

1989 Senate Bill 226

Date of enactment: August 23, 1989
Date of publication*: August 29, 1989

1989 WISCONSIN ACT 39

AN ACT to repeal 230.12 (1) (b) 2; to renumber and amend 230.12 (1) (b) 1; and to amend 20.865 (1) (cq), (iq) and (sq) and 230.09 (2) (f) of the statutes, relating to: the master pay schedule under the state employee compensation plan and adjustment of pay rates upon reclassification.

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

SECTION 1. 20.865 (1) (cq), (iq) and (sq) of the statutes are amended to read:

20.865 (1) (cq) *Specified pay adjustments.* A sum sufficient to supplement the appropriations to state agencies, for the cost of correcting pay inequities based on gender or race and applying a master salary schedule.

(iq) *Specified pay adjustments.* From the appropriate program revenue and program revenue-service accounts, a sum sufficient to supplement the appropriations to state agencies, for the cost of correcting pay inequities based on gender or race and applying a master salary schedule.

(sq) *Specified pay adjustments.* From the appropriate segregated funds, a sum sufficient to supplement the appropriations to state agencies, for the cost of correcting pay inequities based on gender or race and applying a master salary schedule.

SECTION 2. 230.09 (2) (f) of the statutes is amended to read:

230.09 (2) (f) If a position in the classified service is reclassified or reallocated, or if a position is allocated from the unclassified service to a classification in the classified service having a lower pay rate or pay range maximum than the incumbent's current basic pay rate, the pay rate of the incumbent shall be adjusted under the

compensation plan under s. 230.12 or the rules prescribed under this section.

SECTION 3. 230.12 (1) (b) 1. of the statutes is renumbered 230.12 (1) (b) and amended to read:

230.12 (1) (b) *Schedules.* ~~The secretary shall develop a master salary schedule. Under the master salary schedule, counterpart pay ranges in the separate pay schedules shall have the same minimum pay rates, maximum pay rates and permanent status in class minimum pay rates.~~ The several separate pay schedules may incorporate different wage and salary administration features. Each schedule shall provide for pay ranges or pay rates and applicable methods and frequency of within range pay adjustments based on such considerations as competitive practice, appropriate principles and techniques of wage and salary administration and determination, elimination of pay inequities based on gender or race, and the needs of the service. Not limited by enumeration, such considerations for establishment of pay rates and ranges and applicable within range pay adjustments may include provisions prevalent in schedules used in other public and private employment, professional or advanced training, recognized expertise, or any other criteria which assures state employee compensation is set on an equitable basis.

SECTION 4. 230.12 (1) (b) 2. of the statutes is repealed.