

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: May 15, 2003
Locator No: CLR/PP-228;
CLR/BLR-129

Subject: Information to Process FY 2001-2002 Pay and Supplemental Pay Amounts, FY 2002-2003 General Wage Adjustments, Pay Range Reassignments, Market Stratification, Lump Sum Payments and Supplemental Pay Amounts; and Accelerated Annual Leave Schedule Implementation for Employees in Professional Patient Treatment Bargaining Unit

This information is provided to assist appointing authorities in determining the FY 2001-2002 Pay and Supplemental Pay amounts, FY 2002-2003 General Wage Adjustments, Pay Range Reassignments, Market Stratification, Lump Sum Payments, and Accelerated Annual Leave Schedule Implementation in accordance with the 2001-2003 Agreement between the State and the Wisconsin Physician and Dentist Association (WPDA). These wage adjustments are granted in accordance with Article XI, Section 3 and 4 of the 2001-2003 Agreement and are effective on May 18, 2003.

The supplemental pay schedule increases for board certification and board certification eligibility during each fiscal year are described in Sections IV and VIII of this bulletin.

SECTION I. COVERAGE UNDER THIS BULLETIN

The information in this bulletin applies to classified permanent employees (**Employment Types 01, 02 and 06**) in positions allocated to classifications in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**).

SECTION II. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPDA Agreement, multiple pay adjustments with the same effective date will be applied in the following order:

Use the FY 2000-2001 pay schedule 10 of Attachment A for adjustments 1 through 10, below:

1. Completion of the first 6 months of a probationary/trial period adjustment;
2. Reallocation/regrade adjustment;
3. Reclassification/regrade adjustment;
4. Promotion/upward movement adjustment;
5. Demotion/downward movement adjustment;
6. Transfer/lateral movement adjustment;
7. Reinstatement;
8. Restoration;
9. Establishment of a raised minimum rate (RMR);
10. Original appointment.
11. **Implementation of the FY 2001-2002 Pay Schedule (Attachment B)**
12. **Supplemental Pay Schedule for FY 2001-2002 Implementation (Section IV)**
13. **Reassignment of Pay Range (Optometrist) (Section V)**
14. **FY 2002-2003 General Wage Adjustment (Section VI)**
15. **Implementation of the FY 2002-2003 Pay Schedule (Attachment C)**
16. **Market Stratification Adjustment (Section VIII)**
17. **Supplemental Pay Schedule for FY 2002-2003 Implementation (Section IV)**
18. **General Wage Adjustment (Section IX)**
19. **Implementation of the FY 2002-2003 Pay Schedule (Attachment D)**

SECTION III. FY 2001-2002 GENERAL WAGE ADJUSTMENT AND PAY SCHEDULE IMPLEMENTATION

NOTE: There is no General Wage Adjustment (GWA) for FY 2001-2002 because all members of the unit are receiving accelerated vacation shown in Article 12/5/2 of the WPDA agreement in lieu of a FY 2001-2002 GWA. The pay schedule in Attachment B is implemented effective May 18, 2003. See Section XIII for more information.

SECTION IV. FY 2001-2002 SCHEDULE OF SUPPLEMENTAL PAY AMOUNTS FOR BOARD CERTIFICATION AND BOARD CERTIFICATION ELIGIBILITY

The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility effective on May 18, 2003, is provided below. Refer to Article XI, Section 8, of the 2001-2003 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists.

Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility

Classification (Pay Schedule-Pay Range)	FY 2001-2002 Effective May 18, 2003	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - \$5.56/hr.	\$8.34 - \$16.67/hr.
Psychiatrist (10-52)	NTE - \$6.06/hr.	\$9.09 - \$18.18/hr.

SECTION V. REASSIGNMENT OF PAY RANGE

Effective May 18, 2003, the Optometrist pay range of 10-49 shall be reassigned to the pay range of 10-50. Any employee assigned to the Optometrist classification whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

SECTION VI. FY 2002-2003 WAGE ADJUSTMENTS EFFECTIVE May 18, 2003 (June 30, 2002)

- A. Effective Date.** The wage increases described in this section are effective on May 18, 2003, and will be applied in the order set forth below.
- B. Eligibility.** Except for employees specified under C. below, all permanent employees (**employment types 01, 02, and 06**) in pay status on May 18, 2003, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) are eligible to receive the general wage adjustment as provided under D., below.
- C. Ineligibility.** Employees who are serving the first six months of an original probationary period on May 18, 2003, are not eligible to receive the general wage adjustment.

D. Amount.

1. **General Wage Adjustment of 2.0%.** Eligible employees will receive a base pay adjustment equal to 2.0% of their current base pay rate, subject to the pay range maximum found in Attachment B of this bulletin.
2. **Annualized Wage Payment for the 2.0% General Wage Adjustment.** Eligible employees will be granted Annualized Wage Adjustment Payments as follows:
 - a. Employees who receive wage adjustments under D.1., above, of less than 2.0% of their base pay rate, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 2.0% of the employee's base pay rate prior to the wage adjustments and the amount the employee actually received, multiplied by 2088.
 - b. Employees who receive no wage adjustment under D.1., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to 2.0% of the employee's base pay rate, multiplied by 2088.
 - c. The Annualized Wage Adjustment payment will be prorated based on the employee's budgeted FTE on May 18, 2003.
 - d. Employees who are not in pay status on the effective date of the Annualized Wage Adjustment payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment payment for which they would otherwise have been eligible.

SECTION VII. IMPLEMENTATION OF THE FY 2002-2003 Pay Schedule 10 (Attachment C) EFFECTIVE May 18, 2003

The FY 2002-2003 Pay Schedule 10, effective May 18, 2003, in Attachment C. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

Note: Any project employee (**employment type 05**) in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay band.

SECTION VIII. FY 2002-2003 IMPLEMENTATION OF SCHEDULE OF SUPPLEMENTAL PAY AMOUNTS FOR BOARD CERTIFICATION ELIGIBILITY (June 30, 2002)

- A. **Eligibility.** The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility effective May 18, 2003, is provided below. Refer to Article XI, Section 7, of the 2001-2003 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of May 18, 2003, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below.
- B. **Amount.** The following are the minimum supplemental pay amounts for board certification effective May 18, 2003:

Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility

Classification (Pay Schedule-Pay Range)	FY 2002-2003 Supplemental Pay Schedule Effective May 18, 2003	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - \$5.67/hr.	\$8.50 - \$17.00/hr.
Psychiatrist (10-52)	NTE - \$6.19/hr.	\$9.28 - \$18.55/hr.

SECTION IX. MARKET STRATIFICATION ADJUSTMENT EFFECTIVE May 18, 2003 (December 29, 2002)

- A. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status on May 18, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) are eligible to receive the market stratification adjustment as provided under B., below.
- B. Amount.** Each eligible employee's base pay rate will be increased by the applicable amount specified on the seniority stratification tables provided below. The amount of an employee's adjustment is based on the employee's full years of state service seniority as of December 29, 2003.

Market Stratification	Optometrist (40800), Dentist (32300), and Physician (31210) Classifications
Full Years of State Service Seniority as of December 29, 2002	Amount
2 through 3 years	\$.25
4 through 5 years	\$.50
6 through 7 years	\$.75
8 through 9 years	\$1.00
10 through 11 years	\$1.25
12 through 13 years	\$1.50
14 through 15 years	\$1.75
16 through 17 years	\$2.00
18 through 19 years	\$2.25
20 or more years	\$2.50

Market Stratification	Psychiatrist (31310) Classification
Full Years of State Service Seniority as of December 29, 2002	Amount
2 through 3 years	\$.50
4 through 5 years	\$1.00
6 through 7 years	\$1.25
8 through 9 years	\$1.75
10 through 11 years	\$2.00
12 through 13 years	\$2.25
14 through 15 years	\$2.50
16 through 17 years	\$2.75
18 through 19 years	\$3.00
20 or more years	\$3.25

**SECTION X. FY 2002-2003 GENERAL WAGE ADJUSTMENT EFFECTIVE May 18, 2003
(April 6, 2003)**

- A. Effective Date.** The wage increases described in this section are effective May 18, 2003, and will be applied in the order set forth below.
- B. Eligibility.** Except for employees specified under C. below, all permanent employees (**employment types 01, 02, and 06**) in pay status on May 18, 2003, in the Professional Patient Treatment bargaining unit (**DP Unit Code 10**) are eligible to receive the general wage adjustment as provided under D., below.
- C. Ineligibility.** Employees who are serving the first six months of an original probationary period on May 18, 2003, are not eligible to receive this general wage adjustment.
- D. Amount.**
- 1. General Wage Adjustment of 2.5%.** Eligible employees will receive a base pay adjustment equal to 2.5% of their current base pay rate, subject to the pay range maximum found in Attachment D of this bulletin.
 - 2. Annualized Wage Payment for the 2.5% General Wage Adjustment.** Eligible employees will be granted Annualized Wage Adjustment Payments as follows:
 - a.** Employees who receive wage adjustments under D.1., above, of less than 2.5% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 2.5% of the employee's base pay rate prior to the wage adjustments and the amount the employee actually received, multiplied by 480.
 - b.** Employees who receive no wage adjustment under D.1., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to 2.5% of the employee's base pay rate, multiplied by 480.
 - c.** The Annualized Wage Adjustment payment will be prorated based on the employee's budgeted FTE on April 6, 2003.

- d. Employees who are not in pay status on the effective date of the Annualized Wage Adjustment payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment payment for which they would otherwise have been eligible.

**SECTION XI. IMPLEMENTATION OF THE FY 2002-2003 PAY SCHEDULE 10
(ATTACHMENT D) EFFECTIVE May 18, 2003 (April 6, 2003)**

The FY 2002-2003 Pay Schedule 10, effective in Attachment D. is implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

Note: Any project employee (**employment type 05**) in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay band.

**SECTION XII. LUMP SUM PAYMENTS DUE TO THE DELAY IN IMPLEMENTATION OF
THE FY 2001-2002 and FY 2002-2003 INCREASES**

A. Granting Date. The lump sum payments provided under C. below will be provided as soon as administratively feasible.

B. Eligibility.

1. Employees who received base pay or supplemental pay increases under Sections IV, V, VI, VIII or IX.
2. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit between July 1, 2001 and May 18, 2003.
3. Employees on a leave of absence from a position in the bargaining unit after May 18, 2003 will not receive a lump sum payment until he or she returns to pay status in a position in the bargaining unit by June 30, 2003.

C. Amount

1. Eligible employees will receive a lump sum payment equal to the hourly supplemental pay amount received under Section IV, above, multiplied by the number of hours in pay status from July 1, 2001 through May 17, 2003.
2. Eligible employees will receive a lump sum payment equal to the hourly amount received as a base pay increase under Section V, above, multiplied by the number of hours in pay status from June 30, 2002 through May 17, 2003.
3. Eligible employees will receive a lump sum payment equal to the hourly amount received as a base pay increase under Section VI, above, multiplied by the number of hours in pay status from June 30, 2002 through May 17, 2003.
4. Eligible employees will receive a lump sum payment equal to the hourly supplemental pay amount received under Section VIII, above, multiplied by the number of hours in pay status from June 30, 2002 through May 17, 2003.

5. Eligible employees will receive a lump sum payment equal to the hourly amount received as a market stratification adjustment under Section IX, above, multiplied by the number of hours in pay status from December 29, 2002 through May 17, 2003.
6. Eligible employees will receive a lump sum payment equal to the hourly supplemental pay amount received under Section X, above, multiplied by the number of hours in pay status from April 6, 2003, through May 17, 2003.

SECTION XIII. ACCELERATED ANNUAL LEAVE SCHEDULE IMPLEMENTATION

- A. Employees are eligible for an accelerated annual leave schedule as follows. This schedule is effective on the effective date of the Agreement.

<u>Seniority</u>	<u>Hours</u>
0 yr. to 5 yrs.	120 hrs.
5+ yrs. to 10 yrs.	160 hrs.
10+ yrs. to 15 yrs.	176 hrs.
15+ yrs. to 20 yrs.	200 hrs.
20 yrs. or more	216 hrs.

- B. Employees will receive additional hours of annual leave for the period beginning July 1, 2001 to the effective date of the Agreement. Except as noted in C. and D., below, an employee in pay status on the effective date of the Agreement will receive annual leave hours equal to what would have been received under the accelerated annual leave schedule shown in A., above, for all hours in pay status in a WPDA classification from July 1, 2001 to the effective date of the Agreement, minus the amount actually received for that time period.
- C. Employees on leave of absence from a bargaining unit position during the period July 1, 2001 to the effective date of the Agreement, will not receive annual leave hours under B., above, until they return to pay status in an eligible position during the term of the Agreement.
- D. Employees who were laid off from a bargaining unit position during the period July 1, 2001 to the effective date of the Agreement will receive a lump sum payment for the value of annual leave hours calculated under B., above, for hours in pay status in a WPDA classification from July 1, 2001 to the date of layoff.
- E. For July 1, 2001 through December 31, 2002, annual lave hours calculated under B. above, will be credited as termination/sabbatical leave recorded on employees check stubs as soon as administratively feasible. All annual leave hours for calendar year 2003 will be reflected in employee’s annual leave balances. However, hours earned under B., above for the period January 1, 2003 through May 17, 2003, may be banked at the employee’s discretion as termination/sabbatical leave at the time designated for making **all** 2003 conversions. Such hours will be credited as, or converted to, termination/sabbatical leave even if the employee is not eligible for termination/sabbatical leave pursuant to other provisions of the Agreement.

SECTION XIV. REFERRAL OF QUESTIONS**Employee Questions:**

Individual employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions :

Employer questions regarding the *pay provisions* should be referred to Lynn Maulbetsch at Phone: (608) 267-5164; or via E-mail: Lynn.Maulbetsch@der.state.wi.us; or Paul Ostrowski at Phone (608) 267-0343; or via E-mail: Paul.Ostrowski@der.state.wi.us.

Employer questions regarding *all other contract provisions* should be referred to Jill Thomas at Phone: (608) 266-6435; or via E-mail: Jill.Thomas@der.state.wi.us;

Employer questions concerning payroll processing or file maintenance procedures should be referred to:

DOA Central Payroll: Shelley Schwartz (608) 264-9571.

James A. Pankratz, Administrator
Division of Compensation and Labor Relations

JAP:LDM

Attachment A: Pay Schedule 10 (FY 2000-2001)

Attachment B: Pay Schedule 10 (FY 2001-2002)

Attachment C: Pay Schedule 10 (FY 2002-2003)

Attachment D: Pay Schedule 10 (FY 2002-2003: May 18, 2003-June 30, 2003)

ATTACHMENT A
Pay Schedule 10
Patient Treatment

FY 2000-2001
Effective through the effective date of the contract

<u>Classification</u>		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within-Range Pay Step</u>
Optometrist (10-49)		\$ 40.000	\$ 52.000	\$ 64.000	\$ 1.200
Dentist (10-50)		\$ 45.000	\$ 58.500	\$ 72.000	\$ 1.350
Physician (10-51)		\$ 55.000	\$ 71.500	\$ 88.000	\$ 1.650
Psychiatrist (10-52)		\$ 60.000	\$ 78.000	\$ 96.000	\$ 1.800

ATTACHMENT B
Pay Schedule 10
Patient Treatment

FY 2001-2002
Effective May 18, 2003
(July 1, 2001 – through June 29, 2002)

<u>Classification</u>		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within-Range Pay Step</u>
Optometrist (10-49)		\$ 40.000	\$ 52.000	\$ 64.000	\$ 1.200
Dentist (10-50)		\$ 45.000	\$ 58.500	\$ 72.000	\$ 1.350
Physician (10-51)		\$ 55.000	\$ 71.500	\$ 88.000	\$ 1.650
Psychiatrist (10-52)		\$ 60.000	\$ 78.000	\$ 96.000	\$ 1.800

ATTACHMENT C
Pay Schedule 10
Patient Treatment

FY 2002-2003
Effective May 18, 2003
(June 30, 2002 through April 5, 2003)

<u>Classification</u>	<u>Minimum</u>	<u>Appointment</u>	<u>Maximum</u>	<u>Within Range</u>	<u>Pay Step</u>
Dentist and Optometrist (10-50)		\$ 45.900	\$ 59.670	\$ 73.440	\$ 1.377
Physician (10-51)		\$ 56.100	\$ 72.930	\$ 89.760	\$ 1.683
Psychiatrist (10-52)		\$ 61.200	\$ 79.560	\$ 97.920	\$ 1.836

ATTACHMENT D

Pay Schedule 10

Patient Treatment

FY 2002-2003

Effective May 18, 2003

(April 6, 2003 through June 30, 2003)

<u>Classification</u>	<u>Minimum</u>	<u>Appointment</u>	<u>Maximum</u>	<u>Within Range</u>	<u>Pay Step</u>
Dentist and Optometrist (10-50)		\$ 47.048	\$ 61.162	\$ 75.276	\$ 1.411
Physician (10-51)		\$ 57.503	\$ 74.753	\$ 92.004	\$ 1.725
Psychiatrist (10-52)		\$ 62.730	\$ 81.549	\$ 100.368	\$ 1.882