

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** July 20, 2006

**Locator No:** OSER-0124-CLR/LR/PP

**Subject:** Information Necessary to Process FY 2005-2006 Pay Adjustments for Employees in the Law Enforcement Bargaining Unit (Unit 36).

This information is provided to assist appointing authorities in determining FY 2005-2006 base pay adjustments and lump sum payments for 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) and are effective May 28, 2006. The pay adjustments in this bulletin are to be applied in the order set forth below.

All permanent employees (**employment types 01, 02 and 06**) in the law enforcement bargaining unit (DP code 36) 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 FY 2004-2005 pay schedule for adjustments under number 8., effective on May 28, 2006.

Use the new FY 2005-2006 pay schedule provided in the Attachment for adjustments under numbers 9. and 10., effective May 28, 2006, and for all transactions after that date through June 24, 2006.

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 (see bulletin OSER-0123)
9. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin
10. Original appointment

**SECTION II: GENERAL WAGE ADJUSTMENT (GWA)**

**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 April 2, 2006.
2. **Ineligible.** Employees who have previously been considered for or received a FY 2005-2006 corresponding GWA or lump sum payment.

**C. Amount.**

1. A GWA in an amount equal to 2.0% of the employee's current base pay rate for employees in pay ranges 36-09, 36-10, 36-11, 36-12, 36-13 and 36-14;
2. A GWA increase of \$0.433 per hour for employees in classifications assigned to pay range 36-40;
3. A GWA increase of \$0.529 per hour for employees in classifications assigned to pay range 36-41; and
4. A GWA increase of \$0.369 per hour for employees in the Police Communications Operator classification (class code 81500).

**SECTION III: PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION**

Effective May 28, 2006, the Employer will implement the pay structure included in the Attachment to this bulletin. 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 upward to the new minimum.

**SECTION IV: LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE 2005-2006 PAY ADJUSTMENTS**

Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under Section II., above, multiplied by the number of hours in pay status in the bargaining unit from April 2, 2006, 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 an adjustment under Section II., above.

2. Former employees of the bargaining unit who retired from, were laid off, or died while serving in a bargaining unit position during the period April 2, 2006 through May 27, 2006, and who would have received an adjustment under Section II., above.
3. Employees in the bargaining unit who began a leave of absence after April 2, 2006, and before May 28, 2006, and who would have received an adjustment under Section II., above. Employees on a leave of absence will receive no payment until they return to pay status in a position in the bargaining unit during the term of this Agreement.
4. An additional amount of \$22.44 (prorated by budgeted FTE) will be paid to all eligible employees. This payment is a distribution of the excess amount after recoupment of the aggregate employee share of health insurance premiums for the bargaining unit since November 2003 premiums due for coverage beginning January 2004.

### SECTION V: 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.

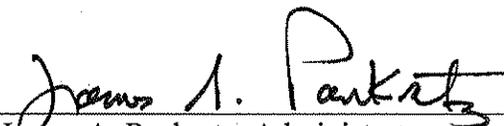
**Agency questions** regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-2052; email [Tim.Borchert@wisconsin.gov](mailto:Tim.Borchert@wisconsin.gov).

**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](mailto: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: 2005-2006 Pay Structure

