

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: June 30, 2006

Locator No.: OSER-0120-CLR/LR/PP

Subject: Information for Processing FY 2006-2007 Pay and Benefit Provisions for Employees in the Professional Science Bargaining Unit (Unit 15).

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 science bargaining unit (bargaining unit 15). The wage increases are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the Wisconsin Science Professionals (WSP). This bulletin lists the provisions applicable in FY 2006-2007.

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

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2005-2007 Agreement with the WSP, 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 (see Attachment 1) effective June 25, 2006 for adjustments shown in 9. through 11. below, 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 for the 2006-2007 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. ONGOING ADMINISTRATION OF SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS

Ongoing administration of semi-automatic progression adjustments will be in accordance with Appendix E of the WSP Agreement. The FY 2006-2007 progression schedules are provided with the pay schedules in the attachments to this bulletin.

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

- A. Effective Date.** The GWA is effective June 25, 2006.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees in pay status on June 25, 2006, are eligible to receive a GWA.
 - 2. Ineligible.** Employees in classifications assigned to pay range 15-24 or 15-35 whose base pay rate is equal to a pay progression point in the applicable pay range are ineligible for the GWA.
- 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 PAY SCHEDULE 15 AND PROGRESSION RATES EFFECTIVE JUNE 25, 2006

- A.** Effective June 25, 2006, the pay schedule and the progression pay schedule 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.** Each employee who is currently assigned to a pay progression classification (pay range 15-24 or 15-35) and whose pay rate is equal to a pay progression point before implementation of the new pay progression schedules will receive an adjustment to the new pay rate associated with the employee's current pay progression level.

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 GWA Payment is calculated by multiplying by 2088 the value of the GWA provided under Section III, above, that would exceed the applicable pay range maximum. Any Annualized GWA Payment will be prorated based on an employee's budgeted FTE status on June 25, 2006.
- D. **Employees on Leave of Absence.** Any employee who is on an unpaid leave of absence on June 25, 2006, and would otherwise qualify for an Annualized GWA Payment will not receive such payment until s/he returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION VI. PHARMACIST MARKET/EQUITY ADJUSTMENT

- A. **Effective Date.** The Pharmacist Market/Equity Adjustment is effective June 25, 2006.
- B. **Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, in the classification of Pharmacist (class code 36550) or Pharmacy Practices Consultant (class code 36900).
- C. **Amount.** Each eligible employee will receive a base pay increase corresponding to their full years of state seniority as of June 30, 2006, according to the table below, limited by a maximum base pay rate of \$46.50/hour.

<u>Full Years of Seniority as of June 30, 2006</u>	<u>Base Pay Increase</u>
0-3	\$0.50
4-5	\$3.75
6-9	\$4.00
10-14	\$4.25
15 or more	\$5.00

SECTION VII. VETERINARIAN MARKET ADJUSTMENT

- A. **Effective Date.** The Veterinarian Market Adjustment is effective June 25, 2006.
- B. **Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
33101	Gaming Veterinarian-Objective
33102	Gaming Veterinarian-Senior
33201	Veterinarian-Objective
33202	Veterinarian-Senior
33261	Veterinarian Specialist-Senior
33262	Veterinarian Specialist-Advanced
33500	Veterinary Wildlife Health Specialist

- C. Amount.** Each eligible employee will receive a base pay increase of \$1.640 per hour, limited by the pay range 15-03 maximum of \$43.150 per hour (see Attachment 1).

SECTION VIII. 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 one of the following classifications:

Senior Level Classifications

Code Classification Title

55362 Air Management Spec.-Sr.
 41762 Conservation Biologist-Sr.
 55532 Environ. Analysis & Review Spec.-Sr.
 55472 Environmental Enforcement Spec.-Sr.
 41402 Environmental Toxicologist-Sr.
 55232 Fisheries Biologist-Sr.
 55132 Forester-Sr.
 55140 Forestry Specialist
 55112 Hydrogeologist-Sr.
 55002 Nat Resources Educator-Sr.
 56062 Natural Resources Research Sci.-Sr.
 56362 Parks & Recreation Spec.-Sr.
 56272 Plant Pest & Disease Spec.-Sr.
 55712 Waste Management Spec.-Sr.
 55772 Wastewater Specialist-Senior
 55832 Water Reg. & Zoning Spec.-Sr.
 55972 Water Resources Mgmt. Spec.-Sr.
 55882 Water Supply Specialist-Sr.
 55272 Wildlife Biologist-Sr.

Advanced Level Classifications

Code Classification Title

55363 Air Management Spec.-Adv.
 41763 Conservation Biologist-Adv.
 55533 Environ. Analysis & Review Spec.-Adv.
 55473 Environmental Enforcement Spec.-Adv.
 41403 Environmental Toxicologist-Adv.
 55233 Fisheries Biologist-Adv.
 55133 Forester-Adv.
 55110 Hydrogeologist Program Coordinator
 55113 Hydrogeologist-Adv.
 55003 Natural Resources Educator-Adv.
 56700 Natural Resources Program Coordinator
 56063 Natural Resources Research Sci.-Adv.
 56363 Parks & Recreation Spec.-Adv.
 56273 Plant Pest & Disease Spec.-Adv.
 55870 Regional Water Program Expert
 55713 Waste Management Spec.-Adv.
 55773 Wastewater Specialist-Advanced
 55833 Water Reg. & Zoning Spec.-Adv.
 55973 Water Resources Mgmt. Spec.-Adv.
 55883 Water Supply Specialist-Adv.
 55273 Wildlife Biologist-Adv.

C. Amount.

1. Each eligible employee, except as noted in 2., below, will receive a base pay increase up to the pay rate in the applicable table under 3., below, corresponding to the employee's full years of seniority as of June 30, 2006. Use the Senior Level table for classifications designated as Senior Level in B., above. Use the Advanced Level table for classifications designated as Advanced Level in B., above.
2. Any increase from this Equity Stratification is limited to \$2.50 per hour. An employee whose base pay rate is equal to or greater than the applicable table rate will not receive a pay adjustment.

3. Rate tables:

Senior Level		Advanced Level	
<u>Full Years Seniority as of June 30, 2006</u>	<u>New Base Pay Rate</u>	<u>Full Years Seniority as of June 30, 2006</u>	<u>New Base Pay Rate</u>
0-3	\$21.00	0	\$21.00
4	\$21.38	1	\$21.60
5	\$21.76	2	\$22.20
6	\$22.14	3	\$22.80
7	\$22.52	4	\$23.40
8	\$22.90	5	\$24.00
9	\$23.28	6	\$24.60
10	\$23.66	7	\$25.20
11	\$24.04	8	\$25.80
12 or more	\$24.50	9	\$26.40
		10 or more	\$27.00

SECTION IX. FORENSIC SCIENTIST MARKET ADJUSTMENT

- A. Effective Date.** The Forensic Scientist Market Adjustment is effective June 25, 2006.
- B. Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on June 25, 2006, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
42002	Computer Evidence Recovery Specialist-Sr.
42003	Computer Evidence Recovery Specialist-Adv.
42102	Controlled Substance Analyst-Sr.
42103	Controlled Substance Analyst-Adv.
42202	DNA Analyst-Sr.
42203	DNA Analyst-Adv.
42302	Examiner of Questioned Documents-Sr.
42303	Examiner of Questioned Documents-Adv.
42402	Fingerprint & Footwear Examiner-Sr.
42403	Fingerprint & Footwear Examiner-Adv.
42502	Firearms & Toolmark Examiner-Sr.
42503	Firearms & Toolmark Examiner-Adv.
42702	Forensic Imaging Specialist-Sr.
42703	Forensic Imaging Specialist-Adv.
42660	Forensic Science Training Coordinator-Adv.
42802	Toxicologist-Sr.
42803	Toxicologist-Adv.
42902	Trace Evidence Examiner-Sr.
42903	Trace Evidence Examiner-Adv.

- C. Amount.** Each eligible employee will receive a base pay increase of \$2.00 per hour, limited by the pay range 15-03 maximum of \$43.150 per hour (see Attachment 1).

SECTION X. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE APRIL 1, 2007

- A. Effective Date.** The GWA is effective April 1, 2007.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees in pay status on April 1, 2007, are eligible to receive a GWA.
 - 2. Ineligible.** Employees in classifications assigned to pay range 15-24 or 15-35 whose base pay rate is equal to a pay progression point in the applicable pay range are ineligible for the GWA.
- 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 XII., below.

SECTION XI. IMPLEMENTATION OF PAY SCHEDULE 15 AND PROGRESSION RATES EFFECTIVE APRIL 1, 2007

- A.** Effective April 1, 2007, the pay schedule and the progression pay schedule 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.
- B.** Each employee who is currently assigned to a pay progression classification (pay range 15-24 or 15-35) and whose pay rate is equal to a pay progression point before implementation of the new pay progression schedules will receive an adjustment to the new pay rate associated with the employee's current pay progression level.

SECTION XII. ANNUALIZED GWA PAYMENTS RELATED TO SECTION X

- 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 X, 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 X, 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 GWA Payment is calculated by multiplying by 480 the value of the 2.25% GWA provided under Section X, above, that would exceed the new April 1, 2007 pay range maximum. Any Annualized GWA Payment will be prorated based on an employee's budgeted FTE status on April 1, 2007.

D. Employees on Leave of Absence. Any employee who is on an unpaid leave of absence on April 1, 2007, and would otherwise qualify for an Annualized GWA Payment will not receive such payment until s/he returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION XIII. 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 Kathy Kopp of the Bureau of Labor Relations at: Phone: (608) 266-0711 or E-mail: kathy.kopp@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 15 and Pay Progressions effective June 25, 2006 through March 31, 2007

Attachment 2 - Pay Schedule 15 and Pay Progressions effective April 1, 2007 through June 30, 2007

Attachment 1

**Pay Schedule 15
Wisconsin Science Professionals**

Effective June 25, 2006 through March 31, 2007

Official Hourly Basis					
Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum
15-02	37.344	44.813	52.282	1.121	2.988
15-03	20.498	31.824	43.150	0.615	1.640
15-24	15.729	n/a	26.215	0.472	1.259
15-35	16.782	n/a	27.970	0.504	1.343

**Pay Progression Schedule
Effective June 25, 2006 through March 31, 2007**

Developmental Series		Hydrogeologist Series	
Pay Range 15-24		Pay Range 15-35	
	<u>Rate</u>		<u>Rate</u>
Minimum	15.729	Minimum	16.782
A (year 1)	16.472	A (year 1)	18.359
B	17.323	B	19.832
C (year 2)	18.173	C (year 2)	21.308
D	19.025		
E (year 3)	19.874		

Attachment 2

**Pay Schedule 15
Wisconsin Science Professionals**

Effective April 1, 2007 through June 30, 2007

Official Hourly Basis					
Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum
15-02	38.185	45.822	53.459	1.146	3.055
15-03	20.960	32.541	44.121	0.629	1.677
15-24	16.083	n/a	26.805	0.483	1.287
15-35	17.160	n/a	28.600	0.515	1.373

**Pay Progression Schedule
Effective April 1, 2007 through June 30, 2007**

Developmental Series		Hydrogeologist Series	
Pay Range 15-24		Pay Range 15-35	
	<u>Rate</u>		<u>Rate</u>
Minimum	16.083	Minimum	17.160
A (year 1)	16.843	A (year 1)	18.772
B	17.713	B	20.278
C (year 2)	18.582	C (year 2)	21.787
D	19.453		
E (year 3)	20.321		