

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: October 17, 2006

Locator No: OSER-0149-CLR/LR/PP

Subject: Information on Processing the FY 2003-2005 Wage Adjustments, Corresponding Lump Sum Wage Payments and Annualized Wage Adjustment Payments for the Wisconsin State Attorneys Association (09)

This information is provided to assist appointing authorities in determining 2003-2005 fiscal biennium general wage adjustments and corresponding lump sum wage payments for employees in the Wisconsin State Attorneys Association bargaining unit (bargaining unit 09). These adjustments and lump sum payments are granted in accordance with Article V, Sections 2 through 5 of the FY 2003-2005 Agreement between the State of Wisconsin and the Wisconsin State Attorneys Association (WSAA). 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 2003-2005 WSAA 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 2002-2003 pay schedule for transaction adjustments 1. through 8. on July 23, 2006. Use the FY 2004-2005 pay schedule under Section IV. for transaction adjustment 9. Adjustments normally occurring after 9. 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 2004-2005 Fiscal Year**
10. Original Appointment

SECTION II. FY 2003-2004 ADJUSTMENTS

There are no pay adjustments for FY 2003-2004.

SECTION III. FY 2004-2005 GENERAL WAGE ADJUSTMENT (GWA)

A. Effective Date. The General Wage Adjustment (GWA) is effective July 23, 2006.

B. Eligibility.

1. Eligible. Except for employees described under 2. below, all employees in pay status on July 23, 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 GWA provided under another 2003-2005 state employee labor agreement or Compensation Plan with an effective date of July 1, 2003, or later.

C. Amount. Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate, plus \$0.10 per hour, subject to the FY 2004-2005 pay range maximum provided in Section IV. of this bulletin.

SECTION IV. PAY SCHEDULE IMPLEMENTATION FOR FY 2004-2005 WISCONSIN STATE ATTORNEYS (SCHEDULE 09)

Pay Schedule 09, below, is implemented on July 23, 2006, for FY 2004-2005. Any employee whose base pay rate falls below the pay range minimum will receive an adjustment to the new pay range minimum.

Title	Minimum	Appointment Maximum	Maximum	Transaction Step
Attorney	\$19.905	\$33.271	\$51.067	\$0.598

SECTION V. LUMP SUM PAYMENT DUE TO THE DELAY IN PROCESSING THE FY 2004-2005 WAGE ADJUSTMENTS

A. Granting Date. The lump sum payment provided under C. below will be granted as soon as administratively feasible after July 23, 2006.

B. Eligibility. Any employee in pay status on July 23, 2006, who receives a FY 2004-2005 base pay adjustment under Section III. is eligible to receive a lump sum payment as described in C. below, due to the delay in implementation of the pay adjustments.

1. Employees who were at all times in the bargaining unit from March 5, 2006 through July 22, 2006.
2. New state employees hired into the bargaining unit from March 5, 2006 through July 22, 2006.
3. Former employees of the bargaining unit who retired or died while serving in a bargaining unit position from March 5, 2006 through July 22, 2006.
4. Subject to restrictions under a. and b., below, any employee on an approved leave of absence as of July 23, 2006, is eligible to receive a lump sum payment.
 - a. The employee must return from the leave to pay status in a bargaining unit position by June 30, 2007.
 - b. The employee will not receive a lump sum payment until the employee has returned from the leave to pay status in a position in the bargaining unit.

NOTE: *When an attorney returns from an approved leave of absence without pay, the attorney receives a base pay rate equal to the last rate received, plus the intervening negotiated wage adjustments. (Refer to 6/9/5 (3) of the 2003-2005 WSA Agreement and § ER 29.03 (7), Wis. Adm. Code.)*

- c. Former employees of the bargaining unit who retired from state service or died from June 27, 2004 through July 22, 2006.

C. Amount.

1. The lump sum payment amount is determined by multiplying the base pay increase received under Section III. by all of the employee's "hours in pay status" in a State Attorney position from June 27, 2004, through July 22, 2006.
2. "Hours in pay status" include all hours worked plus the number of hours of paid leave time/compensatory time (approved professional time off) credits that were used during the each of the periods specified in 1. above.
3. Hours excluded from the "hours in pay status" definition are:
 - a. Hours in pay status as an employee in a position other than a State Attorney position.
 - b. Work hours for which holiday or approved professional time-off credits were earned but not paid.
 - c. Any leave without pay hours.

4. An additional amount of \$250.00 (prorated by FTE) shall be added to the lump sum payment determined above.

SECTION VI. ANNUALIZED FY 2004-2005 GENERAL WAGE ADJUSTMENT PAYMENTS

Due to the delayed effective date for the FY 2004-2005 General Wage Adjustments to offset health insurance premiums, there are no Annualized General Wage Adjustment Payments for employees limited by the 2004-2005 pay range maximum.

SECTION VII. REFERRAL OF QUESTIONS

Employee Questions:

Individual employees with questions regarding their 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 referred to the Division of Compensation and Labor Relations, Bureau of Compensation: 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, Bureau of 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