State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN –

Date: October 17, 2006

Locator No: OSER-0151-CLR/LR/PP

Subject: Information on Processing the FY 2006-2007 Wage Adjustments, Corresponding Lump Sum Wage Payments and Annualized Wage Adjustment Payments for Represented Classified Employees in the Wisconsin State Attorneys Association (09)

This information is provided to assist appointing authorities in determining FY 2006-2007 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 2005-2007 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 2005-2006 pay schedule for adjustments 1. through 8. effective July 23, 2006. Use the FY 2006-2007 pay schedule in Section III. for adjustment 9. and 10. effective July 23, 2006, for all adjustments July 24, 2006 through March 31, 2007, and adjustments 1. through 8. effective on April 1, 2007. Use the FY 2006-2007 pay schedule in Section VIII, for adjustments 9. and 10. effective April 1, 2007 and for all adjustments April 2, 2007 through June 30, 2007.

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. FY 2006-2007 GENERAL WAGE ADJUSTMENT (GWA)

A. Effective Date. The GWA is effective July 23, 2006.

1. Eligibile. 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 wage adjustment provided under another 2005-2007 state employee labor agreement or compensation plan with an effective date of June 25, 2006 or July 23, 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 III of this bulletin.

SECTION III. PAY SCHEDULE IMPLEMENTATION FOR FY 2006-2007 WISCONSIN STATE ATTORNEYS (SCHEDULE 09)

Pay Schedule 09, below, is implemented on July 23, 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	Appointment Maximum	Maximum	Transaction Step
Attorney	$22.031	$37.581	$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 July 23, 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 July 23, 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 July 23, 2006.

B. Eligibility.
All employees in pay status on July 23, 2006, are eligible to receive the market stratification adjustment, based upon the employee's base pay rate as on June 25, 2006. 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. If the employee was not in the bargaining unit on June 25, 2006, the initial pay rate upon hire into the bargaining unit will be used.

C. Amount.

Base Pay Rate on June 25, 2006	Base Pay Increase
$39.087 or less	$1.070
$39.088 to $48.453	$1.028
$48.454 or more	$0.900

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

A. Employees who 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 July 23, 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 Wage Adjustment Payment for which they would otherwise have been eligible.

SECTION VII. 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 GWA provided under another 2005-2007 state employee labor agreement or Compensation Plan with an effective date of April 1, 2007.

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 WISCONSIN STATE ATTORNEYS (SCHEDULE 09)

Pay Schedule 09, 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	Appointment Maximum	Maximum	Transaction Step
Attorney	$22.527	$38.427	$54.327	$0.676

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

A. Employees who receive a wage adjustment under Section II. 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 will be prorated based on the employee's budgeted full-time-equivalent (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 X. LUMP SUM PAYMENT DUE TO THE DELAY IN PROCESSING THE FY 2006-2007 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. Changed in 2003-05 & 2005-07 contracts.

B. Eligibility. Any employee in pay status on July 23, 2006, who receives a FY 2006-2007 base pay adjustment under Section II. or a market stratification adjustment under Section V. 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 June 25, 2006 through July 22, 2006.

2. New state employees hired into the bargaining unit from June 25, 2006 through July 22, 2006.

3. 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 during the term of the Agreement.

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 2005-2007 WSAA Agreement and § ER 29.03 (7), Wis. Adm. Code.)***

C. Amount.

1. The lump sum payment amount is determined by multiplying the base pay increase received under Section II. and the market stratification increase received under Section V. by all of the employee's "hours in pay status" in a State Attorney position from June 25, 2006, 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:

1. Hours in pay status as an employee in a position other than a State Attorney position**.**

2. Work hours for which holiday or approved professional time-off credits were earned but not paid.

3. Any leave without pay hours.

SECTION XI. 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.

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

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