

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: July 14, 2008

Locator No.: OSER-0206-CLR/LR/PP

Subject: Information for Processing FY 2008-2009 Pay Provisions for Employees in the Professional Science Bargaining Unit (Unit 15)

This information is provided to assist appointing authorities in determining 2008-2009 fiscal year general wage adjustments, market adjustments, and lump sum payments for employees in the professional science bargaining unit (bargaining unit 15). The wage increases are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the Wisconsin Science Professionals (WSP). This bulletin lists the provisions applicable in FY 2008-2009.

SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2007-2009 Agreement with the WSP, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2007-2008 pay schedule for adjustments 1. through 8. on July 6, 2008.

Use the new pay schedule effective July 6, 2008, provided in Attachment 1, for adjustments shown in 9. through 11. below, effective July 6, 2008, and for all transactions after that date through June 6, 2009, and for adjustments 1. through 8. on June 7, 2009.

Use the pay schedule effective June 7, 2009 through June 30, 2009, provided in Attachment 2, for adjustments 9. through 11., effective June 7, 2009, and for all transactions after that date.

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 2008-2009 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. ONGOING ADMINISTRATION OF SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS

Ongoing administration of semi-automatic progression adjustments will be in accordance with Appendix E of the WSP Agreement. The FY 2008-2009 progression schedules are provided with the pay schedules in the attachments to this bulletin.

SECTION III. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JULY 6, 2008

- A. Effective Date.** The GWA is effective July 6, 2008.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on July 6, 2008, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate, subject to the pay range maximum indicated in Attachment 1. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized GWA Payment under Section VI., below.

SECTION IV. FY 2008-2009 GWA AND GWA LUMP SUM PAYMENT ELIGIBILITY WHEN APPOINTED TO A WSP POSITION

An employee appointed to a WSP position from a bargaining unit not yet having a 2007-2009 collective bargaining agreement may be eligible for the GWA's described in Section III and Section X (and/or associated Annualized GWA Payments, if applicable) after the effective date of the applicable GWA(s), per Article 11, Section 2 of the Agreement. If eligible, the employee will receive the GWA(s) and lump sum(s) in a manner similar to that described in OSER-0176-CLR/PP.

SECTION V. IMPLEMENTATION OF PAY SCHEDULE 15 AND PROGRESSION RATES EFFECTIVE JULY 6, 2008

Effective July 6, 2008, the pay schedule and the progression pay schedule in Attachment 1 will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION VI. ANNUALIZED GWA PAYMENTS RELATED TO GWAs UNDER SECTION III

- A. Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after July 6, 2008.
- B. Eligibility.** An employee who is otherwise eligible for a GWA under Section III, above, will receive an Annualized GWA Payment if either of the circumstances described under 1. or 2., below, apply:

1. The employee could not receive a GWA under Section III, above, due solely to the applicable pay range maximum limitation (i.e., the employee's base pay rate was at or above the pay range maximum).
 2. The employee received a GWA less than the full amount for which the employee would have been eligible due solely to the pay range maximum limitation.
- C. Amount.** The amount of an Annualized GWA Payment is calculated by multiplying by 2088 the value of the GWA provided under Section III, above, that would exceed the applicable pay range maximum. Any Annualized GWA Payment will be prorated based on an employee's budgeted FTE status on July 6, 2008.
- D. Employees on Leave of Absence.** Any employee who is on an unpaid leave of absence on July 6, 2008, and would otherwise qualify for an Annualized GWA Payment will not receive such payment until s/he returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION VII. PHARMACIST MARKET STRATIFICATION ADJUSTMENT

- A. Effective Date.** The Pharmacist Market/Equity Adjustment is effective October 12, 2008.
- B. Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on October 12, 2008, in the classification of Pharmacist (class code 36550) or Pharmacy Practices Consultant (class code 36900) are eligible.
- C. Amount.** Each eligible employee will receive a base pay increase corresponding to their full years of state seniority as of October 12, 2008, according to the table below, limited by a maximum base pay rate of \$50.00/hour.

<u>Full Years of Seniority as of October 12, 2008</u>	<u>Base Pay Increase (limited by \$50/hr base pay rate)</u>
Less than 2	\$0.50
2 through 9	\$4.00
10 or more	\$3.50

SECTION VIII. MARKET EQUITY STRATIFICATION

- A. Effective Date.** The Market Equity Stratification is effective October 12, 2008.
- B. Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on October 12, 2008, in one of the following classifications are eligible:

Code	Classification Title	Level
71263	AGRICULTURAL MARKETING CONSLT-ADV	Advanced
71262	AGRICULTURAL MARKETING CONSLT-SEN	Senior
41563	CHEMIST-ADV	Advanced
41562	CHEMIST-SENIOR	Senior

42003	COMPUTER EVIDENCE RECOVERY SPEC-ADV	Advanced
42002	COMPUTER EVIDENCE RECOVERY SPEC-SEN	Senior
42103	CONTROLLED SUBSTANCE ANALYST-ADV	Advanced
42102	CONTROLLED SUBSTANCE ANALYST-SEN	Senior
41263	CYTOTECHNOLOGIST-ADV	Advanced
41262	CYTOTECHNOLOGIST-SENIOR	Senior
42203	DNA ANALYST-ADV	Advanced
42202	DNA ANALYST-SEN	Senior
55573	ENVIR HEALTH SPEC-ADV	Advanced
55572	ENVIR HEALTH SPEC-SENIOR	Senior
42303	EXAMINER OF QUESTIOND DOCUMNTS-ADV	Advanced
42302	EXAMINER OF QUESTIOND DOCUMNTS-SEN	Senior
42403	FINGERPRINT & FOOTWEAR EXAMINR-ADV	Advanced
42402	FINGERPRINT & FOOTWEAR EXAMINR-SEN	Senior
42503	FIREARMS & TOOLMARK EXAMINER-ADV	Advanced
42502	FIREARMS & TOOLMARK EXAMINER-SEN	Senior
70903	FOOD SCIENTIST-ADV	Advanced
42703	FORENSIC IMAGING SPECIALIST-ADV	Advanced
42702	FORENSIC IMAGING SPECIALIST-SEN	Senior
42660	FORENSIC SCIENCE TRNG COORD-ADV	Advanced
41803	HEALTH PHYSICIST-ADV	Advanced
41802	HEALTH PHYSICIST-SEN	Senior
41163	MEDICAL TECHNOLOGIST-ADV	Advanced
41162	MEDICAL TECHNOLOGIST-SENIOR	Senior
70330	METROLOGIST	Senior
41063	MICROBIOLOGIST-ADV	Advanced
41062	MICROBIOLOGIST-SENIOR	Senior
72363	PUBLIC HEALTH SANITARIAN-ADV	Advanced
72362	PUBLIC HEALTH SANITARIAN-SENIOR	Senior
42803	TOXICOLOGIST-ADV	Advanced
42802	TOXICOLOGIST-SEN	Senior
42903	TRACE EVIDENCE EXAMINER-ADV	Advanced
42902	TRACE EVIDENCE EXAMINER-SEN	Senior

- C. **Amount.** The amount of the market equity adjustment, if any, is calculated by following these steps in order:

1. If an eligible employee received a base-building Discretionary Compensation Adjustment (DCA) with an effective date in the period from June 25, 2006 through June 23, 2007, while in one of the eligible classifications, the amount of the base-building DCA is subtracted from the employee's base pay rate.
2. Each eligible employee, except as noted in 3., below, will receive a base pay increase up to the target pay rate in the applicable table under 5., below, corresponding to the employee's full years of seniority as of **June 30, 2006**. Use the Senior Level table for classifications designated as Senior Level in B., above. Use the Advanced Level table for classifications designated as Advanced Level in B., above.
3. Any increase (after DCA's are subtracted per Step 1) is limited to \$2.50 per hour. An employee whose base pay rate is equal to or greater than the applicable table rate will not receive a pay adjustment.
4. No employee will receive a pay reduction under this Market Equity Adjustment. Therefore, an employee will receive the greater of the pay rate after any increase calculated after steps 1 through 3 or the pay rate immediately before this Market Equity Adjustment calculation.
5. Rate tables:

Senior Level		Advanced Level	
<u>Full Years Seniority as of June 30, 2006</u>	<u>Target Pay Rate</u>	<u>Full Years Seniority as of June 30, 2006</u>	<u>Target Pay Rate</u>
0-3	\$22.12	0	\$22.12
4	\$22.52	1	\$22.75
5	\$22.92	2	\$23.39
6	\$23.32	3	\$24.02
7	\$23.72	4	\$24.65
8	\$24.12	5	\$25.28
9	\$24.52	6	\$25.91
10	\$24.92	7	\$26.55
11	\$25.32	8	\$27.18
12 or more	\$25.81	9	\$27.81
		10 or more	\$28.44

SECTION IX. MARKET STRATIFICATION

- A. Effective Date.** The Market Stratification is effective October 12, 2008.
- B. Eligible Employees.** All employees (employment types 01, 02, and 06) in pay status on October 12, 2008 in a classification assigned to pay range 15-03 are eligible.

- C. Amount.** Each eligible employee will receive a base pay increase, limited by the pay range 15-03 maximum of \$49.667 per hour (see Attachment 1), based on their full years of state seniority as of October 12, 2008, according to the table below.

Pay Range 15-03 Market Stratification

Full Years of Service as of 10/12/2008	Increase to Pay Rate
0-2	\$0.00
3	\$0.05
4	\$0.08
5	\$0.11
6	\$0.14
7	\$0.17
8	\$0.20
9	\$0.23
10	\$0.26
11	\$0.29
12	\$0.32
13	\$0.35
14	\$0.38
15 or more	\$0.41

SECTION X. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 7, 2009

- A. Effective Date.** The GWA is effective June 7, 2009.
- B. Eligibility.** All employees (employment types 01, 02, and 06) in pay status on June 7, 2009, are eligible for a GWA in the amount set forth in C., below.
- C. Amount.** Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate, subject to the applicable pay range maximum indicated in Attachment 2. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized GWA Payment under Section XII., below.

SECTION XI. IMPLEMENTATION OF PAY SCHEDULE 15 AND PROGRESSION RATES EFFECTIVE JUNE 7, 2009

Effective June 7, 2009, the pay schedule and the progression pay schedule in Attachment 2 will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION XII. ANNUALIZED GWA PAYMENTS RELATED TO THE GWAs UNDER SECTION X

- A. Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after June 7, 2009.

- B. Eligibility.** An employee who is otherwise eligible for a GWA under Section X, above, will receive an Annualized GWA Payment if either of the circumstances described under 1. or 2., below, apply:
1. The employee could not receive a GWA under Section X, above, due solely to the applicable pay range maximum limitation (i.e., the employee's base pay rate was at or above the pay range maximum).
 2. The employee received a GWA less than the full amount for which the employee would have been eligible due solely to the pay range maximum limitation.
- C. Amount.** The amount of an Annualized GWA Payment is calculated by multiplying by 160 the value of the 2.0% GWA provided under Section X, above, that would exceed the new June 7, 2009 pay range maximum. Any Annualized GWA Payment will be prorated based on an employee's budgeted FTE status on June 7, 2009.
- D. Employees on Leave of Absence.** Any employee who is on an unpaid leave of absence on June 7, 2009, and would otherwise qualify for an Annualized GWA Payment will not receive such payment until s/he returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION XIII. REFERRAL OF QUESTIONS

Employee questions regarding the provisions contained in this bulletin should be referred to the agency Human Resources or Payroll Office.

Agency questions regarding the *pay provisions* contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov.

Questions regarding *all other contract provisions* should be referred to Doug Thayer of the Bureau of Labor Relations at: Phone: (608) 266-2052 or E-mail: douglas.thayer@wisconsin.gov.

Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558



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

JMW

Attachment 1: Pay Schedule 15 and Pay Progressions effective July 6, 2008 through June 6, 2009
 Attachment 2: Pay Schedule 15 and Pay Progressions effective June 7, 2009 through June 30, 2009

Attachment 1

**Pay Schedule 15
Wisconsin Science Professionals**

Effective July 6, 2008 through June 6, 2009

Official Hourly Basis					
Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum
15-02	39.339	47.207	55.075	1.181	3.148
15-03	21.594	35.631	49.667	0.648	1.728
15-24	16.570	n/a	27.617	0.498	1.326
15-35	17.680	n/a	29.467	0.531	1.415

**Pay Progression Schedule
Effective July 6, 2008 through June 6, 2009**

Developmental Series		Hydrogeologist Series	
Pay Range 15-24		Pay Range 15-35	
	<u>Rate</u>		<u>Rate</u>
Minimum	16.570	Minimum	17.680
A (year 1)	17.352	A (year 1)	19.340
B	18.249	B	20.891
C (year 2)	19.144	C (year 2)	22.446
D	20.042		
E (year 3)	20.936		

Attachment 2

**Pay Schedule 15
Wisconsin Science Professionals**

Effective June 7, 2009 through June 30, 2009

Official Hourly Basis					
Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum
15-02	40.913	49.096	57.279	1.228	3.274
15-03	22.026	36.343	50.660	0.661	1.763
15-24	16.902	n/a	28.170	0.508	1.353
15-35	18.034	n/a	30.057	0.542	1.443

**Pay Progression Schedule
Effective June 7, 2009 through June 30, 2009**

Developmental Series		Hydrogeologist Series	
Pay Range 15-24		Pay Range 15-35	
	<u>Rate</u>		<u>Rate</u>
Minimum	16.902	Minimum	18.034
A (year 1)	17.700	A (year 1)	19.727
B	18.614	B	21.309
C (year 2)	19.527	C (year 2)	22.895
D	20.443		
E (year 3)	21.355		