

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

–COMPENSATION & LABOR RELATIONS BULLETIN –

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Subject: Wisconsin Human Resources Handbook Chapter 680 – Protective Occupation Status for State Employees

Attached is a copy of Chapter 680, “Protective Occupation Status for State Employees,” of the Wisconsin Human Resources Handbook – Administration, Classification and Compensation. The purpose of this chapter is to provide guidance to agencies when making protective occupation determinations. This bulletin supersedes DER Bulletin CC-204, “Protective Occupation Status,” dated October 9, 1989.

Protective occupation is a category of retirement participation under the Wisconsin Retirement System. For employees to be covered by this supplemental retirement program, the following three conditions must be met:

- (1) the principal duties assigned the position must involve active law enforcement or fire suppression or prevention, *and*
- (2) the principal duties must cause the employee to be exposed to a high degree of danger or peril on a frequent basis, *and*
- (3) the principal duties must require that the employee possess a high degree of physical conditioning.

The protective occupation category also covers individuals who occupy a job title specifically identified by statute as being protective.

The attached chapter identifies the responsibility of the Department of Employment Relations to review agencies’ protective occupation determinations, and prescribes procedures for designating a position a protective occupation and for certifying the incumbent to the Public Employee Trust Fund as a protective occupation participant. The provisions of this chapter apply only to state employees who meet the requirements for participation in the Wisconsin Retirement System.

NOTE: With the publication of this chapter, DER is requesting that agencies which have previously been approving protective occupation determinations on an *unofficially* delegated basis *officially* request delegation to make protective occupation determinations. Procedures for requesting delegation and a list of statutorily authorized job titles and their equivalent civil service classification titles may be found in section 680.040, “Delegation,” and the “Attachment” to this chapter.

Questions regarding the information contained in the attached chapter should be directed to Susan Nuttall at:

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Attachment