State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN –

Date: June 15, 2006 **Locator No:** OSER-0111-CLR/LR/PP	**Subject:** Information for Processing 2003-2005 Fiscal Biennium Pay and Benefit Provisions for Employees in the Professional Engineering Bargaining Unit (Unit 14)

This information is provided to assist appointing authorities in determining 2003-2005 fiscal biennium general wage adjustments and lump sum payments, as well as to identify personal holiday and health insurance changes for employees in the professional engineering bargaining unit (bargaining unit 14). The wage increases are granted in accordance with the wage provisions (Article XII) of the 2003-2005 Agreement between the State of Wisconsin and the State Engineering Association (SEA), and base pay increases must be applied in the order set forth in this bulletin.

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

Pursuant to Article XII, Section 4 of the 2003-2005 SEA Agreement and s. ER 29.04, Wis. Adm. Code, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2002-2003 pay schedule for adjustments 1. through 8., on May 28, 2006.

Use the new FY 2004-2005 pay schedule (see Attachment) for adjustments under number 9., effective on May 28, 2006. Adjustments normally occurring after 9., will be made in accordance with the 2005-2007 collective bargaining agreement.

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**

SECTION II. GENERAL WAGE ADJUSTMENT (GWA)

Note: There are no pay adjustments for FY 2003-2004.

A. Effective Date. The GWA is effective May 28, 2006.

B. Eligibility.

1. **Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on May 28, 2006, are eligible for a GWA in the amount set forth in C., below.

2. **Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2004-2005 provided under the Compensation Plan or another 2003-2005 state collective bargaining agreement.

C. Amount. Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate, plus $0.10 per hour, subject to the pay range maximum indicated in the Attachment. (There is no Annualized General Wage Adjustment Payment for employees limited by the pay range maximum.)

SECTION III. IMPLEMENTATION OF FY 2004-2005 PAY SCHEDULE

Effective May 28, 2006, the pay schedule for fiscal year 2004-2005 provided in the Attachment will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION IV. SEMI-AUTOMATIC PAY PROGRESSION

Semi-automatic pay progression adjustments will be provided to eligible employees in accordance with the Ongoing Administration provisions in Appendix B of the 2003-2005 Agreement. Reference the pay progression schedule provided in the Attachment. (There is no change to the on-going administration except to remove references to pay range 14-22 progression)

SECTION V. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE FY 2004-2005 GENERAL WAGE ADJUSTMENTS

A. Granting Date. The lump sum payment provided under C., below, will be provided as soon after May 28, 2006, as administratively feasible.

B. Eligibility.

1. **Eligible.** The following employees will be eligible to receive a lump sum payment for the delay in implementation of the FY 2004-2005 GWAs:

   a. Employees who were at all times in the bargaining unit between June 26, 2005 and May 28, 2006.
   b. Employees who left the bargaining unit for other state employment between June 26, 2005, and May 28, 2006, subject to 2.a., below.

c. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 26, 2005 and before May 28, 2006.
d. New state employees hired into the bargaining unit between June 26, 2005 and May 28, 2006.
e. Employees hired into the bargaining unit from another certified state bargaining unit between June 26, 2005 and May 28, 2006, and prior to the effective date of a corresponding wage adjustment in the employee's former bargaining unit.
f. Former employees of the bargaining unit who retired from state service between June 26, 2005 and May 28, 2006. Such payments will not be considered earnings for retirement and benefit purposes.
g. Employees in the bargaining unit who are on or returned from a leave of absence between June 26, 2005 and May 28, 2006. Employees who went on a leave of absence from a position in the bargaining unit after June 26, 2005, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit by June 30, 2007.

2. Ineligible.

a. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2004-2005 GWA prior to his or her appointment to a position in the professional engineering bargaining unit.
b. Any employee who is on a leave of absence on May 28, 2006, and fails to return from such leave prior to June 30, 2007.

C. Amount. Eligible employees will receive a lump sum payment equal to the sum of the following (retirees receive this lump sum for base pay increases they would have received if there had been no delay in implementation of the GWAs):

1. The total hourly amount received as a base pay increase under Section II., above, multiplied by the number of hours in pay status in the bargaining unit from June 26, 2005 through May 27, 2006.

2. The lump sum wage payment will also reflect an increase in the premium rate portion of overtime wages earned during the applicable period stated in 1., above.

D. Determining the "Hours in Pay Status."

1. Determine the sum of all "hours in pay status" as a represented employee in the professional engineering bargaining unit. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated in C. 1. or 2., above.

2. Hours excluded from hours in pay status:

   a. Hours as a project employee (employment type 05) or as an LTE employee (employment types 10 and 23);
   b. Hours as a nonrepresented employee;
   c. Hours in any bargaining unit other than the professional engineering bargaining unit;
   d. Hours in the professional engineering bargaining unit after the employee was a permanent classified employee who was considered for or received a FY 2004-05 corresponding GWA under the 2003-2005 Compensation Plan or any other collective bargaining agreement;
   e. Work hours for which holiday or compensatory time-off credits were earned but not used;
   f. Any leave without pay hours.

3. For purposes of calculating employee benefits, except for former employees who have retired, any lump sum wage payment received under this section for the delay in implementation of the GWAs will be considered as salary or wages earned during the applicable period from June 26, 2005 through May 27, 2006.

SECTION VI. IMPLEMENTATION OF THREE-TIER HEALTH INSURANCE

A. Pursuant to Article XIII, Section 1 of the 2003-2005 Agreement, the three-tier health insurance model is implemented for employees in the professional engineering bargaining unit. Employee monthly health insurance premium deductions begin pay period 13A (paychecks dated June 22, 2006) for the August 2006 health insurance coverage month.

B. The cost of the aggregate employee share of health insurance premiums for the bargaining unit from November 2003 deduction month premiums due for health insurance coverage beginning January 2004 through June 2005 premiums for August 2005 coverage is being recovered through delays in wage adjustments for the 2005-2006 GWA (see OSER-0112-CLR/LR/PP bulletin Section VIII./A.).

SECTION VII. ADDITIONAL PERSONAL HOLIDAY IN RECOGNITION OF VETERANS DAY

A. Pursuant to 13/11/1/4 of the Agreement, effective calendar year 2004, employees will receive one additional non-cumulative paid personal holiday annually in recognition of Veterans Day.

B. Pursuant to MOU #4 of the Agreement, employees will be allowed to carry over into calendar year 2006, any unused additional personal holidays provided under 13/11/1/4. in recognition of Veterans Day for calendar years 2004 and 2005. Such additional personal holidays must be used prior to December 31, 2006.

SECTION VIII. REFERRAL OF QUESTIONS

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

Agency questions regarding the ***pay provisions*** contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov

Questions regarding ***all other contract provisions*** should be referred to Jill Thomas of the Bureau of Labor Relations at: Phone: (608) 266-6435 or E-mail: BarbaraJill.Thomas@Wisconsin.gov.

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**

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

JAP:JMW

Attachment: Pay Schedule 14 and Pay Progressions effective May 28, 2006

Attachment

PAY SCHEDULE 14
STATE ENGINEERING ASSOCIATION

2004-2005 Pay Schedule Effective May 28, 2006 (For implementation of FY 2004-2005 wage adjustments only)				
Pay Range	**Minimum**	**PSICM**	**Maximum**	**Within Range Pay Step**
14-03	13.845	14.261	23.075	0.416
14-04	18.303	18.853	29.285	0.550
14-05	19.662	20.252	31.460	0.590
14-06	21.064	21.696	33.703	0.632
14-22	13.845	14.261	22.152	0.416
14-23	16.843	17.349	26.949	0.506
14-24	18.107	18.651	28.972	0.544
14-25	19.662	20.252	31.460	0.590
14-26	21.064	21.696	33.703	0.632
14-46	16.737	17.240	29.290	0.503
14-47	22.914	23.602	36.663	0.688
14-48	24.542	25.279	39.268	0.737
14-55	16.737	17.240	26.780	0.503
14-56	19.735	20.328	31.576	0.593
14-57	22.778	23.462	36.445	0.684

PAY PROGRESSION SERIES
Effective May 28, 2006
(For implementation of FY 2004-05 wage adjustments only)

Specialist (14-03)		**Engineer (14-46)**		**Construction Rep. & Facility Designer (14-55)**	
Minimum	13.845	**Minimum**	16.737	**Minimum**	16.737
PSICM	14.261	**PSICM**	17.240	**PSICM**	17.240
A (year 1)	15.177	**A (year 1)**	18.508	**A (year 1)**	18.266
B	16.094	**B**	19.780	**B**	19.295
C (year 2)	17.013	**C (year 2)**	21.054	**C (year 2)**	20.325
D	17.932	**D**	22.326		
E (year 3)	18.849	**E (year 3)**	23.600		