



2015 ASSEMBLY BILL 108

March 20, 2015 - Introduced by Representatives HESSELBEIN, WACHS, OHNSTAD, JOHNSON, SARGENT, BOWEN, ZAMARRIPA, KESSLER, POPE, SUBECK, GENRICH, BERCEAU, DANOU, MILROY, JORGENSEN, KOLSTE, HEBL and SINICKI, cosponsored by Senators ERPENBACH, WIRCH, CARPENTER, MILLER, HARRIS DODD and VINEHOUT. Referred to Committee on Labor.

1 **AN ACT** *to amend* 66.0509 (4); and *to create* 66.0509 (1r) of the statutes;
2 **relating to:** requiring a local governmental unit to create a civil service system
3 with a just cause standard of discipline for its employees.

Analysis by the Legislative Reference Bureau

Under current law, a local governmental unit (which includes a city, village, town, county, school district, and sewerage district) may establish a civil service system that governs issues related to the selection, tenure, and status of most of its governmental employees. A local governmental unit that does not have a civil service system must have a grievance system that addresses employee termination and discipline and workplace safety.

Under this bill, local governmental units, other than a sewerage commission established by a first class city (currently only Milwaukee), must establish a civil service system by January 1, 2017, that provides that an employee with permanent status in class may be removed, suspended without pay, discharged, reduced in base pay, or demoted, or has his or her contract nonrenewed, only for just cause. This provision is similar to a provision in current law that applies to state employees in the classified service with permanent status in class and to certain assistant district attorneys. The bill also requires that the civil service system include a grievance procedure that provides for a hearing before an impartial hearing officer mutually agreed to by the parties.

