State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- *COMPENSATION AND LABOR RELATIONS BULLETIN* –

Date: August 04, 2006 **Locator No:** OSER-0119-CLR/LR/PP **(Amended)**	**Subject:** Information for Processing 2006-2007 Fiscal Year Pay and Benefit Provisions for Employees in the Professional Engineering Bargaining Unit (Unit 14)

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year general wage adjustments, market adjustments, add-on increases and lump sum payments for employees in the professional engineering bargaining unit (bargaining unit 14). The base pay increases are granted in accordance with the wage provisions (Article XII) of the 2005-2007 Agreement between the State of Wisconsin and the State Engineering Association (SEA), and 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 2005-2007 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 2005-2006 pay schedule for adjustments 1. through 8. on June 25, 2006.

Use the new pay schedule effective June 25, 2006, 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, 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. GENERAL WAGE ADJUSTMENT (GWA)

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 III., below.

SECTION III. JUNE 25, 2006 ANNUALIZED GWA PAYMENTS

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 II., 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 an adjustment under Section II., above, due solely to the pay range maximum limitation (i.e., the employee's base pay rate was at or above the applicable pay range maximum).

2. The employee received a base pay adjustment less than the full amount for which the employee would have been eligible, due solely to the pay range maximum limitation.

C. **Amount.** The amount of an annualized payment is calculated by multiplying by 2088 the value of the GWA provided under Section II., above, that exceeds the FY 2006-2007 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 IV. MARKET/EQUITY STRATIFICATION

A. **Effective Date.** The Equity Stratification is effective June 25, 2006.

B. **Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, in a classification assigned to pay range 14-47 or pay range 14-48.

C. Amount.

1. Any increase from this Market/Equity Stratification is limited to $2.50 per hour.

2. No employee in an eligible classification shall receive an increase of less than $1.00 per hour, except as limited by the applicable pay range maximum indicated in Attachment 1.

3. Each eligible employee, except as noted in 1. and 2., above., will receive a base pay increase up to the pay rate in the applicable table below, corresponding to the employee's full years of seniority as of June 25, 2006.

Pay Range 14-47		**Pay Range 14-48**	
Full Years Seniority as of June 25, 2006	New Base Pay Rate	Full Years Seniority as of June 25, 2006	New Base Pay Rate
0	$23.883	0	$25.825
0.5 through 4	$24.600	0.5 through 4	$26.600
5	$25.350	5	$27.000
6	$26.100	6	$28.000
7	$26.850	7	$29.000
8	$27.600	8	$30.000
9	$28.350	9	$31.000
10 through 14	$29.100	10 through 14	$32.000
15 through 19	$29.850	15 through 19	$33.000
20 through 24	$30.600	20 through 24	$34.000
25 or more	$31.350	25 or more	$35.000

SECTION V. MARKET ADJUSTMENT

A. Effective Date. The Market Adjustment is 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 classifications listed below are eligible for a Market Adjustment.

Class Code	Classification		Class Code	Classification
26272	Architect-Sen.		24362	Eng. Consultant-Electrical Systems-Sen.
26273	Architect-Adv		24363	Eng. Consultant-Electrical Systems-Adv.
29362	Electrical Engineer-Sen.		24562	Eng. Consultant-Fire Suppression Systems-Sen.
29363	Electrical Engineer-Adv.		24563	Eng. Consultant-Fire Suppression Systems-Adv.
29262	Electronic Engineer-Sen.		24462	Eng. Consultant-HVAC-Sen.
29263	Electronic Engineer-Adv.		24463	Eng. Consultant-HVAC-Adv.
29862	Mechanical Engineer-Sen.		24472	Eng. Consultant-Refrigeration Systems-Sen.
29863	Mechanical Engineer-Adv.		24473	Eng. Consultant-Refrigeration Systems-Adv
27772	Nuclear Engineer-Sen.			
27773	Nuclear Engineer-Adv.			

C. **Amount.** Each eligible employee will receive a base pay increase of one-half (0.5) Within Range Pay Step (WRPS), limited by the applicable pay range maximum. The WRPS will be based on the new pay schedule provided in Attachment 1.

SECTION VI. MARKET/EQUITY ADJUSTMENT

A. **Effective Date.** The Market/Equity Adjustment is effective June 25, 2006.

B. **Eligibility.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, in a classification assigned to one of the following pay ranges are eligible for the market/equity adjustment:

14-04	14-24	14-56
14-05	14-25	14-57
14-06	14-26	

C. **Amount.** Each eligible employee will receive a base pay increase of one and one-quarter (1.25) Within Range Pay Steps (WRPS), limited by the applicable pay range maximum. The WRPS will be based on the new pay schedule provided in Attachment 1.

SECTION VII. IMPLEMENTATION OF JUNE 25, 2006 PAY SCHEDULES AND PAY PROGRESSION SCHEDULES

A. Effective June 25, 2006, the pay schedule and pay progression series 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.

B. Employees in a classification assigned to pay range 14-46 will receive a base pay increase to the new pay progression point corresponding to their pay progression level immediately prior to the June 25, 2006 wage adjustments, or keep their current pay rate, whichever is greater. If prior to the June 25, 2006 wage adjustments an employee's pay rate was between two pay points on the progression schedule, the employee is considered to be at the progression level that was closest to, but below the employee's pay rate. For example, if an employee's pay rate was between progression rates B and C, the employee is considered to have been at progression level B.

SECTION VIII. ADD-ON INCREASES EFFECTIVE JUNE 25, 2006

A. Effective June 25, 2006, the add-on paid to each employee in any classification with a license from the Department of Regulation and Licensing as either a Professional Architect or a Professional Engineer is increased from $0.50/hour to $1.00/hour.

B. Effective June 25, 2006, the add-on paid to each employee in any classification with a license from the department of Regulation and Licensing as either a Registered Land Surveyor, Landscape Architect, Professional Geologist, or has a permit for Designer of Engineering Systems, is increased from $0.30/hour to $0.50/hour.

C. Add-ons are provided in accordance with 11/9/2 of the labor agreement. As before, certain other employees may be eligible for a $0.30/hour add-on, but no employee may receive more than one add-on.

SECTION IX. 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 XI., below.

SECTION X. IMPLEMENTATION OF APRIL 1, 2007 PAY SCHEDULE

Effective April 1, 2007, the pay schedule and pay progression series 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 XI. APRIL 1, 2007 ANNUALIZED GWA PAYMENTS

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 IX., 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 IX., 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 IX., 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 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

Attachments:

Attachment 1 - Pay Schedule 14 and Pay Progressions effective June 25, 2006 through March 31, 2007
Attachment 2 – Pay Schedule 14 and Pay Progressions effective April 1, 2007 through June 30, 2007

Attachment 1

PAY SCHEDULE 14
STATE ENGINEERING ASSOCIATION

Effective June 25, 2006 through March 31, 2007				
Pay Range	**Minimum**	**PSICM**	**Maximum**	**Within Range Pay Step**
14-03	14.405	14.838	24.009	0.433
14-04	19.044	19.616	30.471	0.572
14-05	20.458	21.072	32.733	0.614
14-06	21.916	22.574	35.066	0.658
14-22	14.405	14.838	23.048	0.433
14-23	17.524	18.050	28.039	0.526
14-24	18.840	19.406	30.144	0.566
14-25	20.458	21.072	32.733	0.614
14-26	21.916	22.574	35.066	0.658
14-46	20.243	20.850	32.389	0.608
14-47	23.883	24.600	38.214	0.717
14-48	25.825	26.600	41.321	0.775
14-55	17.414	17.937	27.863	0.523
14-56	20.533	21.149	32.853	0.616
14-57	23.699	24.410	37.919	0.711

PAY PROGRESSION SERIES
Effective June 25, 2006 through March 31, 2007

Specialist (14-03)		**Engineer (14-46)**		**Construction Rep. & Facility Designer (14-55)**	
Minimum	14.405	**Minimum**	20.243	**Minimum**	17.414
PSICM	14.838	**PSICM**	20.850	**PSICM**	17.937
A (year 1)	15.791	**A (year 1)**	21.600	**A (year 1)**	19.005
B	16.745	**B**	22.350	**B**	20.075
C (year 2)	17.702	**C (year 2)**	23.100	**C (year 2)**	21.147
D	18.657	**D**	23.850		
E (year 3)	19.611	**E (year 3)**	24.600		

Attachment 2

PAY SCHEDULE 14
STATE ENGINEERING ASSOCIATION

Effective April 1, 2007 through June 30, 2007				
Pay Range	**Minimum**	**PSICM**	**Maximum**	**Within Range Pay Step**
14-03	14.730	15.172	24.550	0.442
14-04	19.473	20.058	31.157	0.585
14-05	20.919	21.547	33.471	0.628
14-06	22.410	23.083	35.856	0.673
14-22	14.730	15.172	23.568	0.442
14-23	17.919	18.457	28.671	0.538
14-24	19.264	19.842	30.823	0.578
14-25	20.919	21.547	33.471	0.628
14-26	22.410	23.083	35.856	0.673
14-46	20.699	21.320	33.119	0.621
14-47	24.421	25.154	39.074	0.733
14-48	26.407	27.200	42.252	0.793
14-55	17.806	18.341	28.490	0.535
14-56	20.995	21.625	33.592	0.630
14-57	24.233	24.960	38.773	0.727

PAY PROGRESSION SERIES
Effective April 1, 2007 through June 30, 2007

Specialist (14-03)		**Engineer (14-46)**		**Construction Rep. & Facility Designer (14-55)**	
Minimum	14.730	**Minimum**	20.699	**Minimum**	17.806
PSICM	15.172	**PSICM**	21.320	**PSICM**	18.341
A (year 1)	16.147	**A (year 1)**	22.086	**A (year 1)**	19.433
B	17.122	**B**	22.853	**B**	20.527
C (year 2)	18.101	**C (year 2)**	23.620	**C (year 2)**	21.623
D	19.077	**D**	24.387		
E (year 3)	20.053	**E (year 3)**	25.154		