



State of Wisconsin  
2015 - 2016 LEGISLATURE



LRB-1059/1  
RAC:kjf:jf

2

DOA:.....Waterman, BB0384 - Restructure of Office of State Employment Relations

**FOR 2015-2017 BUDGET - NOT READY FOR INTRODUCTION**

\* CPS: Sometimes I wrote "p m" for "personnel management" which equals "personnel management"

EDITOR - Run REDRAFT MAKER

PLEASE SEARCH AND REPLACE

"STATE EMPLOYMENT RELATIONS"

WITH

"PERSONNEL MANAGEMENT"

Personnel Management

1 AN ACT ...; relating to: the budget.

AND RETURN ELEC / PAPER TO RAC

*Analysis by the Legislative Reference Bureau*

**STATE GOVERNMENT**

**OTHER STATE GOVERNMENT**

Under current law, the Office of State Employment Relations (OSER) administers the state civil service and is attached to DOA for administrative purposes. Within OSER there is a Division of Merit Recruitment and Selection. This bill restructures OSER into a Division of ~~State Employment Relations~~ in DOA, managed by an unclassified division administrator, and restructures the Division of Merit Recruitment and Selection, managed by an unclassified director, into a Bureau of Merit Recruitment and Selection within DOA.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

2 SECTION 1. 13.121 (4) of the statutes is amended to read:

3 13.121 (4) INSURANCE. For the purpose of premium determinations under s.

4 40.05 (4) and (5) each member of the legislature shall accrue sick leave at a rate

1 equivalent to a percentage of time worked recommended for such positions by the  
2 ~~director of the office~~ administrator of the division of state employment relations in  
3 the department of administration and approved by the joint committee on  
4 employment relations in the same manner as compensation for such positions is  
5 determined under s. 20.923. This percentage of time worked shall be applied to the  
6 sick leave accrual rate established under s. 230.35 (2). The approved percentage  
7 shall be incorporated into the compensation plan under s. 230.12 (1).

8 **SECTION 2.** 13.123 (1) (a) 1. of the statutes is amended to read:

9 13.123 (1) (a) 1. Any member of the legislature who has signified, by affidavit  
10 filed with the department of administration, the necessity of establishing a  
11 temporary residence at the state capital for the period of any regular or special  
12 legislative session shall be entitled to an allowance for expenses incurred for food and  
13 lodging for each day that he or she is in Madison on legislative business, but not  
14 including any Saturday or Sunday unless the legislator is in actual attendance on  
15 such day at a session of the legislature or a meeting of a standing committee of which  
16 the legislator is a member. The amount of the allowance for each biennial session  
17 shall be 90% of the per diem rate for travel for federal government business within  
18 the city of Madison, as established by the federal general services administration.  
19 For the purpose of determining the amount of the allowance, the ~~director of the office~~  
20 administrator of the division of state employment relations in the department of  
21 administration shall certify to the chief clerk of each house the federal per diem rate  
22 in effect on December 1, or the first business day thereafter if December 1 is not a  
23 business day, in each even-numbered year. Each legislator shall file an affidavit  
24 with the chief clerk of his or her house certifying the specific dollar amount within

Personnel Management

1 the authorized allowance the member wishes to receive. Such affidavit, when filed,  
2 shall remain in effect for the biennial session.

3 SECTION 3. 13.20 (2) of the statutes is amended to read:

4 13.20 (2) PAY RANGES; DURATION OF EMPLOYMENT. All legislative employees shall  
5 be paid in accordance with the compensation and classification plan for employees  
6 in the classified civil service within ranges approved by the joint committee on  
7 legislative organization. The ~~director of the office~~ <sup>move</sup> administrator of the division <sup>of</sup>  
8 ~~state employment relations~~ <sup>move</sup> in the department of administration shall make  
9 recommendations concerning a compensation and classification schedule for  
10 legislative employees if requested to do so by the joint committee on legislative  
11 organization or by the committee on organization of either house. If the joint  
12 committee does not approve pay ranges for legislative employees, the committee on  
13 organization of either house may approve pay ranges for its employees.  
14 Appointments shall be made for the legislative session, unless earlier terminated by  
15 the appointing officer.

*move  
of personnel management*

16 SECTION 4. 15.103 (6m) of the statutes is created to read:

17 15.103 (6m) DIVISION OF STATE EMPLOYMENT RELATIONS. There is created in the  
18 department of administration a division of <sup>personnel management</sup> ~~state employment relations~~. The  
19 administrator shall serve at the pleasure of the ~~governor~~ <sup>secretary of</sup> administration.

20 SECTION 5. 15.105 (title) of the statutes is amended to read:

21 15.105 (title) Same; attached boards, commissions, bureaus, and  
22 offices.

23 SECTION 6. 15.105 (6) of the statutes is created to read:

24 15.105 (6) BUREAU OF MERIT RECRUITMENT AND SELECTION. There is created in the  
25 department of administration a bureau of merit recruitment and selection. The

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

9 **SECTION 7.** 15.105 (6m) of the statutes is created to read:

10 **15.105 (6m) STATE EMPLOYEES SUGGESTION BOARD.** There is created in the  
11 department of administration a state employees suggestion board consisting of 3  
12 persons, at least one of whom shall be a state officer or employee, appointed for  
13 4-year terms.

14 **SECTION 8.** 15.105 (29) of the statutes is repealed.

15 **SECTION 9.** 15.107 (3) of the statutes is created to read:

16 **15.107 (3) COUNCIL ON AFFIRMATIVE ACTION.** There is created in the department  
17 of administration a council on affirmative action consisting of 15 members appointed  
18 for 3-year terms. A majority of members shall be public members and a majority of  
19 members shall be minority persons, women, or persons with disabilities, appointed  
20 with consideration to the appropriate representation of each group. The president  
21 of the senate, the speaker of the assembly, the minority leader of the senate, and the  
22 minority leader of the assembly each shall appoint one member and the remaining  
23 members shall be appointed by the governor.

24 **SECTION 10.** 15.16 (1) (intro.) of the statutes is amended to read:

1           15.16 (1) EMPLOYEE TRUST FUNDS BOARD. (intro.) The employee trust funds  
2 board shall consist of the governor or the governor's designee on the group insurance  
3 board, the ~~director of the office~~ administrator of the division of ~~state employment~~  
4 ~~relations~~ <sup>personnel management</sup> in the department of administration or the director's administrator's  
5 designee and 11 persons appointed or elected for 4-year terms as follows:

6           **SECTION 11.** 15.165 (2) of the statutes is amended to read:

7           15.165 (2) GROUP INSURANCE BOARD. There is created in the department of  
8 employee trust funds a group insurance board. The board shall consist of the  
9 governor, the attorney general, the secretary of administration, the ~~director of the~~  
10 ~~office~~ administrator of the division of ~~state employment relations~~ <sup>personnel management</sup> in the department  
11 of administration, and the commissioner of insurance or their designees, and 6  
12 persons appointed for 2-year terms, of whom one shall be an insured participant in  
13 the Wisconsin Retirement System who is not a teacher, one shall be an insured  
14 participant in the Wisconsin Retirement System who is a teacher, one shall be an  
15 insured participant in the Wisconsin Retirement System who is a retired employee,  
16 one shall be an insured employee of a local unit of government, and one shall be the  
17 chief executive or a member of the governing body of a local unit of government that  
18 is a participating employer in the Wisconsin Retirement System.

19           **SECTION 12.** 16.004 (7) (a) of the statutes is amended to read:

20           16.004 (7) (a) The secretary shall establish and maintain a personnel  
21 management information system which shall be used to furnish the governor, the  
22 legislature and the ~~office~~ division of ~~state employment relations~~ in the department  
23 with current information pertaining to authorized positions, payroll and related  
24 items for all civil service employees, except employees of the office of the governor,  
25 the courts and judicial branch agencies, and the legislature and legislative service

1 agencies. It is the intent of the legislature that the University of Wisconsin System  
2 provide position and other information to the department and the legislature, which  
3 includes appropriate data on each position, facilitates accountability for each  
4 authorized position and traces each position over time. Nothing in this paragraph  
5 may be interpreted as limiting the authority of the board of regents of the University  
6 of Wisconsin System to allocate and reallocate positions by funding source within the  
7 legally authorized levels.

8 **SECTION 13.** 16.004 (16) of the statutes is repealed.

9 **SECTION 14.** 16.40 (18) of the statutes is amended to read:

10 **16.40 (18) REQUIRE AGENCIES TO PROVIDE COPIES.** Require each state agency, at  
11 the time that the agency submits a request to the department for an increased  
12 appropriation to be provided in an executive budget bill which is necessitated by the  
13 compensation plan under s. 230.12 or a collective bargaining agreement approved  
14 under s. 111.92, to provide a copy of the request to the ~~director of the office~~  
15 administrator of the division of state employment relations <sup>personnel management</sup> in the department and  
16 the joint committee on employment relations.

17 **SECTION 15.** 16.415 (1) of the statutes is amended to read:

18 **16.415 (1)** Neither the secretary nor any other fiscal officer of this state may  
19 draw, sign, or issue, or authorize the drawing, signing, or issuing of any warrant on  
20 any disbursing officer of the state to pay any compensation to any person in the  
21 classified service of the state unless an estimate, payroll, or account for such  
22 compensation, containing the names of every person to be paid, bears the certificate  
23 of the appointing authority that each person named in the estimate, payroll, or  
24 account has been appointed, employed, or subject to any other personnel transaction  
25 in accordance with, and that the pay for the person has been established in

1 accordance with, the law, compensation plan, or applicable collective bargaining  
2 agreement, and applicable rules of the ~~director of the office~~ administrator of the  
3 division of state employment relations <sup>personnel management</sup> ~~in the department~~ and the ~~administrator of~~  
4 ~~the division~~ director of the bureau of merit recruitment and selection in the office of  
5 state employment relations department then in effect.

6 SECTION 16. 16.415 (3) of the statutes is amended to read:

7 16.415 (3) Any sums paid contrary to this section may be recovered from any  
8 appointing authority making such appointments in contravention of law or of the  
9 rules promulgated pursuant thereto, or from any appointing authority signing or  
10 countersigning or authorizing the signing or countersigning of any warrant for the  
11 payment of the same, or from the sureties on the official bond of any such appointing  
12 authority, in an action in the circuit court for any county within the state, maintained  
13 by the ~~director of the office~~ administrator of the division of state employment  
14 relations ~~in the department~~, or by a citizen resident therein, who is assessed for, and  
15 liable to pay, or within one year before the commencement of the action has paid, a  
16 state, city or county tax within this state. All moneys recovered in any action brought  
17 under this section when collected, shall be paid into the state treasury except that  
18 if a citizen taxpayer is plaintiff in any such action he or she shall be entitled to receive  
19 for personal use the taxable cost of such action and 5% of the amount recovered as  
20 attorney fees.

21 SECTION 17. 16.50 (3) (f) of the statutes is amended to read:

22 16.50 (3) (f) At the request of the ~~director of the office~~ administrator of the  
23 division of state employment relations ~~in the department~~, the secretary of  
24 administration may authorize the temporary creation of pool or surplus positions  
25 under any source of funds if the director determines that temporary positions are

1 necessary to maintain adequate staffing levels for high turnover classifications, in  
2 anticipation of attrition, to fill positions for which recruitment is difficult. Surplus  
3 or pool positions authorized by the secretary shall be reported quarterly to the joint  
4 committee on finance in conjunction with the report required under s. 16.54 (8).

5 **SECTION 18.** 19.45 (11) (a) of the statutes, as affected by 2011 Wisconsin Act 32,  
6 is amended to read:

7 19.45 (11) (a) ~~The administrator of the division~~ director of the bureau of merit  
8 recruitment and selection in the ~~office of state employment relations~~ department of  
9 administration shall, with the board's advice, promulgate rules to implement a code  
10 of ethics for classified and unclassified state employees except state public officials  
11 subject to this subchapter, personnel in the University of Wisconsin System, and  
12 officers and employees of the judicial branch.

13 **SECTION 19.** 20.545 (intro.) of the statutes is repealed.

\*\*\*\*NOTE: This SECTION involves a change in an appropriation that must be  
reflected in the revised schedule in s. 20.005, stats.

14 **SECTION 20.** 20.545 (1) (title) of the statutes is repealed.

\*\*\*\*NOTE: This SECTION involves a change in an appropriation that must be  
reflected in the revised schedule in s. 20.005, stats.

15 **SECTION 21.** 20.545 (1) (i) of the statutes is renumbered 20.505 (1) (ic).

\*\*\*\*NOTE: This SECTION involves a change in an appropriation that must be  
reflected in the revised schedule in s. 20.005, stats.

16 **SECTION 22.** 20.545 (1) (j) of the statutes is repealed.

\*\*\*\*NOTE: This SECTION involves a change in an appropriation that must be  
reflected in the revised schedule in s. 20.005, stats.

17 **SECTION 23.** 20.545 (1) (jm) of the statutes is renumbered 20.505 (1) (jc).

\*\*\*\*NOTE: This SECTION involves a change in an appropriation that must be  
reflected in the revised schedule in s. 20.005, stats.

18 **SECTION 24.** 20.545 (1) (k) of the statutes is renumbered 20.505 (1) (ki) and  
19 amended to read:



personnel management

1           20.505 (1) (ki) *General program operations.* The amounts in the schedule to  
2 administer state employment relations functions and the civil service system under  
3 subch. V of ch. 111 and ch. 230, to pay awards under s. 230.48, and to defray the  
4 expenses of the state employees suggestion board. All moneys received from state  
5 agencies for materials and services provided by the office division of state  
6 employment relations in the department of administration shall be credited to this  
7 appropriation.

      \*\*\*NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

8           **SECTION 25.** 20.545 (1) (ka) of the statutes is renumbered 20.505 (1) (kn).

      \*\*\*NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

9           **SECTION 26.** 20.545 (1) (km) of the statutes is renumbered 20.505 (1) (ks).

      \*\*\*NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

10          **SECTION 27.** 20.545 (1) (m) of the statutes is repealed.

      \*\*\*NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

11          **SECTION 28.** 20.545 (1) (pz) of the statutes is renumbered 20.505 (1) (pr).

      \*\*\*NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

12          **SECTION 29.** 20.901 (1) (b) of the statutes is amended to read:

13           20.901 (1) (b) Notwithstanding ss. 230.047 and 230.29, in the case of an  
14 emergency which is the result of natural or human causes, state agencies may  
15 cooperate to maintain required state services through the temporary interchange of  
16 employees. The interchange of employees may be of 2 types: where an appointing  
17 authority declares an emergency in writing to the governor; or where the governor  
18 or his or her designee declares an emergency. If an appointing authority declares an  
19 emergency, the interchange of employees is voluntary on the part of those employees

1 designated by the sending state agency as available for interchange. If the governor  
2 or his or her designee declares an emergency, the governor may require a temporary  
3 interchange of employees. An emergency which is declared by an appointing  
4 authority may not exceed 72 hours unless an extension is approved by the governor  
5 or his or her designee. An employee who is assigned temporary interchange duties  
6 may be required to perform work which is not normally performed by the employee  
7 or described in his or her position classification. An interchange employee shall be  
8 paid at the rate of pay for the employee's permanent job unless otherwise authorized  
9 by the ~~director of the office~~ administrator of the division of state employment  
10 relations <sup>personnel management</sup> ~~in the department of administration~~. State agencies receiving employees  
11 on interchanges shall keep appropriate records and reimburse the sending state  
12 agencies for authorized salaries and expenses. The ~~director of the office~~  
13 administrator of the division of state employment relations ~~in the department of~~  
14 administration may institute temporary pay administration policies as required to  
15 facilitate the handling of such declared emergencies.

16 **SECTION 30.** 20.916 (2) of the statutes is amended to read:

17 20.916 (2) REIMBURSEMENT OF JOB APPLICANTS. Subject to rules of the ~~director~~  
18 ~~of the office~~ administrator of the division of state employment relations ~~in the~~  
19 department of administration, reimbursement may be made to applicants for all or  
20 part of actual and necessary travel expenses incurred in connection with oral  
21 examination and employment interviews.

22 **SECTION 31.** 20.916 (4) (a) of the statutes is amended to read:

23 20.916 (4) (a) If any state agency determines that the duties of any employee  
24 require the use of an automobile, it may authorize such employee to use a privately  
25 owned automobile in the employee's work for the state, and reimburse the employee

*personnel management*

1 for such use at a rate set at least biennially by the ~~office~~ division of state employment  
2 relations ~~in the department of administration~~ under sub. (8), subject to the approval  
3 of the joint committee on employment relations.

4 **SECTION 32.** 20.916 (4m) (b) of the statutes is amended to read:

5 20.916 (4m) (b) Except as otherwise provided in this paragraph, if any state  
6 agency determines that an employee's duties require the use of a motor vehicle, and  
7 use of a privately owned motor vehicle is authorized by the agency under similar  
8 circumstances, the agency shall authorize the employee to use a privately owned  
9 motorcycle for the employee's duties and shall reimburse the employee for the use  
10 of the motorcycle at rates determined at least biennially by the ~~director of the office~~  
11 administrator of the division of state employment ~~relations~~ in the department of  
12 administration under sub. (8), subject to the approval of the joint committee on  
13 employment relations. No state agency may authorize an employee to use or  
14 reimburse an employee for the use of a privately owned motorcycle under this  
15 paragraph if more than one individual is transported on the motorcycle. All  
16 allowances for the use of a motorcycle shall be paid upon approval and certification  
17 of the amounts payable by the head of the state agency for which the employee  
18 performs duties to the department of administration.

19 **SECTION 33.** 20.916 (5) (a) of the statutes is amended to read:

20 20.916 (5) (a) If the use of a privately owned or chartered aircraft is more  
21 efficient and economical for the conduct of state business than commercial  
22 transportation, the head of a state agency may authorize an employee to charter an  
23 aircraft with or without a pilot; and may authorize any member or employee to use  
24 a privately owned aircraft and reimburse the member or employee for such use of a  
25 privately owned aircraft at a rate set at least biennially by the ~~office~~ division of state

personnel management

1 ~~employment relations~~ in the department of administration under sub. (8), subject to  
2 the approval of the joint committee on employment relations.

3 SECTION 34. 20.916 (8) (a) of the statutes is amended to read:

4 20.916 (8) (a) The ~~director of the office~~ administrator of the division of state  
5 ~~employment relations~~ in the department of administration shall recommend to the  
6 joint committee on employment relations uniform travel schedule amounts for travel  
7 by state officers and employees whose compensation is established under s. 20.923  
8 or 230.12. Such amounts shall include maximum permitted amounts for meal and  
9 lodging costs, other allowable travel expenses under sub. (9) (d), and portage tips,  
10 except as authorized under s. 16.53 (12) (c). In lieu of the maximum permitted  
11 amounts for expenses under sub. (9) (b), (c), and (d), the ~~director~~ administrator may  
12 recommend to the committee a per diem amount and method of reimbursement for  
13 any or all expenses under sub. (9) (b), (c), and (d).

14 SECTION 35. 20.916 (9) (d) of the statutes is amended to read:

15 20.916 (9) (d) *Other allowable travel expenses.* Employees shall be reimbursed  
16 for actual, reasonable, and necessary expenses, including specifically laundry,  
17 telephone, facsimile, portage, and tips, when traveling on state business, but not  
18 to exceed any limitations or maximums established by the ~~director of the office~~  
19 administrator of the division of state ~~employment relations~~ in the department of  
20 administration under sub. (8) and s. 16.53 (12) (c).

21 SECTION 36. 20.916 (9) (f) 1. of the statutes is amended to read:

22 20.916 (9) (f) 1. 'Scheduled air travel.' Reimbursement for air travel shall be  
23 limited to the lowest appropriate airfare, as determined by the ~~director of the office~~  
24 administrator of the division of state ~~employment relations~~ in the department of  
25 administration. An employee may be reimbursed for air travel at a rate other than

personnel management

1 the lowest appropriate airfare only if the employee submits a written explanation of  
2 the reasonableness of the expense.

3 **SECTION 37.** 20.916 (9) (f) 3. of the statutes is amended to read:

4 20.916 (9) (f) 3. 'Reimbursement.' Receipt limits for all claims for  
5 reimbursement of transportation expense shall be established by the ~~director of the~~  
6 office administrator of the division of state employment relations in the department  
7 of administration in the compensation plan under s. 230.12.

8 **SECTION 38.** 20.917 (1) (c) of the statutes is amended to read:

9 20.917 (1) (c) Payment for moving expenses may be granted to a person  
10 reporting to his or her first place of employment or reporting upon reemployment  
11 after leaving the civil service, if payment is recommended by the appointing  
12 authority and approved in writing by the ~~director of the office~~ administrator of the  
13 division of state employment relations in the department of administration prior to  
14 the time when the move is made.

15 **SECTION 39.** 20.917 (1) (d) of the statutes is amended to read:

16 20.917 (1) (d) Payment may not be granted if the distance between the old and  
17 new residences of the employee is less than a minimum distance established by the  
18 ~~director of the office~~ administrator of the division of state employment relations in  
19 the department of administration for payment of moving expenses.

20 **SECTION 40.** 20.917 (2) (a) of the statutes is amended to read:

21 20.917 (2) (a) The ~~director of the office~~ administrator of the division of state  
22 employment relations in the department of administration may establish a  
23 maximum amount for payment of any employee moving costs under sub. (1) (a) to (c).  
24 This amount shall be submitted for the approval of the joint committee on

personnel management

1 employment relations in the manner provided in s. 20.916 (8), and upon approval  
2 shall become a part of the compensation plan under s. 230.12 (1).

3 SECTION 41. 20.917 (3) (a) 1. of the statutes is amended to read:

4 20.917 (3) (a) 1. Lodging allowances shall be in accordance with the schedule  
5 established by the ~~director of the office~~ administrator of the division of state  
6 employment relations in the department of administration, but may not exceed the  
7 rate established under s. 13.123 (1) (a) 1.

8 SECTION 42. 20.917 (3) (a) 2. of the statutes is amended to read:

9 20.917 (3) (a) 2. Lodging allowance payments are subject to prior approval in  
10 writing by the ~~director of the office~~ administrator of the division of state employment  
11 relations in the department of administration.

12 SECTION 43. 20.917 (5) (b) of the statutes is amended to read:

13 20.917 (5) (b) Payments under this subsection are in addition to any payments  
14 made under sub. (1). Payments under this subsection may be made only with the  
15 prior written approval of the ~~director of the office~~ administrator of the division of  
16 state employment relations in the department of administration.

17 SECTION 44. 20.917 (6) of the statutes is amended to read:

18 20.917 (6) The ~~director of the office~~ administrator of the division of state  
19 employment relations in the department of administration may, in writing, delegate  
20 to an appointing authority the authority to approve reimbursement for moving  
21 expenses under sub. (1) (c), a temporary lodging allowance under sub. (3) (a) 2. or  
22 expenses under sub. (5) (b).

23 SECTION 45. 20.923 (4) (intro.) of the statutes is amended to read:

24 20.923 (4) STATE AGENCY POSITIONS. (intro.) State agency heads, the  
25 ~~administrator of the division~~ director of the bureau of merit recruitment and

*personnel management*

1 selection in the ~~office of state employment relations~~ department of administration  
2 and commission chairpersons and members shall be identified and limited in  
3 number in accordance with the standardized nomenclature contained in this  
4 subsection, and shall be assigned to the executive salary groups listed in pars. (a) to  
5 (h). Except for positions specified in pars. (c) 3m. and (g) 1e. and sub. (12), all  
6 unclassified division administrator positions enumerated under s. 230.08 (2) (e)  
7 shall be assigned, when approved by the joint committee on employment relations,  
8 by the ~~director of the office~~ administrator of the division of state employment  
9 relations in the department of administration to one of 10 executive salary groups.

10 The joint committee on employment relations, by majority vote of the full committee,  
11 may amend recommendations for initial position assignments and changes in  
12 assignments to the executive salary groups submitted by the ~~director of the office~~  
13 administrator of the division of state employment relations, in the department of  
14 administration. All division administrator assignments and amendments to  
15 assignments of administrator positions approved by the committee shall become  
16 part of the compensation plan. Whenever a new unclassified division administrator  
17 position is created, the appointing authority may set the salary for the position until  
18 the joint committee on employment relations approves assignment of the position to  
19 an executive salary group. If the committee approves assignment of the position to  
20 an executive salary group having a salary range minimum or maximum inconsistent  
21 with the salary paid to the incumbent at the time of such approval, the incumbent's  
22 salary shall be adjusted by the appointing authority to conform with the committee's  
23 action, effective on the date of that action. Positions are assigned as follows:

24 **SECTION 46.** 20.923 (4) (c) 3m. of the statutes is amended to read:

*personnel management ;*

1           20.923 (4) (c) 3m. Administration, department of; ~~office~~ division of state  
2 ~~employment relations; division~~ bureau of merit recruitment and selection:  
3 administrator.

4           **SECTION 47.** 20.923 (4) (f) 1. of the statutes is amended to read:

5           20.923 (4) (f) 1. Administration, department of; ~~office~~ division of state  
6 ~~employment relations; director~~ administrator.

7           **SECTION 48.** 20.923 (7) (intro.) of the statutes is amended to read:

8           20.923 (7) WISCONSIN TECHNICAL COLLEGE SYSTEM SENIOR EXECUTIVE POSITIONS.  
9 (intro.) The salary range for the director and the executive assistant of the Wisconsin  
10 Technical College System shall be contained in the recommendations of the ~~director~~  
11 of the office administrator of the division of state employment relations in the  
12 department of administration under s. 230.12 (3) (e). The board of the Wisconsin  
13 Technical College System shall set the salaries for these positions within the range  
14 to which the positions are assigned to recognize merit, to permit orderly salary  
15 progression, and to recognize competitive factors. The salary of any incumbent in the  
16 positions identified in pars. (a) and (b) may not exceed the maximum of the salary  
17 range for the group to which the position is assigned. The positions are assigned as  
18 follows:

19           **SECTION 49.** 20.923 (8) of the statutes is amended to read:

20           20.923 (8) DEPUTIES. Salaries for deputies appointed pursuant to ss. 13.94 (3)  
21 (b), 15.04 (2), ~~230.04 (16)~~, and 551.601 (1) shall be set by the appointing authority.  
22 The salary shall not exceed the maximum of the salary range one range below the  
23 salary range of the executive salary group to which the department or agency head  
24 is assigned. The positions of assistant secretary of state, assistant state treasurer  
25 and associate director of the historical society shall be treated as unclassified



1 deputies for pay purposes under this subsection. The salary of the deputy director  
2 of the office of business development in the department of administration is assigned  
3 to executive salary group 2.

4 **SECTION 50.** 20.923 (9) of the statutes is amended to read:

5 20.923 (9) ASSISTANT DEPUTY SECRETARY AND EXECUTIVE ASSISTANTS. Salaries for  
6 assistant deputy secretaries and executive assistants appointed under ss. 15.05 (3)  
7 and 15.06 (4m) shall be set by the appointing authority. The salary for an assistant  
8 deputy secretary or an executive assistant appointed under s. 15.05 (3) or 15.06 (4m),  
9 other than the salary for the executive assistant to the director of the technical  
10 college system, may not exceed the maximum of the salary range 2 ranges below the  
11 salary range for the executive salary group to which the department or agency head  
12 is assigned. The position of administrative assistant to the lieutenant governor shall  
13 be treated as are executive assistants for pay purposes under this subsection. The  
14 salary for the executive assistant appointed under s. 230.04 (16) shall be set by the  
15 appointing authority. The salary for that position may not exceed the maximum of  
16 the salary range 2 ranges below the salary range for the executive salary group to  
17 which the appointing authority is assigned.

*personnel management*

18 **SECTION 51.** 20.923 (18) (a) of the statutes is amended to read:

19 20.923 (18) (a) The office division of state employment relations in the  
20 department of administration shall determine what positions in the classified  
21 service are comparable positions to the unclassified positions of 3 sales  
22 representatives of prison industries and one sales manager of prison industries who  
23 are appointed under s. 303.01 (10). For each such unclassified position, the office  
24 division of state employment relations in the department of administration shall  
25 determine the minimum salary for each comparable position in the classified service

1 and shall set an amount equal to that minimum salary as the salary for that  
2 unclassified position.

3 SECTION 52. 36.09 (1) (j) of the statutes, as affected by 2011 Wisconsin Act 32,  
4 is amended to read:

5 36.09 (1) (j) Except where such matters are a subject of bargaining with a  
6 certified representative of a collective bargaining unit under s. 111.91, the board  
7 shall establish salaries for persons prior to July 1 of each year for the next fiscal year,  
8 and shall designate the effective dates for payment of the new salaries. In the first  
9 year of the biennium, payments of the salaries established for the preceding year  
10 shall be continued until the biennial budget bill is enacted. If the budget is enacted  
11 after July 1, payments shall be made following enactment of the budget to satisfy the  
12 obligations incurred on the effective dates, as designated by the board, for the new  
13 salaries, subject only to the appropriation of funds by the legislature and s. 20.928  
14 (3). This paragraph does not limit the authority of the board to establish salaries for  
15 new appointments. The board may not increase the salaries of employees under this  
16 paragraph unless the salary increase conforms to the proposal as approved under s.  
17 230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities  
18 under par. (h), to fund job reclassifications or promotions, or to recognize competitive  
19 factors. The granting of salary increases to recognize competitive factors does not  
20 obligate inclusion of the annualized amount of the increases in the appropriations  
21 under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each  
22 year, the board shall report to the joint committee on finance and the secretary of  
23 administration and ~~director of the office administrator of the division of state~~  
24 employment relations <sup>personnel management</sup> in the department of administration concerning the amounts

*personnel management*

1 of any salary increases granted to recognize competitive factors, and the institutions  
2 at which they are granted, for the 12-month period ending on the preceding June 30.

3 **SECTION 53.** 40.05 (4) (ag) 1. of the statutes is amended to read:

4 40.05 (4) (ag) 1. For insured part-time employees other than employees  
5 specified in s. 40.02 (25) (b) 2., including those in project positions as defined in s.  
6 230.27 (1), who are appointed to work less than 1,044 hours per year, an amount  
7 determined annually by the ~~director of the office~~ administrator of the division of state  
8 employment relations in the department of administration under par. (ah).

9 **SECTION 54.** 40.05 (4) (ag) 2. of the statutes is amended to read:

10 40.05 (4) (ag) 2. For eligible employees not specified in subd. 1. and s. 40.02 (25)  
11 (b) 2., an amount not more than 88 percent of the average premium cost of plans  
12 offered in each tier under s. 40.51 (6), as determined annually by the ~~director~~  
13 administrator of the office division of state employment relations in the department  
14 of administration under par. (ah).

15 **SECTION 55.** 40.05 (4) (ah) 1. of the statutes is amended to read:

16 40.05 (4) (ah) 1. Annually, the ~~director of the office~~ administrator of the division  
17 of state employment relations in the department of administration shall establish  
18 the amount that employees are required to pay for health insurance premiums in  
19 accordance with the maximum employer payments under par. (ag).

20 **SECTION 56.** 40.05 (4g) (a) 4. of the statutes is amended to read:

21 40.05 (4g) (a) 4. Has received a military leave of absence under s. 230.32 (3) (a)  
22 or 230.35 (3), under a collective bargaining agreement under subch. V of ch. 111 or  
23 under rules promulgated by the ~~director of the office~~ administrator of the division of  
24 state employment relations in the department of administration or is eligible for

pm

1 reemployment with the state under s. 321.64 after completion of his or her service  
2 in the U.S. armed forces.

3 **SECTION 57.** 40.06 (1) (dm) of the statutes is amended to read:

4 40.06 (1) (dm) Each determination by a department head regarding the  
5 classification of a state employee as a protective occupation participant shall be  
6 reviewed by the office division of state employment relations in the department of  
7 administration. A state employee's name may not be certified to the fund as a  
8 protective occupation participant under par. (d) until the office division of state  
9 employment relations in the department of administration approves the  
10 determination.

11 **SECTION 58.** 40.515 (1) of the statutes is amended to read:

12 40.515 (1) In addition to the health care coverage plans offered under s. 40.51  
13 (6), beginning on January 1, 2015, the group insurance board shall offer to all state  
14 employees the option of receiving health care coverage through a high-deductible  
15 health plan and the establishment of a health savings account. Under this option,  
16 each employee shall receive health care coverage through a high-deductible health  
17 plan. The state shall make contributions into each employee's health savings  
18 account in an amount specified by the director of the office administrator of the  
19 division of state employment relations in the department of administration under s.  
20 40.05 (4) (ah) 4. In designing a high-deductible health plan, the group insurance  
21 board shall ensure that the plan may be used in conjunction with a health savings  
22 account.

23 **SECTION 59.** 40.52 (3) of the statutes is amended to read:

24 40.52 (3) The group insurance board, after consulting with the board of regents  
25 of the University of Wisconsin System, shall establish the terms of a health insurance

pm

1 plan for graduate assistants, for teaching assistants, and for employees-in-training  
2 designated by the board of regents, who are employed on at least a one-third  
3 full-time basis and for teachers who are employed on at least a one-third full-time  
4 basis by the University of Wisconsin System with an expected duration of  
5 employment of at least 6 months but less than one year. Annually, the ~~director of the~~  
6 office administrator of the division of state employment relations ~~(in the department~~  
7 of administration shall establish the amount that the employer is required to pay in  
8 premium costs under this subsection.

9 SECTION 60. 45.82 (2) of the statutes is amended to read:

10 45.82 (2) The department shall award a grant annually to a county that meets  
11 the standards developed under this section and employs a county veterans service  
12 officer who, if chosen after August 9, 1989, is chosen from a list of candidates who  
13 have taken a civil service examination for the position of county veterans service  
14 officer developed and administered by the ~~division~~ bureau of merit recruitment and  
15 selection in the ~~office of state employment relations~~ department of administration,  
16 or is appointed under a civil service competitive examination procedure under s.  
17 59.52 (8) or ch. 63. The grant shall be \$8,500 for a county with a population of less  
18 than 20,000, \$10,000 for a county with a population of 20,000 to 45,499, \$11,500 for  
19 a county with a population of 45,500 to 74,999, and \$13,000 for a county with a  
20 population of 75,000 or more. The department of veterans affairs shall use the most  
21 recent Wisconsin official population estimates prepared by the demographic services  
22 center when making grants under this subsection.

23 SECTION 61. 46.29 (3) (d) of the statutes is amended to read:

24 46.29 (3) (d) The ~~director of the office~~ administrator of the division of state  
25 employment relations ~~in the department of administration.~~  
pm

1           **SECTION 62.** 49.78 (5) of the statutes is amended to read:

2           49.78 (5) PERSONNEL EXAMINATIONS. Statewide examinations to ascertain  
3           qualifications of applicants in any county department administering aid to families  
4           with dependent children shall be given by the ~~administrator of the division~~ director  
5           of the bureau of merit recruitment and selection in the ~~office of state employment~~  
6           ~~relations~~ department of administration. The ~~office of state employment relations~~  
7           department of administration shall be reimbursed for actual expenditures incurred  
8           in the performance of its functions under this section from the appropriations  
9           available to the department of children and families for administrative  
10          expenditures.

11          **SECTION 63.** 59.26 (8) (a) of the statutes is amended to read:

12          59.26 (8) (a) In any county with a population of less than 500,000, the board,  
13          by ordinance, may fix the number of deputy sheriffs to be appointed in that county  
14          at not less than that number required by sub. (1) (a) and (b) and may set the salary  
15          of those deputies. Subject to sub. (10), the board may provide by ordinance that  
16          deputy sheriff positions be filled by appointment by the sheriff from a list of all  
17          persons with the 3 highest scores for each position based on a competitive  
18          examination. Such competitive examinations may be by a county civil service  
19          commission or by the ~~division~~ bureau of merit recruitment and selection in the ~~office~~  
20          ~~of state employment relations~~ department of administration at the option of the  
21          board and it shall so provide by ordinance. The ~~division~~ bureau of merit recruitment  
22          and selection in the ~~office of state employment relations~~ shall, upon request of the  
23          board, conduct such examination according to the methods used in examinations for  
24          the state civil service and shall certify an eligible list of the names of all persons with  
25          the 3 highest scores on that examination for each position to the sheriff of that county

1 who shall, subject to sub. (10), make an appointment from that list to fill the position  
2 within 10 days after he or she receives the eligible list. The county for which such  
3 examination is conducted shall pay the cost of that examination. If a civil service  
4 commission is decided upon for the selection of deputy sheriffs, then ss. 63.01 to 63.17  
5 shall apply so far as consistent with this subsection, except ss. 63.03, 63.04 and 63.15  
6 and except the provision governing minimum compensation of the commissioners.  
7 The ordinance or an amending ordinance may provide for employee grievance  
8 procedures and disciplinary actions, for hours of work, for tours of duty according to  
9 seniority and for other administrative regulations. Any board provision consistent  
10 with this paragraph and existing on July 25, 1951, is validated. If the sheriff fills a  
11 deputy sheriff position by promotion, the sheriff shall, subject to sub. (10), make the  
12 appointment to the position from a list of 3 deputy sheriffs who receive the highest  
13 scores in a competitive examination. Such competitive examinations may be by a  
14 county civil service commission or by the ~~division~~ bureau of merit recruitment and  
15 selection ~~in the office of state employment relations~~ at the option of the board and  
16 it shall so provide by ordinance.

17 **SECTION 64.** 70.99 (3) (a) of the statutes is amended to read: pm

18 70.99 (3) (a) The ~~office division~~ of state employment relations in the  
19 department of administration shall recommend a reasonable salary range for the  
20 county assessor for each county based upon pay for comparable work or  
21 qualifications in that county. If, by contractual agreement under s. 66.0301, 2 or  
22 more counties join to employ one county assessor with the approval of the secretary  
23 of revenue, the ~~office division~~ of state employment relations pm shall recommend a  
24 reasonable salary range for the county assessor under the agreement. The  
25 department of revenue shall assist the county in establishing the budget for the

*p m*

1 county assessor's offices, including the number of personnel and their qualifications,  
2 based on the anticipated workload.

3 SECTION 65. 73.09 (2) of the statutes is amended to read:

4 73.09 (2) DEPARTMENT OF REVENUE ASSESSMENT PERSONNEL. The requirements  
5 established for local assessment personnel under sub. (1) shall also apply to  
6 department of revenue assessment personnel commencing on January 1, 1981. The  
7 ~~office division of state employment relations~~ in the department of administration  
8 with the assistance of the department of revenue shall determine the position  
9 classifications for which certification shall apply within the department of revenue.  
10 The first level of certification shall be obtained within 100 days of the employee's  
11 appointment. The department of revenue in consultation with the ~~office division of~~  
12 ~~state employment relations~~ shall establish requirements for obtaining higher levels  
13 of assessor certification.

14 SECTION 66. 73.09 (5) of the statutes is amended to read:

15 73.09 (5) EXAMINATIONS. As provided in subs. (1) and (2), the department of  
16 revenue, assisted by the ~~division~~ bureau of merit recruitment and selection in the  
17 ~~office of state employment relations~~ department of administration, shall prepare and  
18 administer examinations for each level of certification. Persons applying for an  
19 examination under this subsection shall submit a \$20 examination fee with their  
20 application. Certification shall be granted to each person who passes the  
21 examination for that level.

22 SECTION 67. 111.81 (5) of the statutes is created to read:

23 111.81 (5) "Division" means the division of state employment relations in the  
24 department of administration.

*personnel management*

25 SECTION 68. 111.81 (14) of the statutes is repealed.



1           **SECTION 69.** 111.815 (1) and (2) of the statutes, as affected by 2013 Wisconsin  
2 Act 166, are amended to read:

3           111.815 (1) In the furtherance of this subchapter, the state shall be considered  
4 as a single employer and employment relations policies and practices throughout the  
5 state service shall be as consistent as practicable. The ~~office~~ division shall negotiate  
6 and administer collective bargaining agreements. To coordinate the employer  
7 position in the negotiation of agreements, the ~~office~~ division shall maintain close  
8 liaison with the legislature relative to the negotiation of agreements and the fiscal  
9 ramifications of those agreements. Except with respect to the collective bargaining  
10 units specified in s. 111.825 (1r) and (1t), the ~~office~~ division is responsible for the  
11 employer functions of the executive branch under this subchapter, and shall  
12 coordinate its collective bargaining activities with operating state agencies on  
13 matters of agency concern. The legislative branch shall act upon those portions of  
14 tentative agreements negotiated by the ~~office~~ division that require legislative action.  
15 With respect to the collective bargaining units specified in s. 111.825 (1r), the Board  
16 of Regents of the University of Wisconsin System is responsible for the employer  
17 functions under this subchapter. With respect to the collective bargaining units  
18 specified in s. 111.825 (1t), the chancellor of the University of Wisconsin–Madison is  
19 responsible for the employer functions under this subchapter. With respect to the  
20 collective bargaining unit specified in s. 111.825 (1r) (ef), the governing board of the  
21 charter school established by contract under s. 118.40 (2r) (cm) is responsible for the  
22 employer functions under this subchapter.

23           (2) The ~~director of the office~~ administrator of the division shall, together with  
24 the appointing authorities or their representatives, represent the state in its  
25 responsibility as an employer under this subchapter except with respect to

1 negotiations in the collective bargaining units specified in s. 111.825 (1r) and (1t).  
2 The ~~director of the office~~ administrator of the division shall establish and maintain,  
3 wherever practicable, consistent employment relations policies and practices  
4 throughout the state service.

5 **SECTION 70.** 111.815 (3) of the statutes is amended to read:

6 111.815 (3) With regard to collective bargaining activities involving employees  
7 who are assistant district attorneys, the ~~director of the office~~ administrator of the  
8 division shall maintain close liaison with the secretary of administration.

9 **SECTION 71.** 111.83 (3) (a) of the statutes is amended to read:

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

25 **SECTION 72.** 111.86 (2) of the statutes is amended to read:

1           111.86 (2) The ~~office~~ division shall charge a state department or agency the  
2 employer's share of the cost related to grievance arbitration under sub. (1) for any  
3 arbitration that involves one or more employees of the state department or agency.  
4 Each state department or agency so charged shall pay the amount that the ~~office~~  
5 division charges from the appropriation account or accounts used to pay the salary  
6 of the grievant. Funds received under this subsection shall be credited to the  
7 appropriation account under s. ~~20.545 (1) (km)~~ 20.505 (1) (ks).

8           **SECTION 73.** 111.89 (1) of the statutes is amended to read:

9           111.89 (1) Upon establishing that a strike is in progress, the employer may  
10 either seek an injunction or file an unfair labor practice charge with the commission  
11 under s. 111.84 (2) (e) or both. It is the responsibility of the ~~office~~ division to decide  
12 whether to seek an injunction or file an unfair labor practice charge. The existence  
13 of an administrative remedy does not constitute grounds for denial of injunctive  
14 relief.

15           **SECTION 74.** 111.91 (4) of the statutes, as affected by 2011 Wisconsin Act 32, is  
16 amended to read:

17           111.91 (4) ~~The director of the office~~ administrator of the division, in connection  
18 with the development of tentative collective bargaining agreements to be submitted  
19 under s. 111.92 (1) (a) 1., shall endeavor to obtain tentative agreements with each  
20 recognized or certified labor organization representing employees or supervisors of  
21 employees specified in s. 111.81 (7) (a) and with each certified labor organization  
22 representing employees specified in s. 111.81 (7) (b) to (e) which do not contain any  
23 provision for the payment to any employee of a cumulative or noncumulative amount  
24 of compensation in recognition of or based on the period of time an employee has been  
25 employed by the state.

1 SECTION 75. 111.915 of the statutes is amended to read:

2 111.915 Labor proposals. The ~~director of the office~~ administrator of the  
3 division shall notify and consult with the joint committee on employment relations,  
4 in such form and detail as the committee requests, regarding substantial changes in  
5 wages, employee benefits, personnel management, and program policy contract  
6 provisions to be included in any contract proposal to be offered to any labor  
7 organization by the state or to be agreed to by the state before such proposal is  
8 actually offered or accepted.

9 SECTION 76. 111.92 (1) (a) 1. of the statutes, as affected by 2011 Wisconsin Act  
10 32, is amended to read:

11 111.92 (1) (a) 1. Any tentative agreement reached between the ~~office~~ division  
12 and any labor organization representing a collective bargaining unit specified in s.  
13 111.825 (1) or (2) (d) or (e) shall, after official ratification by the labor organization,  
14 be submitted by the office to the joint committee on employment relations, which  
15 shall hold a public hearing before determining its approval or disapproval.

16 SECTION 77. 227.10 (3) (e) of the statutes is amended to read:

17 227.10 (3) (e) Nothing in this subsection prohibits the ~~administrator~~ director  
18 of the ~~division~~ bureau of merit recruitment and selection in the ~~office of state~~  
19 ~~employment relations~~ department of administration from promulgating rules  
20 relating to expanded certification under s. 230.25 (1n).

21 SECTION 78. 227.47 (2) of the statutes is amended to read:

22 227.47 (2) Except as otherwise provided in this subsection, a proposed or final  
23 decision of the employment relations commission, hearing examiner or arbitrator  
24 concerning an appeal of the decision of the ~~director of the office~~ administrator of the  
25 division of state employment relations <sup>pm</sup> in the department of administration made

1 under s. 230.09 (2) (a) or (d) shall not be accompanied by findings of fact or  
2 conclusions of law. If within 30 days after the commission issues a decision in such  
3 an appeal either party files a petition for judicial review of the decision under s.  
4 227.53 and files a written notice with the commission that the party has filed such  
5 a petition, the commission shall issue written findings of fact and conclusions of law  
6 within 90 days after receipt of the notice. The court shall stay the proceedings  
7 pending receipt of the findings and conclusions.

8 **SECTION 79.** 230.02 of the statutes is amended to read:

9 **230.02 Liberal construction of statutes.** Statutes applicable to the office  
10 division and bureau shall be construed liberally in aid of the purposes declared in s.  
11 230.01.

12 **SECTION 80.** 230.03 (5) of the statutes is created to read:

13 230.03 (5) “Bureau” means the bureau of merit recruitment and selection in  
14 the department of administration.

15 **SECTION 81.** 230.03 (9e) of the statutes is amended to read:

16 230.03 (9e) “Director” means the director of the office bureau.

17 **SECTION 82.** 230.03 (10) of the statutes is amended to read:

18 230.03 (10) “Division” means the division of merit recruitment and selection  
19 ~~in the office~~ state employment relations in the department of administration. *personnel management*

20 **SECTION 83.** 230.03 (10w) of the statutes is repealed.

21 **SECTION 84.** 230.04 (title) of the statutes is amended to read:

22 **230.04 (title) Powers and duties of the director administrator.**

23 **SECTION 85.** 230.04 (1) of the statutes is amended to read:

24 230.04 (1) The ~~director~~ administrator is charged with the effective  
25 administration of this chapter. All powers and duties, necessary to that end, which

1 are not exclusively vested by statute in the commission, the division of equal rights,  
2 the ~~administrator~~ director or appointing authorities, are reserved to the director.

3 SECTION 86. 230.04 (1m) of the statutes is amended to read:

4 230.04 (1m) The ~~director~~ administrator may delegate, in writing, any of his or  
5 her functions set forth in this chapter to an appointing authority, within prescribed  
6 standards if the ~~director~~ administrator finds that the agency has personnel  
7 management capabilities to perform such functions effectively and has indicated its  
8 approval and willingness to accept such responsibility by written agreement. If the  
9 ~~director~~ administrator determines that any agency is not performing such delegated  
10 function within prescribed standards, the ~~director~~ administrator shall forthwith  
11 withdraw such delegated function. Subject to the approval of the joint committee on  
12 finance, the ~~director~~ administrator may order transferred to the ~~office~~ division from  
13 the agency to which delegation was made such agency staff and other resources as  
14 necessary to perform such functions if increased staff was authorized to that agency  
15 as a consequence of such delegation or if the ~~office~~ division reduced staff or shifted  
16 staff to new responsibilities as a result of such delegation. Any delegatory action  
17 taken under s. 230.09 (2) (a) or (d) or 230.13 (1) by an appointing authority may be  
18 appealed to the commission under s. 230.44 (1) (b). The ~~director~~ administrator shall  
19 be a party in such an appeal.

20 SECTION 87. 230.04 (2) of the statutes is amended to read:

21 230.04 (2) The ~~director~~ administrator may utilize the services of technical or  
22 specialized personnel to assist in implementing and maintaining a sound personnel  
23 management program. These services may be obtained from persons inside or  
24 outside of state service.

25 SECTION 88. 230.04 (3) of the statutes is amended to read:

1           230.04 (3) The ~~director~~ administrator may issue enforceable orders on all  
2 matters relating to the administration, enforcement and effect of this chapter and  
3 the rules prescribed thereunder except on matters relating to the provisions of subch.  
4 III or to those provisions of subch. II for which responsibility is specifically charged  
5 to the administrator.

6           **SECTION 89.** 230.04 (4) of the statutes is amended to read:

7           230.04 (4) The ~~director~~ administrator shall establish and maintain a collective  
8 bargaining capability under s. 111.815 (2).

9           **SECTION 90.** 230.04 (5) of the statutes is amended to read:

10          230.04 (5) The ~~director~~ administrator shall promulgate rules on all matters  
11 relating to the administration of the ~~office~~ division and the performance of the duties  
12 assigned to the ~~director~~ administrator, except on matters relating to those provisions  
13 of subch. II for which responsibility is specifically charged to the ~~administrator~~  
14 director.

15          **SECTION 91.** 230.04 (8) of the statutes is amended to read:

16          230.04 (8) The ~~director~~ administrator shall establish an employee performance  
17 evaluation program under s. 230.37 (1).

18          **SECTION 92.** 230.04 (9) (intro.) of the statutes is amended to read:

19          230.04 (9) (intro.) The ~~director~~ administrator shall do all of the following:

20          **SECTION 93.** 230.04 (9) (f) of the statutes is amended to read:

21          230.04 (9) (f) Establish an affirmative action subunit. The affirmative action  
22 subunit shall advise and assist the director, the administrator, and agency heads on  
23 establishing policies and programs to ensure appropriate affirmative action. The  
24 subunit shall advise and assist the ~~director~~ administrator in monitoring such  
25 programs and shall provide staff to the council on affirmative action.

1           **SECTION 94.** 230.04 (9m) of the statutes is amended to read:

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

5           **SECTION 95.** 230.04 (9r) (b) (intro.) of the statutes is amended to read:

6           230.04 (9r) (b) (intro.) The ~~director~~ administrator shall keep a record of all of  
7 the following:

8           **SECTION 96.** 230.04 (10) of the statutes is amended to read:

9           230.04 (10) (a) The ~~director~~ administrator may require all agencies and their  
10 officers to comply with the ~~director's~~ administrator's request to furnish current  
11 information pertaining to authorized positions, payroll and related items regarding  
12 civil service and employment relations functions.

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

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

25           **SECTION 97.** 230.04 (11) of the statutes is amended to read:



1           230.04 (11) The ~~director~~ administrator may provide by rule for an understudy  
2 program to assure continuity in selected positions.

3           **SECTION 98.** 230.04 (12) of the statutes is amended to read:

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

7           **SECTION 99.** 230.04 (13) (intro.) of the statutes is amended to read:

8           230.04 (13) (intro.) The ~~director~~ administrator shall do all of the following:

9           **SECTION 100.** 230.04 (14) of the statutes is amended to read:

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

13          **SECTION 101.** 230.04 (15) of the statutes is amended to read:

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

18          **SECTION 102.** 230.04 (16) of the statutes is repealed.

19          **SECTION 103.** 230.04 (17) of the statutes is amended to read:

20          230.04 (17) The ~~director~~ administrator shall resolve any dispute raised by a  
21 complaint filed under s. 321.64 (1) (c).

22          **SECTION 104.** 230.04 (18) of the statutes is amended to read:

23          230.04 (18) The ~~director~~ administrator may provide any services and materials  
24 to agencies and may charge the agencies for providing the services and materials.  
25 The ~~director~~ administrator shall establish a methodology for determining the costs

1 of services and materials charged to state agencies under this subsection. All moneys  
2 received from the charges shall be deposited in the appropriation account under s.  
3 ~~20.545 (1) (k)~~ 20.505 (1) (ki).

4 **SECTION 105.** 230.046 (5) (c) of the statutes is amended to read:

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

9 **SECTION 106.** 230.046 (7) of the statutes is amended to read:

10 230.046 (7) ESTABLISH INTERNSHIPS. The ~~director~~ administrator shall establish  
11 in the classified service in-service training internships designed to give rigorous  
12 training in public service administration for periods not to exceed 3 years under the  
13 direct supervision of experienced administrators.

14 **SECTION 107.** 230.046 (8) of the statutes is amended to read:

15 230.046 (8) COOPERATE FOR SCHOLARSHIP LOANS. To stimulate the interest of  
16 qualified students of exceptional merit in government career service, the ~~director~~  
17 administrator shall cooperate with the board of regents of the University of  
18 Wisconsin System in providing opportunities for recipients of public service  
19 scholarship loans to secure employment under the internship plan.

20 **SECTION 108.** 230.046 (9) of the statutes is amended to read:

21 230.046 (9) TUITION REFUND PROGRAM. The ~~director~~ administrator may  
22 establish by rule in the classified service a tuition refund program to supplement  
23 departmental training, to encourage employee job-related development and, upon  
24 satisfactory completion of training under this program to refund to the employee, an  
25 amount not to exceed the cost of tuition and necessary fees.

1           **SECTION 109.** 230.046 (10) (intro.) of the statutes is amended to read:

2           230.046 (10) ~~FUNCTIONS OF THE OFFICE~~ DIVISION. (intro.) The ~~office~~ division may  
3 do all of the following:

4           **SECTION 110.** 230.047 (8) of the statutes is amended to read:

5           230.047 (8) ADMINISTRATION. The ~~director~~ administrator shall promulgate  
6 rules for the operation and implementation of this section. The rules shall prescribe  
7 the duration, terms and conditions of such interchange.

8           **SECTION 111.** 230.05 of the statutes is amended to read:

9           **230.05 Powers and duties of the ~~administrator~~ director.** (1) All powers  
10 necessary for the effective administration of the duties specified for the  
11 ~~administrator~~ director under this subchapter are reserved to the ~~administrator~~  
12 director.

13           (2) (a) Except as provided under par. (b), the ~~administrator~~ director may  
14 delegate, in writing, any of his or her functions set forth in this subchapter to an  
15 appointing authority, within prescribed standards if the ~~administrator~~ director finds  
16 that the agency has personnel management capabilities to perform such functions  
17 effectively and has indicated its approval and willingness to accept such  
18 responsibility by written agreement. If the ~~administrator~~ director determines that  
19 any agency is not performing such delegated function within prescribed standards,  
20 the administrator shall withdraw such delegated function. The ~~administrator~~  
21 director may order transfer to the ~~division~~ bureau from the agency to which  
22 delegation was made such agency staff and other resources as necessary to perform  
23 such functions if increased staff was authorized to that agency as a consequence of  
24 such delegation or if the ~~division~~ bureau reduced staff or shifted staff to new  
25 responsibilities as a result of such delegation subject to the approval of the joint

1 committee on finance. Any delegatory action taken under this subsection by any  
2 appointing authority may be appealed to the commission under s. 230.44 (1) (a). The  
3 ~~administrator~~ director shall be a party in such appeal.

4 (b) The ~~administrator~~ director is prohibited from delegating any of his or her  
5 final responsibility for the monitoring and oversight of the merit recruitment and  
6 selection program under this subchapter.

7 (3) The ~~administrator~~ director may utilize the services of technical or  
8 specialized personnel to assist in implementing and maintaining a sound merit  
9 recruitment and selection program. These services may be obtained from persons  
10 within or without state service.

11 (4) The ~~administrator~~ director may issue enforceable orders on all matters  
12 relating to the administration, enforcement and effect of the provisions of this  
13 subchapter for which responsibility is specifically charged to the administrator and  
14 the rules prescribed thereunder. Any action brought against the appointing  
15 authority for failure to comply with the order of the ~~administrator~~ director shall be  
16 brought and served within 60 days after the date on which the administrator's  
17 director's order was issued. Such orders may be appealed to the commission under  
18 s. 230.44 (1) (a).

19 (5) The ~~administrator~~ director shall promulgate rules for the effective  
20 operation of the provisions of this subchapter for which responsibility is specifically  
21 charged to the ~~administrator~~ director. Notice of the contents of such rules and any  
22 modifications thereof shall be given to appointing authorities affected thereby, and  
23 such rules and modifications shall also be printed for public distribution.

1           (6) The ~~administrator~~ director may seek the prior advice and counsel of agency  
2 heads in the formulation of policies and procedures concerning the duties specified  
3 for the ~~administrator~~ director under this subchapter.

4           (7) The ~~administrator~~ director shall use techniques and procedures designed  
5 to certify eligible applicants to any vacant permanent position within 45 days after  
6 the filing of an appropriate request by an appointing authority.

7           (8) The ~~administrator~~ director may provide any personnel services to nonstate  
8 governmental units and may charge the nonstate governmental units for providing  
9 the services.

10           (9) The ~~administrator~~ director may provide any services and materials to  
11 agencies and may charge the agencies for providing the services and materials. All  
12 moneys received from the charges shall be deposited in the appropriation account  
13 under s. ~~20.545 (1) (k)~~ 20.505 (1) (ki).

14           **SECTION 112.** 230.06 (1) (f) of the statutes is amended to read:

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

17           **SECTION 113.** 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 ~~director~~ administrator under s. 230.04 (9) (a) and which  
20 sets 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 114.** 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 ~~director's~~ administrator's report under s. 230.04 (9r)

1 within 30 days after the disabled employee is appointed, and at other times at the  
2 request of the ~~director~~ administrator.

3 **SECTION 115.** 230.08 (2) (e) 1. of the statutes is amended to read:

4 230.08 (2) (e) 1. Administration — ~~13~~ 15.

5 **SECTION 116.** 230.08 (2) (e) 8j. of the statutes is repealed.

6 **SECTION 117.** 230.08 (2) (ya) of the statutes is repealed.

7 **SECTION 118.** 230.08 (4) (c) of the statutes is amended to read:

8 230.08 (4) (c) Any proposal of a board, department or commission, as defined  
9 in par. (a) and s. 15.01 (5), or of the historical society, for a change in the number of  
10 positions enumerated in sub. (2) (e), before being submitted to the legislature, shall  
11 first be submitted by the board, department or commission or by the historical society  
12 for a separate review by the secretary of administration and by the ~~director~~  
13 administrator. The secretary of administration's review shall include information  
14 on the appropriateness of the proposed change with regard to a board's,  
15 department's, commission's or society's current or proposed internal organizational  
16 structure under s. 15.02 (4). The ~~director's~~ administrator's review shall include  
17 information on whether the existing classified or existing or proposed unclassified  
18 division administrator position involved is or would be assigned to pay range 1-18  
19 or above in schedule 1, or a comparable level, of the compensation plan under s.  
20 230.12. The results of these reviews shall be provided by the secretary of  
21 administration and by the ~~director~~ administrator to the joint committee on finance  
22 and the joint committee on employment relations at the same time that the board's,  
23 department's, commission's or society's proposal is presented to either committee.

24 **SECTION 119.** 230.08 (7) of the statutes is amended to read:

1           230.08 (7) EXCEPTIONAL EMPLOYMENT SITUATIONS. The ~~administrator~~ director  
2 shall provide, by rule, for exceptional methods and kinds of employment to meet the  
3 needs of the service during periods of disaster or national emergency, and for other  
4 exceptional employment situations such as to employ the mentally disabled, the  
5 physically disabled and the disadvantaged.

6           **SECTION 120.** 230.08 (8) of the statutes is amended to read:

7           230.08 (8) AUDITING OF PAYROLLS. The ~~direeter~~ administrator shall audit the  
8 payrolls of the classified and unclassified service, as necessary, to carry out this  
9 subchapter.

10          **SECTION 121.** 230.09 (1) (intro.) of the statutes is amended to read:

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

18          **SECTION 122.** 230.09 (2) (a) of the statutes is amended to read:

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

24          **SECTION 123.** 230.09 (2) (am) of the statutes is amended to read:

1           230.09 (2) (am) The ~~director~~ administrator 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 ~~director~~ administrator after taking into  
6 consideration the recommendations of the appointing authority, or at his or her own  
7 discretion. The ~~director~~ administrator shall establish, modify or abolish  
8 classifications as the needs of the service require.

9           **SECTION 124.** 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 ~~director~~ administrator shall, upon initial establishment of a classification, assign  
13 that class to the appropriate pay rate or range, and may, upon subsequent review,  
14 reassign classes to different pay rates or ranges. The ~~director~~ administrator shall  
15 assign each class to a pay range according to the skill, effort, responsibility and  
16 working conditions required for the class, without regard to whether the class is  
17 occupied primarily by members of a certain gender or racial group. The ~~director~~  
18 administrator shall give notice to appointing authorities to permit them to make  
19 recommendations before final action is taken on any such assignment or  
20 reassignment of classes.

21           **SECTION 125.** 230.09 (2) (c) of the statutes is amended to read:

22           230.09 (2) (c) If anticipated changes in program or organization will  
23 significantly affect the assignment of duties or responsibilities to positions, the  
24 appointing authority shall, whenever practicable, confer with the ~~director~~  
25 administrator within a reasonable time prior to the reorganization or changes in



1 program to formulate methods to fill positions which are newly established or  
2 modified to the extent that reclassification of the position is appropriate. In all cases,  
3 appointing authorities shall give written notice to the ~~director~~ administrator and  
4 employee of changes in the assignment of duties or responsibilities to a position when  
5 the changes in assignment may affect the classification of the position.

6 **SECTION 126.** 230.09 (2) (d) of the statutes is amended to read:

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

11 **SECTION 127.** 230.09 (2) (g) of the statutes is amended to read:

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

1 ~~administrator~~ director may not proceed with the selection and certification process  
2 until the secretary of administration has authorized the position to be filled.

3 **SECTION 128.** 230.09 (3) of the statutes is amended to read:

4 230.09 (3) The ~~director~~ administrator shall establish separate classifications  
5 for career executive positions under s. 230.24 and rules governing the salary  
6 administration of positions in such classifications.

7 **SECTION 129.** 230.12 (1) (a) 3. of the statutes is amended to read:

8 230.12 (1) (a) 3. Provisions for administration of the compensation plan and  
9 salary transactions shall be provided, as determined by the ~~director~~ administrator,  
10 in either the rules of the ~~director~~ administrator or the compensation plan.

11 **SECTION 130.** 230.12 (1) (c) 2. of the statutes is amended to read:

12 230.12 (1) (c) 2. The ~~director~~ administrator may establish a plan of extra  
13 compensation for work performed during selected hours at an hourly rate or rates  
14 subject to approval of the joint committee on employment relations. Eligibility for  
15 such extra compensation shall be as provided in the compensation plan.

16 **SECTION 131.** 230.12 (1) (d) of the statutes is amended to read:

17 230.12 (1) (d) *Uniforms and safety equipment.* The ~~director~~ administrator, with  
18 approval of the joint committee on employment relations, may establish a schedule  
19 of payments to employees for uniforms or protective clothing and equipment  
20 required to perform their duties.

21 **SECTION 132.** 230.12 (3) (a) of the statutes is amended to read:

22 230.12 (3) (a) *Submission to the joint committee on employment relations.* The  
23 ~~director~~ administrator shall submit to the joint committee on employment relations  
24 a proposal for any required changes in the compensation plan. The proposal shall  
25 include the amounts and methods for within range pay progression, for pay

1 transactions, and for performance awards. The proposal shall be based upon  
2 experience in recruiting for the service, the principle of providing pay equity  
3 regardless of gender or race, data collected as to rates of pay for comparable work in  
4 other public services and in commercial and industrial establishments,  
5 recommendations of agencies and any special studies carried on as to the need for  
6 any changes in the compensation plan to cover each year of the biennium. The  
7 proposal shall also take proper account of prevailing pay rates, costs and standards  
8 of living and the state's employment policies.

9 **SECTION 133.** 230.12 (3) (ad) of the statutes is amended to read:

10 230.12 (3) (ad) *Timing of proposed changes.* Notwithstanding any other  
11 statute, the ~~director~~ administrator may delay timing for announcement or  
12 implementation of any recommended changes in the compensation plan under this  
13 section until after some or all of the collective bargaining agreements under subch.  
14 V of ch. 111 for that biennium are negotiated. Any such action taken under this  
15 paragraph is not appealable under s. 230.44.

16 **SECTION 134.** 230.12 (3) (b) of the statutes is amended to read:

17 230.12 (3) (b) *Public hearing on the proposal; adoption of plan.* The ~~director~~  
18 administrator shall submit the proposal for any required changes in the  
19 compensation plan to the joint committee on employment relations. The committee  
20 shall hold a public hearing on the proposal. The proposal, as may be modified by the  
21 joint committee on employment relations together with the unchanged provisions of  
22 the current compensation plan, shall, for the ensuing fiscal year or until a new or  
23 modified plan is adopted under this subsection, constitute the state's compensation  
24 plan. Any modification of the ~~director's~~ administrator's proposed changes in the  
25 compensation plan by the joint committee on employment relations may be

1 disapproved by the governor within 10 calendar days. A vote of 6 members of the  
2 joint committee on employment relations is required to set aside any such  
3 disapproval of the governor.

4 **SECTION 135.** 230.12 (3) (c) of the statutes is amended to read:

5 230.12 (3) (c) *Interim adjustments.* Subject to pars. (a) and (b), the ~~director~~  
6 administrator may propose amendments to one or more parts of the compensation  
7 plan at such times as the needs of the service require.

8 **SECTION 136.** 230.12 (3) (e) 1. of the statutes, as affected by 2011 Wisconsin Act  
9 32, is amended to read:

10 230.12 (3) (e) 1. The ~~director~~ administrator, after receiving recommendations  
11 from the board of regents and the chancellor of the University of Wisconsin–Madison,  
12 shall submit to the joint committee on employment relations a proposal for adjusting  
13 compensation and employee benefits for University of Wisconsin System employees.  
14 The proposal shall be based upon the competitive ability of the board of regents to  
15 recruit and retain qualified faculty and academic staff, data collected as to rates of  
16 pay for comparable work in other public services, universities and commercial and  
17 industrial establishments, recommendations of the board of regents and any special  
18 studies carried on as to the need for any changes in compensation and employee  
19 benefits to cover each year of the biennium. The proposal shall also take proper  
20 account of prevailing pay rates, costs and standards of living and the state's  
21 employment policies. The proposal for such pay adjustments may contain  
22 recommendations for across-the-board pay adjustments, merit or other  
23 adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf)  
24 shall apply to the process for approval of all pay adjustments for University of  
25 Wisconsin System employees. The proposal as approved by the joint committee on

1 employment relations and the governor shall be based upon a percentage of the  
2 budgeted salary base for University of Wisconsin System employees. The amount  
3 included in the proposal for merit and adjustments other than across-the-board pay  
4 adjustments is available for discretionary use by the board of regents.

5 **SECTION 137.** 230.12 (3) (e) 2. of the statutes is amended to read:

6 230.12 (3) (e) 2. The ~~director~~ administrator, after receiving recommendations  
7 from the board of the Technical College System, shall submit to the joint committee  
8 on employment relations a proposal for adjusting compensation and employee  
9 benefits for employees under s. 20.923 (7). The proposal shall include the salary  
10 ranges and adjustments to the salary ranges for the general senior executive salary  
11 groups established under s. 20.923 (7). Paragraph (b) and sub. (1) (bf) shall apply  
12 to the process for approval of all pay adjustments for such employees. The proposal  
13 as approved by the joint committee on employment relations and the governor shall  
14 be based upon a percentage of the budgeted salary base for such employees under s.  
15 20.923 (7).

16 **SECTION 138.** 230.12 (4) of the statutes is amended to read:

17 230.12 (4) COMPENSATION PLAN IMPLEMENTATION PROVISIONS. (a) When an  
18 approved compensation plan or an amendment thereto becomes effective, required  
19 individual pay adjustments shall be made in accordance with determinations made  
20 by the ~~director~~ administrator to implement the approved plan.

21 (b) The ~~director~~ administrator may, without prior approval of the joint  
22 committee on employment relations, determine the circumstances under which it is  
23 appropriate for an appointing authority to grant, and authorize an appointing  
24 authority to grant, a general wage or parity adjustment, or appropriate portion  
25 thereof, previously approved by the committee under this section to employees who

1 did not receive the adjustment on the effective date of the adjustment set forth in the  
2 plan. No general wage or parity adjustment may become effective for any employee  
3 prior to the effective date of the individual employee transaction, but the ~~director~~  
4 administrator may authorize an appointing authority to grant a lump sum payment  
5 to an employee to reflect any wage or parity adjustment that the employee did not  
6 receive during the period between the effective date of the adjustment set forth in the  
7 plan and the effective date of the individual employee transaction.

8 **SECTION 139.** 230.12 (5) (c) of the statutes is amended to read:

9 230.12 (5) (c) *Increase limits.* Unless otherwise defined in the pay schedule the  
10 total amount for all such within range increases shall not exceed the amount for such  
11 increases specified and approved by the joint committee on employment relations in  
12 its action on the ~~director's~~ administrator's proposal for such increases.

13 **SECTION 140.** 230.12 (7m) of the statutes is amended to read:

14 230.12 (7m) PAY ADJUSTMENT FILING REQUIREMENTS. Except as provided in the  
15 rules of the ~~director~~ administrator and in the compensation plan, pay increases shall  
16 be made only on the dates prescribed under sub. (8). Appointing authorities shall at  
17 such times each year as specified by the secretary file with the ~~director~~ administrator  
18 and with the secretary of administration a list of employees showing their then  
19 existing pay rates and their proposed new pay rates.

20 **SECTION 141.** 230.12 (9) of the statutes is amended to read:

21 230.12 (9) HEALTH INSURANCE PREMIUM CREDITS. The ~~director~~ administrator may  
22 recommend to the joint committee on employment relations a program,  
23 administered by the department of employee trust funds, that provides health  
24 insurance premium credits to employees whose compensation is established under  
25 this section or s. 20.923 (2) or (3). The health insurance premium credits shall be

1 used for the purchase of health insurance for a retired employee, or the retired  
2 employee's surviving insured dependents; for an eligible employee under s. 40.02  
3 (25) (b) 6e., or the eligible employee's surviving insured dependents; for an employee  
4 who is laid off, but who is not on a temporary, school year, seasonal, or sessional  
5 layoff, and his or her surviving insured dependents; and for the surviving insured  
6 dependents of an employee who dies while employed by the state, and shall be based  
7 on the employee's years of continuous service, accumulated unused sick leave and  
8 any other factor recommended by the director. Credits granted under the program  
9 to an employee who is laid off shall be available until the credits are exhausted, the  
10 employee is reemployed by the state, or 5 years have elapsed from the date of layoff,  
11 whichever occurs first. The approval process for the program is the same as that  
12 provided under sub. (3) (b) and the program shall be incorporated into the  
13 compensation plan under sub. (1).

14 **SECTION 142.** 230.14 (4) of the statutes is amended to read:

15 230.14 (4) The ~~administrator~~ director may charge an agency a fee to announce  
16 any vacancy to be filled in a classified or unclassified position in that agency. Funds  
17 received under this subsection shall be credited to the appropriation account under  
18 s. ~~20.545 (1) (ka)~~ 20.505 (1) (kn).

19 **SECTION 143.** 230.147 (3) of the statutes is amended to read:

20 230.147 (3) Notwithstanding subs. (1) and (2), the state fair park board shall  
21 make every reasonable effort to employ in permanent full-time equivalent positions  
22 persons who, at the time determined under sub. (4), receive aid under s. 49.19 or  
23 benefits under s. 49.147 (3) to (5). The state fair park board shall consult with the  
24 ~~office~~ division to assure that its efforts under this subsection comply with ch. 230.

25 **SECTION 144.** 230.15 (1) of the statutes is amended to read:

1           230.15 (1) Subject to the restriction under s. 230.143, appointments to, and  
2 promotions in, the classified service shall be made only according to merit and  
3 fitness, which shall be ascertained so far as practicable by competitive examination.  
4 The ~~administrator~~ director may waive competitive examination for appointments  
5 made under subs. (1m) and (2) and shall waive competitive examination for  
6 appointments made under sub. (2m).

7           **SECTION 145.** 230.15 (1m) (b) (intro.) of the statutes is amended to read:

8           230.15 (1m) (b) (intro.) Whenever a position is included in the classified service  
9 under par. (a), the ~~director~~ administrator shall determine all of the following:

10          **SECTION 146.** 230.15 (1m) (c) of the statutes is amended to read:

11          230.15 (1m) (c) 1. Whenever a position is included in the classified service  
12 under par. (a), the ~~administrator~~ director may waive the requirement for competitive  
13 examination under sub. (1) with respect to the position and certify the incumbent  
14 employee for appointment to the position in accordance with subd. 2.

15          2. The ~~administrator~~ director may certify an incumbent employee as eligible  
16 for appointment under subd. 1. if the ~~administrator~~ director determines on the basis  
17 of sound personnel management practices that the incumbent is qualified for the  
18 position included in the classified service.

19          3. If an employee is appointed after being certified under subd. 2., the  
20 ~~administrator~~ director shall determine the employee's probationary status under s.  
21 230.28, except that the employee shall receive credit toward his or her probationary  
22 period for the time that the employee had been employed in the position immediately  
23 prior to appointment.

24          **SECTION 147.** 230.15 (2) of the statutes is amended to read:



1           230.15 (2) If a vacancy occurs in a position in the classified service when  
2 peculiar and exceptional qualifications of a scientific, professional, or educational  
3 character are required, and if presented with satisfactory evidence that for specified  
4 reasons competition in such special cases is impracticable, and that the position can  
5 best be filled by the selection of some designated person of high and recognized  
6 attainments in such qualities, the ~~administrator~~ director may waive competition  
7 requirements unless the vacancy is to be filled by promotion.

8           **SECTION 148.** 230.15 (2m) of the statutes is amended to read:

9           230.15 (2m) If a vacancy occurs in a position in the classified service and the  
10 ~~administrator~~ director is notified by an appointing authority that the position is to  
11 be filled by a disabled veteran under s. 230.275, the ~~administrator~~ director shall  
12 waive all competition requirements for filling the position.

13           **SECTION 149.** 230.16 (1) (a) of the statutes is amended to read:

14           230.16 (1) (a) The ~~administrator~~ director shall require persons applying for  
15 admission to any examination under this subchapter or under the rules of the  
16 ~~administrator~~ director to file an application with the ~~division~~ bureau a reasonable  
17 time prior to the proposed examination.

18           **SECTION 150.** 230.16 (1) (am) of the statutes is amended to read:

19           230.16 (1) (am) The ~~administrator~~ director may require in connection with the  
20 application such supplementary work history, educational transcripts, statements  
21 of physicians or others having knowledge of the applicant, as needed for qualification  
22 evaluations.

23           **SECTION 151.** 230.16 (1) (b) of the statutes is amended to read:

24           230.16 (1) (b) The ~~division~~ bureau shall furnish application forms without  
25 charge to all persons requesting them.