

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: July 20, 2006

Locator No: OSER-0123-CLR/LR/PP

Subject: Information Necessary to Process FY 2003-2005 Pay Adjustments for Employees in the Law Enforcement Bargaining Unit (Unit 36).

This information is provided to assist appointing authorities in determining FY 2003-2005 base pay adjustments and lump sum payments to employees in the law enforcement bargaining unit (bargaining unit 36). These base pay adjustments and lump sum payments are granted in accordance with the wage provisions in the Agreement between the State and the Wisconsin Law Enforcement Association (WLEA) bargaining unit and are effective May 28, 2006. The pay adjustments in this bulletin are to be applied in the order set forth below.

All permanent (**employment types 01, 02 and 06**) employees in the law enforcement bargaining unit are covered by this bulletin.

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

Use the FY 2002-2003 pay schedule for adjustments under numbers 1. through 7., effective on May 28, 2006.

Use the new FY 2004-2005 pay schedule for adjustments under number 8., effective May 28, 2006. Adjustments normally occurring after number 8. will be made in accordance with the 2005-2007 collective bargaining agreement.

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 for the 2004-2005 Fiscal Year.

SECTION II: GENERAL WAGE ADJUSTMENT

Note: There are no pay adjustments for FY 2003-2004.

A. Effective Date. The GWA is effective May 28, 2006.

B. Eligibility.

1. **Eligible.** Except for employees described under 2., below, all employees in pay status on May 28, 2006, are eligible to receive a GWA. Employees "in pay status" include employees who retired, died, or were laid off on or after June 12, 2005.
2. **Ineligible.** Employees who have previously been considered for or received a FY 2004-2005 corresponding GWA or lump sum payment.

C. Amount. A GWA in an amount equal to 1.0% of the employee's current base pay rate.

SECTION III: MARKET ADJUSTMENT

A. Effective Date. The Market Adjustment is effective May 28, 2006.

B. Eligibility.

1. **Eligible.** Except for employees described under 2., below, all employees in pay status on May 28, 2006. Employees "in pay status" include employees who retired, died, or were laid off on or after June 12, 2005.
2. **Ineligible.** Employees who have previously been considered for or received a FY 2004-2005 corresponding Market Adjustment or lump sum payment.

C. Amount. A Market Adjustment for employees whose base pay rate is less than \$13.00 per hour, will receive an increase of not more than \$0.25 per hour, subject to a maximum base pay rate of \$13.00 per hour, except that no employee will receive less than \$0.10 per hour.

SECTION IV: GENERAL WAGE ADJUSTMENT

A. Effective Date. The Market Adjustment is effective May 28, 2006.

B. Eligibility.

1. **Eligible.** Except for employees described under 2., below, all employees in pay status on May 28, 2006. Employees "in pay status" include employees who retired, died, or were laid off on or after June 12, 2005.
2. **Ineligible.** Employees who have previously been considered for or received a FY 2004-2005 corresponding Market Adjustment or lump sum payment.

C. Amount. A Market Adjustment for employees, who were not eligible for an adjustment under Section III., above, will receive a base pay increase in the amount of \$0.10 per hour.

SECTION V: MARKET ADJUSTMENT

- A. Effective Date.** The Market Adjustment is effective May 28, 2006.
- B. Eligibility.** Eligible employees in pay status in positions allocated to State Patrol Trooper, State Patrol Inspector, Police Officer, and Police Detective classifications assigned to pay ranges 40 and 41. Employees "in pay status" include employees who retired, died, or were laid off on or after June 12, 2005.
- C. Amount.** All eligible employees, will receive an equity adjustment of \$0.20 per hour.

SECTION VI: PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION

Effective May 28, 2006, the pay structures set forth in the Attachment to this bulletin will be implemented.

SECTION VII: LUMP SUM PAYMENT FOR THE DELAY OF THE 2004-2005 GENERAL WAGE AND MARKET ADJUSTMENTS

Eligible employees will receive a lump sum payment in an amount equal to the adjustments an employee receives under Sections II. through V., above, multiplied by the number of the employee's hours in pay status in the bargaining unit(s) for the period June 12, 2005, through May 27, 2006. This lump sum payment will be applied to retirement (WRS) earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on May 28, 2006, who receive adjustments under Sections II. through V., above.
2. Former employees of the bargaining unit who retired from, were laid off from, or died while serving in a bargaining unit position during the period June 12, 2005, through May 27, 2006, who would have received adjustments under Sections II. through V., above. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.
3. Employees in the bargaining unit who began a leave of absence after June 12, 2005, and before May 28, 2006, and who would have received adjustments under Sections II. through V., above. Employees on a leave of absence will receive no payment until they return to pay status in the bargaining unit during the term of this Agreement.

The following employees will be ineligible:

1. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2004-05 GWA prior to his or her appointment to a position in the WLEA bargaining unit.
2. Any employee who is on a leave of absence on May 28, 2006, and fails to return from such leave to a position in the bargaining unit prior to June 30, 2007.

SECTION VIII. IMPLEMENTATION OF THREE-TIER HEALTH INSURANCE

- A. Pursuant to Article XII, Section 1 of the 2003-2005 Agreement, the three-tier health insurance model is implemented for employees in the WLEA bargaining unit.
- B. The cost of the aggregate employee share of health insurance premiums for the bargaining unit since November 2003 premiums due for coverage beginning January 2004 is being recovered through delays in wage adjustments.

SECTION IX. ADDITIONAL PERSONAL HOLIDAY IN RECOGNITION OF VETERANS DAY

Effective calendar year 2004, employees will receive one additional non-cumulative paid personal holiday annually in recognition of Veteran's Day. Pursuant to Memorandum of Understanding #1 of the Agreement, additional personal holidays earned for calendar years 2004 and 2005 must be used prior to December 31, 2006.

SECTION X. VACATION

Effective calendar year 2005, eligible employees will earn paid annual leave of absence (vacation) according to the following schedule. Pursuant to Memorandum of Understanding #1 of the Agreement, employees will have until December 31, 2006, to use the additional hours of paid annual leave earned under the new schedule for calendar year 2005.

<u>Years of Service</u>	<u>Hours Earned Each</u>	
	<u>Year</u>	<u>Change</u>
During First 5	104	+ 24 hours
5+ to 10	144	+ 24 hours
10+ to 15	160	+ 24 hours
15+ to 20	184	+ 24 hours
20+ to 25	200	+ 24 hours
25+	216	+ 16 hours

SECTION XI: REFERRAL OF QUESTIONS

Employee questions regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

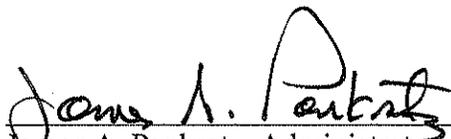
Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-2052; email Tim.Borchert@wisconsin.gov.

Questions regarding *all other provisions of the WLEA Agreement* should be referred to Jill Thomas at (608) 266-6435; e-mail BarbaraJill.Thomas@Wisconsin.Gov.

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

DOA Central Payroll
UW Processing Center

Shelley Schwartz (608) 264-9571
Payroll and Financial Svcs. (608) 262-3558


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

JAP:dlt

Attachment: 2004-2005 Pay Structures

ATTACHMENT

Effective for Specific Transactions on May 28, 2006						
Seniority	9	10	11	12	13	14
0	11.080	11.984	12.963	14.024	15.172	16.416
1	11.100	12.004	12.983	14.044	15.192	16.436
2	11.150	12.054	13.033	14.094	15.242	16.486
3	11.260	12.172	13.161	14.233	15.393	16.648
4	11.316	12.232	13.225	14.303	15.470	16.730
5	11.734	12.685	13.714	14.834	16.040	17.350
6	11.967	12.938	13.989	15.127	16.359	17.696
7	12.336	13.447	14.453	15.528	16.660	18.003
8	12.626	13.804	14.731	15.863	16.904	18.234
9	12.915	14.094	15.193	16.187	17.147	18.476
10	13.110	14.279	15.378	16.373	17.447	18.673
11	13.294	14.476	15.575	16.603	17.678	18.857
12	13.670	14.661	15.770	16.777	17.862	19.042
13	13.863	15.063	16.212	17.197	18.174	19.543
14	14.052	15.250	16.413	17.389	18.366	19.732
15	14.243	15.439	16.613	17.576	18.556	19.922
16	14.435	15.654	16.816	17.770	18.746	20.111
17	14.624	15.855	17.017	17.960	18.936	20.299
18	14.813	16.056	17.207	18.149	19.127	20.502
19	15.006	16.260	17.396	18.342	19.319	20.692
20	15.196	16.448	17.587	18.532	19.508	20.881
21	15.387	16.661	17.777	18.722	19.700	21.070
22	15.578	16.864	17.976	18.914	19.888	21.260
* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2004						

Effective for Specific Transactions on May 28, 2006

Seniority	Range 40	Range 41	Range 42
0	17.258	19.329	15.035
1	17.592	19.704	15.866
2	17.761	19.896	15.866
3	17.883	21.513	16.696
4	17.883	22.993	16.696
5	19.230	24.529	17.526
6	19.230		17.526
7	20.525		18.356
8	20.525		18.356
9	21.820		19.186
10	21.871		19.186
11	23.814		20.805

**This grid is applicable to the following transactions:
Original Appointment, Promotion, Demotion,
Transfer, Reinstatement, Restoration, Reclassification,
and Reallocation based on years of seniority as of June
30, 2004.**