12 **66.** Page 475, line 17: delete the material beginning with "secretary" and
13 ending with "administration" on line 18 and substitute "secretary of employment
14 relations director of the office of state human resources management".

15 **67.** Page 475, line 24: delete "secretary of ~~employment relations~~
16 administration" and substitute "secretary of employment relations director of the
17 office of state human resources management".

18 **68.** Page 476, line 2: delete "secretary of ~~employment relations~~
19 administration" and substitute "secretary of employment relations director of the
20 office of state human resources management".

21 **69.** Page 476, line 10: delete "secretary of ~~employment relations~~
22 administration" and substitute "secretary of employment relations director of the
23 office of state human resources management".

1 **70.** Page 476, line 17: delete the material beginning with “secretary” and
2 ending with “administration” on line 18 and substitute “~~secretary of employment~~
3 ~~relations~~ director of the office of state human resources management”.

4 **71.** Page 495, line 25: delete “~~secretary of employment relations~~
5 ~~administration~~” and substitute “~~secretary of employment relations~~ director of the
6 office of state human resources management”.

7 **72.** Page 497, line 22: delete the material beginning with “secretary” and
8 ending with “administration” on line 23 and substitute “~~secretary of employment~~
9 ~~relations~~ director of the office of state human resources management”.

10 **73.** Page 501, line 15: delete “~~secretary of employment relations~~
11 ~~administration~~” and substitute “~~secretary of employment relations~~ director of the
12 office of state human resources management”.

13 **74.** Page 501, line 21: delete “~~department of employment relations~~
14 ~~administration~~” and substitute “~~department of employment relations~~ office of state
15 human resources management”.

16 **75.** Page 501, line 23: delete the material beginning with “department” and
17 ending with “administration” on line 24 and substitute “~~department of employment~~
18 ~~relations~~ office of state human resources management”.

19 **76.** Page 525, line 16: delete the material beginning with “division” and
20 ending with “administration” on line 17 and substitute “division of merit recruitment
21 and selection in the ~~department of employment relations~~ office of state human
22 resources management”.

1 **77.** Page 542, line 12: delete “secretary of ~~employment relations~~
2 administration” and substitute “~~secretary of employment relations~~ director of the
3 office of state human resources management”.

4 **78.** Page 631, line 21: delete the material beginning with “department” and
5 ending with “administration shall” on line 22 and substitute “~~department of~~
6 ~~employment relations. The department of employment relations~~ office of state
7 human resources management. The office of state human resources management
8 shall”.

9 **79.** Page 660, line 1: delete the material beginning with “department” and
10 ending with “administration” on line 2 and substitute “~~department of employment~~
11 ~~relations~~ office of state human resources management”.

12 **80.** Page 660, line 3: delete the material beginning with “department” and
13 ending with “administration” on line 4 and substitute “~~department of employment~~
14 ~~relations~~ office of state human resources management”.

15 **81.** Page 660, line 21: delete the material beginning with “department” and
16 ending with “administration” on line 22 and substitute “~~department of employment~~
17 ~~relations~~ office of state human resources management”.

18 **82.** Page 677, line 21: delete “state department of ~~employment relations~~
19 ~~administration~~” and substitute “~~state department of employment relations~~ office of
20 state human resources management”.

21 **83.** Page 677, line 25: delete the material beginning with “department” and
22 ending with “administration” on page 678, line 1, and substitute “~~department of~~
23 ~~employment relations~~ office of state human resources management”.

1 **84.** Page 711, line 2: delete “department of ~~employment relations~~
2 administration” and substitute “~~department of employment relations~~ office of state
3 human resources management”.

4 **85.** Page 711, line 6: delete the material beginning with “the department” and
5 ending with “administration” on line 7 and substitute “the ~~department of~~
6 employment relations office of state human resources management”.

7 **86.** Page 711, line 12: delete “department of ~~employment relations~~
8 administration” and substitute “~~department of employment relations~~ office of state
9 human resources management”.

10 **87.** Page 816, line 4: delete lines 4 to 6 and substitute:

11 “**SECTION 1987m.** 111.81 (5) of the statutes is repealed.”.

12 **88.** Page 816, line 9: after that line insert:

13 “**SECTION 1988m.** 111.81 (14) of the statutes is created to read:

14 111.81 (14) “Office” means the office of state human resources management.

15 **SECTION 1988s.** 111.815 of the statutes is amended to read:

16 **111.815 Duties of state. (1)** In the furtherance of this subchapter, the state
17 shall be considered as a single employer and employment relations policies and
18 practices throughout the state service shall be as consistent as practicable. The
19 ~~department~~ office shall negotiate and administer collective bargaining agreements.
20 To coordinate the employer position in the negotiation of agreements, the
21 ~~department~~ office shall maintain close liaison with the legislature relative to the
22 negotiation of agreements and the fiscal ramifications of those agreements. Except
23 with respect to the collective bargaining units specified in s. 111.825 (1m) and (2) (f),
24 the ~~department~~ office is responsible for the employer functions of the executive

1 branch under this subchapter, and shall coordinate its collective bargaining
2 activities with operating state agencies on matters of agency concern. The legislative
3 branch shall act upon those portions of tentative agreements negotiated by the
4 ~~department~~ office that require legislative action. With respect to the collective
5 bargaining units specified in s. 111.825 (1m), the University of Wisconsin Hospitals
6 and Clinics Board is responsible for the employer functions under this subchapter.
7 With respect to the collective bargaining unit specified in s. 111.825 (2) (f), the
8 governing board of the charter school established by contract under s. 118.40 (2r)
9 (cm) is responsible for the employer functions under this subchapter.

10 (2) In the furtherance of the policy under s. 111.80 (4), the ~~secretary of the~~
11 ~~department shall establish a collective bargaining capability within the department~~
12 ~~outside of the division of merit recruitment and selection and~~ director of the office
13 shall, together with the appointing authorities or their representatives, represent
14 the state in its responsibility as an employer under this subchapter except with
15 respect to negotiations in the collective bargaining units specified in s. 111.825 (1m)
16 and (2) (f). The ~~secretary of the department~~ director of the office shall establish and
17 maintain, wherever practicable, consistent employment relations policies and
18 practices throughout the state service.

19 (3) With regard to collective bargaining activities involving employees who are
20 assistant district attorneys, the ~~secretary of the department~~ director of the office
21 shall maintain close liaison with the ~~department~~ secretary of administration.”.

22 **89.** Page 816, line 10: delete that line and substitute:

23 “**SECTION 1989m.** 111.83 (3) of the statutes is amended to read:

1 111.83 (3) Whenever a question arises concerning the representation of
2 employees in a collective bargaining unit the commission shall determine the
3 representative thereof by taking a secret ballot of the employees and certifying in
4 writing the results thereof to the interested parties and to the ~~secretary of the~~
5 ~~department~~ director of the office. There shall be included on any ballot for the
6 election of representatives the names of all labor organizations having an interest
7 in representing the employees participating in the election as indicated in petitions
8 filed with the commission. The name of any existing representative shall be included
9 on the ballot without the necessity of filing a petition. The commission may exclude
10 from the ballot one who, at the time of the election, stands deprived of his or her rights
11 under this subchapter by reason of a prior adjudication of his or her having engaged
12 in an unfair labor practice. The ballot shall be so prepared as to permit a vote against
13 representation by anyone named on the ballot. The commission's certification of the
14 results of any election is conclusive as to the findings included therein unless
15 reviewed under s. 111.07 (8)."

16 **90.** Page 816, line 12: delete "The department" and substitute "The
17 ~~department~~ office".

18 **91.** Page 816, line 16: delete "department" and substitute "~~department~~ office".

19 **92.** Page 816, line 18: delete "20.505 (1) (ko)" and substitute "20.545 (1) (km)".

20 **93.** Page 816, line 18: after that line insert:

21 "SECTION 1990m. 111.89 (1) of the statutes is amended to read:

22 111.89 (1) Upon establishing that a strike is in progress, the employer may
23 either seek an injunction or file an unfair labor practice charge with the commission
24 under s. 111.84 (2) (e) or both. It is the responsibility of the ~~department~~ office to

1 decide whether to seek an injunction or file an unfair labor practice charge. The
2 existence of an administrative remedy does not constitute grounds for denial of
3 injunctive relief.”.

4 **94.** Page 816, line 23: after that line insert:

5 “**SECTION 1992e.** 111.91 (4) of the statutes is amended to read:

6 111.91 (4) ~~The secretary of the department~~ director of the office, in connection
7 with the development of tentative collective bargaining agreements to be submitted
8 under s. 111.92 (1) (a), shall endeavor to obtain tentative agreements with each
9 recognized or certified labor organization representing employees or supervisors of
10 employees specified in s. 111.81 (7) (a) and with each certified labor organization
11 representing employees specified in s. 111.81 (7) (b) to (e) which do not contain any
12 provision for the payment to any employee of a cumulative or noncumulative amount
13 of compensation in recognition of or based on the period of time an employee has been
14 employed by the state.

15 **SECTION 1992m.** 111.915 of the statutes is amended to read:

16 **111.915 Labor proposals.** ~~The secretary of the department~~ director of the
17 office shall notify and consult with the joint committee on employment relations, in
18 such form and detail as the committee requests, regarding substantial changes in
19 wages, employee benefits, personnel management, and program policy contract
20 provisions to be included in any contract proposal to be offered to any labor
21 organization by the state or to be agreed to by the state before such proposal is
22 actually offered or accepted.

23 **SECTION 1992s.** 111.92 (1) (a) of the statutes is amended to read:

1 111.92 (1) (a) Any tentative agreement reached between the ~~department~~ office,
2 acting for the state, and any labor organization representing a collective bargaining
3 unit specified in s. 111.825 (1) or (2) (a) to (e) shall, after official ratification by the
4 labor organization, be submitted by the ~~department~~ office to the joint committee on
5 employment relations, which shall hold a public hearing before determining its
6 approval or disapproval. If the committee approves the tentative agreement, it shall
7 introduce in a bill or companion bills, to be put on the calendar or referred to the
8 appropriate scheduling committee of each house, that portion of the tentative
9 agreement which requires legislative action for implementation, such as salary and
10 wage adjustments, changes in fringe benefits, and any proposed amendments,
11 deletions or additions to existing law. Such bill or companion bills are not subject to
12 ss. 13.093 (1), 13.50 (6) (a) and (b) and 16.47 (2). The committee may, however, submit
13 suitable portions of the tentative agreement to appropriate legislative committees
14 for advisory recommendations on the proposed terms. The committee shall
15 accompany the introduction of such proposed legislation with a message that informs
16 the legislature of the committee's concurrence with the matters under consideration
17 and which recommends the passage of such legislation without change. If the joint
18 committee on employment relations does not approve the tentative agreement, it
19 shall be returned to the parties for renegotiation. If the legislature does not adopt
20 without change that portion of the tentative agreement introduced by the joint
21 committee on employment relations, the tentative agreement shall be returned to
22 the parties for renegotiation.”.

1 **95.** Page 832, line 15: delete “department of ~~employment relations~~
2 administration” and substitute “~~department of employment relations~~ office of state
3 human resources management”.

4 **96.** Page 927, line 25: delete the material beginning with “department” and
5 ending with “administration” on page 928, line 1, and substitute “~~department of~~
6 employment relations office of state human resources management”.

7 **97.** Page 930, line 7: delete the material beginning with “secretary” and
8 ending with “administration” on line 8 and substitute “~~secretary of employment~~
9 relations director of the office of state human resources management”.

10 **98.** Page 931, line 23: after that line insert:

11 “**SECTION 2384e.** 230.01 (2) of the statutes is amended to read:

12 230.01 (2) It is the policy of the state and the responsibility of the ~~secretary~~
13 director and the administrator to maintain a system of personnel management
14 which fills positions in the classified service through methods which apply the merit
15 principle, with adequate civil service safeguards. It is the policy of this state to
16 provide for equal employment opportunity by ensuring that all personnel actions
17 including hire, tenure or term, and condition or privilege of employment be based on
18 the ability to perform the duties and responsibilities assigned to the particular
19 position without regard to age, race, creed or religion, color, disability, sex, national
20 origin, ancestry, sexual orientation or political affiliation. It is the policy of this state
21 to take affirmative action which is not in conflict with other provisions of this chapter.
22 It is the policy of the state to ensure its employees opportunities for satisfying careers
23 and fair treatment based on the value of each employee’s services. It is the policy of
24 this state to encourage disclosure of information under subch. III and to ensure that

1 any employee employed by a governmental unit is protected from retaliatory action
2 for disclosing information under subch. III. It is the policy of this state to correct pay
3 inequities based on gender or race in the state civil service system.

4 **SECTION 2384m.** 230.02 of the statutes is amended to read:

5 **230.02 Liberal construction of statutes.** Statutes applicable to the
6 department office shall be construed liberally in aid of the purposes declared in s.
7 230.01.”.

8 **99.** Page 932, line 3: delete lines 3 to 5 and substitute:

9 “**SECTION 2386e.** 230.03 (9) of the statutes is repealed.

10 **SECTION 2386m.** 230.03 (9e) of the statutes is created to read:

11 230.03 (9e) “Director” means the director of the office.

12 **SECTION 2386s.** 230.03 (10) of the statutes is amended to read:

13 230.03 (10) “Division” means the division of merit recruitment and selection
14 in the department office.”.

15 **100.** Page 932, line 8: after that line insert:

16 “**SECTION 2387e.** 230.03 (10r) of the statutes is amended to read:

17 230.03 (10r) “Job group” means a set of classifications combined by the
18 department office on the basis of similarity in responsibility, pay range and nature
19 of work.

20 **SECTION 2387m.** 230.03 (10w) of the statutes is created to read:

21 230.03 (10w) “Office” means the office of state human resources management.

22 **SECTION 2387s.** 230.03 (13) of the statutes is repealed.

23 **SECTION 2387w.** 230.04 (title) of the statutes is amended to read:

24 **230.04 (title) Powers and duties of the secretary director.”.**

1 **101.** Page 932, line 10: on lines 10 and 13, delete “secretary” and substitute
2 “secretary director”.

3 **102.** Page 932, line 15: on lines 15, 17, 19, 21 and 22, delete “secretary” and
4 substitute “secretary director”.

5 **103.** Page 932, line 23: delete “department” and substitute “department
6 office”.

7 **104.** Page 932, line 25: delete “department” and substitute “department
8 office”.

9 **105.** Page 933, line 4: delete “secretary” and substitute “secretary director”.

10 **106.** Page 933, line 4: after that line insert:

11 “**SECTION 2389d.** 230.04 (2) of the statutes is amended to read:

12 230.04 (2) The secretary director may utilize the services of technical or
13 specialized personnel to assist in implementing and maintaining a sound personnel
14 management program. These services may be obtained from persons inside or
15 outside of state service.

16 **SECTION 2389h.** 230.04 (3) of the statutes is amended to read:

17 230.04 (3) The secretary director may issue enforceable orders on all matters
18 relating to the administration, enforcement and effect of this chapter and the rules
19 prescribed thereunder except on matters relating to the provisions of subch. III or
20 to those provisions of subch. II for which responsibility is specifically charged to the
21 administrator.

22 **SECTION 2389p.** 230.04 (4) of the statutes is amended to read:

23 230.04 (4) The secretary director shall establish and maintain a collective
24 bargaining capability under s. 111.815 (2).

1 **SECTION 2389s.** 230.04 (5) of the statutes is amended to read:

2 230.04 (5) The ~~secretary~~ director shall promulgate rules on all matters relating
3 to the administration of the ~~department~~ office and the performance of the duties
4 assigned to the ~~secretary~~ director, except on matters relating to those provisions of
5 subch. II for which responsibility is specifically charged to the administrator.”.

6 **107.** Page 933, line 5: after that line insert:

7 “**SECTION 2390b.** 230.04 (8) of the statutes is amended to read:

8 230.04 (8) The ~~secretary~~ director shall establish an employee performance
9 evaluation program under s. 230.37 (1).

10 **SECTION 2390c.** 230.04 (9) (intro.) of the statutes is amended to read:

11 230.04 (9) (intro.) The ~~secretary~~ director shall do all of the following:

12 **SECTION 2390d.** 230.04 (9) (f) of the statutes is renumbered 230.455 and
13 amended to read:

14 **230.455 Division of affirmative action.** ~~Establish an affirmative action~~
15 ~~subunit reporting directly to the secretary. The division of affirmative action subunit~~
16 shall advise and assist the ~~secretary~~ director, the administrator and agency heads
17 on establishing policies and programs to ensure appropriate affirmative action. The
18 ~~subunit~~ division of affirmative action shall advise and assist the ~~secretary~~ director
19 in monitoring such programs and shall provide staff to the council on affirmative
20 action ~~council~~.

21 **SECTION 2390e.** 230.04 (9m) of the statutes is amended to read:

22 230.04 (9m) The ~~secretary~~ director shall conduct periodic reviews and
23 evaluations of the written records of hiring decisions made by appointing authorities
24 under ss. 230.21 (1m), 230.25 (1p) and 230.27 (2k).

1 **SECTION 2390f.** 230.04 (9r) (b) (intro.) of the statutes is amended to read:

2 230.04 (9r) (b) (intro.) The ~~secretary~~ director shall keep a record of all of the
3 following:

4 **SECTION 2390g.** 230.04 (10) (a) of the statutes is amended to read:

5 230.04 (10) (a) The ~~secretary~~ director may require all agencies and their
6 officers to comply with the ~~secretary's~~ director's request to furnish current
7 information pertaining to authorized positions, payroll and related items regarding
8 civil service and employment relations functions.

9 **SECTION 2390h.** 230.04 (10) (b) of the statutes is amended to read:

10 230.04 (10) (b) The ~~secretary~~ director shall request from each agency and each
11 agency shall furnish to the ~~secretary~~ director relevant racial, ethnic, gender and
12 disability information on every new employee hired by the agency including limited
13 term, project, seasonal and sessional employees. The ~~secretary~~ director shall
14 maintain the data to permit a periodic review of the agency's affirmative action plan
15 accomplishments.

16 **SECTION 2390i.** 230.04 (10) (c) of the statutes is amended to read:

17 230.04 (10) (c) The ~~secretary~~ director shall request from each agency and each
18 agency shall furnish to the ~~secretary~~ director relevant information regarding the
19 prior military service, if any, of every new employee hired by the agency including
20 limited term, project, seasonal and sessional employees. The ~~secretary~~ director shall
21 maintain the data to permit a periodic review of the progress being made to provide
22 employment opportunities in civil service for veterans and disabled veterans.

23 **SECTION 2390j.** 230.04 (11) of the statutes is amended to read:

24 230.04 (11) The ~~secretary~~ director may provide by rule for an understudy
25 program to assure continuity in selected positions.

1 **SECTION 2390k.** 230.04 (12) of the statutes is amended to read:

2 230.04 (12) The ~~secretary~~ director shall keep in the office an official roster of
3 all permanent classified employees which shall include classification titles, pay and
4 employment status changes and appropriate dates thereof.

5 **SECTION 2390L.** 230.04 (13) (intro.) of the statutes is amended to read:

6 230.04 (13) (intro.) The ~~secretary~~ director shall do all of the following:

7 **SECTION 2390m.** 230.04 (14) of the statutes is amended to read:

8 230.04 (14) The ~~secretary~~ director shall establish, by rule, the scope and
9 minimum requirements of a state employee grievance procedure relating to
10 conditions of employment.

11 **SECTION 2390n.** 230.04 (15) of the statutes is amended to read:

12 230.04 (15) The ~~secretary~~ director shall review and either approve or
13 disapprove each determination by an agency head regarding the classification of a
14 state employee as a protective occupation participant for purposes of the Wisconsin
15 retirement system.

16 **SECTION 2390nm.** 230.04 (16) of the statutes is created to read:

17 230.04 (16) The director may appoint an executive assistant outside the
18 classified service.

19 **SECTION 2390p.** 230.046 (5) (c) of the statutes is amended to read:

20 230.046 (5) (c) An agreement has been entered into by the trainee and the
21 appointing authority relative to employment with the state, together with such other
22 terms and conditions as may be necessary under the rules of the ~~secretary~~ director
23 whenever on-the-job trainees are employed; and

24 **SECTION 2390q.** 230.046 (7) of the statutes is amended to read:

1 230.046 (7) ESTABLISH INTERNSHIPS. The ~~secretary~~ director shall establish in the
2 classified service in–service training internships designed to give rigorous training
3 in public service administration for periods not to exceed 3 years under the direct
4 supervision of experienced administrators.

5 **SECTION 2390r.** 230.046 (8) of the statutes is amended to read:

6 230.046 (8) COOPERATE FOR SCHOLARSHIP LOANS. To stimulate the interest of
7 qualified students of exceptional merit in government career service, the ~~secretary~~
8 director shall cooperate with the board of regents of the University of Wisconsin
9 System in providing opportunities for recipients of public service scholarship loans
10 to secure employment under the internship plan.

11 **SECTION 2390s.** 230.046 (9) of the statutes is amended to read:

12 230.046 (9) TUITION REFUND PROGRAM. The ~~secretary~~ director may establish by
13 rule in the classified service a tuition refund program to supplement departmental
14 training, to encourage employee job–related development and, upon satisfactory
15 completion of training under this program to refund to the employee, an amount not
16 to exceed the cost of tuition and necessary fees.

17 **SECTION 2390t.** 230.046 (10) (intro.) of the statutes is amended to read:

18 230.046 (10) ~~DEPARTMENT FUNCTIONS~~ FUNCTIONS OF THE OFFICE. (intro.) The
19 ~~department~~ office may do all of the following:

20 **SECTION 2390w.** 230.047 (8) of the statutes is amended to read:

21 230.047 (8) ADMINISTRATION. The ~~secretary~~ director shall promulgate rules for
22 the operation and implementation of this section. The rules shall prescribe the
23 duration, terms and conditions of such interchange.”.

24 **108.** Page 933, line 22: after that line insert:

1 **“SECTION 2391c.** 230.06 (1) (c) of the statutes is amended to read:

2 230.06 (1) (c) Provide the ~~secretary~~ director with current information relative
3 to the assignment of duties to permanent classified positions in his or her agency.

4 **SECTION 2391g.** 230.06 (1) (d) of the statutes is amended to read:

5 230.06 (1) (d) Report promptly to the ~~secretary~~ director or the administrator
6 any information the ~~secretary~~ director or the administrator requires in connection
7 with any delegated personnel function and with each appointment, promotion,
8 demotion, suspension or separation from the service or other change in employee
9 status.

10 **SECTION 2391h.** 230.06 (1) (e) of the statutes is amended to read:

11 230.06 (1) (e) When requested by the ~~secretary~~ director or the administrator,
12 provide reports on employee work performance and any other records or information
13 the ~~secretary~~ director or administrator requires to carry out this subchapter.

14 **SECTION 2391r.** 230.06 (1) (f) of the statutes is amended to read:

15 230.06 (1) (f) Provide the ~~secretary~~ director with the civil service information
16 required under s. 16.004 (7).

17 **SECTION 2391t.** 230.06 (1) (g) of the statutes is amended to read:

18 230.06 (1) (g) Prepare an affirmative action plan which complies with the
19 standards established by the ~~secretary~~ director under s. 230.04 (9) (a) and which sets
20 goals and outlines steps for incorporating affirmative action and principles
21 supporting affirmative action into the procedures and policies of his or her agency.

22 **SECTION 2391w.** 230.06 (1) (L) of the statutes is amended to read:

23 230.06 (1) (L) Provide information about the employment of each severely
24 disabled employee for the ~~secretary's~~ director's report under s. 230.04 (9r) within 30

1 days after the disabled employee is appointed, and at other times at the request of
2 the ~~secretary~~ director.

3 **SECTION 2391x.** 230.06 (3) of the statutes is amended to read:

4 230.06 (3) All reports and records submitted under sub. (1) shall be prepared
5 and presented at such times and in such manner as the ~~secretary~~ director or
6 administrator prescribes.”.

7 **109.** Page 934, line 15: delete lines 15 to 25 and substitute:

8 “**SECTION 2404m.** 230.08 (2) (ya) of the statutes is created to read:

9 230.08 (2) (ya) The director and executive assistant to the director of the office
10 of state human resources management in the department of administration.”.

11 **110.** Page 935, line 5: delete lines 5 to 20 and substitute:

12 “230.08 (4) (c) Any proposal of a board, department or commission, as defined
13 in par. (a) and s. 15.01 (5), or of the historical society, for a change in the number of
14 positions enumerated in sub. (2) (e), before being submitted to the legislature, shall
15 first be submitted by the board, department or commission or by the historical society
16 for a separate review by the ~~department~~ secretary of administration and by the
17 ~~secretary~~ director. The ~~department~~ secretary of administration’s review shall
18 include information on the appropriateness of the proposed change with regard to a
19 board’s, department’s, commission’s or society’s current or proposed internal
20 organizational structure under s. 15.02 (4). The ~~secretary’s~~ director’s review shall
21 include information on whether the existing classified or existing or proposed
22 unclassified division administrator position involved is or would be assigned to pay
23 range 1–18 or above in schedule 1, or a comparable level, of the compensation plan
24 under s. 230.12. The results of these reviews shall be provided by the ~~department~~

1 secretary of administration and by the secretary director to the joint committee on
2 finance and the joint committee on employment relations at the same time that the
3 board's, department's, commission's or society's proposal is presented to either
4 committee.”.

5 **111.** Page 935, line 21: delete the material beginning with that line and
6 ending with page 936, line 23, and substitute:

7 “**SECTION 2407b.** 230.08 (8) of the statutes is amended to read:

8 230.08 (8) AUDITING OF PAYROLLS. The secretary director shall audit the payrolls
9 of the classified and unclassified service, as necessary, to carry out this subchapter.

10 **SECTION 2407d.** 230.09 (1) (intro.) of the statutes is amended to read:

11 230.09 (1) (intro.) The secretary director shall ascertain and record the duties,
12 responsibilities and authorities of, and establish grade levels and classifications for,
13 all positions in the classified service. Each classification so established shall include
14 all positions which are comparable with respect to authority, responsibility and
15 nature of work required. Each classification shall be established to include as many
16 positions as are reasonable and practicable. In addition, each class shall:

17 **SECTION 2407f.** 230.09 (2) (a) of the statutes is amended to read:

18 230.09 (2) (a) After consultation with the appointing authorities, the secretary
19 director shall allocate each position in the classified service to an appropriate class
20 on the basis of its duties, authority, responsibilities or other factors recognized in the
21 job evaluation process. The secretary director may reclassify or reallocate positions
22 on the same basis.

23 **SECTION 2407h.** 230.09 (2) (am) of the statutes is amended to read:

1 230.09 (2) (am) The secretary director shall maintain and improve the
2 classification plan to meet the needs of the service, using methods and techniques
3 which may include personnel management surveys, individual position reviews,
4 occupational group classification surveys, or other appropriate methods of position
5 review. Such reviews may be initiated by the secretary director after taking into
6 consideration the recommendations of the appointing authority, or at his or her own
7 discretion. The secretary director shall establish, modify or abolish classifications
8 as the needs of the service require.

9 **SECTION 2407j.** 230.09 (2) (b) of the statutes is amended to read:

10 230.09 (2) (b) To accommodate and effectuate the continuing changes in the
11 classification plan as a result of the classification survey program and otherwise, the
12 secretary director shall, upon initial establishment of a classification, assign that
13 class to the appropriate pay rate or range, and may, upon subsequent review,
14 reassign classes to different pay rates or ranges. The secretary director shall assign
15 each class to a pay range according to the skill, effort, responsibility and working
16 conditions required for the class, without regard to whether the class is occupied
17 primarily by members of a certain gender or racial group. The secretary director
18 shall give notice to appointing authorities to permit them to make recommendations
19 before final action is taken on any such assignment or reassignment of classes.

20 **SECTION 2407L.** 230.09 (2) (c) of the statutes is amended to read:

21 230.09 (2) (c) If anticipated changes in program or organization will
22 significantly affect the assignment of duties or responsibilities to positions, the
23 appointing authority shall, whenever practicable, confer with the secretary director
24 within a reasonable time prior to the reorganization or changes in program to
25 formulate methods to fill positions which are newly established or modified to the

1 extent that reclassification of the position is appropriate. In all cases, appointing
2 authorities shall give written notice to the secretary director and employee of
3 changes in the assignment of duties or responsibilities to a position when the
4 changes in assignment may affect the classification of the position.

5 **SECTION 2407n.** 230.09 (2) (d) of the statutes is amended to read:

6 230.09 (2) (d) If after review of a filled position the secretary director
7 reclassifies or reallocates the position, the secretary director shall determine
8 whether the incumbent shall be regraded or whether the position shall be opened to
9 other applicants.

10 **SECTION 2408b.** 230.09 (2) (g) of the statutes is amended to read:

11 230.09 (2) (g) When filling a new or vacant position, if the secretary director
12 determines that the classification for a position is different than that provided for by
13 the legislature as established by law or in budget determinations, or as authorized
14 by the joint committee on finance under s. 13.10, or as specified by the governor
15 creating positions under s. 16.505 (1) (c) or (2), the University of Wisconsin Hospitals
16 and Clinics Board creating positions under s. 16.505 (2n) or the board of regents of
17 the University of Wisconsin System creating positions under s. 16.505 (2m), or is
18 different than that of the previous incumbent, the secretary director shall notify the
19 administrator and the secretary of administration. The administrator shall
20 withhold action on the selection and certification process for filling the position. The
21 secretary of administration shall review the position to determine that sufficient
22 funds exist for the position and that the duties and responsibilities of the proposed
23 position reflect the intent of the legislature as established by law or in budget
24 determinations, the intent of the joint committee on finance acting under s. 13.10,
25 the intent of the governor creating positions under s. 16.505 (1) (c) or (2), the

1 University of Wisconsin Hospitals and Clinics Board creating positions under s.
2 16.505 (2n) or the intent of the board of regents of the University of Wisconsin System
3 creating positions under s. 16.505 (2m). The administrator may not proceed with the
4 selection and certification process until the secretary of administration has
5 authorized the position to be filled.

6 **SECTION 2408d.** 230.09 (3) of the statutes is amended to read:

7 230.09 (3) The secretary director shall establish separate classifications for
8 career executive positions under s. 230.24 and rules governing the salary
9 administration of positions in such classifications.

10 **SECTION 2408f.** 230.12 (1) (a) 3. of the statutes is amended to read:

11 230.12 (1) (a) 3. Provisions for administration of the compensation plan and
12 salary transactions shall be provided, as determined by the secretary director, in
13 either the rules of the secretary director or the compensation plan.

14 **SECTION 2408i.** 230.12 (1) (c) 2. of the statutes is amended to read:

15 230.12 (1) (c) 2. The secretary director may establish a plan of extra
16 compensation for work performed during selected hours at an hourly rate or rates
17 subject to approval of the joint committee on employment relations. Eligibility for
18 such extra compensation shall be as provided in the compensation plan.

19 **SECTION 2408j.** 230.12 (1) (d) of the statutes is amended to read:

20 230.12 (1) (d) *Uniforms and safety equipment.* The secretary director, with
21 approval of the joint committee on employment relations, may establish a schedule
22 of payments to employees for uniforms or protective clothing and equipment
23 required to perform their duties.

24 **SECTION 2408L.** 230.12 (3) (a) of the statutes is amended to read:

1 230.12 (3) (a) *Submission to the joint committee on employment relations.* The
2 ~~secretary~~ director shall submit to the joint committee on employment relations a
3 proposal for any required changes in the compensation plan which may include
4 across the board pay adjustments for positions in the classified service. The proposal
5 shall include the amounts and methods for within range pay progression, for pay
6 transactions, and for performance awards. The proposal shall be based upon
7 experience in recruiting for the service, the principle of providing pay equity
8 regardless of gender or race, data collected as to rates of pay for comparable work in
9 other public services and in commercial and industrial establishments,
10 recommendations of agencies and any special studies carried on as to the need for
11 any changes in the compensation plan to cover each year of the biennium. The
12 proposal shall also take proper account of prevailing pay rates, costs and standards
13 of living and the state's employment policies.

14 **SECTION 2408n.** 230.12 (3) (ad) of the statutes is amended to read:

15 230.12 (3) (ad) *Timing of proposed changes.* Notwithstanding any other
16 statute, the ~~secretary~~ director may delay timing for announcement or
17 implementation of any recommended changes in the compensation plan under this
18 section until after some or all of the collective bargaining agreements under subch.
19 V of ch. 111 for that biennium are negotiated. Any such action taken under this
20 paragraph is not appealable under s. 230.44.

21 **SECTION 2408p.** 230.12 (3) (b) of the statutes is amended to read:

22 230.12 (3) (b) *Public hearing on the proposal; adoption of plan.* The ~~secretary~~
23 director shall submit the proposal for any required changes in the compensation plan
24 to the joint committee on employment relations. The committee shall hold a public
25 hearing on the proposal. The proposal, as may be modified by the joint committee

1 on employment relations together with the unchanged provisions of the current
2 compensation plan, shall, for the ensuing fiscal year or until a new or modified plan
3 is adopted under this subsection, constitute the state's compensation plan for
4 positions in the classified service. Any modification of the ~~secretary's~~ director's
5 proposed changes in the compensation plan by the joint committee on employment
6 relations may be disapproved by the governor within 10 calendar days. A vote of 6
7 members of the joint committee on employment relations is required to set aside any
8 such disapproval of the governor.

9 **SECTION 2408r.** 230.12 (3) (c) of the statutes is amended to read:

10 230.12 (3) (c) *Interim adjustments.* Subject to pars. (a) and (b), the ~~secretary~~
11 director may propose amendments to one or more parts of the compensation plan at
12 such times as the needs of the service require.

13 **SECTION 2408t.** 230.12 (3) (e) 1. of the statutes is amended to read:

14 230.12 (3) (e) 1. The ~~secretary~~ director, after receiving recommendations from
15 the board of regents, shall submit to the joint committee on employment relations a
16 proposal for adjusting compensation and employee benefits for employees under ss.
17 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included in a collective
18 bargaining unit under subch. V of ch. 111 for which a representative is certified. The
19 proposal shall include the salary ranges and adjustments to the salary ranges for the
20 university senior executive salary groups 1 and 2 established under s. 20.923 (4g).
21 The proposal shall be based upon the competitive ability of the board of regents to
22 recruit and retain qualified faculty and academic staff, data collected as to rates of
23 pay for comparable work in other public services, universities and commercial and
24 industrial establishments, recommendations of the board of regents and any special
25 studies carried on as to the need for any changes in compensation and employee

1 benefits to cover each year of the biennium. The proposal shall also take proper
2 account of prevailing pay rates, costs and standards of living and the state's
3 employment policies. The proposal for such pay adjustments may contain
4 recommendations for across-the-board pay adjustments, merit or other
5 adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf)
6 shall apply to the process for approval of all pay adjustments for such employees
7 under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d). The proposal as approved
8 by the joint committee on employment relations and the governor shall be based
9 upon a percentage of the budgeted salary base for such employees under ss. 20.923
10 (4g), (5) and (6) (m) and 230.08 (2) (d). The amount included in the proposal for merit
11 and adjustments other than across-the-board pay adjustments is available for
12 discretionary use by the board of regents.

13 **SECTION 2408u.** 230.12 (3) (e) 2. of the statutes is amended to read:

14 230.12 (3) (e) 2. The ~~secretary~~ director, after receiving recommendations from
15 the board of the Technical College System, shall submit to the joint committee on
16 employment relations a proposal for adjusting compensation and employee benefits
17 for employees under s. 20.923 (7). The proposal shall include the salary ranges and
18 adjustments to the salary ranges for the general senior executive salary groups
19 established under s. 20.923 (7). Paragraph (b) and sub. (1) (bf) shall apply to the
20 process for approval of all pay adjustments for such employees. The proposal as
21 approved by the joint committee on employment relations and the governor shall be
22 based upon a percentage of the budgeted salary base for such employees under s.
23 20.923 (7).

24 **SECTION 2408v.** 230.12 (4) (a) of the statutes is amended to read:

1 230.12 (4) (a) When an approved compensation plan or an amendment thereto
2 becomes effective, required individual pay adjustments shall be made in accordance
3 with determinations made by the ~~secretary~~ director to implement the approved plan.

4 **SECTION 2408w.** 230.12 (4) (b) of the statutes is amended to read:

5 230.12 (4) (b) The ~~secretary~~ director may, without prior approval of the joint
6 committee on employment relations, determine the circumstances under which it is
7 appropriate for an appointing authority to grant, and authorize an appointing
8 authority to grant, a general wage or parity adjustment, or appropriate portion
9 thereof, previously approved by the committee under this section to employees who
10 did not receive the adjustment on the effective date of the adjustment set forth in the
11 plan. No general wage or parity adjustment may become effective for any employee
12 prior to the effective date of the individual employee transaction, but the ~~secretary~~
13 director may authorize an appointing authority to grant a lump sum payment to an
14 employee to reflect any wage or parity adjustment that the employee did not receive
15 during the period between the effective date of the adjustment set forth in the plan
16 and the effective date of the individual employee transaction.

17 **SECTION 2408x.** 230.12 (5) (c) of the statutes is amended to read:

18 230.12 (5) (c) *Increase limits.* Unless otherwise defined in the pay schedule the
19 total amount for all such within range increases shall not exceed the amount for such
20 increases specified and approved by the joint committee on employment relations in
21 its action on the ~~secretary's~~ director's proposal for such increases.”.

22 **112.** Page 937, line 2: delete “secretary” and substitute “secretary director”.

1 **113.** Page 937, line 4: delete the material beginning with “secretary” and
2 ending with “administration” on line 5 and substitute “secretary director and with
3 the ~~department~~ secretary of administration”.

4 **114.** Page 937, line 6: after that line insert:

5 “**SECTION 2409d.** 230.12 (9) of the statutes is amended to read:

6 230.12 (9) HEALTH INSURANCE PREMIUM CREDITS. The secretary director may
7 recommend to the joint committee on employment relations a program,
8 administered by the department of employee trust funds, that provides health
9 insurance premium credits to employees whose compensation is established under
10 this section or s. 20.923 (2) or (3). The health insurance premium credits shall be
11 used for the purchase of health insurance for a retired employee, or the retired
12 employee’s surviving insured dependents, and shall be based on the employee’s years
13 of continuous service, accumulated unused sick leave and any other factor
14 recommended by the secretary director. The approval process for the program is the
15 same as that provided under sub. (3) (b) and the program shall be incorporated into
16 the compensation plan under sub. (1).

17 **SECTION 2409h.** 230.13 (1) (intro.) of the statutes is amended to read:

18 230.13 (1) (intro.) Except as provided in sub. (3) and s. 103.13, the secretary
19 director and the administrator may keep records of the following personnel matters
20 closed to the public:

21 **SECTION 2409p.** 230.13 (2) of the statutes is amended to read:

22 230.13 (2) Unless the name of an applicant is certified under s. 230.25, the
23 secretary director and the administrator shall keep records of the identity of an
24 applicant for a position closed to the public, except as provided in sub. (3).

1 **SECTION 2409t.** 230.13 (3) of the statutes is amended to read:

2 230.13 (3) The ~~secretary~~ director and the administrator shall provide to the
3 department of workforce development or a county child support agency under s.
4 59.53 (5) information requested under s. 49.22 (2m) that would otherwise be closed
5 to the public under this section. Information provided under this subsection may
6 only include an individual's name and address, an individual's employer and
7 financial information related to an individual.”

8 **115.** Page 937, line 11: delete “~~20.512 (1) (ka)~~ 20.505 (1) (kp)” and substitute
9 “~~20.512~~ 20.545 (1) (ka)”.

10 **116.** Page 937, line 18: delete “~~department of employment relations~~” and
11 substitute “~~department of employment relations~~ office”.

12 **117.** Page 937, line 19: after that line insert:

13 “**SECTION 2412b.** 230.15 (1m) (b) (intro.) of the statutes is amended to read:

14 230.15 (1m) (b) (intro.) Whenever a position is included in the classified service
15 under par. (a), the ~~secretary~~ director shall determine all of the following:

16 **SECTION 2412e.** 230.16 (7m) (b) (intro.) of the statutes is amended to read:

17 230.16 (7m) (b) (intro.) The ~~department~~ office shall accept an application after
18 its due date from a veteran if all of the following apply:

19 **SECTION 2412m.** 230.16 (7m) (c) of the statutes is amended to read:

20 230.16 (7m) (c) Within 30 days after acceptance of an application under par.
21 (b), the ~~department~~ office shall give the applicant an examination.

22 **SECTION 2412s.** 230.21 (1m) (b) of the statutes is amended to read:

23 230.21 (1m) (b) If the administrator uses the method of random certification
24 to determine which applicants for an unskilled labor or service position will receive

1 further consideration for the position and the appointing authority does not select
2 a veteran or a person the hiring of whom would serve affirmative action purposes,
3 the appointing authority shall make and retain a written record of the appointing
4 authority's reasons for selecting the person who was appointed. The appointing
5 authority shall make the written records available to the ~~department~~ office and
6 annually submit a report to the ~~department~~ office summarizing the reasons
7 contained in the written records.”.

8 **118.** Page 937, line 21: delete the material beginning with “secretary” and
9 ending with “16.50” on line 22 and substitute “secretary director and with the
10 approval of the secretary of administration under s. 16.50”.

11 **119.** Page 938, line 3: after that line insert:

12 “**SECTION 2413b.** 230.215 (3) (b) of the statutes is amended to read:

13 230.215 (3) (b) If the secretary director, upon review of the report submitted
14 under sub. (4), determines that an agency's past or proposed actions relating to
15 permanent part-time employment opportunities do not adequately reflect the policy
16 under sub. (1) (e), the secretary director may recommend procedures designed to
17 enable the agency to effect such policy.

18 **SECTION 2413d.** 230.215 (4) of the statutes is amended to read:

19 230.215 (4) **REPORTS.** Each agency, in complying with s. 15.04 (1) (d), shall
20 include a report on the progress or failure of the plans of such agency in achieving
21 the policies stated under sub. (1) and shall submit a copy of such report to the
22 secretary director.

23 **SECTION 2413f.** 230.22 (1) of the statutes is amended to read:

1 230.22 (1) The ~~secretary~~ director may establish by rule an entry professional
2 class program for use in a wide range of entry professional positions.

3 **SECTION 2413h.** 230.22 (2) of the statutes is amended to read:

4 230.22 (2) In connection with this program the ~~secretary~~ director may establish
5 separate classifications and corresponding pay provisions to provide agencies an
6 entry professional program, through which they can compete on campuses and in the
7 labor market for the best available applicants.

8 **SECTION 2413i.** 230.24 (1) of the statutes is amended to read:

9 230.24 (1) The ~~secretary~~ director may by rule develop a career executive
10 program that emphasizes excellence in administrative skills in order to provide
11 agencies with a pool of highly qualified executive candidates, to provide outstanding
12 administrative employees a broad opportunity for career advancement and to
13 provide for the mobility of such employees among the agencies and units of state
14 government for the most advantageous use of their managerial and administrative
15 skills. To accomplish the purpose of this program, the administrator may provide
16 policies and standards for recruitment, examination, probation, employment
17 register control, certification, transfer, promotion and reemployment, and the
18 ~~secretary~~ director may provide policies and standards for classification and salary
19 administration, separate from procedures established for other employment. The
20 ~~secretary~~ director shall determine the positions which may be filled from career
21 executive employment registers.

22 **SECTION 2413k.** 230.25 (1p) of the statutes is amended to read:

23 230.25 (1p) If an appointing authority appoints a person certified under this
24 section and the person is not a veteran, the spouse of a veteran or a person the hiring
25 of whom would serve affirmative action purposes, the appointing authority shall

1 make and retain a written record of the appointing authority's reasons for selecting
2 the person who was appointed. The appointing authority shall make the written
3 records available to the ~~department~~ office and annually submit a report to the
4 ~~department~~ office summarizing the reasons contained in the written records. The
5 ~~department~~ office shall annually prepare a report summarizing, for each agency, the
6 reasons contained in the records prepared by appointing authorities under this
7 subsection.

8 **SECTION 2413r.** 230.27 (2k) of the statutes is amended to read:

9 230.27 (2k) If an appointing authority selects, for a project position, a person
10 who is not a veteran or is not a person the hiring of whom would serve affirmative
11 action purposes, the appointing authority shall make and retain a written record of
12 the appointing authority's reasons for selecting the person who was appointed. The
13 appointing authority shall make the written records available to the ~~department~~
14 office and annually submit a report to the ~~department~~ office summarizing the
15 reasons contained in the written records. The ~~department~~ office shall annually
16 prepare a report summarizing, for each agency, the information submitted by
17 appointing authorities under this subsection.

18 **SECTION 2413s.** 230.32 (3) of the statutes is amended to read:

19 230.32 (3) (a) Any classified employee who leaves state service and enters the
20 armed forces of the United States shall, under this section, be granted written
21 military leave of absence by the appointing authority. Notice of such leave from state
22 service and the terms of any such leave shall be given in writing by the appointing
23 authority to the ~~secretary~~ director for purposes of record.

24 (b) Any classified employee who leaves state service for civilian employment
25 in response to a specific request or order of the federal government or any of its

1 agencies in connection with manpower redistribution and utilization shall, under
2 this section, make written application to the appointing authority for civilian leave
3 of absence presenting such specific request or order of the federal government as
4 supporting evidence. Such civilian leave shall be allowed by the appointing
5 authority and its terms, which shall conform to the rules of the secretary director,
6 shall be in writing. Notice of such leave from state service shall be made in writing
7 by the appointing authority to the secretary director for purposes of record.

8 (c) All such military or civilian leaves of absence as heretofore may have been
9 granted are validated and shall be deemed to be sufficient and effective hereunder.
10 Such leaves shall be recorded with the secretary director.

11 **SECTION 2413t.** 230.33 (2) of the statutes is amended to read:

12 230.33 (2) A person appointed to an unclassified position by an appointing
13 authority other than an appointing authority described under sub. (1), to a
14 department other than the one in which the person was a classified employee may
15 be granted a leave of absence without pay at the option of the person's former
16 appointing authority in accordance with the leave of absence provisions in the rules
17 of the secretary director. An employee granted a leave of absence shall have the same
18 restoration rights and reinstatement privileges as under sub. (1m). If not granted
19 a leave of absence, the employee shall be entitled only to the reinstatement privileges
20 under sub. (1m).”.

21 **120.** Page 938, line 18: after that line insert:

22 “**SECTION 2416b.** 230.34 (1) (c) of the statutes is amended to read:

23 230.34 (1) (c) The secretary director shall establish guidelines for uniform
24 application of this authority among the various agencies.

1 **SECTION 2416d.** 230.34 (4) of the statutes is amended to read:

2 230.34 (4) Resignations shall be regulated by the rules of the ~~secretary~~ director.

3 **SECTION 2416f.** 230.35 (1) (d) of the statutes is amended to read:

4 230.35 (1) (d) Annual leaves of absence shall not be cumulative except under
5 sub. (1p) and except that unused annual leave shall, subject to the rules of the
6 ~~secretary~~ director, be used in the year following the one in which it was earned, but
7 no employee shall lose any unused annual leave because the employee's work
8 responsibilities prevented the usage of the unused annual leave during the first 6
9 months of the year following the year in which it was earned.

10 **SECTION 2416h.** 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~~ director, except that unused sick leave shall accumulate
14 from year to year. After July 1, 1973, employees appointed to career executive
15 positions under the program established under s. 230.24 or positions designated in
16 s. 19.42 (10) (L) or 20.923 (4), (7), (8), and (9) or authorized under s. 230.08 (2) (e) shall
17 have any unused sick leave credits restored if they are reemployed in a career
18 executive position or in a position under s. 19.42 (10) (L) or 20.923 (4), (7), (8), and
19 (9) or 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~~ director.

22 **SECTION 2416j.** 230.35 (2r) (b) of the statutes is amended to read:

23 230.35 (2r) (b) The ~~secretary~~ director may establish, by rule, a catastrophic
24 leave program that permits employees to donate certain types and amounts of leave
25 credits to other employees who have been absent from pay status because of a

1 catastrophic need for which there is no paid leave benefits or replacement income
2 available. The secretary director shall determine the types and amounts of leave
3 credits that may be donated.

4 **SECTION 2416L.** 230.35 (3) (d) of the statutes is amended to read:

5 230.35 (3) (d) Employees of the state are entitled to reasonable paid leaves of
6 absence to compete in promotional examinations and interviews. The secretary
7 director shall promulgate rules governing the lengths of time allowable for such
8 leaves, their frequency and the provisions for their use.

9 **SECTION 2416m.** 230.35 (3) (e) 2. e. of the statutes is amended to read:

10 230.35 (3) (e) 2. e. The leave of absence conforms with any rules of the secretary
11 director regarding leaves of absence to provide specialized disaster relief services.

12 **SECTION 2416n.** 230.35 (3) (e) 5. of the statutes is amended to read:

13 230.35 (3) (e) 5. The secretary director may promulgate any rules necessary to
14 implement this paragraph.

15 **SECTION 2416p.** 230.35 (5) (b) of the statutes is amended to read:

16 230.35 (5) (b) The standard basis of employment shall be divided into 5 work
17 days of 8 hours each except as provided under s. 230.215 (5), and except that when
18 the conditions of employment cannot be satisfied by adhering to this division or when
19 the public would not be inconvenienced, deviations may be permitted upon
20 recommendation of the appointing authority and subsequent approval by the
21 secretary director.

22 **SECTION 2416r.** 230.37 (1) of the statutes is amended to read:

23 230.37 (1) In cooperation with appointing authorities the secretary director
24 shall establish an employee performance evaluation program to provide a continuing
25 record of employee development and, when applicable, to serve as a basis for

1 pertinent personnel actions. Similar evaluations shall be conducted during the
2 probationary period but may not infringe upon the authority of the appointing
3 authority to retain or dismiss employees during the probationary period.

4 **SECTION 2416t.** 230.43 (5) of the statutes is amended to read:

5 230.43 (5) **TAXPAYERS' SUITS.** The right of any taxpayer to bring any action to
6 restrain the payment of compensation to any person appointed to or holding any
7 office or place of employment in violation of this subchapter shall not be limited or
8 denied by reason of the fact that the office or place of employment has been classified
9 as, or determined to be, not subject to competitive examination; however, any
10 judgment or injunction in any such action shall be prospective only, and shall not
11 affect payments already made or due to such persons by the proper disbursing
12 officers, in accordance with the rules of the ~~secretary~~ director in force at the time of
13 such payments.

14 **SECTION 2416v.** 230.44 (1) (b) of the statutes is amended to read:

15 230.44 (1) (b) *Decision made or delegated by ~~secretary~~ director.* Appeal of a
16 personnel decision under s. 230.09 (2) (a) or (d) or 230.13 (1) made by the ~~secretary~~
17 director or by an appointing authority under authority delegated by the ~~secretary~~
18 director under s. 230.04 (1m).”.

19 **121.** Page 938, line 25: after that line insert:

20 “**SECTION 2417m.** 230.44 (1) (dm) of the statutes is amended to read:

21 230.44 (1) (dm) *Noncompetitive appointment of certain disabled veterans.* A
22 personnel action under s. 230.275 by an appointing authority that is alleged to be
23 illegal or an abuse of discretion. The administrator and the ~~department~~ office may
24 not be a party to any such appeal.

1 **SECTION 2417s.** 230.44 (4) (bm) of the statutes is amended to read:

2 230.44 (4) (bm) Upon request of an employee who files an appeal of the decision
3 of the ~~secretary~~ director made under s. 230.09 (2) (a) or (d), the appeal shall be heard
4 by a commissioner or attorney employed by the commission serving as arbitrator
5 under rules promulgated for this purpose by the commission. In such an arbitration,
6 the arbitrator shall orally render a decision at the conclusion of the hearing
7 affirming, modifying or rejecting the decision of the ~~secretary~~ director. The decision
8 of the arbitrator is final and is not subject to review by the commission. An
9 arbitrator's decision may not be cited as precedent in any other proceeding before the
10 commission or before any court. The arbitrator shall promptly file his or her decision
11 with the commission. The decision of the arbitrator shall stand as the decision of the
12 commission. The decision of the commission is subject to review under ss. 227.53 to
13 227.57 only on the ground that the decision was procured by corruption, fraud or
14 undue means or that the arbitrator or the commission exceeded the arbitrator's or
15 the commission's power. The record of a proceeding under this paragraph shall be
16 transcribed as provided in s. 227.44 (8).”.

17 **122.** Page 939, line 9: after that line insert:

18 “**SECTION 2422g.** 230.45 (1) (h) of the statutes is amended to read:

19 230.45 (1) (h) Keep minutes of its own proceedings and other official actions.
20 All such records shall, subject to reasonable rules, be open to public inspection.
21 Records of the ~~secretary~~ director or the administrator which are confidential shall
22 be kept confidential by the division of equal rights or the commission.

23 **SECTION 2422r.** 230.45 (1) (i) of the statutes is amended to read:

1 230.45 (1) (i) Adopt rules necessary to carry out this section. Notice of the
2 contents of such rules and amendments thereto shall be given promptly to the
3 ~~secretary~~ director, the administrator and appointing authorities affected thereby.”.

4 **123.** Page 940, line 7: delete “secretary” and substitute “director”.

5 **124.** Page 940, line 10: delete “secretary” and substitute “director”.

6 **125.** Page 940, line 11: after that line insert:

7 “SECTION 2427g. 230.46 of the statutes is amended to read:

8 **230.46 Duties of council on affirmative action.** The council on affirmative
9 action in the department office shall serve in a direct advisory capacity to the
10 ~~secretary~~ director and as part of that relationship shall evaluate the progress of
11 affirmative action programs throughout the civil service system, seek compliance
12 with state and federal regulations and recommend improvements in the state’s
13 affirmative action efforts as an employer. In carrying out its responsibilities, the
14 council may recommend legislation, consult with agency personnel and other
15 interested persons, conduct hearings and take other appropriate action to promote
16 affirmative action. The council shall report at least once per year to the governor and
17 the legislature.

18 **SECTION 2427r.** 230.48 (2) of the statutes is amended to read:

19 **230.48 (2) PERSONNEL, FACILITIES AND EQUIPMENT.** The ~~department~~ office shall
20 appoint, under the classified service, a secretary and such other employees as are
21 necessary to carry out the duties of the state employees suggestion board, and shall
22 provide such facilities and equipment as that board requires for the proper
23 performance of its work. The state employees suggestion board may request and
24 shall receive from any state department any assistance that it requires.”.

1 **126.** Page 945, line 24: delete the material beginning with “department” and
2 ending with “administration” on line 25 and substitute “~~department of employment~~
3 relations office of state human resources management”.

4 **127.** Page 946, line 8: delete “department of ~~employment relations~~
5 administration” and substitute “~~department of employment relations~~ office of state
6 human resources management”.

7 **128.** Page 960, line 4: delete the material beginning with “department” and
8 ending with “administration” on line 5 and substitute “~~department of employment~~
9 relations office of state human resources management”.

10 **129.** Page 1027, line 13: delete the material beginning with “department” and
11 ending with “administration” on line 14 and substitute “~~department of employment~~
12 relations office of state human resources management”.

13 **130.** Page 1029, line 9: delete the material beginning with “department” and
14 ending with “administration” on line 10 and substitute “~~department of employment~~
15 relations office of state human resources management”.

16 **131.** Page 1029, line 13: delete the material beginning with “department” and
17 ending with “administration” on line 14 and substitute “~~department of employment~~
18 relations office of state human resources management”.

19 **132.** Page 1049, line 13: delete the material beginning with “secretary” and
20 ending with “administration” on line 14 and substitute “~~secretary of employment~~
21 relations director of the office of state human resources management”.

1 **133.** Page 1049, line 20: delete the material beginning with “secretary” and
2 ending with “administration” on line 21 and substitute “~~secretary of employment~~
3 relations director of the office of state human resources management”.

4 **134.** Page 1068, line 18: delete the material beginning with that line and
5 ending with page 1070, line 2, and substitute:

6 “(1b) OFFICE OF STATE HUMAN RESOURCES MANAGEMENT.

7 (a) *Assets and liabilities.* On the effective date of this paragraph, all assets and
8 liabilities of the department of employment relations shall become the assets and
9 liabilities of the office of state human resources management.

10 (b) *Tangible personal property.* On the effective date of this paragraph, all
11 tangible personal property, including records, of the department of employment
12 relations is transferred to the office of state human resources management.

13 (c) *Contracts.* All contracts entered into by the department of employment
14 relations that are in effect on the effective date of this paragraph remain in effect and
15 are transferred to the office of state human resources management. The office of
16 state human resources management shall carry out any obligations under such a
17 contract until the contract is modified or rescinded by the office of state human
18 resources management to the extent allowed under the contract.

19 (d) *Employee transfers and status; position conversion.* On the effective date
20 of this paragraph, all incumbent employees holding classified positions in the
21 department of employment relations are transferred to the office of state human
22 resources management. Employees transferred under this paragraph have all of the
23 rights and the same status under subchapter V of chapter 111 and chapter 230 of the
24 statutes in the office of state human resources management that they enjoyed in the

1 department of employment relations immediately before the transfer.
2 Notwithstanding section 230.28 (4) of the statutes, no employee so transferred who
3 has attained permanent status in class may be required to serve a probationary
4 period. Notwithstanding section 16.505 (1) of the statutes, the director of the office
5 of state human resources management may, during the 2003–05 fiscal biennium,
6 delete one vacant classified position authorized for the office and thereafter create
7 one unclassified position in the office for the purpose of employing the executive
8 assistant authorized under section 230.08 (2) (ya) of the statutes, as created by this
9 act.

10 (e) *Rules and orders.* All rules promulgated by the department of employment
11 relations that are in effect on the effective date of this paragraph remain in effect
12 until their specified expiration dates or until amended or repealed by the office of
13 state human resources management. All orders issued by the department of
14 employment relations that are in effect on the effective date of this paragraph remain
15 in effect until their specified expiration dates or until modified or rescinded by the
16 office of state human resources management.

17 (f) *Pending matters.* Any matter pending with the department of employment
18 relations on the effective date of this paragraph is transferred to the office of state
19 human resources management and all materials submitted to or actions taken by the
20 department of employment relations with respect to the pending matter are
21 considered as having been submitted to or taken by the office of state human
22 resources management.”.

23 **135.** Page 1109, line 4: after that line insert:

24 “(1q) APPROPRIATION ACCOUNT BALANCE TRANSFERS.

1 (a) The unencumbered balance in the appropriation account under section
2 20.512 (2) (j) of the statutes, as affected by this act, is transferred to the appropriating
3 account under section 20.545 (1) (j) of the statutes, as affected by this act.

4 (b) The unencumbered balance in the appropriation account under section
5 20.512 (2) (m) of the statutes, as affected by this act, is transferred to the
6 appropriation account under section 20.545 (1) (j) of the statutes, as affected by this
7 act.”.

8 **136.** Page 1130, line 13: delete the material beginning with that line and
9 ending with page 1131, line 4, and substitute:

10 “(1b) CREATION OF OFFICE OF STATE HUMAN RELATIONS MANAGEMENT. The
11 treatment of sections 13.121 (4), 13.123 (1) (a) 1., 13.20 (2), 13.48 (2) (j), 13.51 (2) (b),
12 15.105 (title) and (29), 15.16 (1) (intro.), 15.165 (2), 15.17, 15.173, 15.175, 15.177,
13 16.004 (7) (a) and (16), 16.40 (18), 16.415 (1) (by SECTION 169), 16.415 (3), 16.50 (3),
14 16.705 (3) (intro.), 19.45 (11) (a), 20.512 (intro.), (1) (title), (a), (j), (jm), (k), (ka), (km),
15 (m), and (pz), and (2), 20.545, 20.901 (1) (b), 20.916 (2), (4) (a), (4m) (b), (5) (a), (8) (a),
16 and (9) (f) 1., 20.917 (1) (c), (2) (a), (3) (a) 1. and 2., (5) (b), and (6), 20.923 (4) (intro.),
17 (f) 1., and (g) 1m., (4g) (intro.), (7) (intro.), and (9), 36.09 (1) (i) and (j), 36.27 (1) (am)
18 2., 40.05 (1) (b), (4) (ar), and (4g) (a) 4., 40.06 (1) (dm), 45.43 (7) (b), 46.29 (3) (d), 49.78
19 (5), as renumbered, 59.26 (8) (a), 70.99 (3) (a), 73.09 (2) and (5), 111.81 (5) and (14),
20 111.815, 111.83 (3), 111.86 (2), 111.89 (1), 111.91 (4), 111.915, 111.92 (1) (a), 146.59 (3)
21 (b), 227.10 (3) (e), 227.47 (2), 230.01 (2), 230.02, 230.03 (9), (9e), (10), (10r), (10w), and
22 (13), 230.04 (title), (1), (1m), (2), (3), (4), (5), (7), (8), (9) (intro.) and (f), (9m), (9r), (b)
23 (intro.), (10) (a), (b), and (c), (11), (12), (13) (intro.), (14), (15), and (16), 230.046 (5) (c),
24 (7), (8), (9) and (10) (intro.), 230.047 (8), 230.06 (1) (c), (d), (e), (f), (g), and (L) and (3),

1 230.08 (2) (e) 1. and 4. and (ya), (4) (c), and (8), 230.09 (1) (intro.), (2) (a), (am), (b),
2 (c), (d), and (g), and (3), 230.12 (1) (a) 3., (c) 2., and (d), (3) (a), (ad), (b), (c), and (e) 1.
3 and 2., (4) (a) and (b), (5) (c), (7m), and (9), 230.13 (1) (intro.), (2), and (3), 230.14 (4),
4 230.147 (3), 230.15 (1m) (b) (intro.), 230.16 (7m) (b) (intro.) and (c), 230.21 (1m) (b),
5 230.215 (3) (a) and (b) and (4), 230.22 (1) and (2), 230.24 (1), 230.25 (1p), 230.27 (2k),
6 230.32 (3), 230.33 (2), 230.34 (1) (c) and (4), 230.35 (1) (d), (2), (2r) (b), (3) (d) and (e)
7 2. e. and 5., and (5) (b), 230.37 (1), 230.43 (5), 230.44 (1) (b) and (dm) and (4) (bm),
8 230.45 (1) (h) and (i), 230.46, 230.48 (2), 233.10 (3) (c) 4. and (4), 301.16 (1o) (b), 895.65
9 (2), 938.538 (6m) (b), and 978.12 (1) (c) of the statutes, the renumbering of section
10 20.512 (1) (i) of the statutes, and SECTION 9118 (1b) of this act take effect on the 30th
11 day beginning after publication.”

12 (END)