

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: October 17, 2006

Locator No: OSER-0148-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 State Public Defender Attorneys (21)

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 State Public Defender Attorney positions (bargaining unit 21). 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 State Public Defender Association (WSPDA). 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 WSPDA 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 current FY 2005-2006 pay schedule for transaction adjustments 1. through 8. on May 14, 2006. Adjustments normally occurring after 9. will be made in accordance with the FY 2006-2007 provisions of 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.

B. Eligibility.

1. **Eligible.** Except for employees described in 2. below, 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.

C. 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 II. of this bulletin.

SECTION III. PAY SCHEDULE IMPLEMENTATION FOR FY 2006-2007 ASSISTANT STATE PUBLIC DEFENDER ATTORNEYS (SCHEDULE 21)

Pay Schedule 21, 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 State Public Defender Attorney	\$22.031	\$53.131	\$0.661

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

- A.** Employees who receive a wage adjustment in Section II. above, of less than 2.0% of their base pay rate 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 provided 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 effective date of 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. 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 Stratification Adjustment Payment under Section VI. below.

C. **Amount.**

Full years of seniority as of June 25, 2006	Base Pay Increase
0 through 4 years	\$0.95
5 through 14 years	\$1.05
15 or more years	\$0.98

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

- A. Employees who did not receive a market stratification adjustment according to Section V. 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 in A. above, will be prorated based on the employee's budgeted FTE on June 25, 2006, or immediately before retirement, death or layoff for eligible former employees.
- 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 Wage Adjustment Payment for which they would otherwise have been eligible.

SECTION VII. APRIL 1, 2007 FY 2006-2007 GENERAL WAGE ADJUSTMENT

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, 2006.

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 VIII. of this bulletin.

**SECTION VIII. PAY SCHEDULE IMPLEMENTATION FOR FY 2006-2007
ASSISTANT STATE PUBLIC DEFENDER ATTORNEYS (SCHEDULE 21)**

Pay Schedule 21, 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 State Public Defender Attorney	\$22,527	\$54,327	\$0.676

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

- A. Employees who receive a wage adjustment in Section VIII. 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 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 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 IX. REFERRAL OF QUESTIONS

Employee Questions:

Individual employee's with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions:

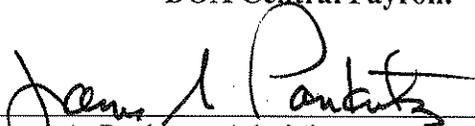
Employer questions regarding the *pay provisions* contained in this bulletin should be referred to the Division of Compensation and Labor Relations: Dana Denny by phone at (608) 267-0342, or via e-mail at Dana.Denny@Wisconsin.gov.

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