

2019 DRAFTING REQUEST**Assembly Amendment (AA-ASA1-AB56)**

For: **Scott Fitzgerald (608) 266-5660** Drafter: **mjohns**
 By: **Tad** Secondary Drafters:
 Date: **6/19/2019** May Contact:

Same as LRB:

Submit via email: **YES**
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Pre Topic:

No specific pre topic given

Topic:

District Attorneys; paper 270, Alternative 4

Instructions:

Draft LFB paper 270, Alternative 4

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	mjohns 6/19/2019	ccarmich 6/20/2019			
/P1			mbarman 6/20/2019		

FE Sent For: **<END>**

3.5 mil

funding is provided for 10% annual pay progression increases, as is allowable under current law.

26. The ultimate annual cost of pay progression, however, depends on turnover rates. A higher turnover rate reduces the annual cost of pay progression as more highly compensated attorneys would be replaced by lower compensated attorneys. It should be noted, however, that one of the goals of the pay progression plan is to reduce attorney turnover.

ALTERNATIVES

1. *Budget Bill.* Include the administration's recommendation to provide the DA pay progression funding totaling \$307,300 GPR in 2019-20 and \$918,000 GPR in 2020-21, SPD pay progression funding totaling \$320,600 GPR in 2019-20 and \$956,900 GPR in 2020-21, and AAG pay progression funding totaling \$70,100 GPR, \$15,600 PR, and \$3,500 FED in 2019-20 and \$141,500 GPR, \$31,600 PR, and \$6,200 FED in 2020-21. Funding would be provided on a one-time basis. Funding under the bill was intended to support a 2% per hour pay increase to ADAs, DDAs, ASPDs, and AAGs eligible under the pay progression plan on January 1, 2020 and 2021.

ALT 1	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$1,225,300	\$0
<u>For SPD</u>		
GPR	\$1,277,500	\$0
<u>For AAGs</u>		
GPR	\$211,600	\$0
PR	47,200	0
FED	9,700	0
Subtotal	\$268,500	\$0
Total	\$2,771,300	\$0

1,091,000

2. *Budget Bill with Technical Modification.* Provide DA pay progression funding totaling \$273,600 GPR in 2019-20 and \$817,400 GPR in 2020-21, SPD pay progression funding totaling \$300,300 GPR in 2019-20 and \$903,100 GPR in 2020-21, and AAG pay progression funding totaling \$83,000 GPR, \$16,800 PR, and \$5,100 FED in 2019-20 and \$252,100 GPR, \$52,000 PR, and \$15,400 FED in 2020-21. Funding would be provided on a one-time basis. Funding is intended to support a 2% per hour pay increase to ADAs, DDAs, ASPDs, and AAGs eligible under the pay progression plan on January 1, 2020 and 2021.

currently in sub-increase DA's to \$ in Alt. 4

ALT 2	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$1,091,000	- \$134,300
<u>For SPD</u>		
GPR	\$1,203,400	- \$74,100
<u>For AAGs</u>		
GPR	\$355,100	\$123,500
PR	68,800	21,600
FED	20,500	10,800
Subtotal	\$424,400	\$155,900
Total	\$2,718,800	- \$52,500

3. *1% Increase.* Provide DA pay progression funding totaling \$136,800 GPR in 2019-20 and \$411,700 GPR in 2020-21, SPD pay progression funding totaling \$150,200 GPR in 2019-20 and \$452,000 GPR in 2020-21, and AAG pay progression funding totaling \$41,500 GPR, \$8,400 PR, and \$2,600 FED in 2019-20 and \$126,100 GPR, \$25,900 PR, and \$7,700 FED in 2020-21. Funding would be provided on a one-time basis. Funding is intended to support a 1% per hour pay increase to ADAs, DDAs, ASPDs, and AAGs eligible under the pay progression plan on January 1, 2020 and 2021.

ALT 3	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$548,500	- \$676,800
<u>For SPD</u>		
GPR	\$602,200	- \$675,300
<u>For AAGs</u>		
GPR	\$167,600	- \$44,000
PR	34,300	- 12,900
FED	10,300	600
Subtotal	\$212,200	- \$56,300
Total	\$1,362,900	- \$1,408,400

DA's ONLY.

4. *One-Step Increase.* Provide DA pay progression funding totaling \$1,520,200 GPR in 2019-20 and \$3,048,700 GPR in 2020-21, SPD pay progression funding totaling \$1,704,700 GPR in 2019-20 and \$3,453,300 GPR in 2020-21, and AAG pay progression funding totaling \$362,600 GPR, \$67,900 PR, and \$21,300 FED in 2019-20 and \$695,000 GPR, \$125,400 PR, and \$35,100 FED in 2020-21. Funding would be provided on a one-time basis. Funding is intended to support a one step (\$2.09) pay increase to ADAs, DDAs, ASPDs, and AAGs eligible under the pay progression plan on July 1, 2019 and 2020.

<u>2019-20</u>	<u>2020-21</u>
1,520,200	3,048,700
- 273,600	- 217,400
<hr/> 1,246,600	<hr/> 2,831,300

20,475(1)(em) - increase both years

1.2 mil

ALT 4	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$4,568,900	\$3,343,600
<u>For SPD</u>		
GPR	\$5,158,000	\$3,880,500
<u>For AAGs</u>		
GPR	\$1,057,600	\$846,000
PR	193,300	146,100
FED	56,400	46,700
Subtotal	\$1,307,300	\$1,038,800
Total	\$11,034,200	\$8,262,900

4,568,900
 1,091,000

 3,477,900

5. Take no action.

ALT 5	Change to	
	Base	Bill
<u>For DAs</u>		
GPR	\$0	-\$1,225,300
<u>For SPD</u>		
GPR	\$0	-\$1,277,500
<u>For AAGs</u>		
GPR	\$0	-\$211,600
PR	0	- 47,200
FED	0	- 9,700
Subtotal	\$0	-\$268,500
Total	\$0	-\$2,771,300

Prepared by: Sarah Wynn
Appendices

APPENDIX I

**Summary of Pay Progression Costs During the 2019-21 Biennium for the District Attorneys,
the Office of the State Public Defender, and Department of Justice By Percent Increase
Pay Increases in 2019-20 and 2020-21, Change to Bill***

Percent Increase	District Attorneys			State Public Defender			Assistant Attorney Generals			Total		
	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21	2019-21 Biennium
Pay Increases in 2019-20 and 2020-21, Change to Bill*												
1%	-\$37,900	-\$368,200	-\$406,100	-\$26,800	-\$353,300	-\$380,100	\$12,900	\$27,800	\$40,700	-\$51,800	-\$693,700	-\$745,500
2%	231,400	169,600	401,000	267,100	248,700	515,800	96,000	196,500	292,500	594,500	614,800	1,209,300
3%	495,200	693,200	1,188,400	560,900	835,700	1,396,600	178,300	345,000	523,300	1,234,400	1,873,900	3,108,300
4%	753,100	1,210,200	1,963,300	847,600	1,416,600	2,264,200	259,900	485,700	745,600	1,860,600	3,112,500	4,973,100
5%	1,005,900	1,717,500	2,723,400	1,128,300	1,987,100	3,115,400	331,800	621,100	952,900	2,466,000	4,325,700	6,791,700
6%	1,255,800	2,221,700	3,477,500	1,407,500	2,554,500	3,962,000	402,900	744,200	1,147,100	3,066,200	5,520,400	8,586,600
7%	1,503,200	2,713,400	4,216,600	1,684,500	3,116,100	4,800,600	470,300	861,700	1,332,000	3,658,000	6,691,200	10,349,200
8%	1,748,300	3,196,400	4,944,700	1,956,900	3,661,500	5,618,400	537,100	975,500	1,512,600	4,242,300	7,833,400	12,075,700
9%	1,987,400	3,671,300	5,658,700	2,224,800	4,202,200	6,427,000	601,400	1,086,400	1,687,800	4,813,600	8,959,900	13,773,500
10%	2,225,900	4,139,500	6,365,400	2,490,700	4,737,300	7,228,000	664,900	1,188,000	1,852,900	5,381,500	10,064,800	15,446,300
One Step Increase**	\$1,212,900	\$2,130,700	\$3,343,600	\$1,384,100	\$2,496,400	\$3,880,500	\$292,500	\$553,500	\$846,000	\$2,889,500	\$5,180,600	\$8,070,100
Pay Increase in 2019-20 Only, Change to Bill*												
1%	-\$37,900	-\$644,400	-\$682,300	-\$26,800	-\$656,600	-\$683,400	\$12,900	-\$57,300	-\$44,400	-\$51,800	-\$1,358,300	-\$1,410,100
2%	231,400	-370,900	-139,500	267,100	-356,300	-89,200	96,000	26,900	122,900	594,500	-700,300	-105,800
3%	495,200	-102,900	392,300	560,900	-56,000	504,900	178,300	110,400	288,700	1,234,400	-48,500	1,185,900
4%	753,100	159,200	912,300	847,600	237,200	1,084,800	259,900	193,200	453,100	1,860,600	589,600	2,450,200
5%	1,005,900	416,100	1,422,000	1,128,300	524,400	1,652,700	331,800	266,300	598,100	2,466,000	1,206,800	3,672,800
6%	1,255,800	670,300	1,926,100	1,407,500	810,000	2,217,500	402,900	338,500	741,400	3,066,200	1,818,800	4,885,000
7%	1,503,200	921,900	2,425,100	1,684,500	1,093,500	2,778,000	470,300	407,100	877,400	3,658,000	2,422,500	6,080,500
8%	1,748,300	1,171,100	2,919,400	1,956,900	1,372,400	3,329,300	537,100	475,100	1,012,200	4,242,300	3,018,600	7,260,900
9%	1,987,400	1,414,500	3,401,900	2,224,800	1,646,800	3,871,600	601,400	540,500	1,141,900	4,813,600	3,601,800	8,415,400
10%	2,225,900	1,657,200	3,883,100	2,490,700	1,919,200	4,409,900	664,900	605,300	1,270,200	5,381,500	4,181,700	9,563,200
One Step Increase**	\$1,212,900	\$634,000	\$1,846,900	\$1,384,100	\$795,900	\$2,180,000	\$292,500	\$226,500	\$519,000	\$2,889,500	\$1,656,400	\$4,545,900

APPENDIX I (continued)

**Summary of Pay Progression Costs During the 2019-21 Biennium for the District Attorneys,
the Office of the State Public Defender, and Department of Justice By Percent Increase
Pay Increases in 2019-20 and 2020-21, Change to Bill***

Percent Increase	District Attorneys			State Public Defender			Assistant Attorney Generals			Total	
	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21
Pay Increase in 2020-21 Only, Change to Bill*											
1%	-\$307,300	-\$644,400	-\$951,700	-\$320,600	-\$656,600	-\$977,200	-\$70,100	-\$57,300	-\$127,400	-\$698,000	-\$1,358,300
2%	-307,300	-370,900	-678,200	-320,600	-356,300	-676,900	-70,100	26,900	-43,200	-698,000	-700,300
3%	-307,300	-102,900	-410,200	-320,600	-56,000	-376,600	-70,100	110,400	40,300	-698,000	-48,500
4%	-307,300	159,200	-148,100	-320,600	237,200	-83,400	-70,100	193,200	123,100	-698,000	589,600
5%	-307,300	416,100	108,800	-320,600	524,400	203,800	-70,100	266,300	196,200	-698,000	1,206,800
6%	-307,300	670,300	363,000	-320,600	810,000	489,400	-70,100	338,500	268,400	-698,000	1,818,800
7%	-307,300	921,900	614,600	-320,600	1,093,500	772,900	-70,100	407,100	337,000	-698,000	2,422,500
8%	-307,300	1,171,100	863,800	-320,600	1,372,400	1,051,800	-70,100	475,100	405,000	-698,000	3,018,600
9%	-307,300	1,414,500	1,107,200	-320,600	1,646,800	1,326,200	-70,100	540,500	470,400	-698,000	3,601,800
10%	-307,300	1,657,200	1,349,900	-320,600	1,919,200	1,598,600	-70,100	605,300	535,200	-698,000	4,181,700
One Step Increase**	-\$307,300	\$634,000	\$326,700	-\$320,600	\$795,900	\$475,300	-\$70,100	\$226,500	\$156,400	-\$698,000	\$1,656,400
											\$958,400

*The bill provides the DA's with \$1,066,100 GPR in 2017-18 and \$2,645,300 GPR in 2018-19 for pay progression and \$66,400 GPR in 2018-19 for pay progression.

**One step under the pay progression plan totals \$2.09 per hour, or \$4,347 annually.

APPENDIX II

Summary of Pay Progression Costs During the 2019-21 Biennium for the Attorney Generals Pay Increases in 2019-20 and 2020-21, Change to Bill*

Percent Increase	Assistant Attorney Generals (PR)			Assistant Attorney Generals (FED)		
	2019-20	2020-21	2019-21 Biennium	2019-20	2020-21	2019-21 Biennium
Pay Increases in 2019-20 and 2020-21						
1%	\$1,200	\$3,400	\$4,600	\$1,600	\$4,100	\$5,700
2%	18,100	38,700	56,800	6,700	14,500	21,200
3%	34,900	63,900	98,800	11,800	20,000	31,800
4%	51,800	88,900	140,700	16,900	25,500	42,400
5%	63,900	110,200	174,100	19,800	31,100	50,900
6%	75,500	128,100	203,600	22,500	36,700	59,200
7%	87,200	142,800	230,000	25,100	42,400	67,500
8%	98,700	155,000	253,700	27,800	46,100	73,900
9%	108,600	167,200	275,800	30,500	49,800	80,300
10%	118,200	178,300	296,500	33,100	53,600	86,700
One Step Increase**	\$52,300	\$93,800	\$146,100	\$17,800	\$28,900	\$46,700
Pay Increase in 2019-20 Only						
1%	\$1,200	-\$14,200	-\$13,000	\$1,600	-\$1,100	\$500
2%	18,100	3,200	21,300	6,700	4,000	10,700
3%	34,900	20,600	55,500	11,800	9,100	20,900
4%	51,800	38,000	89,800	16,900	14,200	31,100
5%	63,900	50,600	114,500	19,800	17,100	36,900
6%	75,500	62,800	138,300	22,500	19,800	42,300
7%	87,200	75,000	162,200	25,100	22,400	47,500
8%	98,700	87,100	185,800	27,800	25,100	52,900
9%	108,600	97,500	206,100	30,500	27,800	58,300
10%	118,200	107,700	225,900	33,100	30,400	63,500
One Step Increase**	\$1,290,900	\$1,313,300	\$2,604,200	\$1,704,700	\$1,752,800	\$3,457,500
Pay Increase in 2020-21 Only						
1%	-\$15,600	-\$14,200	-\$29,800	-\$3,500	-\$1,100	-\$4,600
2%	-15,600	3,200	-12,400	-3,500	4,000	500
3%	-15,600	20,600	5,000	-3,500	9,100	5,600
4%	-15,600	38,000	22,400	-3,500	14,200	10,700
5%	-15,600	50,600	35,000	-3,500	17,100	13,600
6%	-15,600	62,800	47,200	-3,500	19,800	16,300
7%	-15,600	75,000	59,400	-3,500	22,400	18,900
8%	-15,600	87,100	71,500	-3,500	25,100	21,600
9%	-15,600	97,500	81,900	-3,500	27,800	24,300
10%	-15,600	107,700	92,100	-3,500	30,400	26,900
One Step Increase**	-\$15,600	\$1,313,300	\$1,297,700	-\$3,500	\$1,752,800	\$1,749,300

*The bill provides the AAG pay progression with \$15,600 PR and \$3,500 FED in 2019-20 and \$31,600 PR and \$6,200 FED in 2020-21.
**One step under the pay progression plan totals \$2.09 per hour, or \$4,347 annually.

APPENDIX III

Separations from State Service by Job Group 2016-17 Permanent Classified Employees Excluding UW System

<u>Job Group</u>	<u>Average Count in Job Group*</u>	<u>Non-Retirement Separations</u>		<u>Retirements</u>		<u>Total All Separations</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Personal Care Aides	548	196	35.8%	20	3.7%	216	39.5%
Production Laborers	242	49	20.2	17	7.0	66	27.3
Health Care Technicians	1,830	377	20.6	56	3.1	433	23.7
Inspectors, Investigators, and Compliance	360	40	11.1	24	6.7	64	17.8
Power Plant	92	14	15.2	2	2.2	16	17.4
Food Production	398	57	14.3	12	3.0	69	17.4
Education Supervisors	30	1	3.4	4	13.6	5	16.9
Mechanical Equipment, Maintenance, Repair	397	32	8.1	34	8.6	66	16.6
Claims Determination	442	64	14.5	9	2.0	73	16.5
Administrative Support	2,889	294	10.2	142	4.9	436	15.1
Administrative Support-Fiscal	433	41	9.5	23	5.3	64	14.8
Health Care Professionals	1,246	134	10.8	50	4.0	184	14.8
Public Safety	5,395	610	11.3	165	3.1	775	14.4
Education/Training	692	61	8.8	33	4.8	94	13.6
Legal Professionals and Paralegals	371	28	7.6	22	5.9	50	13.5
Mechanical and Maintenance Supervisors	135	6	4.5	12	8.9	18	13.4
Social Services Professionals	2,965	299	10.1	95	3.2	394	13.3
IS Support, Program and Service Technicians	116	3	2.6	11	9.5	14	12.1
Program Specialists	284	20	7.0	13	4.6	33	11.6
Physicians and Health Care Practitioners	105	6	5.7	6	5.7	12	11.4
Service, Quality Control & Compliance Supervisors	194	10	5.2	11	5.7	21	10.9
Administrators-Senior Executives	536	19	3.5	39	7.3	58	10.8
Policy, Planning and Research	680	49	7.2	24	3.5	73	10.7
Mid-Level Supervisors	960	44	4.6	59	6.1	103	10.7
Business Professionals	325	16	4.9	18	5.5	34	10.5
Business and Program Area Supervisors	332	14	4.2	20	6.0	34	10.2
Fiscal	1,652	96	5.8	67	4.1	163	9.9
Natural Science and Laboratory Technicians	252	18	7.2	6	2.4	24	9.5
Craft and Trade	130	8	6.2	4	3.1	12	9.3
IS Professionals	1,258	50	4.0	65	5.2	115	9.1
Health and Social Services Supervisors	506	23	4.5	21	4.2	44	8.7
Science Professionals	249	10	4.0	10	4.0	20	8.0
Protective Services Supervisors	589	13	2.2	33	5.6	46	7.8
Physical, Natural and Social Science Supervisors	170	5	2.9	8	4.7	13	7.7
Environmental Specialists	813	31	3.8	31	3.8	62	7.6
Architects and Engineers	1,295	51	3.9	47	3.6	98	7.6
Public Relations and Media Technicians	116	5	4.3	3	2.6	8	6.9
Property Management	110	3	2.7	3	2.7	6	5.5
Architect/Engineer Supervisors	123	1	0.8	5	4.1	6	4.9
Financial Supervisors	161	2	1.2	4	2.5	6	3.7
Total	29,250	2,798	9.6%	1,224	4.2%	4,022	13.8%

*Average counts for each job group are based on the average number of positions in each job group in September and June of the fiscal year.

APPENDIX IV

Separations from State Service by Job Group 2017-18 Permanent Classified Employees Excluding UW System

<u>Job Group</u>	<u>Average Count in Job Group*</u>	<u>Non-Retirement Separations</u>		<u>Retirements</u>		<u>Total All Separations</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Personal Care Aides	551	213	38.7%	14	2.5%	227	41.2%
Education Supervisors	27	3	11.1	5	18.5	8	29.6
Food Production	395	77	19.5	18	4.6	95	24.1
Production Laborers	232	45	19.4	7	3.0	52	22.4
Health Care Technicians	1,785	323	18.1	40	2.2	363	20.3
Administrative Support	2,791	318	11.4	136	4.9	454	16.3
Mechanical Equipment, Maintenance, Repair	391	38	9.7	23	5.9	61	15.6
Administrative Support-Fiscal	445	43	9.7	25	5.6	68	15.3
Public Safety	5,352	647	12.1	169	3.2	816	15.2
Education/Training	689	55	8.0	43	6.2	98	14.2
Health Care Professionals	1,283	149	11.6	33	2.6	182	14.2
Physicians and Health Care Practitioners	100	7	7.0	7	7.0	14	14.1
IS Support, Program and Service Technicians	111	6	5.4	9	8.1	15	13.6
Inspectors, Investigators, and Compliance	352	32	9.1	14	4.0	46	13.1
Property Management	104	8	7.7	5	4.8	13	12.6
Claims Determination	424	44	10.4	9	2.1	53	12.5
Power Plant	97	7	7.2	5	5.2	12	12.4
Public Relations and Media Technicians	114	12	10.6	2	1.8	14	12.3
Fiscal	1,676	127	7.6	74	4.4	201	12.0
Social Services Professionals	2,976	269	9.0	85	2.9	354	11.9
Physical, Natural and Social Science Supervisors	171	5	2.9	15	8.8	20	11.7
Mechanical and Maintenance Supervisors	139	8	5.8	8	5.8	16	11.5
Craft and Trade	130	5	3.9	9	6.9	14	10.8
Policy, Planning and Research	713	56	7.9	21	2.9	77	10.8
Architects and Engineers	1,236	61	4.9	65	5.3	126	10.2
Service, Quality Control & Compliance Supervisors	201	14	7.0	6	3.0	20	10.0
IS Professionals	1,280	78	6.1	49	3.8	127	9.9
Business Professionals	304	20	6.6	10	3.3	30	9.9
Health and Social Services Supervisors	513	30	5.9	20	3.9	50	9.8
Legal Professionals and Paralegals	372	17	4.6	17	4.6	34	9.1
Administrators-Senior Executives	532	20	3.8	28	5.3	48	9.0
Business and Program Area Supervisors	355	17	4.8	15	4.2	32	9.0
Program Specialists	289	19	6.6	6	2.1	25	8.7
Natural Science and Laboratory Technicians	235	9	3.8	10	4.3	19	8.1
Mid-Level Supervisors	1,003	30	3.0	50	5.0	80	8.0
Architect/Engineer Supervisors	119	4	3.4	4	3.4	8	6.7
Environmental Specialists	821	17	2.1	35	4.3	52	6.3
Protective Services Supervisors	610	10	1.6	28	4.6	38	6.2
Science Professionals	259	8	3.1	6	2.3	14	5.4
Financial Supervisors	161	2	1.2	4	2.5	6	3.7
Total	29,325	2,853	9.7%	1,129	3.8%	3,982	13.6%

*Average counts for each job group are based on the average number of positions in each job group at the beginning and end of the fiscal year.



State of Wisconsin
2019 - 2020 LEGISLATURE

LRBb0461/?

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PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION
ASSEMBLY AMENDMENT ,
TO ASSEMBLY SUBSTITUTE AMENDMENT 1,
TO ASSEMBLY BILL 56

1 At the locations indicated, amend the substitute amendment as follows:

2 1. Page 500, line 17: after that line insert:

3 “(1) ONE-STEP PAY PROGRESSION INCREASE. In the schedule under s. 20.005 (3) for
4 the appropriation to the district attorneys under s. 20.475 (1) (em), the dollar amount
5 for fiscal year 2019-20 is increased by \$1,246,600 to provide a one step pay
6 progression increase to eligible district attorneys on July 1, 2019. In the schedule
7 under s. 20.005 (3) for the appropriation to the district attorneys under s. 20.475 (1)
8 (em), the dollar amount for fiscal year 2020-21 is increased by \$2,231,300 to provide
9 a one step pay progression increase to eligible district attorneys on July 1, 2020.”

10

(END)



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