

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 1, 2006

Locator No: OSER-0102-CLR/LR/PP

Subject: Information Necessary to Process FY 2005-2006 Pay Adjustments for Employees Represented by the WSEU Administrative Support, Blue Collar, Security and Public Safety, and Technical Bargaining Units

This information is provided to assist appointing authorities in determining FY 2005-2006 base pay adjustments and lump sum payments to employees in the Wisconsin State Employees Union (WSEU) bargaining units: Administrative Support (AS) (**DP unit code 02**); Blue Collar and Non-Building Trades (BC) (**DP unit code 03**); Security and Public Safety (SPS) (**DP unit code 05**); Technical (T) (**DP unit code 06**). These base pay adjustments and lump sum payments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU bargaining units and are effective May 14, 2006. The pay adjustments in this bulletin are to be applied in the order set forth below.

SECTION 1. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Use the FY 2004-2005 pay schedule for adjustments under numbers 1 through 7., effective on May 14, 2006.

Use the new FY 2005-2006 pay schedule provided in the attachment for adjustments under numbers 8. and 9., effective May 14, 2006, and for all transactions after that date through June 24, 2006.

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Promotion/upward movement adjustment
4. Demotion/downward movement adjustment
5. Transfer/lateral movement adjustment
6. Reinstatement
7. Restoration
- 8. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin**
9. Original appointment

Note: Definition of 'in pay status' includes employees who retired, died, or were laid off on or after June 26, 2005. These employees are eligible for all wage provisions identified in the bulletin.

Note: Employees who have previously been considered for or received a FY 2005-2006 corresponding general wage adjustment or corresponding lump sum payment are ineligible for the adjustment provided in Section I.

Note: Employees who are in positions reallocated from Engineering Specialist Transportation-Journey into the Engineering Technician Transportation (ETT) series as a result of the July 13, 2003 WERC Unit Clarification and were subsequently reclassified to a higher level in the ETT series using pay on reinstatement provisions shall have their base pay rate recalculated in accordance with Negotiating Note 63.

SECTION II: GENERAL WAGE ADJUSTMENT

Effective May 14, 2006, each eligible employee in pay status on that date will receive a General Wage Adjustment (GWA) in an amount equal to 2.0% of the employee's current base pay rate for employees in the Administrative Support, Security and Public Safety, and Technical bargaining units. For employees in the Blue Collar unit, a cents per hour equivalent of \$.259 is added to the employee's current base pay rate.

SECTION III: PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION

Effective May 14, 2006, the pay schedules, grids, and pay structures set forth in the attachment to this bulletin will be implemented.

SECTION IV: LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF 2005-2006 PAY ADJUSTMENTS

Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under Section II., multiplied by the number of his/her hours in pay status in the bargaining unit(s) from June 26, 2005, through May 13, 2006. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on May 14, 2006, who receive an adjustment under Section II., above.
2. Former employees of the bargaining unit(s) who retired from, were laid off, or died while serving in a bargaining unit(s) position between June 26, 2005 through May 13, 2006, who would have received an adjustment under Section I., above. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.
3. Employees in the bargaining unit(s) who began a leave of absence after June 26, 2005 through May 13, 2006, and who would have received an adjustment under Section II., above. Employees on a leave of absence will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

SECTION V: REFERRAL OF QUESTIONS

Employee questions regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; e-mail Tim.Borchert@wisconsin.gov; or Doug Thayer at (608) 266-2052; email Douglas.Thayer@wisconsin.gov.

Questions regarding *all other provisions of the WSEU AS, BC, SPS, and TECH Agreement* should be referred to Mark Wild at (608) 266-9564; e-mail Mark.Wild@wisconsin.gov; or Wil Mickelson at (608) 267-5169; e-mail Wil.Mickelson@wisconsin.gov.

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

DOA Central Payroll
UW Processing Center

Shelley Schwartz (608) 264-9571
Payroll and Financial Svcs. (608) 262-3558



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

JAP:tb/dlt

Attachments: 2005-2006 Pay Schedules, Grids, and Structures

ATTACHMENT

**Pay Schedule 02 Administrative Support
Effective May 14, 2006 through June 24, 2006**

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
7	\$10.116	\$16.129	\$0.304	\$0.800
8	\$10.908	\$16.968	\$0.328	\$0.870
9	\$11.791	\$18.001	\$0.354	\$0.940
10	\$12.744	\$19.465	\$0.383	\$1.020
11	\$13.781	\$21.049	\$0.414	\$1.080
12	\$14.905	\$22.770	\$0.448	\$1.160
13	\$16.119	\$24.628	\$0.484	\$1.240
14	\$17.431	\$26.639	\$0.523	\$1.300
15	\$18.850	\$28.820	\$0.566	\$1.410

**Pay Schedule 03 Blue Collar
Effective May 14, 2006 through June 24, 2006.**

	Grid Point	7	8	9	10	11	12	13	14	15
Minimum	0	9.975	10.491	11.125	12.024	12.998	14.054	15.197	16.432	17.771
	1	10.104	10.620	11.254	12.153	13.127	14.183	15.326	16.561	17.900
	2	10.153	10.671	11.308	12.212	13.191	14.253	15.401	16.642	17.988
	3	10.253	10.771	11.408	12.312	13.291	14.353	15.501	16.742	18.088
	4	10.352	10.874	11.518	12.431	13.419	14.492	15.651	16.905	18.263
	5	10.401	10.928	11.574	12.490	13.484	14.562	15.728	16.987	18.351
	6	10.775	11.321	11.992	12.944	13.973	15.093	16.299	17.569	18.943
	7	10.985	11.540	12.225	13.196	14.248	15.386	16.618	17.889	19.263
	8	11.331	11.891	12.574	13.523	14.551	15.657	16.884	18.152	19.527
	9	11.484	12.044	12.726	13.682	14.719	15.833	17.070	18.341	19.715
	10	11.636	12.194	12.879	13.839	14.889	16.007	17.258	18.527	19.900
* Years	11	11.788	12.349	13.029	13.997	15.058	16.184	17.443	18.713	20.085
	12	11.942	12.500	13.183	14.157	15.228	16.356	17.630	18.899	20.272
	13	12.094	12.652	13.334	14.313	15.396	16.532	17.815	19.085	20.458
	14	12.247	12.804	13.488	14.472	15.568	16.707	18.002	19.271	20.645
	15	12.397	12.958	13.641	14.628	15.736	16.881	18.188	19.457	20.830
	16	12.551	13.108	13.793	14.789	15.905	17.056	18.374	19.643	21.017
	17	12.702	13.261	13.946	14.946	16.075	17.232	18.559	19.829	21.202
	18	12.855	13.414	14.097	15.105	16.242	17.407	18.745	20.016	21.389
	19	13.007	13.567	14.251	15.263	16.413	17.583	18.933	20.202	21.575
	20	13.161	13.719	14.401	15.420	16.582	17.757	19.118	20.387	21.761
	21	13.312	13.871	14.554	15.578	16.750	17.931	19.304	20.573	21.947
	22	13.465	14.023	14.707	15.736	16.920	18.107	19.490	20.760	22.134
	23	13.617	14.175	14.859	15.895	17.089	18.280	19.676	20.947	22.319
	24	13.768	14.327	15.011	16.052	17.260	18.454	19.862	21.132	22.505

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as June 30, 2005.**

**PAY SCHEDULE 05: Security and Public Safety
Effective May 14, 2006 through June 24, 2006**

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
7	\$9.712	\$16.612	\$0.292	\$1.200
8	\$10.472	\$17.905	\$0.315	\$1.250
9	\$11.317	\$19.342	\$0.340	\$1.300
10	\$12.234	\$20.900	\$0.368	\$1.350
11	\$13.228	\$22.589	\$0.397	\$1.400
12	\$14.306	\$24.422	\$0.430	\$1.450
13	\$15.471	\$26.402	\$0.465	\$1.500
14	\$16.733	\$28.547	\$0.502	\$1.550
15	\$18.101	\$30.875	\$0.544	\$1.600
16	\$19.361	\$33.016	\$0.581	\$1.650
31	\$13.507	\$22.922	\$0.406	(1) 1.400
32	\$14.167	\$24.044	\$0.426	(1) 1.450

(1) Movements between 05-31 and 05-32 will be in accordance with Negotiating Note 61

**PAY SCHEDULE 05-40, 05-41 WARDEN
Effective May 14, 2006 through June 24, 2006**

	05-40	05-41
0	16.998	18.638
1	17.893	19.610
2	18.581	20.358
3	19.270	21.107
4	19.960	21.854
5	20.650	22.603
6	21.338	23.351
7	22.028	24.099
8	22.729	24.846

This pay structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on 6/30/05 seniority.

PAY SCHEDULE 06: TECHNICAL
Effective May 14, 2006 through June 24, 2006

Range	Minimum	Maximum	WRPS	Range Adjustment
5	\$9.310	\$13.965	\$0.280	\$0.340
6	\$9.683	\$14.525	\$0.291	\$0.500
7	\$10.092	\$15.138	\$0.303	\$0.670
8	\$10.622	\$15.933	\$0.319	\$0.840
9	\$10.834	\$16.251	\$0.326	\$1.010
10	\$11.718	\$17.577	\$0.352	\$1.050
11	\$12.680	\$19.020	\$0.381	\$1.400
12	\$13.721	\$20.581	\$0.412	\$1.600
13	\$14.847	\$22.270	\$0.446	\$1.700
14	\$16.065	\$24.098	\$0.482	\$1.900
15	\$17.385	\$26.078	\$0.522	\$2.000
16	\$18.816	\$28.225	\$0.565	\$2.200
17	\$20.365	\$30.547	\$0.611	\$2.250
18	\$22.041	\$33.061	\$0.662	\$2.300
19	\$23.804	\$35.706	\$0.715	\$2.350

PAY GRID 06-25 TECHNICAL BARGAINING UNIT (PILOTS)
Effective May 14, 2006 through June 24, 2006

Pay Range 06-25

2006	\$19.363
2005	\$19.742
2004	\$20.181
2003	\$20.620
2002	\$21.059
2001	\$21.498
2000	\$21.937
1999	\$22.376
1998	\$23.009
1997	\$23.448
1996	\$23.887
1995	\$24.326
1994	\$25.265
1993	\$26.174
1992	\$26.475
1991	\$26.774
1990	\$27.075
1989	\$27.374
1988	\$27.592
1987	\$27.813
1986	\$28.056

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.