

Acronyms/Abbreviations

Acronym or Abbreviation	Definition
AA	Affirmative Action
ACA	Affordable Care Act
ADA	Americans with Disabilities Act
ADA	Assistant District Attorney
AFSCME	American Federation of State, County and Municipal Employees
Alpha List	Alphabetical Listing of Classifications
Appt	Appointment
AS	Administrative Support
ASP	Association of State Prosecutors
BCC	Bureau of Classification and Compensation
BEI	Bureau of Equity and Inclusion
BMRS	Bureau of Merit Recruitment and Selection
BTD	Bureau of Training and Development
BU	Bargaining Unit
Career Exec	Career Executive
CB	Collective Bargaining
CBA	Collective Bargaining Agreement
CE	Career Executive or Continuing Education (context dependent)
CHN	Critical Hiring Need
CIC	Census Identification Code
Class Specs/Specs	Job Classification Specifications
Class	Classification
Comp Plan	Compensation Plan (Non-Represented Employees)
Conf	Confidential
CSS	Civil Service Score
DEC	Disabled Expanded Certification
DEI	Diversity, Equity and Inclusion
DEL	Disabled Eligible (Competition Waiver)
DMC	Discretionary Merit Compensation
DOA	Department of Administration
DP	Data Processing
DPM	Division of Personnel Management
EAP	Employee Assistance Program
EE	Employee
EI	Equity and Inclusion
EEO	Equal Employment Opportunity
EIO	Equity and Inclusion Officer
EIAC	Equity and Inclusion Advisory Committee
EIRA	Equity and Inclusion Results and Accountability
ELPA	Entry Level Professional Accountants/Auditors

EMDA	Enterprise Management Development Academy
EMPL ID	Employee ID
EOT	Education or Training
ESG	Executive Salary Group
ETF	Employee Trust Funds
Eval or PE	Performance Evaluation
FLSA	Fair Labor Standards Act
FMLA	Family and Medical Leave Act
GEIAC	Governors Equity and Inclusion Advisory Council
HAM	Hiring Above Minimum
HCM	Human Capital Management
HR	Human Resources
HRIS	Human Resources Information Systems
ID	Instructional Design
ILT	Instructor-Led Training
IPMA HR	International Public Management Association for Human Resources
IS	Information Systems
IT	Information Technology
JCOER	Joint Committee on Employment Relations
KSA	Knowledge, Skills and Ability
LE	Law Enforcement
LMS	Learning Management System
LOA	Leave of Absence
LTE	Limited Term Employee
LWOP	Leave Without Pay
MC	Multiple Choice
MEC	Minority Expanded Certification
Min Qual	Minimum Qualification
NF	Not Finalized
Nonrep	Non-represented (Not covered by labor agreement)
OIQ	Objective Inventory Questionnaire
PD	Position Description
PE or Eval	Performance Evaluation
P-File	Personnel File (Employee's Permanent File)
PR	Pay Range
PIP	Performance Improvement Plan
Predisc	Predisciplinary
PSICM	Permanent Status in Class Minimum
PSS	Professional Social Services
PWD	Person With Disability
PWE	Professional Work Experience
PWFA	Pregnancy Workers Fairness Act

Qual	Qualification
RA	Reasonable Accommodation
Reclass	Reclassification
Regrade	Impact on Employee after Reclass or Reallocation
Rep	Representative (Union)
Rep	Represented Employee (By Labor Union)
RMR	Raised Minimum Rate
SCAA	State Council on Affirmative Action
SELRA	State Employment Labor Relations Act (Ch. 111, Wis. Stats.)
SESP	State Employee Suggestion Program
SIWRP	State Injured Worker Re-employment Program
SME	Subject Matter Expert
Specs or Class Specs	Job Classification Specifications
SPS	Security and Public Safety
Stats or Wis Stats	Statutes or Wisconsin Statutes
STAR	State Transforming Agency Resources
Sup or Supv	Supervisor
SWSDIP	State of Wisconsin Student Diversity Internship Program
T&E	Training & Experience Assessment
TAM	Temporary Appointment Max or Talent Acquisition Manager/Module
TRADES	Wisconsin Building Trades Union
TSA or UTSA	Travel Schedule Amounts or Uniform Travel Schedule Amounts
ULP	Unfair Labor Practice
UTSA or TSA	Uniform Travel Schedule Amounts or Travel Schedule Amounts
W-2	Wisconsin Works (Employment Program for Economically Disadvantaged Persons)
WEC	Women Expanded Certification
WERC	Wisconsin Employment Relations Commission
WFEA	Wisconsin Fair Employment Act
WFMLA	Wisconsin Family and Medical Leave Act
WFP	Workforce Planning
WHRH	Wisconsin Human Resources Handbook
WHRHC	Wisconsin Human Resources Handbook Chapter
Wis. Stats. or Stats.	Wisconsin Statute or Statutes
Wisc Jobs	Official State of Wisconsin jobs website
WLEA	Wisconsin Law Enforcement Association
WPP	Wisconsin Personnel Partners
WRPA	Bureau of Workforce Relations and Policy Administration

WRPS	Within Range Pay Step
WRS	Wisconsin Retirement System
WSAA	Wisconsin State Attorneys Association