

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: October 17, 2006

Locator No: OSER-0145-CLR/LR/PP

Subject: Information on Processing the FY 2006-2007 Wage Adjustments, Corresponding Lump Sum Wage Payments and Annualized Wage Adjustment Payments for the Assistant District Attorneys (20)

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year general wage adjustments and corresponding lump sum wage payments for employees in represented Assistant District Attorney positions (bargaining unit 20). These adjustments and lump sum payments are granted in accordance with Article V, Sections 2 through 5 of the FY 2005-2007 Agreement between the State of Wisconsin and the Wisconsin Association of State Prosecutors (ASP). All base pay increases 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 V, Section 1 of the 2005-2007 ASP Agreement, multiple pay adjustments with the same effective date will be applied in the order consistent with the order of pay adjustments for analogous personnel transactions in the classified service under § ER 29.04, of the Wis. Adm. Code, and in Section order below for contractual adjustments.

Use the FY 2005-2006 pay schedule for transaction adjustments 1. through 8., effective on June 25, 2006. Use the FY 2006-2007 pay schedule effective for transaction adjustments 9. and 10. Adjustments normally occurring after 10. will be made in accordance with the 2005-2007 collective bargaining agreement.

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. Original Appointment

SECTION II. JUNE 25, 2006 FY 2006-2007 GENERAL WAGE ADJUSTMENT (GWA)

A. Effective Date. The GWA is effective June 25, 2006.

1. **Eligible.** All employees in pay status on June 25, 2006, are eligible to receive a GWA.
2. **Ineligible.** The following employees are ineligible to receive a GWA:

Any employee whose pay upon appointment was set in recognition of a previously earned rate that included a wage adjustment provided under another 2005-2006 state employee labor agreement or compensation plan with an effective date of June 25, 2006.

B. Amount. Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate subject to the FY 2006-2007 pay range maximum provided in Section III. of this bulletin.

SECTION III. PAY SCHEDULE IMPLEMENTATION FOR FY 2006-2007 ASSISTANT DISTRICT ATTORNEYS (SCHEDULE 20)

Pay Schedule 20, below, is implemented on June 25, 2006, for FY 2006-2007. Any employee whose base pay rate falls below the pay range minimum will receive an adjustment to the new pay range minimum.

Title	Minimum	Maximum	Transaction Step
Assistant District Attorney	\$22,031	\$53,131	\$0.661

SECTION IV. ANNUALIZED FY 2006-2007 GENERAL WAGE ADJUSTMENT PAYMENTS

- A. Employees who receive a wage adjustment under Section II. above, of less than 2.0% of their base pay rate on June 25, 2006, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 2.0% of the employee's base pay rate prior to the wage adjustments and the amount the employee actually received, multiplied by 2088.
- B. The Annualized Wage Adjustment Payment will be prorated based on the employee's budgeted full-time-equivalent (FTE) on June 25, 2006.
- C. Employees who are not in pay status on the stated effective dates for the Annualized Wage Adjustment Payment and who return from an approved leave of absence from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment Payment for which they would otherwise have been eligible.

SECTION V. FY 2006-2007 MARKET STRATIFICATION ADJUSTMENT

- A. Effective Date.** The market stratification adjustment is effective June 25, 2006.
- B. Eligibility.** All employees in pay status on June 25, 2006, are eligible to receive the market stratification adjustment. All market stratification adjustments are based on the employee pay as of **June 27, 2005**. If the employee was not in the bargaining unit on June 27, 2005, the initial base pay rate upon hire into the bargaining unit should be used. An employee who is not eligible to receive some or all of the market stratification adjustment due solely to the pay range maximum limitation will be eligible to receive an Annualized Market Adjustment Payment under Section VI. below.
- C. Amount.**

Hourly Base Pay Rate as of June 27, 2005	Base Pay Increase
At least \$19.905 but not greater than \$19.999	\$0.703
At least \$20.000 but not greater than \$20.790	\$0.844
At least \$20.791 but not greater than \$20.791	\$1.089
At least \$20.792 but not greater than \$21.999	\$1.869
At least \$22.000 but not greater than \$22.999	\$1.857
At least \$23.000 but not greater than \$23.999	\$1.780
At least \$24.000 but not greater than \$24.999	\$1.733
At least \$25.000 but not greater than \$25.999	\$1.648
At least \$26.000 but not greater than \$26.999	\$1.599
At least \$27.000 but not greater than \$27.999	\$1.512
At least \$28.000 but not greater than \$28.999	\$1.446
At least \$29.000 but not greater than \$29.999	\$1.382
At least \$30.000 but not greater than \$30.999	\$1.333
At least \$31.000 but not greater than \$31.999	\$1.241
At least \$32.000 but not greater than \$32.999	\$1.185
At least \$33.000 but not greater than \$33.999	\$1.119
At least \$34.000 but not greater than \$34.999	\$1.045
At least \$35.000 but not greater than \$35.999	\$0.976
At least \$36.000 but not greater than \$36.994	\$0.927
At least \$37.000 but not greater than \$36.999	\$0.855
At least \$38.334 but not greater than \$38.333	\$0.789
At least \$39.000 but not greater than \$40.999	\$0.732
At least \$41.000 but not greater than \$41.999	\$0.647
At least \$42.000 but not greater than \$42.999	\$0.606
At least \$43.000 but not greater than \$43.999	\$0.521
At least \$44.000 but not greater than \$44.999	\$0.460
At least \$45.000 but not greater than \$45.999	\$0.400
At least \$46.000 but not greater than \$46.999	\$0.313
At least \$47.000 but not greater than \$47.999	\$0.238
At least \$48.000 but not greater than \$48.999	\$0.183
At least \$49.000 but not greater than \$49.999	\$0.073
\$50.000 and higher	\$0.000

SECTION VI. ANNUALIZED FY 2006-2007 MARKET STRATIFICATION ADJUSTMENT PAYMENTS

- A. Employees who did not receive a market stratification adjustment under C. above, solely because of the pay range maximum limitation will receive an Annualized Market Stratification Adjustment Payment equal to the difference between the hourly base pay increase they could have received if not for the pay range maximum limitation, and the amount the employee actually received, multiplied by 2088.
- B. The Annualized Market Stratification Adjustment Payment provided under C. above, will be prorated based on the employee's budgeted FTE on June 25, 2006.
- C. Employees who are not in pay status on the effective date of the Annualized Market Stratification Adjustment Payment and who return from an approved leave of absence from a bargaining unit position during the term of the Agreement will receive any Annualized Market Stratification Adjustment Payment for which they would otherwise have been eligible.

SECTION VII. FY 2006-07 EQUITY ADJUSTMENT PAYMENT

- A. **Effective Date.** The equity adjustment is effective June 25, 2006.
- B. **Eligibility.** All employees who took the mandatory three day layoff between March 12, 2003 and June 30, 2003, are eligible to receive the equity adjustment payment.
- C. **Amount.** As soon as administratively feasible, each eligible employee will receive an equity lump sum payment equal to twenty-four (24) hours prorated by FTE on March 12, 2003, and multiplied by the employee's base pay rate on that date.

SECTION VIII. APRIL 1, 2007 FY 2006-2007 GWA

- 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. The following employees are ineligible to receive a GWA:

Any employee whose pay upon appointment was set in recognition of a previously earned rate that included a wage adjustment provided under another 2005-2007 state employee labor agreement or compensation plan with an effective date of April 1, 2007, or later.

- C. **Amount.** Each eligible employee will receive a GWA of 2.25% of the employee's base pay rate subject to the FY 2006-2007 pay range maximum provided in Section IX. of this bulletin.

SECTION IX. PAY SCHEDULE IMPLEMENTATION FOR FY 2006-2007 ASSISTANT DISTRICT ATTORNEYS (SCHEDULE 20)

Pay Schedule 20, below, is implemented on April 1, 2007, for FY 2006-2007. Any employee whose base pay rate falls below the pay range minimum will receive an adjustment to the new pay range minimum.

Title	Minimum	Maximum	Transaction Step
Assistant District Attorney	\$22.527	\$54.327	\$0.676

SECTION X. ANNUALIZED FY 2006-2007 GENERAL WAGE ADJUSTMENT PAYMENTS

- A. Employees who receive a wage adjustment under Section VIII. above, of less than 2.25% of their base pay rate on April 1, 2007, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 2.25% of the employee's base pay rate prior to the wage adjustments and the amount the employee actually received, multiplied by 480.
- B. The Annualized Wage Adjustment Payment provided under Section X. will be prorated based on the employee's budgeted FTE on April 1, 2007.
- C. Employees who are not in pay status on the stated effective date for the Annualized Wage Adjustment Payment and who return from an approved leave of absence from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment Payment for which they would otherwise have been eligible.

SECTION XI. REFERRAL OF QUESTIONS

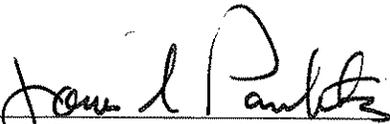
Questions regarding the *pay provisions* contained in this bulletin should be referred to the Division of Compensation and Labor Relations: Dana Denny by phone at (608) 267-0342, or via e-mail at Dana.Denny@Wisconsin.gov, or the State Prosecutor's Office: Phil Werner by phone at (608) 267-2700, or via email at Phil.Werner@Wisconsin.gov.

Employer questions regarding *all other contract provisions* should be referred to the Division of Compensation and Labor Relations: Jill Thomas by phone at (608) 266-6435, or via e-mail at barbarajill.Thomas@Wisconsin.gov.

Employer questions concerning payroll processing or file maintenance procedures should be referred to:

DOA Central Payroll:

Shelley Schwartz (608) 264-9571.



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

JAP:DD