

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: May 16, 2003

Locator No.: CLR/PP-227

Subject: Notification of 2001-2003 Compensation Plan
Changes Due to the May 5, 2003, JCOER Meeting

The purpose of this bulletin is to notify State agencies of the various changes to the 2001-2003 Compensation Plan that were approved by JCOER on May 5, 2003. Changes providing parity with provisions of the approved 2001-2003 collective bargaining agreements that will directly affect nonrepresented pay include:

- A General Wage Adjustment of 2.5% effective May 18, 2003
- Changes to pay schedules effective May 18, 2003
- Parity increases effective May 18, 2003

These parity provisions will be implemented in the order in which they occur in this bulletin. In addition, several technical changes have been made to the Plan, some of which may also have an indirect effect on the pay of certain nonrepresented employees. These changes will be listed in Section VII, below.

SECTION I. COVERAGE UNDER THIS BULLETIN

A. Covered Classified Employees

All nonrepresented permanent (employment types 01, 02 and 06) and projects (employment type 05) employees are covered under this bulletin except trainees eligible for scheduled increases and crafts worker-related employees (crafts worker supervisors, shop supervisors, the crafts operations manager at UW-Milwaukee, and project crafts workers). The nonrepresented crafts worker-related employees will continue to be paid in accordance with Section A, 4.08 of the 2001-2003 Compensation Plan.

B. Covered Unclassified Employees

All indefinite-term ESG employees described in Section B, 3.01 (1) and (2) and Section C of the 2001-2003 Compensation Plan.

SECTION II. IMPLEMENTATION OF THE GENERAL WAGE ADJUSTMENT (GWA), ANNUALIZED GWA PAYMENTS AND PAY SCHEDULES EFFECTIVE MAY 18, 2003, FOR ALL COVERED CLASSIFIED EMPLOYEES

A. May 18, 2003 GWA

- 1. Effective Date.** The GWA is effective May 18, 2003, for employees on biweekly payroll systems.
- 2. Eligibility.**
 - a. Eligible.** Except as specified in b., below, all covered classified employees in pay status on May 18, 2003, are eligible to receive a GWA.
 - b. Ineligible.**
 - (1) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted during the period from July 1, 2001 through June 29, 2002.
 - (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from July 1, 2001 through June 29, 2002.

***NOTE:** Performance evaluations are required for both represented and nonrepresented classified subordinate staff. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. However, such circumstances must have been used to permit the payment of the June 30, 2002 GWA for any circumstances to be considered regarding the May 18, 2003 GWA. For assistance with case-by-case determinations, contact Paul Ostrowski, DER Division of Compensation and Labor Relations, (608) 267-0343.*

- (3) Any employee paid at or above the May 18, 2003 pay range maximum (see the May 18, 2003 pay schedules in Attachments 1 and 2).
- 3. Amount.**
 - a.** Subject to b. below, each eligible employee will be granted a GWA in an amount equal to two and one-half percent (2.5%) of the employee's base pay rate immediately preceding the GWA, subject to the May 18, 2003 pay range maximum (See the May 18, 2003 pay schedules in Attachments 1 and 2).
 - b.** No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of ten percent (10.0%) of the employee's base pay immediately prior to the application of the earliest fiscal year adjustment.

***NOTE:** GWA amounts generated by ineligible nonrepresented employees **cannot** be granted to any other employees.*

4. **Ineligibility Due to Performance.** Any employee who is not eligible to receive a GWA because of less than satisfactory performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.
5. **Grievances.** An employee who is dissatisfied with the result of the GWA distribution process may file a grievance under the procedure set forth in s. 230.12(5)(e), Wis. Stats. The decision of the appointing authority is final and may not be appealed to the Personnel Commission under ss. 230.44 or 230.45(1)(c), Wis. Stats. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to DER within 14 days of the decision. DER Contact Person: Paul Ostrowski, (608) 267-0343.

B. Annualized GWA Payment

1. **Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after the effective date of the May 18, 2003, GWAs.
2. **Eligibility.** Any covered classified employee will receive an Annualized GWA Payment if either of the conditions described under a. or b. below, apply:
 - a. The employee was not eligible to receive a GWA solely because his or her base pay rate was at or above the May 18, 2003 pay range maximum.
 - b. The employee did not receive the full GWA amount (i.e., 2.5% of base pay) because of the pay range maximum limitation.
3. **Amount.** The amount of an employee's Annualized GWA Payment is subject to the following limitations:
 - a. For employees who qualify because of the condition described in 2.a., above, the hourly amount used in calculating an Annualized GWA Payment will equal 2.5% of the employee's base pay rate.
 - b. For employees who qualify because of the condition described in 2.b., above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 2.5% of the employee's base pay rate (prior to receipt of the partial GWA) and the partial GWA the employee actually received.

NOTE: Annualized GWA Payment amounts generated by ineligible nonrepresented employees **cannot** be granted to any other employees.

4. **Calculating Annualized GWA Payments.** To calculate an employee's Annualized GWA Payment, multiply the hourly amount that is appropriate for the employee, in accordance with 3., above, by 480. Annualized GWA Payments will be prorated for permanent part-time and seasonal employees based on the employee's budgeted percentage of full time equivalency (FTE) on May 18, 2003.

C. Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence. Any employee who is on an approved unpaid leave of absence (LOA) on May 18, 2003, and who qualifies for an Annualized GWA Payment will receive such payment subject to the following restrictions:

1. The employee must return from the LOA to pay status by June 28, 2003, and the employee's restoration right must be derived from a position covered by this bulletin.
2. The employee will not receive an Annualized GWA until the employee returns to pay status.
3. The hourly amount used in the calculation of the employee's Annualized GWA Payment will equal the amount determined under B., of this section.

D. May 18, 2003 Pay Schedule Implementation. After application of the pay adjustments described in A. through C., above, the May 18, 2003 pay schedules will be implemented (see Attachments 1 and 2). Any employee (except trainees) serving the first six months of any type of probationary period, whose base pay rate falls below the new minimum of the applicable pay range will have his or her base pay rate adjusted to the new minimum.

SECTION III. GENERAL WAGE ADJUSTMENTS AND ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS EFFECTIVE MAY 18, 2003 FOR CERTAIN UNCLASSIFIED "NON-ESG" ATTORNEY POSITIONS

A. Covered Employees (NOTE: Hereafter, the phrase *covered attorneys* will be used to indicate the employees covered by this section of the bulletin.)

1. Employees appointed on other than an LTE basis to deputy district attorney positions.
2. Employees appointed on other than an LTE basis to assistant state public defender attorney positions.
3. Employee appointed to the attorney position established under s. 569.015 (2), Wis. Stats.

B. May 18, 2003 GWA

1. **Effective Date.** The GWA is effective May 18, 2003, for covered attorneys on biweekly payroll systems.
2. **Eligibility.**
 - a. **Eligible.** Except as specified in b., below, all covered attorneys in pay status on May 18, 2003, are eligible to receive a GWA.
 - b. **Ineligible.**
 - (1) Covered Attorneys whose job performances were rated below satisfactory as a result of formal performance evaluations conducted during the period from July 1, 2001 through June 29, 2002.

- (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from July 1, 2001 through June 29, 2002.

NOTE: Performance evaluations are required for both represented and nonrepresented subordinate staff. For purposes of the GWAs for covered attorneys, the requirements of Chapter ER 45, Wis. Adm. Code, will apply to all covered attorneys. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. However, such circumstances must have been used to permit the payment of the June 30, 2002 GWA for any circumstances to be considered regarding the May 18, 2003 GWA. For assistance with case-by-case determinations, contact Paul Ostrowski, Department of Employment Relations, Division of Compensation and Labor Relations, (608) 267-0343.

- (3) Any employee paid at or above the May 18, 2003 pay range maximum (see Pay Schedule 71 in Attachment 2).

NOTE: Effective July 1, 2001, unclassified "Non-ESG" attorneys are paid using broadbanded Pay Schedule 71.

3. Amount.

- a. Subject to b. below, each eligible employee will be granted a GWA in an amount equal to two and one-half percent (2.5%) of the employee's base pay rate immediately preceding the GWA, subject to the May 18, 2003 pay range maximum (see Pay Schedule 71 of Attachment 2).
- b. No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of ten percent (10.0%) of the employee's base pay immediately prior to the application of the earliest fiscal year adjustment.

NOTE: GWA amounts generated by ineligible nonrepresented employees **cannot** be granted to any other employees.

4. **Ineligibility Due to Performance.** Any covered attorney who is not eligible to receive a GWA because of less than satisfactory performance must receive a written notice that states the extent to which the covered attorney's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.
5. **Grievances.** A covered attorney who is dissatisfied with the result of the GWA distribution process may file a grievance under the procedure set forth in s. 230.12(5)(e), Wis. Stats. The decision of the appointing authority is final and may not be appealed to the Personnel Commission under ss. 230.44 or 230.45(1)(c), Wis. Stats. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to DER within 14 days of the decision. DER Contact Person: Paul Ostrowski, (608) 267-0343.

C. Annualized GWA Payment

1. **Granting Date.** Annualized GWA Payments provided to covered attorneys will be granted as soon as administratively feasible after the effective date of the May 18, 2003 GWAs.
2. **Eligibility.** Any covered attorney will receive an Annualized GWA Payment if either of the conditions described under a. or b., below, apply:
 - a. The covered attorney was not eligible to receive a GWA solely because his or her base pay rate was at or above the May 18, 2003 pay range maximum.
 - b. The covered attorney received a GWA, but because of the pay range maximum limitation, the amount of the GWA was less than the appointing authority would have otherwise granted the covered attorney.
3. **Amount.** The amount of a covered attorney's Annualized GWA Payment is subject to the following limitations:
 - a. For covered attorneys who qualify because of the condition described in 2.a., above, the hourly amount used in calculating an Annualized GWA Payment will equal 2.5% of the employee's base pay rate.
 - b. For covered attorneys who qualify because of the condition described in 2.b., above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 2.5% of the employee's base pay rate (prior to receipt of the partial GWA) and the partial GWA the employee actually received.

NOTE: Annualized GWA Payment amounts generated by ineligible nonrepresented employees **cannot** be granted to any other employees.

4. **Calculating Annualized GWA Payments.** To calculate a covered attorney's Annualized GWA Payment, multiply the hourly amount that is appropriate for the covered attorney, in accordance with 3., above, by 480. Annualized GWA Payments will be prorated for permanent part-time and seasonal employees based on the employee's budgeted percentage of full time equivalency (FTE) on May 18, 2003.

SECTION IV. GENERAL WAGE ADJUSTMENTS EFFECTIVE MAY 18, 2003, FOR COVERED UNCLASSIFIED EMPLOYEES OTHER THAN CERTAIN "NON-ESG" ATTORNEY POSITIONS

A. May 18, 2003 GWA

1. **Effective Date.** The General Wage Adjustments (GWAs) are effective May 18, 2003, for employees on biweekly payroll systems.

2. Eligibility.

- a. **Eligible.** Except as specified in b., below, all covered unclassified employees in pay status on May 18, 2003, are eligible to be considered for a GWA.
- b. **Ineligible.** Any employee paid at or above the applicable May 18, 2003 pay range maximum (see Attachments 2 through and 4).

3. Amount.

- a. Subject to b. through e. below, each eligible employee will be granted a GWA in an amount equal to two and one-half percent (2.5%) of the employee's base pay rate immediately preceding the GWA, subject to the May 18, 2003 pay range maximum (see Attachments 2 through 4).
- b. ESG and GSEG employees must be paid at least the May 18, 2003 pay range minimum (see Pay Schedules 90 and 95 in Attachments 3 and 4).

NOTE: *GWA amounts generated by ineligible nonrepresented employees cannot be granted to any other employees.*

- c. No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of ten percent (10.0%) of the employee's base pay immediately prior to the application of the earliest fiscal year adjustment.
- d. Except for the Wisconsin Technical College System Director, no employees covered by this bulletin may receive an increase that causes the employee's pay to equal or exceed the salary paid the Governor (i.e., \$131,768).

B. Pay Schedule Implementation. After application of the pay adjustments described in a. through c., above, the May 18, 2003 Pay Schedule 95 will be implemented (see Attachments 4). There is no change to Pay Schedule 90 (see Attachment 3).

SECTION V. LUMP SUM PAYMENT FOR DELAY IN FY 2002-2003 GENERAL WAGE ADJUSTMENT

- A. **Granting Date.** The lump sum wage payment will be made as soon as administratively feasible after the effective date of the GWA provided in Sections II, III, and IV above.
- B. **Eligibility.** Any employee receiving a base pay increase in accordance with Sections II, III, or IV above, is eligible for a lump sum wage payment.

NOTE: Eligible employees who are on a leave of absence on May 18, 2003, will not receive a lump sum wage payment until they return to pay status in the bargaining unit during the term of this Agreement.

C. Amount. Eligible employees will receive a lump sum wage payment in an amount equal to the value of any increases received under Sections II, III, or IV above, multiplied by the number of the employee's hours in pay status in an eligible non-represented position between April 6, 2003 and May 18, 2003.

SECTION VI. IMPLEMENTATION OF PARITY PROVISIONS IN SECTIONS K AND L OF THE 2001-2003 COMPENSATION PLAN EFFECTIVE MAY 18, 2003

Non-discretionary and discretionary parity increases effective May 18, 2003, and lump sum payments for the delay in parity implementation, for eligible classified employees and eligible unclassified attorneys may be granted in accordance with Sections K and L of the Plan, respectively (see Attachments 5 and 6).

SECTION VII. TECHNICAL CHANGES TO THE 2001-2003 COMPENSATION PLAN

Approved were the following changes:

- Clarifying language is added to Section A, 2.02(4)(a) to allow Annualized GWA Payments to employees covered by Section C who may have returned from an unpaid leave of absence. Likewise, similar language is provided in Section C, 2.02(5)(a) for employees covered in Section A.
- Section A, 2.05 is revised to make eligibility language for the nonrepresented progression adjustments uniform with the WPEC language.
- Section A, 6.00 is added to allow agencies to provide nonrepresented parity for pilot programs developed under Labor Management Cooperation.
- The NOTE in Section A, 4.02, referring to the location of various overtime and supplemental pay provisions is revised to correct the Section B reference and to change the order of the references.
- Section A, 4.03 is revised to alter awkward wording.
- Employee groups listed in the table of Section A, 4.03(2)(a) are revised to be more specific.
- Section A, 4.20 is revised to remove an unnecessary NOTE.
- The Section B introduction is revised to exclude certain University of Wisconsin System (UWS) employees identified under s. 20.923(5), Wis. Stats., from the Compensation Plan. They are covered by the UWS Compensation Plan.
- Language is provided in Section B, 1.00, 3.01 and 3.02 allowing the Wisconsin Technical College System Director and Executive Assistant to be covered by Section B.
- Section B, 3.03., is revised to change the names of the Department of Public Instruction divisions and to add a division authorized but not previously included, to change the name of one division in the Department of Agriculture, Trade and Consumer Protection, to delete certain Division Administrators from the Department of Administration, and to add the Commandants at the Department of Veteran Affairs.

- Section B, 3.05(2) information is relocated to Section B, 5.00 to make it easier to find the information stating that appointed indefinite-term employees are eligible for the Discretionary Compensation Performance Recognition Adjustments in Section J.
- Section C, 1.00(2)(b) is revised to delete the word “supervisor” from the inclusion because there are also nonrepresented assistant public defender positions covered under Section C that are not supervisory.
- Section D, 2.01(2)(c) is added to provide a permanent location for the Wisconsin Retirement percent to be used in calculating the pay of Crafts Worker LTEs.
- Section F, 3.05(3)(f) is revised to clarify that employees using personal motorcycles will be paid \$0.162 per mile whether a fleet vehicle is available or not.
- Section F, 5.02(4) is revised to have low cost city out-of-state motel rates based on low cost in-state motel rate instead of the higher rates of Milwaukee, Racine and Waukesha counties.
- Section F, 10.04 is revised to correct a Section A reference. “Section A, 2.04” is changed to “Section A, 2.03” in the NOTE regarding the Relocation Incentive Award.
- Section I, 4.02 is revised to clearly state that all personnel transactions are subject to the pay range maximum unless otherwise stated elsewhere in the section.
- Section I, 4.04(2) and (3) are revised to limit the pay on appointment flexibility for project appointments and appointments of employees to unclassified attorney positions covered by Section C.
- Section I, 4.06 is revised to include “Career Executive Movement to a Lower Pay Range” in the pay on appointment language.
- Section I, 4.08(2) is revised to say “as determined by (1) above” instead of the incorrect “as determined by (3) above.”
- Section J is revised to change the record-keeping requirements for adjustments granted under the section.

Please direct any questions you may have on these changes to Paul Ostrowski, Compensation Analyst, at (608) 267-0343 or e-mail at Paul.Ostrowski@der.state.wi.us.

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

PLO

Attachments: Attachment 1 – Pay Schedule 01 effective May 18, 2003
Attachment 2 – Pay Schedules 50, 56, 70, 71 & 81 Effective May 18, 2003
Attachment 3 – Pay Schedule 90 Effective May 18, 2003
Attachment 4 – Pay Schedule 95 Effective May 18, 2003
Attachment 5 – Section K of the 2001-2003 Compensation Plan
Attachment 6 – Section L of the 2001-2003 Compensation Plan

PAY SCHEDULE 1: GENERAL NONREPRESENTED

May 18, 2003 through June 28, 2003

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1-01	7.870	10.294	0.237	0.630	1,370	1,792	16,433	21,494
1-02	8.187	11.227	0.246	0.655	1,425	1,954	17,095	23,442
1-03	8.629	11.673	0.259	0.691	1,502	2,032	18,018	24,374
1-04	9.063	12.645	0.272	0.726	1,577	2,201	18,924	26,403
1-05	9.465	13.034	0.284	0.758	1,647	2,268	19,763	27,215
1-06	9.848	13.590	0.296	0.788	1,714	2,365	20,563	28,376
1-07	10.115	14.665	0.304	0.810	1,761	2,552	21,121	30,621
1-08	10.938	15.862	0.329	0.876	1,904	2,760	22,839	33,120
1-09	11.831	17.155	0.355	0.947	2,059	2,985	24,704	35,820
1-10	12.795	18.553	0.384	1.024	2,227	3,229	26,716	38,739
1-11	13.838	20.066	0.416	1.108	2,408	3,492	28,894	41,898
1-12	14.967	22.448	0.450	1.198	2,605	3,906	31,252	46,872
1-13	16.186	24.277	0.486	1.295	2,817	4,225	33,797	50,691
1-14	17.506	26.259	0.526	1.401	3,047	4,570	36,553	54,829
1-15	18.936	29.348	0.569	1.515	3,295	5,107	39,539	61,279
1-16	20.478	32.766	0.615	1.639	3,564	5,702	42,759	68,416
1-17	22.148	35.437	0.665	1.772	3,854	6,167	46,246	73,993
1-18	23.954	38.326	0.719	1.917	4,168	6,669	50,016	80,025
1-19	25.907	41.448	0.778	2.073	4,508	7,212	54,094	86,544
1-20	28.018	44.828	0.841	2.242	4,876	7,801	58,502	93,601
1-21	30.302	48.482	0.910	2.425	5,273	8,436	63,271	101,231
1-22	32.772	52.434	0.984	2.622	5,703	9,124	68,428	109,483
1-23	35.445	56.710	1.064	2.836	6,168	9,868	74,010	118,411

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BROADBAND PAY SCHEDULES

May 18, 2003 through June 28, 2003

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient Treatment-Related											
50	50-50	47.518	61.774	na	76.029	1.426	3.802	8,269	13,230	99,218	158,749
	50-51	58.078	75.502	na	92.925	1.743	4.647	10,106	16,169	121,267	194,028
	50-52	63.358	82.366	na	101.373	1.901	5.069	11,025	17,639	132,292	211,667
Law Enforcement											
56	56-01	21.093	31.640	na	42.186	0.633	1.688	3,671	7,341	44,043	88,085
	56-02	16.981	21.227	na	25.472	0.510	1.359	2,955	4,433	35,457	53,186
Information Systems-Related											
70	70-01**	19.505	30.233	na	40.961	0.586	1.561	3,394	7,128	40,727	85,527
	70-02	22.814	36.503	41.748	50.191	0.685	1.826	3,970	8,734	47,636	104,799
Professional Legal-Related											
71	71-01	19.707	35.134	na	50.561	0.592	1.577	3,430	8,798	41,149	105,572
General											
81	81-01	25.958	40.235	na	54.512	0.779	2.077	4,517	9,485	54,200	113,821
	81-02	22.814	36.503	na	50.191	0.685	1.826	3,970	8,734	47,636	104,799
	81-03	19.505	30.233	na	40.961	0.586	1.561	3,394	7,128	40,727	85,527
	81-04	14.967	23.948	na	32.928	0.450	1.198	2,605	5,730	31,252	68,754
	81-05	10.938	17.775	na	24.611	0.329	0.876	1,904	4,283	22,839	51,388

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

** Effective June 1, 2003, all classifications in pay range 70-01 will be assigned to another pay range.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

June 30, 2002 through June 28, 2003

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
90-01	25.958	40.235	0.779	4,517	7,001	54,200	84,011
90-02	28.035	43.455	0.842	4,878	7,561	58,537	90,734
90-03	30.278	46.931	0.909	5,268	8,166	63,220	97,992
90-04	32.701	50.687	0.982	5,690	8,820	68,280	105,834
90-05	35.318	54.743	1.060	6,145	9,525	73,744	114,303
90-06	38.144	59.124	1.145	6,637	10,288	79,645	123,451
90-07	41.196	63.854	1.236	7,168	11,111	86,017	133,327
90-08	44.492	68.963	1.335	7,742	12,000	92,899	143,995
90-09	48.052	74.481	1.442	8,361	12,960	100,333	155,516
90-10	51.897	80.441	1.557	9,030	13,997	108,361	167,961

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

May 18, 2003 through June 28, 2003

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	<u>Minimum</u>	<u>Maximum</u>	3% of <u>Minimum**</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	37.555	65.722	1.127	6,535	11,436	78,415	137,228
95-02	50.073	87.628	1.503	8,713	15,248	104,553	182,968

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

**SECTION K - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES
AFFECTED BY 2001-2003 COLLECTIVE BARGAINING AGREEMENTS**

1.00 Coverage

2.00 Parity Adjustments

- 2.01 Eligibility
- 2.02 Non-Discretionary Market Adjustments
- 2.03 Discretionary Market Adjustments

3.00 Parity Lump Sum Payments

- 3.01 Eligibility
- 3.02 Non-Discretionary Lump Sum Payments

1.00 Coverage

The provisions of this Section (Section K) apply to permanent or project employees in the classified service who are not covered by a collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (d), below, any employee in a position allocated to a classification listed in 2.02 of this Section (Section K) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment. Except for employees specified in (a) through (d), below, any employee in a position allocated to a classification listed in 2.03 of this Section (Section K) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for an adjustment derived from the four pools of funds generated in 2.03(4).
 - (a) Any employee that did not qualify for a FY 2002-2003 General Wage Adjustment because his or her job performance was rated below satisfactory

Section K – 2.01

as a result of a formal performance evaluation conducted in the 12-month period ending June 29, 2002.

- (b) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 29, 2002.
 - (c) Any employee paid at or above the pay range maximum.
 - (d) All parity adjustments granted are subject to the applicable pay range maximum.
- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2001-2003 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and DER's approval.**
- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to 2.02 and 2.03 of this Section (Section K).

NOTE: The Parity Adjustments provided under this Section (Section K) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on reinstatement or restoration under Section I, 4.07 and 4.08 of this Plan.

NOTE: The Parity Adjustments provided under 2.02 and 2.03 of this Section (Section K) will be applied in the order set forth below, and after adjustments listed in Section I, 4.01 of this plan, except original appointment.

2.02 Non-Discretionary Market Adjustments

- (1) **Effective Date.** The non-discretionary market adjustments will be effective on May 18, 2003.
- (2) **Amount.** An eligible employee will receive the amount designated in (4), below (based on full years of seniority as indicated, when applicable).
- (3) **Funding.**
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (4), below.

Section K – 2.02

- (b) Any funds that are not distributed on the effective date will remain unspent.
- (c) **Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.**

(4) Market Adjustments Effective May 18, 2003

(a)	Class Code	Classification	Per Hour Increase
	26040	Architect/Engineer Mgt.	*
	25700	Engineering Prog. Mgt. Consultant	*
	24840	Engineering Spec. Mgt.	*
	29940	Manufacturing Engineer Consultant	*

* Adjusted Continuous Service Year	Per Hour Increase
1995 – 1998	\$0.178
1993 – 1994	\$0.284
1991 – 1992	\$0.355
1986 – 1990	\$0.497
1985 or earlier	\$0.780

(b)	Class Code	Classification	Per Hour Increase
	00240	Accountant-Adv.-Mgt.	**
	00110	Accountant-Conf	**
	00655	Accountant (DOA GAAP) Mgt.	**
	00211	Accountant-Journey-Conf	**
	00212	Accountant-Senior-Conf	**
	00241	Accountant-Senior-Mgt.	**
	00611	Auditor (School Finance)-Conf	**
	09610	Budget & Policy Analyst Agcy	**
	09710	Budget & Policy Analyst Div	**
	09314	Exec. Policy & Budget Analy.-Adv.	**
	09311	Exec. Policy & Budget Analy.-Entry	**
	09312	Exec. Policy & Budget Analy.-Jour.	**
	09313	Exec. Policy & Budget Analy.-Sr.	**
	16820	IS Consultant-Conf	**
	13310	IS Professional-Conf	**
	16803	IS Professional-Senior-Conf	**
	16810	IS Specialist-Conf	**
	13700	Info Tech Mgmt Consultant	**

**	Zero through 14 years	\$0.100
	15 or more years	\$0.300

Based on full years of seniority on December 29, 2002

Section K – 2.02

(c)	Class Code	Classification	Per Hour Increase
	13070	Administrative Rules Officer	***
	08111	Admin. Support Asst. 1-Conf	***
	06610	Central Payroll Systems Coord.	***
	12340	Communications Officer	***
	05810	Corrections Admin. Spec.-Conf	***
	74310	Equal Opportunity Prog. Officer	***
	74312	Equal Opportunity Prog. Spec.	***
	74313	Equal Opportunity Prog. Spec.-Sr.	***
	74412	Exec. Equal Opportunity Spec.	***
	74413	Exec. Equal Opportunity Spec.-Sr.	***
	13566	IS Professional In-Training(B)-Conf	***
	15010	Paralegal-Conf	***
	09410	Prog. & Plan. Analyst-Adv.-Conf	***
	09440	Prog. & Plan. Analyst-Adv.-Mgt.	***
	10410	Purchasing Agent-Conf	***
	07080	Staff Support Spec.-Conf	***
	14710	Training Officer-Conf	***
	05310	University Business Spec.-Conf	***
	58410	UW Athletics Program Spec.-Conf	***

***	Zero through 7 years	\$0.450
	8 through 15 years	\$0.700
	16 through 21 years	\$0.950
	22 or more years	\$1.200

Based on full years of seniority on December 29, 2002

(d)	Class Code	Classification	Per Hour Increase
	09770	Budget & Capital Officer	x
	09110	Budget & Policy Analyst Agcy.-Adv.	x
	09210	Budget & Policy Analyst Div.-Adv.	x
	09790	Budget & Policy Manager	x
	09220	Budget & Policy Supervisor	x
	09230	Budget & Policy Supervisor-Advanced	x
	09020	Budget & Policy Supervisor Div.-Adv.	x
	52060	Employee Assistance Officer	x
	52010	Employee Assistance Specialist	x
	11440	Employment Relations Mgr-UW System	x
	11210	Employment Relations Program Coord.	x
	11410	Employment Relations Specialist	x
	10990	Executive Human Resources Manager	x
	10970	Executive Human Resources Officer	x
	10904	Executive Human Resources Spec.-Adv.	x
	10903	Executive Human Resources Spec.-Snr.	x
	10890	Human Resources Manager	x

Section K – 2.02

10810	Human Resources Program Officer	x
10804	Human Resources Specialist-Advanced	x
10803	Human Resources Specialist-Senior	x
11110	Institution Human Resources Dir.-Adv.	x
11211	Labor Relations Specialist	x
11213	Labor Relations Specialist-Chief	x
11212	Labor Relations Specialist-Senior	x
10310	Natural Resources Human Res. Mgr.	x
09740	Transp. Budget & Policy Analyst-Lead	x
11310	UW Human Resources Manager-Adv.	x

x	Zero through 7 years	\$0.450
	8 through 15 years	\$0.750
	16 years or more	\$1.000

Based on full years of seniority on December 29, 2002

(e)	Class Code	Classification	Per Hour Increase
	38370	Nurse Practitioner-Mgt.	\$0.435
	38760	Public Health Nursing Coord.	\$0.475

(f)	Class Code	Classification	Per Hour Increase
	65210	Police Officer-Conf	xx
	65910	State Patrol Trooper-Conf	xx

xx	Zero through 4 years	\$0.300
	5 through 9 years	\$0.350
	10 through 14 years	\$0.400
	15 through 19 years	\$0.450
	20 through 24 years	\$0.500
	25 or more years	\$0.600

Based on full years of seniority on June 30, 2002

(g)	Class Code	Classification	Per Hour Increase
	19210	Legal Support Staff-Conf	\$1.139

(h)	Class Code	Classification	Per Hour Increase
	16410	Program Asst.-Adv-Conf	xx
	16310	Program Asst.-Conf	xx

xx	10 through 14 years	\$0.100
	15 through 19 years	\$0.200
	20 through 24 years	\$0.250
	25 through 29 years	\$0.300
	30 through 34 years	\$0.350
	35 through 39 years	\$0.400
	40 through 44 years	\$0.450
	45 or more years	\$0.500

Based on full years of seniority on April 6, 2003

Section K – 2.03

2.03 Discretionary Market Adjustments

- (1) Effective Date. The discretionary market adjustments will be effective on May 18, 2003.
- (2) Amount. Appointing authorities may grant discretionary market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2001-2003 collective bargaining agreements. **Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
- (3) Funding.
 - (a) Subject to (b) through (e), below, on the effective date designated in (4), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed. A single fund will be created separately for each of the four groupings, (4)(a) through (4)(d), below, for distribution as discretionary market adjustments within each specific grouping only.
 - (b) **Funds generated have no bearing on the rights of individual employees to these funds.**
 - (c) Any funds that are not distributed on the effective date will remain unspent.
 - (d) **Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.**
 - (e) Funds generated for distribution in (4), below, may not be combined with the discretionary parity funds provided for distribution in any other section of this Plan.
- (4) Generation
 - (a) **Discretionary Pay Effective May 18, 2003**

1)	Class Code	Classification	Per Hour Generation
	65140	Administrative Warden	\$0.450
	00430	Agriculture Auditor Supv.	\$0.300
	28320	Agriculture Engineer Supv.	\$0.800
	28380	Agriculture Engineer Prog. Mgr.	\$0.800
	80220	Aircraft Pilot Supv.	\$0.150
	57320	Archeological Supv.	\$0.360
	26020	Architect/Engineer Supv.	\$0.800

Section K – 2.03

57120	Archival Supv.	\$0.360
49840	Area Administrator	\$1.200
49860	Area Administrator Milw. Metro	\$1.200
51560	Asst Corrections Unit Supv.	\$0.450
63560	Asst Dir Veterans Museums	\$0.360
30110	Attorney-Conf.	\$0.850
30130	Attorney-Conf./Supv.	\$0.850
30140	Attorney-Mgmt.	\$0.850
30120	Attorney-Supv.	\$0.850
76120	Building & Grounds Superintendent	\$1.850
76020	Building & Grounds Supv.	\$1.450
06630	Chief of Central Payroll	\$1.200
24140	Chief, Integrated Svcs. Section	\$0.800
70140	Chief, Regulations & Safety Section	\$1.500
26520	Civil Engineer-Transportation Supv.	\$0.800
06820	Comm. & Agricultural Svcs. Supv.	\$1.200
81320	Communications Tech. Supv.	\$1.500
26330	Construction Coordinator Supv.	\$0.800
74150	Consumer Act Director	\$0.300
04220	Contracts Supv.	\$1.200
51880	Corrections Field Supv.	\$1.200
49470	Corrections Svcs. Supv.	\$2.150
63220	Curatorial Supv.	\$0.360
76320	Custodial Svcs. Prog. Supv.	\$0.950
76220	Custodial Svcs. Supv.	\$0.750
32340	Dentist Mgt.	\$2.500
32380	Dentist Supv.	\$2.500
26530	DOT Engineering Chief	\$0.800
24040	DOT Technical Svcs. Chief	\$0.800
49520	Economic Support Supv.	\$1.200
59160	Education Dir.	\$0.360
74220	Emergency Mgt. Prog. Supv.	\$1.200
07200	Employment Coordinator Supv.	\$1.200
24880	Engineering Spec. Supv.	\$0.800
25920	Engineering Spec-Transp. Supv.	\$0.800
05520	Facilities Management Officer	\$1.200
26080	Entrprs Achitect/Engineer Supv.	\$0.800
27030	Environmental Engineer Supv.	\$0.800
02120	Financial Examiner Supv.	\$0.300
00530	Financial Mgt. Supv.	\$0.300
00560	Financial Officer	\$0.300
00580	Financial Program Supv.	\$0.300
84220	Food Service Manager	\$0.950
84120	Food Service Supervisor	\$0.800
33220	Gaming Veterinarian Supv.	\$3.000
04280	Grants Supv.	\$1.200

Section K – 2.03

63020	Historical Site Coordinator	\$0.360
07580	Human Services Supv.	\$1.200
92080	Industries Superintendent	\$1.200
92020	Industries Supv.	\$1.200
13521	Information Supervisor 1	\$0.300
13522	Information Supervisor 2	\$0.300
02340	Insurance Examiner Chief	\$1.200
02390	Insurance Financial Examiner Chief	\$0.300
02520	Insurance Program Officer	\$1.200
06930	Justice Program Chief	\$0.360
06980	Justice Program Supv.	\$1.200
06920	Justice Supv.	\$1.200
86460	Laundry Services Supv.	\$1.250
29820	Lemay Forestry Center Supt.	\$0.800
57720	Librarian Supv.	\$0.360
08840	Licensing Exam Officer	\$1.200
65340	Life Saving Station Supervisor	\$1.600
02020	Lottery Supv.	\$1.200
13530	Management Information Chief	\$0.300
29930	Manufacturing Engineer Mgt. Supv.	\$0.800
06320	Marketing Supv.	\$1.200
06600	Materials Management Dir.	\$1.200
50220	Military Funeral Hnrs. Prog. Mgr.	\$1.200
65080	NR Law Enforcement Supv.	\$0.450
56830	NR Program Mgr.	\$1.200
27780	Nuclear Engineering Spec. Supv.	\$0.800
15020	Paralegal Supv.	\$1.200
31240	Physician Mgt.	\$2.500
31220	Physician Supv.	\$2.500
09460	Planning & Analysis Administrator	\$1.200
81580	Police Communications Supv.	\$2.800
77520	Power Plant Superintendent	\$3.450
77300	Power Plant Supv	\$2.950
74680	Presiding Board Steward Supv.	\$1.200
82620	Printing Services Prog. Supv.	\$1.200
82520	Printing Services Supv.	\$1.200
10480	Procurement Supervisor	\$1.200
09420	Prog. & Plan. Analyst-Adv. Supv.	\$1.200
01380	Property Assessment Field Supv.	\$1.200
01320	Property Assessment Supv.	\$1.200
31340	Psychiatrist Mgt.	\$3.250
31320	Psychiatrist Supv.	\$3.250
12220	Publications Supv.	\$1.200
10420	Purchasing Agent Program Supv.	\$1.200
10430	Purchasing Agent Mgt. Supv.	\$1.200
10320	Purchasing Supv.	\$1.200

Section K – 2.03

74690	Racing Chief Steward	\$1.200
27680	Radiation Engineering Spec. Supv.	\$0.800
03420	Real Estate Supv.	\$1.200
67680	Revenue Agent Field Mgt. Supv.	\$1.200
67620	Revenue Agent Supv.	\$1.200
01020	Revenue Audit Supv.	\$0.300
01530	Revenue Mgt. Supv.	\$0.300
04320	Risk Management Officer	\$1.200
92300	Sales & Marketing Supv.	\$1.200
06200	School Business Director	\$1.200
65420	Security Supervisor	\$1.300
73620	Storage Tank Regulation Chief	\$0.800
66581	Supervising Officer 1	\$0.450
66582	Supervising Officer 2	\$0.500
66320	Supervising Officer-DHFS	\$0.450
53880	Supervising Youth Counselor	\$0.450
01730	Tax Conferee Management Supv.	\$0.300
58220	Teacher Supv.	\$0.360
14560	Training Coordinator	\$1.200
14540	Training Director	\$1.200
14720	Training Officer Supv.	\$1.200
14520	Training Supv.	\$1.200
08680	Trust Funds Supv.	\$1.200
48520	Unemployment Benefits Supv.	\$1.550
05320	University Business Spec.-Supv.	\$1.200
18520	Univ. Conference Coord. Supv.	\$1.200
06520	UW Athletics Prog. Spec. Supv.	\$1.200
06580	UW Program Spec. Supv.	\$1.200
06720	Veterans Home Special Prog. Supv.	\$0.360
33640	Veterinary Meat Program Mgr.	\$5.000

2)	Class Code	Classification	Per Hour Generation
	37520	Dietetic Services Dir.	\$0.450
	38330	Director of Nursing	\$1.400
	38250	Health Svcs. Nursing Coord.	\$0.450
	38430	Nursing Administrator	\$1.400
	38320	Nursing Supervisor	\$1.400
	40620	Public Health Education Supv.	\$0.450
	40530	Publ. Health Nutrition Sec. Chf.	\$0.450
	39780	Therapist Program Supv.	\$0.450
	39720	Therapist Supv.	\$0.450

3)	Class Code	Classification	Per Hour Generation
	65240	Police Captain	\$0.600
	65222	Police Lieutenant	\$0.600

Section K – 2.03

65221	Police Sergeant	\$0.600
65940	State Patrol Captain	\$0.600
65922	State Patrol Lieutenant	\$0.600
65921	State Patrol Sergeant	\$0.600

(b) Discretionary Pay Effective May 18, 2003

Class Code	Classification	Per Hour Generation
09770	Budget & Capital Officer	\$1.000
09110	Budget & Policy Analyst Agcy.-Adv.	\$1.000
09210	Budget & Policy Analyst Div.-Adv.	\$1.000
09790	Budget & Policy Manager	\$1.500
09220	Budget & Policy Supervisor	\$1.000
09230	Budget & Policy Supervisor-Advanced	\$1.500
09020	Budget & Policy Supervisor Div.-Adv	\$1.000
52060	Employee Assistance Officer	\$1.000
52010	Employee Assistance Specialist	\$1.000
11440	Employment Relations Mgr-UW System	\$1.500
11210	Employment Relations Program Coord.	\$1.500
11410	Employment Relations Specialist	\$1.000
10990	Executive Human Resources Manager	\$1.500
10970	Executive Human Resources Officer	\$1.500
10904	Executive Human Resources Spec.-Adv	\$1.000
10903	Executive Human Resources Spec.-Snr	\$1.000
10890	Human Resources Manager	\$1.500
10810	Human Resources Program Officer	\$1.500
10804	Human Resources Specialist-Advanced	\$1.000
10803	Human Resources Specialist-Senior	\$1.000
11110	Institution Human Resources Dir.-Adv	\$1.000
11211	Labor Relations Specialist	\$1.000
11213	Labor Relations Specialist-Chief	\$1.500
11212	Labor Relations Specialist-Senior	\$1.000
10310	Natural Resources Human Res. Mgr	\$1.000
09740	Transp. Budget & Policy Analyst-Lead	\$1.000
11310	UW Human Resources Manager-Adv.	\$1.000

(c) Discretionary Pay Effective May 18, 2003

Class Code	Classification	Per Hour Generation
06260	Bookstore/Museum Gift Shop Mgr.	\$1.050
65000	Chemical Test Supv.	\$2.500
50660	Client Svc. Coordinator	\$1.400
93120	Electronics Supv.	\$0.450
48220	Employment & Training Supv.	\$2.200
53460	Experiential Recreation Coordinator	\$1.300
53480	Experiential Recreation Supv.	\$1.050

Section K – 2.03

34520	Laboratory Tech. Support Supv.	\$1.100
35960	Respiratory Therapy Supv.	\$1.100
35320	Veterinary Technician Supv.	\$1.700
49120	Vocational Rehabilitation Supv.	\$1.150

(d) Discretionary Pay Effective May 18, 2003

Class Code	Classification	Per Hour Generation
51580	Corrections Unit Supv.	\$0.450
16320	Program Asst. Supv.	\$0.500
16420	Program Asst. Supv.-Adv.	\$0.500
16330	Program Asst. Supv.-Conf	\$0.500
16430	Program Asst. Supv./Conf-Adv.	\$0.500
52210	Psychologist Chief – Doctorate	\$0.450
52240	Psychologist Supv. – Doctorate	\$0.450
51820	Social Services Supv.	\$0.450

3.00 Parity Lump Sum Payments

3.01 Eligibility.

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 3.02 of this Section (Section K) who is in pay status on May 18, 2003, is eligible for lump sum payment consideration.
 - (a) The employee did not have hours in pay status in the “qualifying position” during the applicable period.
 - (b) Any employee that did not qualify for FY 2002-2003 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 29, 2002.
 - (c) Any supervisor who has not completed formal performance evaluations on all subordinated employees, for whom performance evaluations are required, within the 12-month period ending June 29, 2002.

Section K – 3.01

- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2001-2003 collective bargaining agreement. Such positions will be included only upon an agency's recommendation and DER's approval.

NOTE: Any employee who is on an approved unpaid leave of absence as of May 18, 2003, and who otherwise would be eligible will also receive any applicable Parity Lump Sum Payment upon restoration, subject to the following restrictions:

1. The employee must return from the leave of absence to pay status by June 28, 2003, and the employee's restoration rights must be derived from a position covered by the provisions of this Section (Section K).
2. The employee will not receive a lump sum payment until he or she has returned to pay status.

3.02 Non-Discretionary Lump Sum Payments

- (1) Granting Date. Non-discretionary lump sum payments shall be granted as soon as administratively feasible after the date specified.
- (2) Funding.
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (3), below.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.
- (3) Lump Sum Payments
 - (a) Employees in pay status on May 18, 2003, whose positions are allocated to the classifications Special Agent in Charge or Excise Tax Agent Supervisor will receive a lump sum payment equal to \$260. The payment will be made as soon as administratively possible after May 18, 2003.
 - (b) Employees in pay status on May 18, 2003, who received a base pay rate increase under 2.02(4)(e) or 2.03(4)(a) 2), above, will receive a lump sum payment equal to the amount of the base rate received multiplied by the number of hours in pay status in those classifications for the period October 6, 2002 through May 17, 2003.

Section K – 3.02

- (c) Employees in pay status on May 18, 2003, who received a base pay rate increase under 2.02(4)(f) or 2.03(4)(a) 3), above will receive a lump sum payment equal to the amount of the base rate received multiplied by the number of hours in pay status in those classifications for the period June 30, 2002 through May 17, 2003.
- (d) Employees in pay status on May 18, 2003, who received a base pay rate increase under 2.02(4)(a) through (d) and (g), 2.03(4)(a) 1), and 2.03(4)(b), above will receive a lump sum payment equal to the amount of the base rate received multiplied by the number of hours in pay status in those classifications for the period December 29, 2002 through May 17, 2003.
- (e) Employees in pay status on May 18, 2003, who received a base pay rate increase under 2.02(4)(h) and 2.03(4)(d), above will receive a lump sum payment equal to the amount of the base rate received multiplied by the number of hours in pay status in those classifications for the period April 6, 2003 through May 17, 2003.
- (f) Employees in pay status on May 18, 2003, who received a base pay rate increase under 2.03(4)(c), above will receive a lump sum payment equal to the amount of the base rate received multiplied by the number of hours in pay status in those classifications for the period March 9, 2003 through May 17, 2003.

NOTE: These payments are not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions between the specified date and May 17, 2003, will not be reconstructed.

**SECTION L - PARITY PROVISIONS FOR CERTAIN “NON-ESG” ATTORNEY POSITIONS
IN THE UNCLASSIFIED SERVICE AFFECTED BY 2001-2003 COLLECTIVE
BARGAINING AGREEMENTS**

1.00 Coverage

2.00 Parity Adjustments

2.01 Eligibility

2.02 Discretionary Market Adjustments

3.00 Parity Lump Sum Payments

2.01 Eligibility

2.02 Non-Discretionary Lump Sum Payments

1.00 Coverage

The provisions of this Section (Section L) apply to employees who are not covered by a collective bargaining agreement and who are unclassified “Non-ESG” attorneys covered under Section C of this Plan.

2.00 Parity Adjustments

2.01 Eligibility.

- (1) Except for employees specified in (a) through (d), below, any employee included in 1.00 of this Section (Section L) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that adjustment.
 - (a) Any employee who did not qualify for a FY 2002-2003 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 29, 2002.
 - (b) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 29, 2002.
 - (c) Any employee paid at or above the pay range maximum or NTE rate.
 - (d) All parity adjustments granted are subject to the applicable pay range maximum.
- (2) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to 2.02 of this Section (Section L).

Section L – 2.01

NOTE: The Parity Adjustments provided under 2.02 of this Section (Section L) will be applied after all pay transactions occurring on the same date, except for any Discretionary Compensation Performance Recognition Award.

2.02 Discretionary Market Adjustments

(1) Effective Date.

The discretionary market adjustments will be effective on May 18, 2003.

(2) Amount.

Appointing authorities may grant discretionary market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2001-2003 collective bargaining agreements. **Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.**

(3) Funding.

- (a) Subject to (b) through (e), below, on May 18, 2003, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed in (4), below, for distribution as discretionary market adjustments.
- (b) **Funds generated have no bearing on the rights of individual employees to these funds .**
- (c) Any funds that are not distributed on the effective date will remain unspent.
- (d) **Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.**
- (e) Funds generated for distribution in (4), below, may not be combined with the discretionary parity funds provided for distribution in any other section of this Plan.

(4) Generation.

- (a) Each eligible employee at the Office of the State Public Defender in pay status on May 18, 2003, will generate an amount equal to \$1.000 per hour.

Section L – 2.02

- (b) Each eligible employee who is a nonrepresented deputy district attorney in pay status on May 18, 2003 will generate an amount equal to \$0.850 per hour.

3.00 Parity Lump Sum Payments

3.01 Eligibility.

Any employee eligible for an adjustment under 2.02 of this Section (Section L) will also be eligible for a parity lump sum payment..

NOTE: Any employee who is on an approved unpaid leave of absence as of May 18, 2003, and who otherwise would be eligible will also receive any applicable Parity Lump Sum Payment upon restoration, subject to the following restrictions:

1. The employee must return from the leave of absence to pay status by June 28, 2003, and the employee's restoration rights must be derived from a position covered by the provisions of this Section (Section L).
2. The employee will not receive a lump sum payment until he or she has returned to pay status.

3.02 Non-Discretionary Lump Sum Payments

- (1) Granting Date. Non-discretionary lump sum payments shall be granted as soon as administratively feasible after the date specified.
- (2) Funding.
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (3), below.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.
- (3) Lump Sum Payments

Employees in pay status on May 18, 2003, who received a base pay rate increase under 2.02, above, will receive a lump sum payment equal to the amount of the base rate received multiplied by the number of hours in pay status in those classifications for the period December 29, 2002 through May 17, 2003.

NOTE: These payments are not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions between the specified date and May 17, 2003, will not be reconstructed.