

State of Wisconsin

**OFFICE OF STATE EMPLOYMENT RELATIONS**

**- COMPENSATION & LABOR RELATIONS BULLETIN -**

**Date:** June 22, 2004

**Locator No.:** OSER-0038-CLR/LR/PP

**Subject:** Information for Processing FY 2004-2005 Pay and Benefit Provisions for Employees in the Wisconsin Science Professionals Bargaining Unit.

The purpose of this bulletin is to notify state agencies of fiscal year (FY) 2004-2005 pay provisions and benefit changes in the collective bargaining agreement between the State and the Wisconsin Science Professionals (WSP). This bulletin lists the provisions applicable in FY 2004-2005.

**SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE**

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2003-2005 Agreement with the Wisconsin Science Professionals bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

**Use the current FY 2003-2004 pay schedule for adjustments 1. through 9 on June 27, 2004.**

**Use the new FY 2004-2005 pay schedule (Attachment A) for adjustments shown in 10. or 11. below, effective on June 27, 2004, and for 1. through 11. after that date.**

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. Negotiated Base Pay Adjustments for the 2004-2005 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

**SECTION II. FY 2004-2005 EQUITY ADJUSTMENT**

**A. Effective Date.** The Equity Adjustment is effective June 27, 2004.

**B. Eligibility.**

- 1. Eligible.** Employees in pay status on June 27, 2004, in classifications assigned to pay range 15-03 whose base pay rate is below \$19.567 per hour and employees in the classification of Hydrogeologist-Senior whose base pay rate is below \$20.335 per hour.

- 2. Ineligible.** Employees in classifications assigned to any pay ranges other than 15-03, employees in pay range 15-03 whose base pay rate is at or above \$19.567 per hour and those in the classification of Hydrogeologist-Senior whose base pay rate is at or above \$20.335 per hour.
- C. Amount.** Each eligible employee will receive a base pay rate increase to \$19.567 per hour. Eligible employees in positions classified as Hydrogeologist-Senior will receive a base pay rate increase to \$20.335 per hour.

### **SECTION III. FY 2004-2005 EQUITY STRATIFICATION ADJUSTMENT**

- A. Effective Date.** The Equity Stratification Adjustment is effective June 27, 2004.
- B. Eligibility.** Employees who received a base pay increase under Section II above, in pay status on June 27, 2004.
- C. Amount.** Each eligible employee will receive a base pay increase based on their number of full years of state service seniority as of June 27, 2004, subject to the FY 2004-2005 pay range maximum.

<u>State Service Seniority Years</u> <u>As of June 27, 2004</u>	<u>Per Hour Increase</u>
0 – 4	\$0.05
5 – 9	\$0.10
10 – 14	\$0.15
15 – 19	\$0.20
20- 24	\$0.25
25 – 29	\$0.30
30 or more	\$0.35

### **SECTION IV. FY 2004-2005 GENERAL WAGE ADJUSTMENT (GWA)**

- A. Effective Date.** The GWA is effective June 27, 2004.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees in pay status on June 27, 2004, are eligible to receive a GWA.
  - 2. Ineligible.** The following employees are ineligible to receive a GWA:
    - a. Employees in classifications assigned to pay range 15-24 whose pay is less than the FY 2003-2004 progression point E; \$18.814
    - b. Employees in classifications assigned to pay range 15-35 whose pay is less than FY 2003-2004 progression point C. \$20.718
    - c. Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a wage adjustment provided under another FY 2004-2005, state employee labor agreement or compensation plan with an effective date of June 27, 2004.

- C. Amount.** Each eligible employee will receive a GWA equal to 1.0% of their base pay rate, plus \$0.10 per hour, subject to the FY 2004-2005 pay range maximum shown in Attachment A. An employee who cannot receive any or all of either GWA because of the pay range maximum limitation will receive an Annualized GWA Payment, as described in Section VIII., of this bulletin.

**SECTION V. IMPLEMENTATION OF PAY SCHEDULE FOR FY 2004-2005  
(SCHEDULE 15) (Attachment A) EFFECTIVE JUNE 27, 2004**

Effective June 27, 2004, the pay schedule and the progression pay schedule in Attachment A will be implemented. Any employee whose base pay rate falls below their associated pay range minimum will receive an adjustment to the new pay range minimum. Any employee who is currently assigned to a pay progression classification will receive an adjustment to the new Attachment A pay rate associated with their current pay progression level.

**SECTION VI. FY 2004-2005 LUMP SUM GWA PAYMENT EFFECTIVE JUNE 27, 2004**

All employees in pay status on June 27, 2004, will receive a Lump Sum GWA Payment of \$250.00, prorated by the employee's budgeted FTE status on June 27, 2004.

**SECTION VII. FY 2004-2005 PHARMACIST MARKET ADJUSTMENT EFFECTIVE  
DECEMBER 26, 2004**

- A. Effective Date.** The Pharmacist Market Adjustment is effective December 26, 2004.
- B. Eligibility.** Employees assigned to either a Pharmacist (36550) or Pharmacy Practices Consultant (36900) classification who are in pay status on December 26, 2004 are eligible for the adjustment.
- C. Amount.** Each eligible employee will receive a base pay increase based on state service seniority as of December 26, 2004, subject to the FY 2004-2005 pay range maximum.

<u>Full State Service Seniority Years</u>	<u>Market Adjustment</u>
<u>As of 12/26/2004</u>	
0 – 1	\$0.00
2 – 7	\$0.50
8 – 11	\$0.75
12 – 15	\$1.00
16 or more	\$1.25

**SECTION VIII. ANNUALIZED GWA PAYMENTS RELATED TO SECTION IV**

- A. Granting Date.** Annualized GWA Payments required will be granted as soon as administratively feasible after the effective date of the adjustment.
- B. Eligibility.** Any employee who is otherwise eligible for a GWA under Section IV, will receive an Annualized GWA Payment if either of the circumstances described under 1. or 2., below apply:

1. The employee could not receive an adjustment under Section IV, due solely to the applicable pay range maximum limitation (i.e., the employee's base pay was at or above the pay range maximum).
  2. The employee received a base pay adjustment less than the full amount for which the employee would have been eligible due solely to the pay range maximum limitation.
- C. Amount.** The amount of an annualized payment is calculated by multiplying the value of the GWA provided under Section IV that would exceed the FY 2004-2005 pay range maximum by 2088. Any annualized payment will be prorated based on an employee's budgeted FTE status on June 27, 2004.
- D. Employees on Leave of Absence.** Any employee who is on an unpaid leave of absence on June 27, 2004, who would otherwise qualify for an annualized payment will receive such payment subject to the following:
1. The employee must return from the leave to pay status in a position in the bargaining unit during the term of the Agreement.
  2. The employee will not receive an annualized payment until the employee returns to pay status in a position in the bargaining unit.

## SECTION IX. REFERRAL OF QUESTIONS

**Employee questions** regarding the provisions contained in this bulletin should be referred to the agency Human Resources Office.

**Agency questions** regarding the *pay provisions* contained in this bulletin should be referred to Lynn Maulbetsch of the Bureau of Compensation at: Phone: (608) 267-5164 or E-mail: [lynn.maulbetsch@osер.state.wi.us](mailto:lynn.maulbetsch@osер.state.wi.us).

Questions regarding *all other contract provisions* should be referred to Durell Vieau of the Bureau of Labor Relations at: Phone: (608) 267-5169 or E-mail: [durell.vieau@osер.state.wi.us](mailto:durell.vieau@osер.state.wi.us).

Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

**DOA Central Payroll:**

**Shelley Schwartz at (608) 264-9571**

**UW-Processing Center:**

**Payroll and Financial Services (608) 262-3558**

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

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Attachment: Pay Schedule 15 and Pay Progression Schedules effective June 27, 2004 through June 30, 2005.

Attachment A

**Pay Schedule 15  
Wisconsin Science Professionals**

**Effective June 27, 2004 through June 30, 2005**

**Official Hourly Basis**

Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Step	8% of Minimum
15-02	35.893	43.072	50.251	1.077	2.872
15-03	19.701	30.537	41.373	0.592	1.577
15-24	14.916	n/a	24.860	0.448	1.194
15-35	16.129	n/a	26.882	0.484	1.291

**Pay Progression Schedule  
Effective June 27, 2004 through June 30, 2005**

<b>Developmental Series</b>		<b>Hydrogeologist Series</b>	
Range 15-24		Range 15-35	
	<u>Rate</u>		<u>Rate</u>
Minimum	14.916	Minimum	16.129
A (year 1)	15.832	A (year 1)	17.646
B	16.650	B	19.062
C (year 2)	17.468	C (year 2)	20.480
D	18.286		
E (year 3)	19.102		
Maximum	24.860	Maximum	26.882