



## Fiscal Estimate Narratives

DOA 2/2/2024

LRB Number	23-3729/1	Introduction Number	AB-0739	Estimate Type	Original
<b>Description</b> compensation for certain employees of the Department of Corrections who are transferred to the Department of Health Services					

### Assumptions Used in Arriving at Fiscal Estimate

Proposed assembly bill 739 (AB 739) provides that Department of Correction's employees that perform security operations at the Wisconsin Resource Center (WRC) and were transferred to the Department of Health Services (DHS) under 2023 Wisconsin Act 19, that while performing security operations at WRC, are entitled to any raises, wage supplements, or enhancements to perform security operations that they would have received or been entitled to receive after June 30, 2023, if the employee's position had remained with DOC, and any raises, wage supplements, or enhancements that are provided after June 30, 2023, to similar employees of DOC who are employed at maximum security facilities.

The Division of Personnel Management's Bureau of Classification and Compensation (BCC) is responsible for administering and maintaining the compensation and classification systems for the State of Wisconsin workforce. This includes BCC's management of the State's classification plan which includes abolishing, creating, and modifying classification specifications that are the basis for classifying all classified permanent, project, and limited term employment positions in State government, and assigning and reassigning classifications to pay ranges defined in the State Compensation Plan.

Currently as established under ss. 230.10 and 230.12, compensation plan coverage and compensation, respectively, the State Compensation Plan governs the pay and benefit administration for all represented and non-represented classified positions, certain unclassified positions, and excludes personnel under the public safety bargaining unit and compensation adjustments for other certified bargaining units.

The DPM Administrator is responsible for proposing recommended changes to the Wisconsin Compensation Plan to the Joint Committee on Employment Relations (JCOER), as prescribed under s. 230.12 (3), Wis. Stats., compensation plan.

Provisions under the proposed bill would deviate from the current processes as described above in relevant statute and practice, inclusive of those defined for approving and administering pay rates for DHS WRC security employees and DOC maximum security facility employees.

DPM would be required to devise and implement a (potentially) ongoing process to administer the proposed salary rate review, setting, and payroll processing for the designated staff based upon the bill's prescribed eligibility specifications.

To bring current salary rates in line with the bill's requirements, DPM would issue a bulletin detailing the new backpay eligibility (from June 2, 2023, to the bulletin effective date) for DHS WRC employees, which would be inclusive of the add-on pay for maximum security staffing. DHS staff are not currently eligible for medium or maximum-security institution salary rate add-ons. This bill would require the defined cohort of DHS employees to receive supplemental pay to be absorbed under current existing authority as defined under the State Compensation Plan. Eligibility determinations based upon the security status of DHS institutions would need to be defined for DPM's current and future salary rate application purposes.

No other payroll adjustments would currently be needed under the proposed bill, as DHS WRC security staff and DOC security staff have received the same base salary adjustments on October 22, 2023, and backpay to July 2, 2023.

The bill does not establish a sunset date for salary adjustments to be applied until, and as it is unknown what future compensation proposals or salary adjustments could be applied to DHS WRC security staff and DOC maximum security positions, the need for future DPM salary management processes for the designated staff is currently indeterminate.

The DPM staff efforts that are anticipated to administratively manage these salary review and adjustment

practices on a one-time on an ongoing basis are anticipated to be absorbable under DPM's current existing position and expenditure authority under s. 20.505 (1) (kz), Wis. Stats., general program operations, appropriation numeric 150.

### **Long-Range Fiscal Implications**