

State of Wisconsin

**OFFICE OF STATE EMPLOYMENT RELATIONS**

*– COMPENSATION & LABOR RELATIONS BULLETIN –*

**Date:** June 22, 2006

**Locator No:** OSER-0114-CLR/PP

**Subject:** Processing FY 2006-2007 General Wage Adjustments, Annualized General Wage Adjustments, and Other Compensation for Certain Nonrepresented Employees

This information will assist appointing authorities in determining and processing the following adjustments and reimbursements, granted in accordance with Sections A, B, C, L, and M of the 2005-2007 Compensation Plan:

- The FY 2006-2007 General Wage Adjustments (GWA), effective June 25, 2006 and April 1, 2007;
- The FY 2006-2007 Annualized GWA Payments, effective June 25, 2006 and April 1, 2007;
- The FY 2006-2007 Supplemental Pay Revisions, effective June 25, 2006 and April 1, 2007;
- Parity provisions for certain nonrepresented employees affected by 2005-2007 collective bargaining agreements currently in effect;
- Revisions to the monthly employee contribution rates for health insurance;

**SECTION I. COVERAGE UNDER THIS BULLETIN**

**A. Covered Classified Employees.**

All nonrepresented permanent (**employment types 01, 02 and 06**) and project (**employment type 05**) employees are covered by this bulletin *except* trainees eligible for scheduled trainee increases and craftworker-related employees (craftworker supervisors, shop supervisors, the crafts operations manager, and project craftworkers).

**NOTE:** See Section A, 4.08 of the 2005-07 Compensation Plan for pay rates of nonrepresented craftworker-related employees.

**B. Covered Unclassified Employees**

All indefinite-term GSEG, ESG and Non-ESG employees described in Sections B, 3.01 (1) through (3) of the 2005-07 Compensation Plan are covered by this bulletin.

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

### A. Covered Classified Employees

Pursuant to Section I, 4.01 of the 2005-2007 Compensation Plan, multiple pay adjustments on the same day in FY 2006-2007, will be applied in the following order:

- Use FY 2005-2006 pay schedules for adjustments 1. through 12. listed below, effective on June 25, 2006.
  - Use FY 2006-2007 pay schedules effective June 25, 2006 (Attachments B, C and D), for adjustments 13. through 18. listed below, effective on June 25, 2006, for all adjustments effective June 26, 2006 through March 31, 2007, and for adjustments 1. through 12. listed below, effective on April 1, 2007.
  - Use FY 2006-2007 pay schedules effective April 1, 2007 (Attachments E, F, and G) for adjustments 13. through 18. listed below, effective on April 1, 2007, and for all adjustments effective after April 1, 2007.
1. Reallocation/regrade adjustment;
  2. Reclassification/regrade adjustment;
  3. Progression adjustment provided under Section A, 2.05 of the Compensation Plan;
  4. Promotion;
  5. Career executive movement to a higher class;
  6. Demotion;
  7. Career executive reassignment or voluntary movement to a lower class;
  8. Transfer;
  9. Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range;
  10. Reinstatement;
  11. Restoration;
  12. Parity related to the 2003-05 WSEU collective bargaining agreement.
  13. FY 2006-2007 General Wage Adjustment;
  14. Implementation of the FY 2005-06 pay schedules;
  15. Establishment of a raised minimum rate (RMR);
  16. Discretionary Compensation Adjustment (DCA);
  17. Other parity adjustment;
  18. Original appointment.

**NOTE:** *For project employees in classifications allocated to represented pay schedules, use the applicable pay range of the represented pay schedule for the above adjustments.*

**B. Covered Unclassified Employees**

1. Multiple pay adjustments with the same effective date will be applied in an order consistent with the order of pay adjustments for analogous transactions in the classified service.
2. The only pay adjustments permitted for covered unclassified employees are those authorized in the Compensation Plan.

**SECTION III. FY 2006-2007 GWA AND ANNUALIZED GWA PAYMENTS EFFECTIVE JUNE 25, 2006****A. GWA**

1. **Effective Date.** The GWA is effective June 25, 2006, for employees on biweekly payroll systems.
2. **Eligibility.**
  - a. **Eligible.** Except as indicated in b., below, all covered classified employees in pay status on June 25, 2006, 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 June 26, 2005 through June 24, 2006.
    - (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from June 26, 2005 through June 24, 2006.

***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. For assistance with case-by-case determinations, contact Paul Ostrowski, Office of State Employment Relations (OSER) Division of Compensation and Labor Relations, (608) 267-0343.*

- (3) Any employee paid at or above the FY 2006-2007 pay range maximum. (Refer to the applicable FY 2006-2007 pay schedules, effective June 25, 2006, in Attachment B.)
3. **Amount.**
  - a. Subject to b., below, each eligible employee will be granted a GWA in an amount equal to 2.0% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2006-2007 pay range maximum. (Refer to the applicable FY 2006-2007 pay schedules, effective June 25, 2006, in Attachment B.)



**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 June 25, 2006, 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 23, 2007, *and* the employee's restoration right must be derived from a position covered by this bulletin.
2. The employee will not receive the 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. Pay Schedule Implementation.**

1. After application of the pay adjustments described in A. through C., above, the FY 2006-2007 pay schedules effective June 25, 2006 in Attachment B will be implemented. 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 IV. FY 2006-2007 GENERAL WAGE ADJUSTMENTS AND ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS FOR CERTAIN UNCLASSIFIED "NON-ESG" ATTORNEY POSITIONS EFFECTIVE JUNE 25, 2006**

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

**B. GWA**

1. **Effective Date.** The GWA is effective June 25, 2006, for covered attorneys on biweekly payroll systems.

## 2. Eligibility.

- a. **Eligible.** Except as specified in b., below, all covered attorneys in pay status on June 25, 2006, 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 June 26, 2005 through June 24, 2006.
  - (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from June 26, 2005 through June 24, 2006.

***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. For assistance with case-by-case determinations, contact Paul Ostrowski, OSER, Division of Compensation and Labor Relations, (608) 267-0343.*

- (3) Any employee paid at or above the FY 2006-2007 pay range maximum. (Refer to Pay Schedule 71 for FY 2006-2007, effective June 25, 2006, in Attachment B.)

***NOTE:** Effective July 1, 2001, unclassified "Non-ESG" attorneys are paid using broadbanded Pay Schedule 71. They are subject to the pay on appointment provisions of Section I, 4.04, and the DCA provisions of Section J, of the 2005-2007 Compensation Plan.*

## 3. Amount.

- a. Subject to b., below, each eligible employee will be granted a GWA in an amount equal to 2.0% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2006-2007 pay range maximum. (Refer to Pay Schedule 71 for FY 2006-2007, effective June 25, 2006, in Attachment B.)
- 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.

- 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. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to OSER within 14 days of the decision. OSER 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 June 25, 2006.
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 the employee's base pay was at or above the 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 2.0% of the employee's base pay.
  - 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 2.0% of the employee's base pay (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
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.a. or b., above, by 2088. 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) status on June 25, 2006.

**SECTION V. FY 2006-2007 GENERAL WAGE ADJUSTMENTS FOR COVERED UNCLASSIFIED EMPLOYEES OTHER THAN CERTAIN “NON-ESG” ATTORNEY POSITIONS EFFECTIVE JUNE 25, 2006**

**A. GWA**

- 1. Effective Date.** The General Wage Adjustments (GWAs) are effective June 25, 2006, for employees on biweekly payroll systems.
- 2. Eligibility.**
  - a. Eligible.** Except as specified in b., below, all covered unclassified employees in pay status on June 25, 2006, are eligible to be considered for a GWA.
  - b. Ineligible.** Any employee paid at or above the applicable 2006-2007 pay range maximum. (Refer to the FY 2006-2007 pay schedules, effective June 25, 2006, in Attachments B, C and D attached to this bulletin.)
- 3. Amount.**
  - a.** Subject to b. through d., below, each eligible employee will be granted a GWA in an amount equal to 2.0% of the employee’s base pay rate immediately preceding the GWA, subject to the FY 2006-2007 pay range maximum. (Refer to the FY 2006-2007 pay schedules, effective June 25, 2006, in Attachments B, C and D.)
  - b.** ESG and GSEG employees, except fixed term employees, must be paid at least the FY 2006-2007 pay range minimum. (Refer to Attachments C and D - FY 2006-2007 Pay Schedules 90 and 95 effective June 25, 2006.)
  - 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.** No employee, except an employee in a GSEG position, may receive an increase that causes the employee’s pay to equal or exceed the salary paid the Governor (i.e., \$131,768).

**SECTION VI. FY 2006-2007 SUPPLEMENTAL PAY SCHEDULE FOR PSYCHOLOGIST DOCTORATES EFFECTIVE JUNE 25, 2006**

The schedule of supplemental pay amounts, effective June 25, 2006 through March 31, 2007, for the classifications of Psychologist Supervisor, Psychologist Supervisor Management, Psychologist Manager and Psychologist Chief, are a **mandatory minimum of \$3.31 per hour through a maximum of \$4.56 per hour**. See Section A, 4.12 of the 2005-2007 Compensation Plan for additional information.

**SECTION VII. FY 2005-06 SUPPLEMENTAL PAY SCHEDULES FOR PATIENT TREATMENT-RELATED EMPLOYEES EFFECTIVE JUNE 25, 2006**

The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility effective June 25, 2006, is provided below. See Section A, 4.15 of the 2005-2007 Compensation Plan for additional information.

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

Classification (Pay Range)	June 25, 2006 – March 31, 2007	
	Board Certification Eligibility	Board Certification
Physician Mgt (50-51) Physician Supv (50-51)	NTE - \$6.11/hr.	\$9.16 - \$18.32/hr.
Psychiatrist Mgt (50-52) Psychiatrist Supv (50-52)	NTE - \$6.67/hr.	\$10.00 - \$19.99/hr.

The schedule of supplemental pay amounts for Supervisory and Management Responsibility, effective June 25, 2006, is provided below. See Section A, 4.15 of the 2005-2007 Compensation Plan for additional information.

**Schedule of Supplemental Pay Amounts  
for Supervisory and Management Responsibility**

Classification (Pay Range)	June 25, 2006 – March 31, 2007	
	Supervisory Responsibility	Management Responsibility
Dentist Supv (50-50)	NTE - \$5.00/hr.	NTE - \$14.85/hr.
Physician Mgt (50-51) Physician Supv (50-51)	NTE - \$6.11/hr.	NTE - \$18.32/hr.
Psychiatrist Mgt (50-52) Psychiatrist Supv (50-52)	NTE - \$6.67/hr.	NTE - \$19.99/hr.

**SECTION VIII. PARITY PROVISIONS EFFECTIVE JUNE 25, 2006**

Parity increases effective June 25, 2006, shall be granted in accordance with Section L and M of the 2005-2007 Compensation Plan (see Attachments H and I).

**SECTION IX. PARITY PROVISIONS EFFECTIVE DECEMBER 24, 2006**

Parity increases effective December 24, 2006, shall be granted in accordance with Section L of the 2005-2007 Compensation Plan (see Attachment H).

**SECTION X. CALENDAR YEAR 2007 EMPLOYEE CONTRIBUTIONS TOWARD HEALTH INSURANCE PREMIUMS**

The calendar year 2007 full-time employee monthly contribution rates for health insurance are provided below. See Section A, 5.01 of the 2005-2007 Compensation Plan for provisions regarding part-time employees and exclusions.

**2007 Monthly Employee Contribution Rates**

	<u>Single</u>	<u>Family</u>
<b>Tier 1</b>	\$27.00	\$68.00
<b>Tier 2</b>	\$60.00	\$150.00
<b>Tier 3</b>	\$143.00	\$358.00

**SECTION XI. FY 2006-2007 GWA AND ANNUALIZED GWA PAYMENTS EFFECTIVE APRIL 1, 2007**

**A. GWA**

- 1. Effective Date.** The GWA is effective April 1, 2007, for employees on biweekly payroll systems.
- 2. Eligibility.**
  - a. Eligible.** Except as indicated in b., below, all covered classified employees in pay status on April 1, 2007, 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 June 26, 2005 through June 24, 2006.
    - (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from June 26, 2005 through June 24, 2006.

**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. For assistance with case-by-case determinations, contact Paul Ostrowski, Office of State Employment Relations (OSER) Division of Compensation and Labor Relations, (608) 267-0343.

- (3)** Any employee paid at or above the FY 2006-2007 pay range maximum. (Refer to the applicable FY 2006-2007 pay schedules, effective April 1, 2007, in Attachment E.)

**3. Amount.**

- a.** Subject to b., below, each eligible employee will be granted a GWA in an amount equal to 2.25% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2006-2007 pay range maximum. (Refer to the applicable FY 2006-2007 pay schedules, effective April 1, 2007, in Attachment E.)
  - 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.
- 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. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to OSER within 14 days of the decision. OSER 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 April 1, 2007.
- 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 the employee's base pay was at or above the pay range maximum.
  - b.** The employee did not receive the full GWA amount (i.e., 2.25% 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 2.25% of the employee's base pay.
  - 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 2.25% of the employee's base pay (prior to receipt of the partial GWA), and the partial GWA the employee actually received.

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.a. or b., 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) status on April 1, 2007.

**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 April 1, 2007, 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 23, 2007, *and* the employee's restoration right must be derived from a position covered by this bulletin.
2. The employee will not receive the 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. Pay Schedule Implementation.**

After application of the pay adjustments described in A. through C., above, the FY 2006-2007 pay schedules effective April 1, 2007, in Attachment E will be implemented. 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 XII. FY 2006-2007 GENERAL WAGE ADJUSTMENTS AND ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS FOR CERTAIN UNCLASSIFIED "NON-ESG" ATTORNEY POSITIONS EFFECTIVE APRIL 1, 2007**

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

**B. GWA**

1. **Effective Date.** The GWA is effective April 1, 2007, for covered attorneys on biweekly payroll systems.
2. **Eligibility.**
  - a. **Eligible.** Except as specified in b., below, all covered attorneys in pay status on April 1, 2007, are eligible to receive a GWA.
  - b. **Ineligible.**
    - (3) Covered attorneys whose job performances were rated below satisfactory as a result of formal performance evaluations conducted during the period from June 26, 2005 through June 24, 2006.
    - (4) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from June 26, 2005 through June 24, 2006.

***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. For assistance with case-by-case determinations, contact Paul Ostrowski, OSER, Division of Compensation and Labor Relations, (608) 267-0343.*

- (3) Any employee paid at or above the FY 2006-2007 pay range maximum. (Refer to Pay Schedule 71 for FY 2006-2007, effective April 1, 2007, in Attachment E.)

***NOTE:** Effective July 1, 2001, unclassified "Non-ESG" attorneys are paid using broadbanded Pay Schedule 71. They are subject to the pay on appointment provisions of Section I, 4.04, and the DCA provisions of Section J, of the 2005-2007 Compensation Plan.*

3. **Amount.**
  - a. Subject to b., below, each eligible employee will be granted a GWA in an amount equal to 2.25% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2006-2007 pay range maximum. (Refer to Pay Schedule 71 for FY 2006-2007, effective April 1, 2007, in Attachment E.)
  - 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.

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. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to OSER within 14 days of the decision. OSER 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 April 1, 2007.
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 the employee's base pay was at or above the pay range.
  - 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 2.25% of the employee's base pay.
  - 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 2.25% of the employee's base pay (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
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.a. or b., 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) status on April 1, 2007.

**SECTION XIII. FY 2006-2007 GENERAL WAGE ADJUSTMENTS FOR COVERED UNCLASSIFIED EMPLOYEES OTHER THAN CERTAIN “NON-ESG” ATTORNEY POSITIONS EFFECTIVE APRIL 1, 2007**

**A. GWA**

- 1. Effective Date.** The General Wage Adjustments (GWAs) are effective April 1, 2007, for employees on biweekly payroll systems.
- 2. Eligibility.**
  - a. Eligible.** Except as specified in b., below, all covered unclassified employees in pay status on April 1, 2007, are eligible to be considered for a GWA.
  - b. Ineligible.** Any employee paid at or above the applicable 2006-2007 pay range maximum. (Refer to the FY 2006-2007 pay schedules, effective April 1, 2007, in Attachments E, F, and G.)
- 3. Amount.**
  - a.** Subject to b. through d., below, each eligible employee will be granted a GWA in an amount equal to 2.25% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2006-2007 pay range maximum. (Refer to the FY 2006-2007 pay schedules, effective April 1, 2007, in Attachments E, F, and G.)
  - b.** ESG and GSEG employees, except fixed term employees, must be paid at least the FY 2006-2007 pay range minimum. (Refer to Attachments F and G- FY 2006-2007 Pay Schedules 90 and 95 effective April 1, 2007.)
  - 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.** No employee, except an employee in a GSEG position, may receive an increase that causes the employee's pay to equal or exceed the salary paid the Governor (i.e., \$137,092).

**SECTION XIV. SUPPLEMENTAL PAY SCHEDULE FOR PSYCHOLOGIST DOCTORATES EFFECTIVE APRIL 1, 2007**

The schedule of supplemental pay amounts, effective June 25, 2006 through June 23, 2007, for the classifications of Psychologist Supervisor, Psychologist Supervisor Management, Psychologist Manager and Psychologist Chief, are a **mandatory minimum of \$3.35 per hour through a maximum of \$4.61 per hour**. See Section A, 4.12 of the 2005-2007 Compensation Plan for additional information.

**SECTION XV. SUPPLEMENTAL PAY SCHEDULES FOR PATIENT TREATMENT-RELATED EMPLOYEES EFFECTIVE APRIL 1, 2007**

The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility effective April 1, 2007, is provided below. See Section A, 4.15 of the 2005-2007 Compensation Plan for additional information.

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

Classification (Pay Range)	April 1, 2007 – June 23, 2007	
	Board Certification Eligibility	Board Certification
Physician Mgt (50-51) Physician Supv (50-51)	NTE - \$6.18/hr.	\$9.26 - \$18.51/hr.
Psychiatrist Mgt (50-52) Psychiatrist Supv (50-52)	NTE - \$6.74/hr.	\$10.10 - \$20.19/hr.

The schedule of supplemental pay amounts for Supervisory and Management Responsibility, effective April 1, 2007, is provided below. See Section A, 4.15 of the 2005-2007 Compensation Plan for additional information.

**Schedule of Supplemental Pay Amounts  
for Supervisory and Management Responsibility**

Classification (Pay Range)	April 1, 2007 – June 23, 2007	
	Supervisory Responsibility	Management Responsibility
Dentist Supv (50-50)	NTE - \$5.05/hr.	NTE - \$15.00/hr.
Physician Mgt (50-51) Physician Supv (50-51)	NTE - \$6.18/hr.	NTE - \$18.51/hr.
Psychiatrist Mgt (50-52) Psychiatrist Supv (50-52)	NTE - \$6.74/hr.	NTE - \$20.19/hr.

**SECTION XVI. REFERRAL OF QUESTIONS**

**Employee Questions:**

Employees with questions regarding their pay rates or pay adjustments included in this bulletin should contact their agency Human Resources or Payroll Office directly.

**Employer Questions:**

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Paul Ostrowski by phone at (608) 267-0343 or by e-mail at [paul.ostrowski@wisconsin.gov](mailto:paul.ostrowski@wisconsin.gov), or Lynn Maulbetsch by phone at (608) 267-5164 or by e-mail at [lynn.maulbetsch@wisconsin.gov](mailto:lynn.maulbetsch@wisconsin.gov).

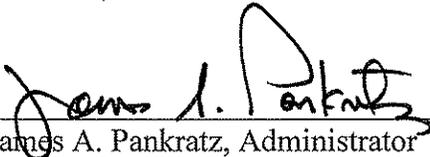
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

**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 and Labor Relations

PLO

- Attachments:
- Attachment A - Pay Schedule 01 effective May 28, 2006
  - Attachment B - Pay Schedules 50, 56, 70, 71 & 81 effective June 25, 2006
  - Attachment C - Pay Schedule 90 effective June 25, 2006
  - Attachment D - Pay Schedule 95 effective June 25, 2006
  - Attachment E - Pay Schedules 50, 70, 71, & 81 effective April 1, 2007
  - Attachment F - Pay Schedule 90 effective April 1, 2007
  - Attachment G - Pay Schedule 95 effective April 1, 2007
  - Attachment H - Section L of the 2005-2007 Compensation Plan
  - Attachment I - Section M of the 2005-2007 Compensation Plan

**PAY SCHEDULE 1: GENERAL NONREPRESENTED**

**May 28, 2006 through June 23, 2007**

**Pay**  
**Range**

**1-99** Based on prevailing rates. See Section A, 4.08 of the Compensation Plan

## NONREPRESENTED BROADBAND PAY SCHEDULES

June 25, 2006 through March 31, 2007

<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											
<b>50</b>	<b>50-50</b>	55.325	71.923	na	88.520	1.660	4.426	9,627	15,403	115,519	184,830
	<b>50-51</b>	61.030	79.391	na	97.752	1.831	4.883	10,620	17,009	127,431	204,107
	<b>50-52</b>	66.578	86.604	na	106.629	1.998	5.327	11,585	18,554	139,015	222,642
Law Enforcement											
<b>56</b>	<b>56-01</b>	22.166	33.301	na	44.435	0.665	1.774	3,857	7,732	46,283	92,781
	<b>56-02</b>	17.845	22.358	na	26.871	0.536	1.428	3,106	4,676	37,261	56,107
Information Systems-Related											
<b>70</b>	<b>70-02</b>	23.975	38.412	43.874	52.848	0.720	1.918	4,172	9,196	50,060	110,347
Professional Legal-Related											
<b>71</b>	<b>71-01</b>	20.711	36.973	na	53.235	0.622	1.657	3,604	9,263	43,245	111,155
General											
<b>81</b>	<b>81-01</b>	27.008	42.198	na	57.388	0.811	2.161	4,700	9,986	56,393	119,827
	<b>81-02</b>	23.975	38.412	na	52.848	0.720	1.918	4,172	9,196	50,060	110,347
	<b>81-03</b>	20.498	31.824	na	43.150	0.615	1.640	3,567	7,509	42,800	90,098
	<b>81-04</b>	15.729	25.218	na	34.707	0.472	1.259	2,737	6,040	32,843	72,469
	<b>81-05</b>	11.495	18.732	na	25.968	0.345	0.920	2,001	4,519	24,002	54,222

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

**PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)**

June 25, 2006 through March 31, 2007

<b>Pay Range</b>	<b>Official Hourly Rate</b>		<b>3% of Minimum**</b>	<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>		<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>90-01</b>	27.008	41.863	0.811	4,699	7,284	56,393	87,410
<b>90-02</b>	29.169	45.212	0.876	5,075	7,867	60,905	94,403
<b>90-03</b>	31.503	48.830	0.946	5,482	8,496	65,778	101,957
<b>90-04</b>	34.024	52.738	1.021	5,920	9,176	71,042	110,117
<b>90-05</b>	36.746	56.957	1.103	6,394	9,911	76,726	118,926
<b>90-06</b>	39.686	61.514	1.191	6,905	10,703	82,864	128,441
<b>90-07</b>	42.861	66.435	1.286	7,458	11,560	89,494	138,716
<b>90-08</b>	46.290	71.750	1.389	8,054	12,485	96,654	149,814
<b>90-09</b>	49.994	77.491	1.500	8,699	13,483	104,387	161,801
<b>90-10</b>	53.994	83.691	1.620	9,395	14,562	112,739	174,747

\*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)**

June 25, 2006 through March 31, 2007

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum**</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>95-01</b>	39.464	69.167	1.184	6,867	12,035	82,401	144,421
<b>95-02</b>	52.618	92.186	1.579	9,156	16,040	109,866	192,484

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

\*\*Equivalent to Within Range Pay Step.

**NONREPRESENTED BROADBAND PAY SCHEDULES**

April 1, 2007 through June 23, 2007

<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											
<b>50</b>	<b>50-50</b>	56.570	73.541	na	90.512	1.698	4.526	9,844	15,750	118,119	188,990
	<b>50-51</b>	62.404	81.178	na	99.952	1.873	4.993	10,859	17,392	130,300	208,700
	<b>50-52</b>	68.077	88.553	na	109.029	2.043	5.447	11,846	18,972	142,145	227,653
Law Enforcement											
<b>56</b>	<b>56-01</b>	22.665	34.050	na	45.435	0.680	1.814	3,944	7,906	47,325	94,869
	<b>56-02</b>	18.247	22.862	na	27.476	0.548	1.460	3,175	4,781	38,100	57,370
Information Systems-Related											
<b>70</b>	<b>70-02</b>	24.515	39.277	44.862	54.038	0.736	1.962	4,266	9,403	51,188	112,832
Professional Legal-Related											
<b>71</b>	<b>71-01</b>	21.177	37.805	na	54.433	0.636	1.695	3,685	9,472	44,218	113,657
General											
<b>81</b>	<b>81-01</b>	27.616	43.148	na	58.680	0.829	2.210	4,806	10,211	57,663	122,524
	<b>81-02</b>	24.515	39.277	na	54.038	0.736	1.962	4,266	9,403	51,188	112,832
	<b>81-03</b>	20.960	32.541	na	44.121	0.629	1.677	3,648	7,678	43,765	92,125
	<b>81-04</b>	16.083	25.786	na	35.488	0.483	1.287	2,799	6,175	33,582	74,099
	<b>81-05</b>	11.754	19.154	na	26.553	0.353	0.941	2,046	4,621	24,543	55,443

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

**PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)**

April 1, 2007 through June 23, 2007

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum**</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>90-01</b>	27.616	42.805	0.829	4,805	7,448	57,662	89,377
<b>90-02</b>	29.826	46.231	0.895	5,190	8,044	62,277	96,530
<b>90-03</b>	32.213	49.931	0.967	5,605	8,688	67,261	104,256
<b>90-04</b>	34.791	53.927	1.044	6,054	9,383	72,644	112,600
<b>90-05</b>	37.575	58.242	1.128	6,538	10,134	78,457	121,609
<b>90-06</b>	40.581	62.901	1.218	7,061	10,945	84,733	131,337
<b>90-07</b>	43.828	67.934	1.315	7,626	11,821	91,513	141,846
<b>90-08</b>	47.335	73.370	1.421	8,236	12,766	98,835	153,197
<b>90-09</b>	51.122	79.240	1.534	8,895	13,788	106,743	165,453
<b>90-10</b>	55.212	85.579	1.657	9,607	14,891	115,283	178,689

\*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)**

April 1, 2007 through June 23, 2007

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum**</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>95-01</b>	40.352	70.724	1.211	7,021	12,306	84,255	147,672
<b>95-02</b>	53.802	94.261	1.615	9,362	16,401	112,339	196,817

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

\*\*Equivalent to Within Range Pay Step.

**SECTION L - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES  
AFFECTED BY 2005-2007 COLLECTIVE BARGAINING AGREEMENTS**

**1.00 Coverage**

**2.00 Parity Adjustments**

- 2.01 Eligibility
- 2.02 Market Adjustments
- 2.03 Agency 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 L) 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 (e), below, any employee in a position allocated to a classification listed in 2.02 and 2.03 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 particular adjustment.
  - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005, for parity adjustments effective before June 25, 2006.
  - (b) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month

## Section L – 2.01

- period ending June 24, 2006 for adjustments effective on or after June 25, 2006.
- (c) 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 25, 2005, for parity adjustments effective before June 25, 2006.
  - (d) 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 24, 2006, for parity adjustments effective on or after June 25, 2006.
  - (e) Any employee paid at or above the pay range maximum.
- (2) All parity adjustments granted are subject to the applicable pay range maximum.
  - (3) 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 2005-2007 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**
  - (4) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).

**NOTE:** The parity base pay rate adjustments provided under this Section (Section L) 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. Required base pay rate adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

**NOTE:** The parity adjustments provided under this Section (Section L) will be applied in the order set forth below, and after all adjustments other than Discretionary Compensation Adjustments and Original Appointments, if multiple adjustments occur on the effective date.

## 2.02 Market Adjustments

- (1) **Effective Date.** The market adjustments will be effective on the applicable date provided in (4) through (6), below. Adjustments will be granted in the order they are shown in (4) through (6), below, if an employee is eligible for more than one parity adjustment on a given date.

**Section L – 2.02**

- (2) Amount. Appointing authorities may grant 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 2005-2007 collective bargaining agreements.
  - (a) **Criteria for distribution of these market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
  - (b) **If an employee is granted less than the amount generated, the appointing authority must provide OSER with an appropriate justification for doing so.**
  - (c) **Amounts granted in excess of the amount generated by an employee must receive prior approval from OSER. Requests shall be made in the same manner as requests made in accordance with 2.01(3), above.**
- (3) Funding.
  - (a) Subject to (b) through (e), below, on the effective date designated agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
  - (b) Any funds that are not distributed on the effective date will remain unspent.
  - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
  - (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) through (6), below, may not be granted to anyone other than to the individual employee generating the funding, nor may it be combined with the discretionary parity funds provided for distribution in any other section of this Plan.
- (4) Market Adjustments Effective May 28, 2006

<b>Code</b>	<b>Classification</b>	<b>Per Hour Increase</b>
38330	Director of Nursing	\$1.139
38370	Nurse Practitioner Mgmt	\$1.139
38430	Nursing Administrator	\$1.139
38320	Nursing Supv	\$1.139
40620	Public Health Education Supv	\$1.279

**Section L – 2.02**

(5) Market Adjustments Effective June 25, 2006

(a)	Code	Classification	Per Hour Increase
	65140	Administrative Warden	\$1.520
	28320	Agricultural Engineer Supv	\$1.000
	28380	Agriculture Engineer Prog Mgr	\$1.000
	26040	Architect/Engineer Mgmt	\$1.000
	26020	Architect/Engineer Supv	\$1.000
	83120	Automotive Shop Supv	\$1.047
	76120	Buildings/Grounds Superintendent	\$1.866
	76020	Buildings/Grounds Supv	\$1.866
	24140	Chief, Integrated Services Section	\$1.000
	26520	Civil Engineer-Transportation Supv	\$1.000
	26330	Construction Coordinator Supv	\$0.311
	20320	Corrections Stores Supv	\$0.550
	76320	Custodial Svcs Prog Supv	\$0.407
	76220	Custodial Svcs Supv	\$0.407
	32340	Dentist Mgmt	\$1.810
	32380	Dentist Supv	\$1.810
	35620	Diagnostic Imaging Supv	\$2.226
	38330	Director of Nursing	\$1.208
	26530	DOT Engineering Chief	\$1.000
	24040	DOT Technical Svcs Chief	\$1.000
	54110	Economist-Conf	\$0.559
	25700	Engineering Prog Mgmt Consultant	\$1.000
	24840	Engineering Spec Mgmt	\$0.311
	24880	Engineering Spec Supv	\$0.311
	25920	Engineering Spec-Transp Supv	\$0.311
	26080	Entrprs Achitect/Engineer Supv	\$1.000
	27030	Environmental Engineer Supv	\$1.000
	09314	Executive Policy & Budget Analyst Adv	\$1.200
	09311	Executive Policy & Budget Analyst Entry	\$1.200
	09312	Executive Policy & Budget Analyst Journey	\$1.200
	09313	Executive Policy & Budget Analyst Sr	\$1.200
	09090	Executive Policy & Budget Manager	\$1.200
	67220	Forensic Scientist Supv	\$2.000
	33220	Gaming Veterinarian Supv	\$1.640
	36820	Health Information Supv	\$1.527
	36880	Health Information Supv-UW System	\$1.527
	67020	Identification Tech Supervisor	\$0.859
	19210	Legal Support Staff-Conf	\$1.313
	76520	Maintenance Supv	\$1.866
	29940	Manufacturing Engineer Consultant	\$1.000
	29930	Manufacturing Engineer Mgmt Supv	\$1.000
	65080	Nat Res Law Enforcement Supv	\$1.520

**Section L – 2.02**

27780	Nuclear Engineering Spec Supv	\$0.311
38370	Nurse Practitioner Mgmt	\$1.208
38430	Nursing Administrator	\$1.208
38320	Nursing Supervisor	\$1.208
18720	Offender Records Assistant Supv	\$1.162
18820	Offender Records Supv	\$1.162
18920	Offender Records Unit Supv	\$1.162
18970	Offender Status Consultant	\$1.162
36420	Pharmacy Tech Supv	\$1.376
31240	Physician Mgmt	\$1.813
31220	Physician Supv	\$1.813
65240	Police Captain	\$1.520
65750	Police Chief, Capitol Police	\$1.520
81580	Police Communications Supv	\$0.260
65222	Police Lieutenant	\$1.520
65210	Police Officer Conf.	\$1.520
65221	Police Sergeant	\$1.520
01320	Property Assessment Supv	\$3.143
40620	Public Health Education Supv	\$0.909
38760	Public Health Nursing Coordinator	\$1.700
40530	Public Health Nutrition Section Chief	\$0.869
66180	Psychiatric Care Supv	\$1.520
31340	Psychiatrist Mgmt	\$1.978
31320	Psychiatrist Supv	\$1.978
27680	Radiation Engineering Spec Supv	\$0.311
20880	Records Center Supv	\$0.550
46140	Research Administrator	\$0.403
46110	Research Analyst Adv Conf	\$0.403
46120	Research Analyst Adv Supv	\$0.403
38581	Resident Care Supv	\$1.397
35960	Respiratory Therapy Supv	\$1.371
65420	Security Supv	\$1.354
20220	Shipping & Mailing Prog Supv	\$0.550
20120	Shipping & Mailing Supv	\$0.550
65940	State Patrol Captain	\$1.520
65992	State Patrol Colonel	\$1.520
65922	State Patrol Lieutenant	\$1.520
65950	State Patrol Major	\$1.520
65921	State Patrol Sergeant	\$1.520
65910	State Patrol Trooper Conf.	\$1.520
73620	Storage Tank Regulation Chief	\$1.000
20420	Stores Supv	\$0.550
66581	Supervising Officer 1	\$1.520
66582	Supervising Officer 2	\$1.520
66320	Supervising Officer-DHFS	\$1.520
53880	Supervising Youth Counselor	\$1.520
39780	Therapy Program Supervisor	\$1.700
39720	Therapy Supervisor	\$1.700

**Section L – 2.02**

(b)	33640	Veterinary Program Manager	\$1.640
	<b>Code</b>	<b>Classification</b>	<b>Per Hour Increase</b>
	59160	Education Director	*
	59180	Juvenile Education Director	*
	58220	Teacher Supv.	*

**\*Full Years of Adjusted Continuous Service as of June 25, 2006** **Per Hour Increase**

Zero through 4	\$1.440
5 through 11	\$1.590
12 through 16	\$1.740
17 through 24	\$1.890
25 or more	\$1.990

(c)	<b>Code</b>	<b>Classification</b>	<b>Per Hour Increase</b>
	57320	Archeology Supv	*
	57120	Archival Supv	*
	63560	Asst Dir Veterans Museums	*
	63220	Curatorial Supv	*
	63020	Historic Site Coordinator	*
	57720	Librarian Supv	*
	59520	Public Instruction Supervisor	*
	06720	Veterans Home Special Programs Supv	*

**\*Full Years of Adjusted Continuous Service as of June 25, 2006** **Per Hour Increase**

Zero through 4	\$1.300
5 through 11	\$1.600
12 through 16	\$1.750
17 through 24	\$1.800
25 or more	\$1.850

(d)	<b>Code</b>	<b>Classification</b>	<b>Per Hour Increase</b>
	32340	Dentist Mgmt	*
	32380	Dentist Supv	*

**\*Full Years of Adjusted Continuous Service as of June 30, 2006** **Per Hour Increase**

5 through 9	\$1.000
10 through 14	\$1.250
15 through 19	\$1.500
20 through 24	\$1.750

## Section L – 2.02

25 or more \$2.000

(e)	Code	Classification	Per Hour Increase
	31240	Physician Mgmt	*
	31220	Physician Supv	*
	31340	Psychiatrist Mgmt	*
	31320	Psychiatrist Supv	*

### **\*Full Years of Adjusted Continuous Service as of June 30, 2006**

	Per Hour Increase
5 through 9	\$0.250
10 through 14	\$0.500
15 through 19	\$0.750
20 through 24	\$1.000
25 or more	\$1.250

(f)	Code	Classification	Per Hour Increase
	36540	Pharmacist Supv	*

### **\*Full Years of Adjusted Continuous Service as of June 30, 2006**

	Per Hour Increase
Zero through 3	\$0.500
4 through 5	\$3.750
6 through 9	\$4.000
10 through 14	\$4.250
15 or more	\$5.000

## (6) Market Adjustments Effective December 24, 2006

(a)	Code	Classification	Per Hour Increase
	84880	Food Svc Administrator	\$0.514
	84220	Food Svc Mgr	\$0.514
	84120	Food Svc Supv	\$0.514
	86460	Laundry Svc Supv	\$0.514
	01580	Revenue Section Chief	\$0.981
	01920	Revenue Supv	\$0.981

## 2.03 Agency Adjustments

- (1) Effective Date. The agency market adjustments will be effective on the applicable date provided in (4), below.
- (2) Amount. Appointing authorities may grant 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 2005-2007 collective bargaining agreements.

Section L – 2.03

**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.
  - (b) Any funds that are not distributed on the effective date will remain unspent.
  - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
  - (d) **Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to provide the necessary funding.**
  - (e) Funds generated for distribution in (4), below, may not be combined with the parity funds provided for distribution in any other section of this Plan.
- (4) Agency Market Adjustment Generation Effective June 25, 2006

Code	Classification	Per Hour Increase
28320	Agricultural Engineer Supv	\$0.691
28380	Agriculture Engineer Prog Mgr	\$0.691
26040	Architect/Engineer Mgmt	\$0.691
26020	Architect/Engineer Supv	\$0.691
24140	Chief, Integrated Services Section	\$1.074
26520	Civil Engineer-Transportation Supv	\$0.691
81320	Communications Tech Supv	\$1.152
26330	Construction Coordinator Supv	\$0.467
26530	DOT Engineering Chief	\$0.691
24040	DOT Technical Svcs Chief	\$0.691
25700	Engineering Prog Mgmt Consultant	\$0.691
24840	Engineering Spec Mgmt	\$0.467
24880	Engineering Spec Supv	\$0.467
25920	Engineering Spec-Transp Supv	\$0.467
26080	Entrprs Achitect/Engineer Supv	\$0.691
27030	Environmental Engineer Supv	\$0.691
55480	Environmental Enforcement Supervisor	\$1.674
66920	Fire/Crash Rescue Supv	\$1.411
73720	Flam Comb Liquids District Supv	\$2.934
67020	Identification Tech Supervisor	\$0.858
29940	Manufacturing Engineer Consultant	\$0.691

## Section L – 2.03

29930	Manufacturing Engineer Mgmt Supv	\$0.691
56080	Nat Res Area Supv	\$1.674
56730	Nat Res Basin Supv	\$1.674
56720	Nat Res Basin Team Supv	\$1.674
90920	Nat Res Operations Supv	\$1.622
90820	Nat Res Operations Team Supv	\$1.622
55020	Nat Res Property Supv	\$1.674
56020	Nat Res Region Team Supv	\$1.674
56040	Nat Res Staff Spec	\$1.674
27780	Nuclear Engineering Spec Supv	\$0.467
73220	Occupational Safety Consultant Prog Supv	\$1.600
55220	Park Manager	\$1.674
56313	Parks & Recreation Spec Sr Mgmt	\$1.674
56250	Plant Pest & Disease Manager	\$1.674
70820	Produce Inspector Supv	\$1.315
27680	Radiation Engineering Spec Supv	\$0.467
73620	Storage Tank Regulation Chief	\$0.691
35320	Veterinary Tech Supv	\$1.798

### (5) Agency Funded Discretionary Compression Increase

- (a) Agencies may grant a discretionary compression increase to supervisory/management employees affected by pay compression or inequities resulting from the market adjustments provided to represented subordinates, or similarly affected nonrepresented employees that are counterpart to employees covered by the 2005-2007 collective bargaining agreements who received market adjustments. The effective date of a Discretionary Compression Increase will coincide with the related represented market adjustment effective date. **Criteria for distribution of any compression increases will be applied in a uniform manner throughout the agency or employing unit employees.**
- (b) **Agencies must receive prior approval from OSER before granting an agency funded Discretionary Compression Increase.**
- (c) **Costs of this pay increase will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any increase will be required to provide the necessary funding.**

## 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 2.02(4) of this Section (Section L) who is in pay status on May 28, 2006, is eligible for lump sum payment consideration.

## Section L – 3.01

- (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 a FY 2005-2006 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 25, 2005.
  - (c) 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 25, 2005.
- (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 2005-2007 collective bargaining agreement. **Such positions will be included only upon an agency’s recommendation and OSER’s approval.**

NOTE: Any employee who is on an approved unpaid leave of absence as of the effective date of the adjustment, 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 23, 2007, 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 lump sum payments associated with pay adjustments in 2.02(4), above, 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.

**Section L – 3.02**

(3) Lump Sum Payments.

- (a) Employees in pay status on May 28, 2006, who received a base pay rate increase under 2.02(4)(a), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period December 25, 2005 through May 27, 2006.

**SECTION M - PARITY PROVISIONS FOR CERTAIN “NON-ESG” ATTORNEY  
POSITIONS IN THE UNCLASSIFIED SERVICE AFFECTED BY 2005-2007  
COLLECTIVE BARGAINING AGREEMENTS**

**1.00 Coverage**

**2.00 Parity Adjustments**

2.01 Eligibility

2.02 Market Adjustments

**1.00 Coverage**

The provisions of this Section (Section M) apply to employees who are not covered by a collective bargaining agreement and who are unclassified “Non-ESG” attorneys covered by 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 M) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment.
  - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 24, 2006
  - (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 25, 2005, for parity adjustments effective before June 25, 2006.
  - (c) 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 24, 2006.
  - (d) Any employee paid at or above the pay range maximum or NTE rate.
- (2) All parity adjustments granted are subject to the applicable pay range maximum.
- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section M).

**NOTE:** The parity adjustments provided under this Section (Section M) will be applied in the order set forth below, and after all adjustments other than Discretionary Compensation Adjustments and Original Appointments, if multiple adjustments occur on the effective date.

## 2.02 Market Adjustments

- (1) Effective Date. The adjustments will be effective on the dates provided in (4) and (5), below.
- (2) Amount. Appointing authorities may grant 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 2005-2007 collective bargaining agreements.
  - (a) **Criteria for distribution of these market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
  - (b) **If an employee is granted less than the amount generated, the appointing authority must provide OSER with an appropriate justification for doing so.**
  - (c) **Amounts granted in excess of the amount generated by an employee must receive prior approval from OSER. Requests shall be made in the same manner as requests made in accordance with 2.01(3), above.**
- (3) Funding.
  - (a) Subject to (b) through (e), below, on the effective date designated in (4) and (5), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
  - (b) Any funds that are not distributed on the effective date will remain unspent.
  - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
  - (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.**

## Section M – 2.02

- (e) Funds generated for distribution in (4) and (5), below, may not be granted to anyone other than to the individual employee generating the funding,  
nor may it be combined with the discretionary parity funds provided for distribution in any other section of this Plan.
- (4) Employees covered under Section C, 1.00(2)(a) of this Plan who took a layoff between March 12, 2003 and June 30, 2003, will be paid for the actual hours in layoff, up to twenty-four (24) hours. The amount for each employee will equal the number of hours in layoff multiplied by the employee's base pay rate on March 12, 2003, and will be paid as a lump sum as soon as administratively feasible after May 28, 2006.
- (5) Market Adjustments Effective June 25, 2006. All unclassified employees covered under Section C of this Plan will generate \$1.00 per hour.