State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

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Locator No: OSER-0122-CLR/LR/PP

Subject: Information to Process FY 2006-2007 General Wage Adjustments and Lump Sum Payments, Market Adjustments, and Supplemental Pay Amounts for Employees in Professional Patient Treatment Bargaining Unit (DP Code 10)

This information is provided to assist appointing authorities in determining the FY 2006-07 General Wage Adjustments and associated lump sum payments, market adjustments, and supplemental pay amounts in the 2005-07 Agreement between the State and the Wisconsin Physician and Dentist Association (WPDA). These wage adjustments are granted in accordance with Article XI, Sections 3 thru 8 of the 2005-2007 Agreement.

The supplemental pay schedule increases for board certification and board certification eligibility are described in Section VIII of this bulletin.

SECTION I. COVERAGE UNDER THIS BULLETIN

The information in this bulletin applies to classified permanent employees **(employment types 01, 02 and 06)** in positions allocated to classifications in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)**.

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

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPDA Agreement, multiple pay adjustments with the same effective date will be applied in the following order:

Use the FY 2005-2006 pay schedule for adjustments under numbers 1 through 7..

Use the new FY 2006-2007 pay schedules provided in the Attachment for adjustments under numbers 8. through 10., effective June 25, 2006, and for all transactions after that date through March 31, 2007.

Use the new FY 2006-2007 April pay schedules provided in the Attachment for adjustments under numbers 8. and 9., effective April 1, 2007, and for all transactions after that date.

1. Reallocation/regrade adjustment;
2. Reclassification/regrade adjustment;
3. Promotion/upward movement adjustment;
4. Demotion/downward movement adjustment;
5. Transfer/lateral movement adjustment;
6. Reinstatement;
7. Restoration;
8. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., as shown in the bulletin.
9. Supplemental Pay Schedule for FY 2006-2007 Implementation (Section VIII)
10. Original appointment.

SECTION III. GENERAL WAGE ADJUSTMENT (GWA) IMPLEMENTATION EFFECTIVE JUNE 25, 3006

A. Eligibility. All permanent employees **(employment types 01, 02, and 06)** in pay status on June 25, 2006, in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)** are eligible to receive the GWA as provided under B., below.

B. Amount.

1. **GWA of 2.0%.** Eligible employees will receive a base pay adjustment equal to 2.0% of their current base pay rate, subject to the pay range maximum found in Attachment A.I., of this bulletin.

2. **Annualized Wage Payment for the 2.0% GWA.** Eligible employees will be granted Annualized GWA Payments as follows:

   a. Employees who receive wage adjustments under B.1., above, of less than 2.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 2.0% of the employee's base pay rate prior to the wage adjustment, and the amount the employee actually received, multiplied by 2088.

   b. Employees who receive no wage adjustment under B.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 2.0% of the employee's base pay rate multiplied by 2088.

   c. The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on June 25, 2006.

   d. Employees who are not in pay status on the effective date of the Annualized GWA Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2005-07 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to pay status in the bargaining unit during the term of this Agreement.

SECTION IV. IMPLEMENTATION OF PAY SCHEDULE 10 (Attachment A.I.) EFFECTIVE JUNE 25, 2006

Pay Schedule 10, effective June 25, 2006, in Attachment A.I. is implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

> ***Note:*** Any project employee **(employment type 05)** in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay range, if necessary.

SECTION V. MARKET ADJUSTMENT IMPLEMENTATION EFFECTIVE JUNE 25, 2006

A. Effective Date. The wage increases described in this section are effective on June 25, 2006, and will be applied in the order below.

B. Eligibility. All permanent employees **(employment types 01, 02, and 06)** in pay status on June 25, 2006, in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)** are eligible to receive a market adjustment as provided under C., below.

C. Amount.

1. **Market Adjustment**. Employees in all classifications will receive an increase equal to one applicable within range pay step.
2. **Market Adjustment**. Employees in all classifications excluding Dentist will receive an increase in accordance with the following seniority stratification:

Full Years of Seniority as of June 30, 2006	Stratification Amount
0 – 4 years	$0.00
5 – 9 years	$0.25
10 – 14 years	$0.50
15 – 19 years	$0.75
20 – 24 years	$1.00
25 or more years	$1.25

1. **Market Adjustment**. Employees in the Dentist classification will receive an increase in accordance with the following seniority stratification:

Full Years of Seniority as of June 30, 2006	Stratification Amount
0 – 4 years	$0.00
5 – 9 years	$1.00
10 – 14 years	$1.25
15 – 19 years	$1.50
20 – 24 years	$1.75
25 or more years	$2.00

2. **Market Adjustment**. Employees in the Optometrist classification will receive a market adjustment of $0.75 per hour.

3. **Annualized Wage Payment for the Market Adjustments.** Eligible employees will be granted Annualized GWA Payments as follows:

   a. Employees who receive wage adjustments under C.1 - 4., above, of less than the full adjustment amount solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the full value of the applicable market adjustment, and the amount the employee actually received, multiplied by 2088.

   b. Employees who receive no wage adjustments under C.1 - 4., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the full value of the applicable market adjustment rate multiplied by 2088.

   e. The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on June 25, 2006.

   f. Employees who are not in pay status on the effective date of the Annualized GWA Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2005-07 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to pay status in the bargaining unit during the term of the Agreement.

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

A. Eligibility. All permanent employees **(employment types 01, 02, and 06)** in pay status on April 1, 2007, in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)** are eligible to receive the GWA as provided under B., below.

B. Amount.

1. **GWA of 2.25%.** Eligible employees will receive a base pay adjustment equal to 2.25% of their current base pay rate, subject to the pay range maximum found in Attachment A.II., of this bulletin.

2. **Annualized Wage Payment for the 2.25%.** Eligible employees will be granted Annualized GWA Payments as follows:

   a. Employees who receive wage adjustments under B.1., above, of less than 2.25% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 2.25% of the employee's base pay rate prior to the wage adjustment, and the amount the employee actually received, multiplied by 480.

   b. Employees who receive no wage adjustment under B.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 2.25% of the employee's base pay rate multiplied by 480.

   g. The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on April 1, 2007.

   h. Employees who are not in pay status on the effective date of the Annualized GWA Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2005-07 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to pay status in the bargaining unit during the term of the Agreement.

SECTION VII. IMPLEMENTATION OF PAY SCHEDULE 10 (Attachment A.II.) EFFECTIVE APRIL 1, 2007

Pay schedule 10, effective April 1, 2007, in Attachment A.II. is implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Note: Any project employee **(employment type 05)** in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay range, if necessary.

SECTION VIII. IMPLEMENTATION OF SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY EFFECTIVE JUNE 25, 2006

A. **Eligibility.** The schedule of supplemental pay amounts for Board Certification and Board Certification eligibility is effective June 25, 2006, and is provided below. Refer to Article XI, Section 8, of the 2005-2007 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of June 25, 2006, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.

B. **Amount.** Following are the supplemental pay amounts for Board Certification effective June 25, 2006:

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

Classification (Pay Range)	Effective June 25, 2006	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - $6.05/hr.	$9.07 - $18.13/hr.
Psychiatrist (10-52)	NTE - $6.60/hr.	$9.89 - $19.78/hr.

SECTION IX. IMPLEMENTATION OF SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY EFFECTIVE APRIL 1, 2007

A. **Eligibility.** The schedule of supplemental pay amounts for Board Certification and Board Certification eligibility is effective April 1, 2007, and is provided below. Refer to Article XI, Section 8, of the 2005-2007 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of April 1, 2007, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.

B. **Amount.** Following are the supplemental pay amounts for Board Certification effective April 1, 2007:

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

Classification (Pay Range)	Effective April 1, 2007	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - $6.18/hr.	$9.27 - $18.54/hr.
Psychiatrist (10-52)	NTE - $6.75/hr.	$10.12 - $20.23/hr.

SECTION X. REFERRAL OF QUESTIONS

Employee Questions:

Employees with questions regarding their base 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 Tim Borchert by phone at (608) 266-3381, by e-mail at Tim.Borchert@Wisconsin.gov.

Employer questions regarding *all other contract provisions* should be directed to Kathy Kopp by phone at (608) 266-0711 or via e-mail at Kathy.Kopp@wisconsin.gov.

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

DOA Central Payroll: Shelley Schwartz (608) 264-9571.

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

JAP:tfb

Attachment A: Pay Schedules 10 (**FY 2006-2007** effective June 25, 2006 and April 1, 2007).

ATTACHMENT A

I. Pay Schedule 10
Patient Treatment

FY 2006-2007

(Effective June 25, 2006 through March 31, 2007)

Classification		Minimum	Appointment Maximum	Maximum	Within Range Pay Step
Optometrist	(10-49)	$ 55.325	$ 71.923	$ 88.520	$ 1.660
Dentist	(10-50)	$ 60.344	$ 74.432	$ 88.520	$ 1.810
Physician	(10-51)	$ 60.426	$ 78.544	$ 96.682	$ 1.813
Psychiatrist	(10-52)	$ 65.919	$ 85.695	$ 105.470	$ 1.978

II. Pay Schedule 10
Patient Treatment

FY 2006-2007

(Effective April 1, 2007 through June 30, 2007)

Classification		Minimum	Appointment Maximum	Maximum	Within Range Pay Step
Optometrist	(10-49)	$ 56.570	$ 73.541	$ 90.512	$ 1.697
Dentist	(10-50)	$ 61.702	$ 76.107	$ 90.512	$ 1.851
Physician	(10-51)	$ 61.786	$ 80.322	$ 98.858	$ 1.854
Psychiatrist	(10-52)	$ 67.403	$ 87.624	$ 107.844	$ 2.022