



Legislative Fiscal Bureau

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June 23, 2021

TO: Members
Joint Committee on Finance

FROM: Bob Lang, Director

SUBJECT: LRB 4044/1 and LRB 4079/1: Creation of Legislative Human Resources Office

BILL SUMMARY

Bill drafts 4044/1 and 4079/1 would create a Legislative Human Resources Office (LHRO), a nonpartisan legislative service agency, headed by a Director. The Joint Committee on Legislative Organization (JCLO) would appoint the Director who would report to JCLO. The Director would be assigned to executive salary group six, and the Director and all LHRO staff would hold positions in the unclassified service of the state civil service system. The LHRO would be directed to perform all of the following duties: (a) provide human resources services to the legislative branch, as directed by JCLO; (b) establish a formal complaint process to review and investigate allegations of harassment, discrimination, retaliation, violence, or bullying by Legislators, legislative employees, and legislative service agency employees and investigate all such allegations, unless the Director designates another person or entity to review and investigate any specific allegation; (c) observe the confidential nature of records, requests, advice, complaints, reviews, investigations, disciplinary actions, and other information in its possession relating to human resources matters at all times; and (d) certify to the Department of Administration the payroll for legislative service agency employees.

In addition, under the bills, the LHRO Director would perform the following duties: (a) direct the operations of the LHRO staff; (b) employ, train, and supervise the personnel assigned to the Director; (c) supervise all expenditures of the LHRO; (d) manage reviews and investigations of the formal complaint process and upon completion of an investigation, report the findings to the appropriate legislative leader or employee supervisor; and (e) recommend to JCLO improvements to human resources services and programs on a periodic basis.

FISCAL EFFECT

The drafts do not appropriate monies for the purpose. However, on June 10, 2021, the Joint Committee on Finance, through the 2021-23 budget bill (AB 68/SB 111), created an appropriation

for the office and provided \$1,364,800 GPR annually. In February, 2020, the Joint Committee on Legislative Organization, by unanimous vote, created the Legislative Human Resources Office as a nonpartisan service agency of the Wisconsin Legislature.

Prepared by: Sarah Wynn