



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-1109/P1

MIM:skw

DOA:.....Sherwin, BB0183 - State Employee Vacation Hour Allotment

FOR 2025-2027 BUDGET -- NOT READY FOR INTRODUCTION

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

Analysis by the Legislative Reference Bureau

STATE GOVERNMENT

STATE EMPLOYMENT

Vacation hours for state employees

This bill provides additional annual leave hours to state employees during their third, fourth, and fifth years of service.

Under current law, state employees who are in nonexempt status under the federal Fair Labor Standards Act earn annual leave at the rate of 104 hours per year of continuous service during the first five years of service and, on an employee's fifth anniversary of continuous service, the rate increase to 144 hours of annual leave per year of continuous service. Under the bill, beginning on the employee's second anniversary, a state employee in nonexempt status begins earning vacation hours at the rate of 120 hours per year of service.

Under current law, state employees who are in exempt status under the federal Fair Labor Standards Act earn annual vacation at the rate of 120 hours per year of continuous service during the first five years of service and, on the fifth anniversary of continuous service, the rate increase to 160 hours of annual leave per year of continuous service. Under the bill, beginning on the employee's second anniversary, a state employee in exempt status begins earning vacation hours at the rate of 136 hours per year of service.

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:

SECTION 1. 230.35 (1) (a) 1. of the statutes is amended to read:

230.35 (1) (a) 1. One hundred four hours each year for a full year of service during the first ~~5~~ 2 years of service;

BILL**SECTION 2**

SECTION 2. 230.35 (1) (a) 1m. of the statutes is created to read:

230.35 (1) (a) 1m. One hundred twenty hours each year for a full year of service during the next 3 years of service;

SECTION 3. 230.35 (1) (c) of the statutes is amended to read:

230.35 (1) (c) When the rate of annual leave changes during the 2nd, 5th, 10th, 15th, 20th or 25th calendar year, the annual leave for that year shall be prorated.

SECTION 4. 230.35 (1m) (bt) 1. of the statutes is amended to read:

230.35 (1m) (bt) 1. 120 hours each year for a full year of service during the first ~~5~~ 2 years of service;

SECTION 5. 230.35 (1m) (bt) 1m. of the statutes is created to read:

230.35 (1m) (bt) 1m. 136 hours each year for a full year of service during the next 3 years of service;

SECTION 9301. Initial applicability; Administration.

(1) ANNUAL LEAVE HOURS; STATE EMPLOYEES. The treatment of s. 230.35 (1) (a) 1. and 1m. and (c) and (1m) (bt) 1. and 1m. first applies to a state employee's anniversary of service that occurs on the effective date of this subsection.

(END)