§36.115 Personnel systems.

(1) In this section, "chancellor" means the chancellor of the University of Wisconsin-Madison.

2) The board shall develop a personnel system that is separate and distinct from the personnel system under ch. 230 for all system employees except system employees assigned to the University of Wisconsin-Madison.

3) The chancellor shall develop a personnel system that is separate and distinct from the personnel system under ch. 230 for all system employees assigned to the University of Wisconsin-Madison.

3m) The board shall set the salary ranges for all of the following positions:

(ae) Each of the vice chancellors who is serving as deputy at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior, and Whitewater and each of the vice chancellors who is serving as deputy at the University of Wisconsin Colleges and the University of Wisconsin-Extension.

(amazon) The vice presidents of the University of Wisconsin System.

(an) The chancellors at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior, and Whitewater and the chancellors of the University of Wisconsin Colleges and the University of Wisconsin-Extension.

(bm) The senior vice presidents of the University of Wisconsin System.

(bm) The vice chancellor who is serving as deputy at the University of Wisconsin-Milwaukee.

(b) The vice chancellor who is serving as deputy at the University of Wisconsin-Madison.

(d) The chancellor at the University of Wisconsin-Milwaukee.

(e) The chancellor at the University of Wisconsin-Madison.

(f) The president of the University of Wisconsin System.

(g) The associate and assistant vice presidents, vice chancellors not identified in pars. (ae), (b), or (c), assistant chancellors, associate and assistant vice chancellors, and administrative directors and associate directors of physical plant, general operations and services, and auxiliary enterprise activities or their equivalent, of each University of Wisconsin institution, the University of Wisconsin-Extension, and the University of Wisconsin System administration.

(4) The personnel systems developed under subs. (2) and (3) shall include a civil service system, a grievance procedure that addresses employee terminations, and provisions that address employee discipline and workplace safety. The grievance procedure shall include all of the following elements:

(a) A written document specifying the process that a grievant and an employer must follow.

(b) A hearing before an impartial hearing officer.

(c) An appeal process in which the highest level of appeal is the board.

(5) The personnel systems developed under subs. (2) and (3) shall be implemented on July 1, 2015.

(b) The board may not implement the personnel system developed under sub. (2) unless it has been approved by the joint committee on employment relations.

(c) The chancellor may not implement the personnel system developed under sub. (3) unless it has been approved by the joint committee on employment relations.

(6) All system employees holding positions in the classified or unclassified service of the civil service system under ch. 230 on June 30, 2013, shall be included in the personnel systems developed under subs. (2) and (3). System employees holding positions in the classified service on June 30, 2013, who have achieved permanent status in class on that date, shall retain, while serving in the positions in the system, those protections afforded employees in the classified service under ss. 230.34 (1) (a) and 230.44 (1) (c) relating to demotion, suspension, discharge, layoff, or reduction in base pay. Such employees shall also have reinstatement privileges to the classified service as provided under s. 230.31 (1). System employees holding positions in the classified service on June 30, 2013, who have not achieved permanent status in class on that date are eligible to receive the protections, privileges, and rights preserved under this subsection if they successfully complete service equivalent to the probationary period required in the classified service for the positions which they hold on that date.
Personnel Systems Administrative Structure

Wisconsin Statutes § 36.115

Regent Policy Documents

UW-Madison Campus Policies

UW-Madison Operating Policies

UPS Operating Policies

Institution-Specific Policies
HR Design Components That We Can ...

Implement before 7-1-15

- Improved recruiting and applicant assessment process
- Improved employee onboarding
- Enhanced performance management approach
- Enhanced manager and supervisor training
- Workforce diversity plan (in cooperation with Ad Hoc Diversity Committee)
- Campus-wide diversity, engagement and inclusion survey
- Workplace flexibility toolkit
- HR dashboard.

HR Design Components That We ...

Implement on or after 7-1-2016

- Living wage for all staff
- Redesign of civil service provisions for classified employment (hiring, grievances, layoffs, etc.)
- Transitional compensation structures
- Classification and compensation study (including benefits)
- Pay mechanisms to reward performance for unclassified staff
- Redefine employment category for exempt/salaried positions
- More consistent benefits across all employee categories.