



## Legislative Fiscal Bureau

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May 27, 2015

Joint Committee on Finance

Paper #681

### **Compensation, GPR Position Authority, and Position Reports (UW System)**

[LFB 2015-17 Budget Summary: Page 482, #24 and #25]

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#### **CURRENT LAW**

##### **Compensation**

The Board of Regents establishes the salaries of UW faculty and academic staff. Each biennium, the Board recommends a proposal for adjusting salaries and fringe benefits for faculty and academic staff to the Director of the Office of State Employment Relations (OSER). After receiving the Regents' recommendations, the OSER Director submits a proposal to the Joint Committee on Employment Relations (JCOER) for adjusting faculty and academic staff salaries and fringe benefits. The Board may only increase faculty and academic staff salaries as provided in the pay plan approved for those employees by JCOER, to fund job reclassifications or promotions, to correct salary inequities, or to recognize competitive factors. The Board of Regents is not permitted to provide salary adjustments to faculty and academic staff on the basis of merit.

Compensation for UW classified employees is set by the state compensation plan approved by JCOER which is separate from the compensation plan approved for UW faculty and academic staff. On July 1, 2015, UW classified employees will be transferred from the state personnel system to new personnel systems created by the Board of Regents and the UW-Madison Chancellor. After that date, the Board of Regents and the UW-Madison Chancellor will recommend to the OSER Director, and the OSER Director will submit to JCOER, a proposal for adjusting the salary and fringe benefits for all UW employees, instead of only for UW faculty and academic staff as under prior law. Compensation for former UW classified employees, who will be known as "university staff," will be established by the Board of Regents. As with faculty and academic staff, the Board will only be able to increase university staff salaries as provided in the pay plan approved for all UW employees by JCOER, to fund job reclassifications or

promotions, to correct salary inequities, or to recognize competitive factors.

### **Pay Plan Supplements**

During the biennium, the UW System may receive funding from the state compensation reserve in the form of pay plan supplements to fund increases in salaries and fringe benefit costs approved by JCOER for UW faculty, academic staff, and classified employees. Through the base reconciliation process, the UW System's appropriations are adjusted to reflect the salary increases included in the JCOER-approved compensation plans. The UW System requests funding for prior increases in fringe benefit costs and for discretionary merit compensation adjustments and discretionary equity and retention adjustments awarded to classified staff through the biennial budget as standard budget adjustments.

### **Position Creation Authority**

The UW System Board of Regents and the UW-Madison Chancellor have the authority to create or abolish positions funded with revenues from any appropriation other than the UW System's GPR appropriation for general program operations, known as the GPR block grant. In addition, the Board of Regents and the UW-Madison Chancellor may create or abolish full-time equivalent positions funded through the GPR block grant under the terms of memoranda of understanding (MOU) between the Board and the Chancellor and Department of Administration (DOA). These MOUs establish a methodology for identifying and accounting for the cost of any positions that are created.

### **Position Reports**

The Board of Regents is required to report quarterly to DOA and the Co-Chairs of the Joint Finance Committee regarding the number of full-time equivalent (FTE) positions created or abolished by the Board. Current law specifies that beginning on July 1, 2015, all positions authorized for the University of Wisconsin will not be included in any state position report.

## **GOVERNOR**

### **Compensation and Pay Plan Supplements**

Delete current law requiring the OSER Director to submit pay plan recommendations for UW faculty and academic staff to JCOER and delete UW System pay plan supplemental appropriations. In addition, delete current law prohibiting the Board of Regents from increasing salaries for faculty and academic staff other than as provided in the pay plan approved by JCOER or to correct salary inequities, fund job reclassifications or promotions, or recognize competitive factors. Delete the requirement that the Board report annually to the Joint Committee on Finance, the DOA Secretary, and the OSER Director regarding the amounts of salary increases granted to recognize competitive factors.

In addition, delete the requirement that the Board of Regents establish salaries for unclassified employees, other than new appointments, prior to July 1 of each fiscal year.

## GPR Position Authority and Position Reports

Delete current law restrictions on the ability of the UW System Board of Regents and the UW-Madison Chancellor to create or abolish positions funded by the UW System's GPR block grant. Delete the requirement that the Board of Regents report quarterly to DOA and the Co-Chairs of the Joint Finance Committee regarding the number of FTE positions created or abolished by the Board. In addition, delete statutory language stating that it is the intent of the Legislature that the UW System provide position and other information to DOA and the Legislature to facilitate accountability for and trace each position over time.

### DISCUSSION POINTS

#### Compensation

1. UW leaders have consistently identified faculty pay as one of the UW System's top concerns. Table 1 compares the average faculty salary at each UW institution to the average faculty salary at similar institutions in 2003-04 and 2013-14. In Table 1, UW-Milwaukee is compared to all public doctoral institutions, the eleven UW comprehensive institutions are compared to all public comprehensive institutions, and the UW Colleges is compared to all public two-year institutions. UW-Madison is compared to the peer group established for it by the Governor's Commission on Faculty Compensation in 1984. This peer group includes the University of California-Berkeley, the University of California-Los Angeles, the University of Michigan-Ann Arbor, the Ohio State University, the University of Texas-Austin, the University of Illinois-Champaign-Urbana, Purdue University, Indiana University-Bloomington, the University of Minnesota-Twin Cities, Michigan State University, and the University of Washington-Seattle. The salaries shown in Table 1 have not been adjusted for cost-of-living.

**Average Faculty Salaries at UW Institutions and Peer Institutions in 2003-04 and 2013-14**

	2003-04			2013-14		
	Average All Faculty Ranks	National Average All Faculty Ranks	Difference	Average All Faculty Ranks	National Average All Faculty Ranks	Difference
Eau Claire	\$57,100	\$58,600	-2.6%	\$62,000	\$70,700	-14.0%
Green Bay	52,400	58,600	-11.8	57,600	70,700	-22.7
La Crosse	57,500	58,600	-1.9	60,400	70,700	-17.1
Madison	83,600	84,000	-0.5	104,100	111,800	-7.4
Milwaukee	66,400	71,900	-8.3	73,000	91,900	-25.9
Oshkosh	56,400	58,600	-3.9	61,100	70,700	-15.7
Parkside	54,500	58,600	-7.5	56,800	70,700	-24.5
Platteville	56,200	58,600	-4.3	56,300	70,700	-25.6
River Falls	56,800	58,600	-3.2	64,100	70,700	-10.3
Stevens Point	56,800	58,600	-3.2	57,600	70,700	-22.7
Stout	55,000	58,600	-6.5	58,500	70,700	-20.9
Superior	54,400	58,600	-7.7	56,900	70,700	-24.3
Whitewater	55,800	58,600	-5.0	63,800	70,700	-10.8
UW Colleges	50,500	51,100	-1.2	49,800	61,200	-22.9

2. As shown in Table 1, average faculty salaries at UW institutions ranged from 0.5% to 11.8% less than average faculty salaries at peer institutions in 2003-04. Since that time, the difference in average faculty salaries at UW institutions and at peer institutions has increased. In 2013-14, average faculty salaries at UW institutions ranged from 7.4% to 25.9% less than salaries at peer institutions. UW officials have argued that the significant difference between faculty salaries at UW institutions and those at other public institutions makes it difficult for them to retain high-quality faculty and to recruit new faculty in high-demand fields such as nursing and engineering.

3. Although JCOER approves compensation adjustments for UW faculty and academic staff members separately from compensation adjustments for all other non-represented state employees, JCOER-approved salary increases for UW faculty and academic staff have been the same as salary increases approved for all other non-represented state employees in each of the most recent 10 years. In nine of those 10 years, JCOER-approved salary increases of 2% or less for UW faculty, academic staff, and all other non-represented state employees. The relatively small salary increases approved by JCOER for UW faculty and academic staff have contributed to the widening of the gap between UW faculty salaries and faculty salaries at other public institutions.

4. Under current law, the Board of Regents can adjust faculty and academic staff salaries outside of the compensation plan approved by JCOER in certain circumstances including to correct for salary inequities, to fund job reclassifications or promotions, and to recognize competitive factors. In 2013-14, the Regents used this authority to provide salary increases totaling \$29.3 million to 6,574 faculty and academic staff members. Of this amount, \$7.6 million was awarded to fund job reclassifications and promotions and \$21.7 million was awarded to correct salary inequities or recognize competitive factors. Salary adjustments for faculty totaled \$14.0 million of which \$2.4 million was awarded to 273 faculty members to fund job reclassifications and promotions and \$11.6 million was awarded to 2,181 faculty members to correct salary inequities and to recognize competitive factors. In total, 38% of faculty and 23% of academic staff received salary increases in 2013-14. These increases were in addition to the 1% salary increases approved by JCOER.

5. Under the Governor's bill, JCOER would no longer approve compensation plans for UW employees. This would allow the Board of Regents to develop its own compensation plans for UW employees. This change could increase the Board's the ability to address salary issues; however, the Regents would continue to be limited in terms of the salary increases that could be provided because these salary increases would have to be funded within the UW System's operating budget. Given the Governor's proposal to reduce GPR funding for the UW System by \$150 million annually and to freeze tuition for resident undergraduates, it is unlikely that the Board would be able to significantly reduce the salary gap between UW faculty and faculty employed by other public higher education institutions if the Regents were granted the authority to approve compensation plans for UW employees.

6. The UW System has long argued that it needs the ability to approve its own pay plans in order to address the salary gap between UW faculty members and faculty members at other public higher education institutions. However, budgeted faculty positions represent only 21% of all budgeted UW System positions. The remainder of the positions are academic staff and classified positions. The UW System does not have any recent data comparing UW academic staff salaries to

academic staff salaries at similar public higher education institutions. UW classified staff salaries are set by the state compensation plan and those employees receive salaries comparable to those of other classified state employees. Because the UW System has not demonstrated that all UW employees' salaries are behind those at other similar institutions, the Committee may wish to delete the provision that would allow the Board of Regents to approve compensation plans for all UW employees and instead permit the Board of Regents to approve a compensation plan for faculty members in addition to the compensation plan approved by JCOER for all UW employees.

7. Another alternative could be to grant the Board of Regents the authority to adjust employees' salaries to recognize merit. Under current law, the Board can adjust faculty and academic staff salaries to correct for salary inequities, to fund job reclassifications or promotions, and to recognize competitive factors, but cannot adjust faculty and academic staff salaries to recognize merit. Under the 2013-15 compensation plan, the Board may award discretionary merit compensation (DMC) and discretionary equity or retention adjustments (DERA) to classified employees when these adjustments are authorized in the compensation plan approved for such employees by JCOER. However, when UW classified staff members are transferred to the new personnel systems on July 1, 2015, they will no longer be covered by the state compensation plan approved by JCOER and will no longer be eligible for DMCs or DERAs. By granting the Board of Regents the authority to adjust salaries to recognize merit, the Committee would restore the Board's ability to provide merit-based adjustments to classified/university staff and could increase the Board's ability to address compensation issues for faculty and academic staff without authorizing the Board to approve its own compensation plans.

### **Pay Plan Supplements**

8. Under the bill, the UW System's pay plan supplement appropriations would be deleted on July 1, 2016. Although the UW System's pay plan supplement appropriations would not be deleted until the second year of the biennium, the Department of Administration (DOA) has indicated that the UW System would not receive pay plan supplements from the compensation reserve in 2015-16. Instead, the Governor's budget would provide an additional \$21,313,500 GPR to the UW System in 2016-17 to fund increases in fringe benefit costs for UW System employees during the 2015-17 biennium. Based on data provided by DOA, this figure was calculated using the same assumptions that were used to calculate the amounts provided in the state's compensation reserve which would fund increases in fringe benefit costs for all other state employees during the 2015-17 biennium.

9. If the Committee does not grant the Board of Regents the authority to approve compensation plans for all UW employees by deleting the requirement that the OSER Director submit a proposal for salary and fringe benefit adjustments for all UW employees to JCOER, it would be appropriate to restore the UW System's pay plan supplement appropriations, reduce the UW System's GPR block grant by \$21,313,500 in 2016-17, and increase the amount of GPR in the compensation reserve by the same amount. Under this alternative, JCOER would approve a compensation plan for all UW employees and the UW System would continue to receive pay plan supplements from the compensation reserve to fund increases in UW employee salaries and fringe benefit costs and would continue to request funding for prior increases in fringe benefit costs

through the biennial budget as standard budget adjustments. However, based on experience in 2014-15, where the compensation reserve has been retained by DOA to address a revenue shortfall, it is unclear whether the UW System would actually benefit from this funding if it were transferred to compensation reserves.

10. Under the bill, UW employees would continue to participate in the state group health program, the Wisconsin retirement system, and other employee benefit programs administered by the Department of Employee Trust Funds (ETF). In the past biennium, the majority of pay plan supplements awarded have been to fund increases in fringe benefit costs. For example, in 2013-14, pay plan supplements provided to state agencies from the compensation reserves totaled \$57.9 million GPR of which \$12.0 million was provided to fund the 1% salary increase and \$45.9 million was provided to fund increases in fringe benefit costs. If the Board of Regents were granted the authority to approve compensation plans for UW employees, the Board would not have the ability to control fringe benefit costs increases as these benefits are negotiated and approved by ETF.

11. As increases in fringe benefit costs can be significant and would remain outside of the control of the Board of Regents, it may be appropriate for the UW System to continue to receive pay plan supplements, and request standard budget adjustments, to fund these costs if the Committee were to authorize the Board of Regents to approve compensation plans for UW employees. As an alternative, the Committee could grant the Board of Regents the authority to approve compensation plans for all UW employees and restore the UW System's pay plan supplement appropriations but specify that the UW System would receive pay plan supplements, and request standard budget adjustments, to fund increases in the fringe benefit costs only. Under this alternative, the Committee could reduce the UW System's GPR block grant by \$21,313,500 in 2016-17 and increase the amount of GPR in the compensation reserve by the same amount.

12. The UW System combines its GPR block grant with its base tuition revenues to create the "GPR/fees pool" which is used to fund the university's general program operations. Positions supported by the GPR/fees pool are considered GPR positions; however, the majority of these positions are supported by a combination of GPR and tuition revenues. When JCOER approves a compensation plan for unclassified UW employees, GPR funds are provided through the compensation reserve to fund the GPR portion of increases in salary and fringe benefit costs. Historically, the Regents have approved tuition increases to generate the tuition portion of JCOER-approved increases in salary and fringe benefit costs. Similarly, when the Legislature approves the full funding of salary and fringe benefit costs as a standard budget adjustment through the biennial budget, the UW System receives both an increase in GPR funding and in tuition revenue expenditure authority.

13. The Governor's budget would freeze tuition for resident undergraduate students in both years of the 2015-17 biennium, which would prohibit the Regents from increasing tuition for those students to generate the tuition revenues required to fund the tuition portion of increases in fringe benefit costs during the biennium. Because additional tuition revenues would not be available to fund the tuition portion of fringe benefit costs for UW employees during the 2015-17 if the tuition freeze is approved, the Committee could provide additional GPR funds to cover these costs. Based on data provided by DOA, it is estimated that the tuition portion of the fringe benefit cost increases

would be \$3,219,600 in 2015-16 and \$5,435,900 in 2016-17.

14. The Governor's budget would permit the Board of Regents to increase tuition rates for nonresident undergraduate and for all graduate and professional students. In April, 2015, the Board of Regents approved tuition increase for the 2015-16 academic year for nonresident undergraduate students and resident and nonresident graduate students at La Crosse, Milwaukee, Parkside, Platteville, Stevens Point, Stout, and Whitewater. In addition, the Regents increased per-credit tuition for graduate cost recovery programming in the School of Education and implemented a surcharge for international undergraduate students at Platteville and eliminated the tuition plateau for four graduate programs and approved a tuition rate equal to tuition for the Master of Business Administration program for the new Master of Science in Computer Science program at River Falls. The Regents also approved tuition increases for nonresident undergraduate students and for resident and nonresident graduate and professional students enrolled in certain programs at Madison in 2015-16 and 2016-17. The graduate and professional programs effected by the tuition increases are the School of Business graduate programs, the Global Real Estate masters program, the Doctor of Pharmacy program, the Doctor of Medicine program, the Doctor of Veterinary Medicine program, and the Doctor of Nursing Practice program. In addition, the Regents approved a surcharge for international undergraduate students at Madison.

15. According to the Board of Regents documents, the tuition increases and other changes approved by the Board in April, 2015, are estimated to generate additional tuition revenues of \$24.6 million in 2015-16 and \$44.0 million in 2016-17. Of these amounts, \$21.0 million in 2015-16 and \$40.4 million in 2016-17 would be generated by UW-Madison. These additional tuition revenues could be used to fund the tuition portion of increases in fringe benefits during the 2015-17 and other costs. However, increases in nonresident undergraduate and resident and nonresident graduate and professional tuition were not approved for all UW institutions. These institutions, which include Eau Claire, Green Bay, Oshkosh, Superior, and the UW Colleges, would not have additional tuition revenues with which to fund these costs.

16. The 2013-15 biennial budget act similarly froze tuition for resident undergraduates. As a result, UW institutions were not able to generate additional tuition revenues to fund the tuition portion of 1% annual salary increases approved by JCOER and increases in fringe benefit costs. Because UW institutions do not have an ongoing source of tuition revenues to fund these costs, the Committee could provide additional GPR funds to cover these costs. Based on data provided by the UW System, it is estimated that the tuition portion of JCOER approved salary increases and increases in fringe benefit costs during the 2013-15 biennium is \$18,660,500 annually.

17. During the current biennium, UW institutions funded the tuition portion of JCOER approved salary increases and increases in fringe benefit costs using their existing resources, including funds held in their tuition balances. As part of their biennial budget request, the Board of Regents requested that the Governor and the Legislature provided an additional \$27.3 million GPR to fund these costs beginning in 2016-17. The amount requested by the Regents included funding for increases in fringe benefit costs that occurred during the 2011-13 biennium, discretionary merit compensation awards during the 2011-13 and 2013-15 biennia, and market increases awarded in 2014-15. According to the materials submitted by the Board, UW institutions could not fund these

costs with tuition balances on an ongoing basis because a significant portion of those balances have already been committed to strategic initiatives, some institutions have relatively low tuition balances, and other institutions have experienced a decline in enrollments that has resulted in lower tuition revenues. If additional GPR is not provided to fund these costs, UW institutions will continue to fund those costs using their existing resources including funds held in their tuition balances.

18. As of June 30, 2014, UW institutions had tuition balances totaling \$395.4 million of which \$75.1 million were categorized as obligated, meaning that it would be difficult for the institution to use these funds for other purposes because they had been encumbered or the institution had a contract to spend the funds. Based on data from March 31, 2014, the UW System estimated that tuition balances could total \$364.3 million on June 30, 2015, of which \$69.2 million is estimated to be obligated. This means that the UW System could have \$295.1 million in tuition balances to fund the tuition portion of JCOER approved salary increases provided in the 2013-15 biennium, the tuition portion increases in fringe benefit costs in the 2013-15 and 2015-17 biennia, and to offset the \$300 million GPR base budget reduction. However, if UW institutions use all or most of the moneys held in their tuition balances for these purposes during the 2015-17 biennium, those moneys would not be available to fund other costs in future biennia. In addition, it should be noted that the Higher Learning Commission (HLC), the accrediting agency that accredits the UW four-year institutions and the UW Colleges, does monitor the financial health of institutions including the level of the program revenue balances. A substantial draw down of an institution's tuition revenue balances may result in additional monitoring and review of that institution by HLC.

19. Another provision of the Governor's budget would link increases in the UW System's GPR general program operations appropriation to the increase in the consumer price index for all urban consumers (CPI-U) beginning in 2018-19. The errata letter sent to the Co-Chairs by the DOA Secretary indicated that it was the Governor's intention to have this linkage in funding begin in 2017-18. If the Legislature deletes the UW System's pay plan supplement appropriations and approves the funding link between the UW System's GPR general program operations and CPI-U beginning in the 2017-19 biennium, the UW System would fund the GPR portion of future salary increases and increases in fringe benefit costs using the GPR provided by the CPI-U adjustments and by reallocating from the UW System's base budget.

### **Position Creation Authority**

20. In general, the Legislature has an interest in controlling the number of state employees because increasing the number of employees increases the state's cost. When creating a position, the Legislature generally provides additional funding to support the salary and fringe benefit costs associated with that position. In future biennia, the Legislature is obligated to provide additional funding to fund increases in salary and fringe benefit costs related to all authorized positions.

21. However, unlike other state agencies, increases in salary and fringe benefit costs for UW System employees are calculated using payroll data instead of the number of authorized positions and the salaries of those positions. As a result, an increase in the number of GPR positions authorized for the UW System would not obligate the Legislature to provide additional funding in the future, unless those positions are filled.

22. In addition, if the Committee were to approve the Governor's proposal to permit the Board of Regents to approve compensation plans for UW employees and delete the UW System's pay plan supplement appropriations, the UW System would no longer receive money from the compensation reserve to fund increases in salaries and fringe benefit costs or request funding through the biennial budget for prior increases in salaries and fringe benefit costs. As a result, an increase in the number of authorized UW positions or in the UW System's GPR/fees payroll would not obligate the Legislature to provide additional funding to the UW System. If the Committee approves the deletion the UW System's pay plan supplement appropriations, it may be appropriate for the Committee to approve the provisions of the Governor's budget that would allow the Board of Regents to create and abolish GPR-funded positions.

23. Under current law, the Board of Regents and the UW-Madison Chancellor will have the authority to create and abolish positions supported by all fund sources, including the GPR block grant, on July 1, 2015. On that date, all UW employees will be transferred to the new personnel systems and UW employees will no longer be included in the definition of "position" under s. 16.505. If the Committee wishes to retain some level of control over the number of UW System employees who are funded with state GPR, the Committee could modify the current law definition of "position" to include UW employees.

### **Position Reports**

24. The Governor's budget would delete language requiring the Board of Regents to report quarterly to DOA and the Co-Chairs of the Joint Finance Committee regarding the number of FTE positions created or abolished by the Board. In addition, the bill would delete statutory language stating that it is the intent of the Legislature that the UW System provide position and other information to DOA and the Legislature to facilitate accountability for and trace each position over time. If the Committee finds the position reports submitted by the Board of Regents to be valuable and wishes to continue to receive information regarding the number of authorized, filled, and vacant positions at UW institutions, the Committee could restore these provisions.

25. Under current law, positions authorized for the University of Wisconsin could not be included in state position reports beginning on July 1, 2015. Because the UW System is a state agency and UW employees are state employees, it is unclear how UW employees could be excluded from a report on state positions. For this reason, the Committee may wish to delete this provision from current law.

## **ALTERNATIVES**

### **A. Compensation Plans and Merit Adjustments**

1. Approve the Governor's recommendations to delete the requirement that the OSER Director submit a proposal for salary and fringe benefit adjustments for all UW employees to JCOER which would authorize the UW System Authority Board of Regents to approve compensation plans for UW employees.

2. Modify the Governor's recommendation to permit the Board of Regents to approve compensation plans for faculty members, as an addition to the current law compensation plan approved by JCOER for all UW employees.

3. Delete the Governor's recommendation and instead modify current law to permit the Board of Regents to adjust employee salaries to recognize merit.

4. Maintain current law.

**B. Pay Plan Supplements**

1. Approve the Governor's recommendations.

2. Modify the Governor's recommendations to provide \$11,147,600 in 2015-16 and reduce funding by \$2,492,100 in 2016-17. This would fund both the GPR and tuition portions of increases in fringe benefit costs for UW employees during the 2015-17 based on DOA's estimates.

<b>ALT B2</b>	<b>Change to Bill</b>
GPR	\$8,655,500

3. Modify the Governor's recommendations to provide \$29,808,100 GPR in 2015-16 and \$16,168,400 GPR in 2016-17. This would fund the GPR and tuition portions of increases in fringe benefit costs for UW employees during the 2015-17 biennium based on DOA's estimates and the tuition portion of certain salary increases and increases in fringe benefit costs for UW employees during the 2013-15 biennium based on the UW System's estimates.

<b>ALT B7</b>	<b>Change to Bill</b>
GPR	\$45,976,500

4. Delete provision. Under this alternative, the GPR funding provided for the UW System in 2016-17 under the Governor's budget would be reduced by \$21,313,500 and the amount of GPR funding provided in the compensation reserve would be increased by \$7,928,000 in 2015-16 and by \$13,385,500 in 2016-17. In addition, the UW System's pay plan supplement appropriations would be restored.

<b>ALT B4</b>	<b>Change to Bill</b>
GPR	- \$21,313,500
GPR-Comp Reserves	<u>21,313,500</u>
Net Change	\$0

**C. Position Creation Authority**

1. Approve the Governor's recommendation.
2. Delete provision. Under this alternative, the Board of Regents and the UW-Madison Chancellor will have the authority to create and abolish positions fund by all fund sources, including the GPR block grant, on July 1, 2015, because UW employees will no longer be included in the definition of "position" under s. 16.505.
3. Delete provision and modify the definition of "position" under s. 16.505 to include UW employees.

**D. Position Reports**

1. Approve the Governor's recommendation.
2. Delete provision. This would restore the requirement for quarterly position reports. In addition, delete current law specifying that positions authorized for the University of Wisconsin not be included in any state position report beginning on July 1, 2015.

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