

No. 569, S.]

[Published June 28, 1947.]

## CHAPTER 331.

AN ACT to amend 14.71 (1m) and (1n) (b), (c) 1, 2, 3, 6 and 7 and (h) and 20.746 (2); to repeal and recreate 16.105 (2); and to create 16.275 (5) of the statutes, relating to salaries of state employes in the competitive division of the classified service.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

SECTION 1. 14.71 (1m) and (1n) (b), (c) 1, 2, 3, 6 and 7 and (h) of the statutes are amended to read:

14.71 (1m) It is the declared public policy that, consistent with section 16.105 (2), salaries of employes in the competitive division of the classified service, as defined in section 16.09, shall be increased from year to year, *in recognition of meritorious service*, until the maximum of the range for the position has been reached \* \* \*. Except as otherwise provided herein and in section 16.105, such *merit* increases shall be made only at the beginning of a fiscal year. \* \* \* *Appointing officers, as defined in chapter 16*, shall on or before July 1 each year file with the director of \* \* \* personnel and the director of \* \* \* budget and accounts a list of employes showing their then existing salaries and their proposed new salaries. \* \* \* *Merit* increases may be allowed at other periods in the fiscal year \* \* \* only upon approval of the personnel board and the emergency board. No salary increase shall take effect unless \* \* \* *the resulting salary is certifiable* under section 16.105.

(1n) (b) \* \* \* *Each employe* \* \* \* in the competitive division of the classified service, except employes paid on a prevailing rate or a per diem basis, shall be paid an initial basic cost of living bonus as hereinafter provided, in addition to the salary \* \* \* *currently payable* to such employe \* \* \* pursuant to sections 14.71 (1m) and 16.105 (2) and (4), without restriction or limitation by reason of the maximum salary of the range established for \* \* \* *his* classification or other statutory limitation thereof. *The salary increases made under sections 14.71 (1m) and 16.105 (2) under dates of April 9 and September 16, 1946 shall not apply to any month after June 1947.*

(c) 1. An initial basic cost of living bonus shall be paid monthly to each such employe as follows:

Present Monthly Basic Salary Rate	Initial Basic Cost of Living Bonus
* * * \$ 90 or less	* * * \$36
\$ 90.01-\$100	* * * \$34
\$100.01-\$110	* * * \$32
\$110.01-* * * or more	* * * \$30
* * *	* * *

2. Such initial basic cost of living bonus shall be deemed compensation for living conditions prevailing as of \* \* \* *March 15, 1947*.

3. Thereafter, such initial basic cost of living bonus shall be adjusted annually as of July 1, but an adjustment shall be made in any year only in the event that the index issued for the current year has changed 3 or more points from the index of \* \* \* *March 15, 1947*, which shall be the base index for the first adjustment so made, or the index issued to effect the last previous adjustment, provided no annual adjustment shall be made for more than 5 points.

6. The base report to be used shall be the \* \* \* *March 15* report of each year.

7. The governor, personnel board, and the emergency board as soon after such index material for the \* \* \* *March 15* period of each year is made available by the director of personnel, shall meet in joint conference, from time to time, to compute such change in the cost of living indexes and determine therefrom if such initial basic cost of living bonus shall be changed as provided herein and the moneys needed therefor.

(h) The payment of such initial basic cost of living bonus shall commence in the first full calendar month and for the first regular pay roll period occurring therein following \* \* \* *June 30, 1947*.

SECTION 2. 16.105 (2) of the statutes is repealed and re-created to read:

16.105 (2) (a) The director shall, after a public hearing and with the advice and approval of the personnel board, establish and maintain salary ranges for all positions and employments in the state service to which this chapter applies.

(b) Each such range shall provide for a minimum and a maximum rate of pay, and for intermediate salary steps to

govern salary increases for meritorious service. The director shall not certify the salary of any person holding any such position or employment, unless such salary is at the minimum or maximum of such range, or is at an intermediate step within such range, or is within such range and is an exact multiple of \$5; but this provision shall not prevent the payment of any bonus or of any added pay for added hours of work under rules and regulations of the board, which shall be considered separately from the basic salary rate of the employe.

(c) Merit increases within salary ranges shall be allowed each year to employes in the competitive division of the classified service, by each appointing officer for his budgetary division or subdivisions, in accordance with this section and rules and regulations of the board, subject to the following limitations:

1. The total of all such merit increases for any fiscal year shall not exceed the amount budgeted therefor pursuant to paragraph (e).

2. Each appointing officer shall, in granting or denying merit increases, take into account the relative performance of his employes, with a view to recognizing and encouraging superior service.

3. No employe shall receive a merit increase exceeding 2 intermediate steps. Merit increases of 2 intermediate steps shall be granted by an appointing officer only for exceptionally meritorious service.

4. Not more than 10 per cent of the employes currently eligible to receive a merit increase in a given budgetary subdivision shall receive increases amounting to as much as 2 intermediate steps. In computing the 10 per cent limitation, any resulting fraction shall be rounded to the next higher unit.

5. No employe shall be eligible for a merit increase on any July 1 if he has not then completed his probationary period.

(d) An employe, on the completion of his probationary period with meritorious service, shall become eligible to receive a merit increase of not more than one intermediate salary step.

(e) Each appointing officer shall, in submitting his budget to the governor-elect and to the joint committee on finance, request an amount for merit increases. Such amount shall be equal to the sum of:

1. Eighty per cent of the amount which would be required if every employe eligible for a merit increase during the budgetary period were to receive an increase equal to one intermediate step; and

2. The amount estimated to be required during said period for the merit increases authorized by paragraph (d).

SECTION 3. 16.275 (5) of the statutes is created to read:

16.275 (5) Notwithstanding any provisions of law to the contrary no employe of the state employed on the prevailing hourly rate of pay basis shall be entitled to or be granted leave of absence with pay for sickness or vacation; but any accrued rights to paid vacation leave, earned by such employes through June 1947, which remain unused at the close of that month may be used by them at any time, approved by their employing department, during the balance of 1947.

SECTION 4. 20.746 (2) of the statutes is amended to read:

20.746 (2) No reduction in any such appropriation shall be made under authority of this section until after an opportunity to be heard is given, in writing or through publication in the official state paper, to the department, board, commission, bureau or university to whom such appropriation is made; *except that for the fiscal years 1947-1948 and 1948-1949 the emergency board shall reduce the specific appropriation of each department, board, commission and institution by an amount equal to the difference between the total allotment for salaries computed pursuant to sections 14.71 (1m) and 16.105 (2) of the statutes of 1945 and the total of such salaries computed pursuant to section 16.105 (2) effective July 1, 1947, such reduction to be made without such hearing and publication.* Any reduction in appropriations determined upon shall be communicated to the department, board, commission, bureau or university affected, \* \* \* and to the director of the budget and accounts. Thereafter the director of \* \* \* budget and accounts shall not release and \* \* \* shall not draw his warrant in payment of any amount exceeding the reduced appropriations.

SECTION 5. With respect to salary increases to apply for the fiscal year starting July 1, 1947, the July 1 time limit of section 14.71 (1m) of the statutes (for filing by department heads of lists of employes and their existing and proposed new salaries) is hereby extended to July 15, 1947.

SECTION 6. This act shall take effect July 1, 1947.

SECTION 7. This bill, upon passage by both houses of the legislature, shall be transmitted to the governor in typewritten form, and the governor is hereby authorized to sign this bill in that form prior to the publication of the enrolled bill. Thereafter the usual number of copies of the enrolled bill shall be printed in act form.

Approved June 27, 1947.

No. 198, A.]

[Published June 30, 1947.

### CHAPTER 332.

AN ACT to amend and revise chapter 20 and to make divers other changes in the statutes and session laws relating to state finances and appropriations, constituting the executive budget bill of the 1947 legislature, and making appropriations.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

SECTION 1. 20.01 (7) (a) and (8) (a) of the statutes are amended to read:

20.01 (7) (a) Seventeen legislative messengers, who shall assist the sergeant at arms in caring for and guarding the premises and property in and about the chambers and rooms used by and for the legislature, direct visitors and perform such other work as may be required \$3.50 per day \* \* \*. The sergeant at arms may designate 3 of the above messengers to serve as policemen, night watchmen and gallery attendant, who, while serving in such capacity, may receive an additional \$1 per day and 2 night laborers who shall receive an additional 50 cents per day \* \* \*.

(8) (a) Twenty-five legislative messengers, who shall assist the sergeant at arms in caring for and guarding the premises and property in and about the chambers and rooms used by and for the legislature, direct visitors and perform such other work as may be required, \$3.50 per day \* \* \*. The sergeant at arms may designate 5 of the above messengers to serve as policemen, night watchmen, gallery attendants and cloakroom attendant, 2 as night laborers and one as post-office messenger,