

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 30, 2006

Locator No: OSER-0117-CLR/LR/PP

Subject: Information for Processing 2006-2007 Fiscal Year Pay Provisions for Employees in the Research, Statistics & Analysis Bargaining Unit (Unit 8)

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year general wage adjustments, market adjustments, and lump sum payments for employees in the professional research, statistics & analysis bargaining unit (bargaining unit 8). The wage increases are granted in accordance with the wage provisions (Article XI) of the 2005-2007 Agreement between the State of Wisconsin and the Professional Employees in Research, Statistics & Analysis (PERSA), 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 XI, Section 4 of the 2005-2007 PERSA 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 2005-2006 pay schedule for adjustments 1. through 8. on June 25, 2006.

Use the pay schedule effective June 25, 2006 through March 31, 2007, provided in Attachment 1, for adjustments under numbers 9. through 11., effective June 25, 2006, and for all transactions after that date through March 31, 2007, and for adjustments 1. through 8. on April 1, 2007.

Use the pay schedule effective April 1, 2007 through June 30, 2007, provided in Attachment 2, for adjustments under numbers 9. through 11., effective April 1, 2007, and for all transactions 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 (effective June 25, 2006, or April 1, 2007, as applicable)**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. SEMI-AUTOMATIC PAY PROGRESSION ADJUSTMENTS

Progression adjustments for eligible employees continue to be provided in accordance with Appendix C of the Agreement.

SECTION III. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 25, 2006

- A. Effective Date.** The GWA is effective June 25, 2006.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate, subject to the applicable pay range maximum indicated in Attachment 1. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized GWA Payment under Section V., below.

SECTION IV. IMPLEMENTATION OF JUNE 25, 2006 PAY SCHEDULE

Effective June 25, 2006, the pay schedule provided in Attachment 1 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 V. ANNUALIZED GWA PAYMENTS RELATED TO SECTION III.

- A. Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after June 25, 2006.
- B. Eligibility.** Any employee who is otherwise eligible for a GWA under Section III., above, will receive an Annualized GWA Payment if either of the circumstances described under 1. or 2., below, apply:
 - 1.** The employee could not receive a GWA under Section III., above, due solely to the applicable pay range maximum limitation (i.e., the employee's base pay rate was at or above the pay range maximum).
 - 2.** The employee received a GWA 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 by 2088 the value of the GWA provided under Section III., above, that exceeds the applicable pay range maximum. Any such payment will be prorated based on an employee's budgeted FTE status on June 25, 2006.
- D. Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on June 25, 2006, and would otherwise qualify for an annualized payment will receive such payment if and when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION VI. MARKET ADJUSTMENT

- A. Effective Date.** Market Adjustments are effective June 25, 2006.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, in one of the eligible classifications listed in C., below, are eligible for a Market Adjustment.
- C. Amount.** Each eligible employee will receive a base pay increase of either one-half or one Within Range Pay Step (WRPS), as indicated below, limited by the applicable pay range maximum. The WRPS will be based on the new pay schedule provided in Attachment 1. An employee who is not eligible to receive some or all of the Market Adjustment due solely to the pay range maximum limitation will be eligible to receive an Annualized Market Adjustment Payment under Section VII., below.

<u>Class Code</u>	<u>Classification</u>	<u>Increase Amount</u>
54061	Economist	1.0 WRPS
54062	Economist 4	1.0 WRPS
54063	Economist 5	1.0 WRPS
54064	Economist 6	1.0 WRPS
46662	Public Utility Rate Analyst-Senior	1.0 WRPS
46663	Public Utility Rate Analyst-Principal	1.0 WRPS
46061	Research Analyst	1.0 WRPS
46062	Research Analyst 5	1.0 WRPS
46063	Research Analyst 6	0.5 WRPS
46064	Research Analyst 7	0.5 WRPS
46065	Research Analyst 8	0.5 WRPS
50160	Loan Analyst	0.5 WRPS

SECTION VII. ANNUALIZED MARKET ADJUSTMENT PAYMENTS RELATED TO SECTION VI.

- A. Granting Date.** Annualized Market Adjustment Payments will be granted as soon as administratively feasible after June 25, 2006.
- B. Eligibility.** Any employee who is otherwise eligible for a Market Adjustment under Section VI., above, will receive an Annualized Market Adjustment Payment if either of the circumstances described under 1. or 2., below, apply:
1. The employee could not receive a Market Adjustment, due solely to the applicable pay range maximum limitation (i.e., the employee's base pay rate was at or above the pay range maximum).
 2. The employee received a Market 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 by 2088 the value of the Market Adjustment provided under Section VI., above, that exceeds the applicable pay range maximum. Any such payment will be prorated based on an employee's budgeted FTE status on June 25, 2006.
- D. Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on June 25, 2006, and would otherwise qualify for an annualized payment will receive such payment if and when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION VIII. GWA EFFECTIVE APRIL 1, 2007

- A. Effective Date.** The GWA is effective April 1, 2007.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on April 1, 2007, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 2.25% of the employee's base pay rate, subject to the applicable pay range maximum indicated in Attachment 2. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized GWA Payment under Section X., below.

SECTION IX. IMPLEMENTATION OF APRIL 1, 2007 PAY SCHEDULE

Effective April 1, 2007, the pay schedule provided in Attachment 2 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 X. ANNUALIZED GWA PAYMENTS RELATED TO SECTION VIII.

- A. Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after April 1, 2007.
- B. Eligibility.** Any employee who is otherwise eligible for a GWA under Section VIII., above, will receive an Annualized GWA Payment if either of the circumstances described under 1. or 2., below, apply:
- 1.** The employee could not receive a GWA under Section VIII., above, due solely to the applicable pay range maximum limitation (i.e., the employee's base pay rate was at or above the pay range maximum).
 - 2.** The employee received a GWA 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 by 480 the value of the GWA provided under Section VIII., above, that exceeds the applicable pay range maximum. Any such payment will be prorated based on an employee's budgeted FTE status on April 1, 2007.

- D. Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on April 1, 2007, and would otherwise qualify for an annualized payment will receive such payment if and when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION XI. 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 Wil Mickelson of the Bureau of Labor Relations at: Phone: (608) 267-5169 or E-mail: wil.mickelson@wisconsin.gov.

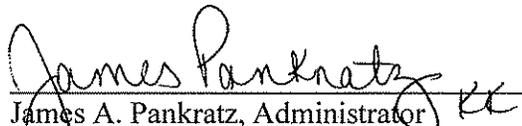
Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

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

Attachments:

- Attachment 1 - Pay Schedule 8 effective June 25, 2006 through March 31, 2007
- Attachment 2 - Pay Schedule 8 effective April 1, 2007 through June 30, 2007

Attachment 1

PAY SCHEDULE 8

PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS & ANALYSIS

Pay Schedule				
Effective June 25, 2006 through March 31, 2007				
Range	Minimum	Maximum	WRPS	8% of the Minimum
8-01	12.206	17.949	0.367	0.977
8-02	13.201	19.515	0.397	1.057
8-03	14.282	21.213	0.429	1.143
8-04	15.459	23.065	0.464	1.237
8-05	16.724	25.102	0.502	1.338
8-06	18.099	27.321	0.543	1.448
8-07	19.587	29.744	0.588	1.567
8-08	21.194	32.378	0.636	1.696
8-09	22.924	35.256	0.688	1.834

Attachment 2

PAY SCHEDULE 8

PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS & ANALYSIS

Pay Schedule				
Effective April 1, 2007 through June 30, 2007				
Range	Minimum	Maximum	WRPS	8% of the Minimum
8-01	12.481	18.353	0.375	0.999
8-02	13.499	19.955	0.405	1.080
8-03	14.604	21.691	0.439	1.169
8-04	15.807	23.584	0.475	1.265
8-05	17.101	25.667	0.514	1.369
8-06	18.507	27.936	0.556	1.481
8-07	20.028	30.414	0.601	1.603
8-08	21.671	33.107	0.651	1.734
8-09	23.440	36.050	0.704	1.876