

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION & LABOR RELATIONS BULLETIN -

**Date:** July 18, 2008

**Locator No.:** OSER-0209-CLR/LR/PP

**Subject:** Information for Processing FY 2008-2009 Pay Adjustments for Employees in the Law Enforcement Bargaining Unit (Unit 36)

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 law enforcement bargaining unit (bargaining unit 36). The wage increases are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the Wisconsin Law Enforcement Association (WLEA). 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 WLEA, 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 7. effective July 6, 2008.**

**Use the pay structures effective July 6, 2008, provided in Attachment 1, for adjustments under numbers 8. and 9. effective July 6, 2008, and for adjustments under numbers 1. through 7., effective July 6, 2008 through October 12, 2008.**

**Use the pay schedule effective October 12, 2008, provided in Attachment 2, for adjustments under numbers 8. and 9., effective October 12, 2008, and for adjustments 1. through 7, effective October 12, 2008 through January 4, 2009.**

**Use the pay schedule effective January 4, 2009, provided in Attachment 3, for adjustments under numbers 8. and 9., effective January 4, 2009, and for adjustments 1. through 7., effective January 4, 2009 through June 7, 2009.**

**Use the pay schedule effective June 7, 2009, provided in Attachment 4, for adjustments under numbers 8. and 9., effective June 7, 2009, and for all other transactions after that date.**

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Promotion/upward movement adjustment
4. Demotion/downward movement adjustment
5. Transfer/lateral movement adjustment
6. Reinstatement

7. Restoration
8. Negotiated Base Pay Adjustments for the 2008-2009 Fiscal Year
9. Original appointment

## **SECTION II. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JULY 6, 2008**

- A. Effective Date.** The GWA is effective July 6, 2008.
- B. Eligibility.** All employees in pay status on July 6, 2008, are eligible to receive a GWA.
- C. Amount.** A GWA in an amount equal to 1.0% of the employee's current base pay rate shall be granted for all eligible employees.

## **SECTION III. PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION**

Effective July 6, 2008, the Employer will implement the pay structure included in Attachment 1 to this bulletin. Employees will not be placed at grid point. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

## **SECTION IV. MARKET GRID STRUCTURE IMPLEMENTATION AND PLACEMENT**

Effective October 12, 2008, the grid structure for pay ranges 36-40, 36-41 and 36-42, provided in Attachment 2, will be implemented. Employees will be placed at the appropriate grid point or retain their current base pay rate, whichever is greater. Placement on the structure is based on full years of seniority as of June 30, 2008.

## **SECTION V. IMPLEMENTATION OF TRANSPORTATION CUSTOMER REPRESENTATIVE SURVEY AND PAY SCHEDULE**

Effective January 4, 2009, the Transportation Customer Representative Survey will be implemented and the pay schedule for pay ranges 36-11, 36-12, 36-13, 36-14 and 36-15, provided in Attachment 3, will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Appendix H of the Agreement.

## **SECTION VI. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 7, 2009**

- A. Effective Date.** The GWA is effective June 7, 2009.
- B. Eligibility.** All employees in pay status on June 7, 2009, are eligible to receive a GWA.
- C. Amount.** A GWA in an amount equal to 2.0% of the employee's current base pay rate for all eligible employees.

## SECTION VII. GRID STRUCTURE AND PAY SCHEDULE IMPLEMENTATION

- A. Law Enforcement Transaction Grid.** Effective June 7, 2009, the transaction grid structure for pay ranges 36-40, 36-41 and 36-42, provided in Attachment 4, will be implemented. Employees will not be placed at grid point.
- B. DMV Field Agent Pay Schedule.** Effective June 7, 2009, the pay schedule for pay ranges 36-11, 36-12, 36-13, 36-14 and 36-15, provided in Attachment 4, will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

## SECTION VIII. HEALTH INSURANCE PREMIUM INCREASE

Effective calendar year 2009, the individual tier premium rates will increase. The new rate structure is:

	Calendar Year 2009 Coverage	
	Single	Family
Tier – 1	\$31.00	\$78.00
Tier – 2	\$69.00	\$173.00
Tier – 3	\$164.00	\$412.00

## SECTION IX: FY 2008-2009 GWA ELIGIBILITY WHEN APPOINTED TO A WLEA POSITION

An employee appointed to a position within the WLEA bargaining unit from bargaining units not yet having a 2007-2009 collective bargaining agreement may be eligible for one or more GWA described in this bulletin after the effective date of the GWA, per Sections 11/1/4 of the WLEA 2007-09 Collective Bargaining Agreement. If eligible, the employee will receive the GWA(s) and lump sum(s) in a manner similar to that described in the 2007-09 Agreement, except that lump sum payments will be for hours in pay status from the effective date of the GWA being granted to the appointment.

**SECTION X. REFERRAL OF QUESTIONS**

**Employee questions** regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

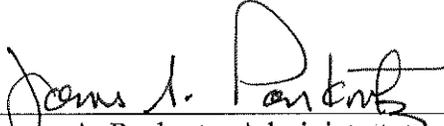
**Agency questions** regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Erin Fath at (608) 266-0364; email [Erin.Fath@Wisconsin.gov](mailto:Erin.Fath@Wisconsin.gov).

**Questions** regarding *all other provisions of the WLEA Agreement* should be referred to Douglas Thayer at (608) 266-2052; e-mail [Douglas.Thayer@Wisconsin.gov](mailto:Douglas.Thayer@Wisconsin.gov).

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

DOA Central Payroll  
UW Processing Center

Shelley Schwartz (608) 264-9571  
Payroll and Financial Svcs. (608) 262-3558

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

JAP:dlt

Attachments: Attachment 1 – 2008-2009 Pay Grid Effective July 6, 2008  
Attachment 2 – 2008-2009 Pay Grid Effective October 12, 2008  
Attachment 3 – 2008-2009 Pay Grid and Schedule Effective January 4, 2009  
Attachment 4 – 2008-2009 Pay Grid and Schedule Effective June 7, 2009

**Attachment 1**

**PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\***  
**Effective July 6, 2008 through October 11, 2008**

Seniority	Range								
	9	10	11	12	13	14	40	41	42
0	11.732	12.691	13.727	14.850	16.065	17.383	18.569	23.885	15.821
1	11.790	12.754	13.795	14.924	16.145	17.469	18.661	24.004	15.900
2	11.907	12.880	13.931	15.072	16.305	17.642	18.846	24.242	16.057
3	12.026	13.007	14.069	15.221	16.467	17.816	19.361	25.420	16.160
4	12.145	13.136	14.208	15.372	16.629	17.993	20.134	26.599	16.388
5	12.167	13.158	14.230	15.392	16.651	18.015	20.906	27.778	16.763
6	12.221	13.212	14.285	15.446	16.706	18.068	21.834	28.956	17.139
7	12.342	13.342	14.426	15.600	16.872	18.246	22.400	30.134	17.603
8	12.403	13.407	14.495	15.678	16.956	18.337	22.915	30.134	18.051
9	12.862	13.903	15.031	16.258	17.582	19.016	23.224	30.134	18.427
10	13.117	14.181	15.332	16.580	17.931	19.395	23.637	30.134	18.736
11	13.520	14.739	15.841	17.019	18.260	19.733	24.203	30.134	19.303
12	13.839	15.130	16.145	17.387	18.528	19.984	24.667	30.134	19.612
13	14.156	15.446	16.652	17.742	18.793	20.250	25.388	30.134	20.178
14	14.370	15.650	16.855	17.946	19.122	20.466	25.748	30.134	20.745
15	14.570	15.868	17.071	18.198	19.375	20.668	26.057	30.134	21.311
16	14.983	16.070	17.285	18.389	19.578	20.871	26.470	30.134	22.084
17	15.194	16.511	17.768	18.847	19.919	21.419	26.882	30.134	22.651
18	15.402	16.715	17.990	19.058	20.130	21.626	27.345	30.134	22.651
19	15.611	16.921	18.209	19.263	20.338	21.835	28.335	30.149	22.651
20	15.822	17.158	18.432	19.477	20.546	22.043	28.335	30.149	22.651
21	16.029	17.379	18.652	19.685	20.754	22.248	28.387	30.203	22.651
22	16.237	17.598	18.861	19.892	20.964	22.472	28.387	30.203	22.651
23	16.448	17.821	19.066	20.104	21.175	22.679	28.387	30.203	22.651
24	16.655	18.028	19.275	20.313	21.381	22.886	28.387	30.203	22.651
25	16.771	18.140	19.383	20.519	21.590	23.122	28.387	30.203	22.651

\* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2008.

**Attachment 2**

**PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\***

Effective October 12, 2008 through January 3, 2009

Seniority	Range								
	9	10	11	12	13	14	40	41	42
0	11.732	12.691	13.727	14.850	16.065	17.383	19.559	27.182	16.176
1	11.790	12.754	13.795	14.924	16.145	17.469	19.651	27.786	16.255
2	11.907	12.880	13.931	15.072	16.305	17.642	19.861	28.390	16.453
3	12.026	13.007	14.069	15.221	16.467	17.816	20.461	28.994	16.606
4	12.145	13.136	14.208	15.372	16.629	17.993	21.234	29.598	16.933
5	12.167	13.158	14.230	15.392	16.651	18.015	22.006	30.203	17.360
6	12.221	13.212	14.285	15.446	16.706	18.068	22.934	30.203	17.866
7	12.342	13.342	14.426	15.600	16.872	18.246	23.430	30.203	18.384
8	12.403	13.407	14.495	15.678	16.956	18.337	23.845	30.203	18.861
9	12.862	13.903	15.031	16.258	17.582	19.016	24.259	30.203	19.347
10	13.117	14.181	15.332	16.580	17.931	19.395	24.712	30.203	20.036
11	13.520	14.739	15.841	17.019	18.260	19.733	25.293	30.203	20.723
12	13.839	15.130	16.145	17.387	18.528	19.984	25.867	30.203	21.412
13	14.156	15.446	16.652	17.742	18.793	20.250	26.433	30.203	22.088
14	14.370	15.650	16.855	17.946	19.122	20.466	26.848	30.203	22.751
15	14.570	15.868	17.071	18.198	19.375	20.668	27.307	30.203	22.751
16	14.983	16.070	17.285	18.389	19.578	20.871	27.830	30.203	22.751
17	15.194	16.511	17.768	18.847	19.919	21.419	28.387	30.203	22.751
18	15.402	16.715	17.990	19.058	20.130	21.626	28.387	30.203	22.751
19	15.611	16.921	18.209	19.263	20.338	21.835	28.387	30.203	22.751
20	15.822	17.158	18.432	19.477	20.546	22.043	28.387	30.203	22.751
21	16.029	17.379	18.652	19.685	20.754	22.248	28.387	30.203	22.751
22	16.237	17.598	18.861	19.892	20.964	22.472	28.387	30.203	22.751
23	16.448	17.821	19.066	20.104	21.175	22.679	28.387	30.203	22.751
24	16.655	18.028	19.275	20.313	21.381	22.886	28.387	30.203	22.751
25	16.771	18.140	19.383	20.519	21.590	23.122	28.387	30.203	22.751

\*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2008.

**Attachment 3**

**PAY SCHEDULE 36: DMV FIELD AGENT PAY SCHEDULE  
Pay Ranges 36-11, 36-12, 36-13, 36-14 and 36-15  
Effective January 4, 2009 through June 6, 2009**

<u>Range*</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Range Adjustment</u>
10	13.052	19.684	0.392	1.300
11	14.110	21.273	0.424	1.350
12	15.260	22.996	0.458	1.400
13	16.502	24.861	0.496	1.450
14	17.849	26.881	0.536	1.500
15	19.308	29.071	0.580	1.550

\*Pay ranges 10 and 12 are shown in this table, however, no employees in a DMV Field Agent classification will be placed in pay range 10 or 12 after the TCR survey is implemented on January 4, 2009. Pay range 10 is shown to indicate the range adjustment amount used for employees that will move up from PR 10 to PR 11 under the survey. The pay progression amount for employees in pay range 11 after 12 months would be equal to the range adjustment amount for pay range 12 (\$1.400).

**PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\*  
Pay Ranges 36-40, 36-41 and 36-42  
Effective January 4, 2009 through June 6, 2009**

Seniority	Range		
	40	41	42
0	19.559	27.182	16.176
1	19.651	27.786	16.255
2	19.861	28.390	16.453
3	20.461	28.994	16.606
4	21.234	29.598	16.933
5	22.006	30.203	17.360
6	22.934	30.203	17.866
7	23.430	30.203	18.384
8	23.845	30.203	18.861
9	24.259	30.203	19.347
10	24.712	30.203	20.036
11	25.293	30.203	20.723
12	25.867	30.203	21.412
13	26.433	30.203	22.088
14	26.848	30.203	22.751
15	27.307	30.203	22.751
16	27.830	30.203	22.751
17	28.387	30.203	22.751
18	28.387	30.203	22.751
19	28.387	30.203	22.751
20	28.387	30.203	22.751
21	28.387	30.203	22.751
22	28.387	30.203	22.751
23	28.387	30.203	22.751
24	28.387	30.203	22.751
25	28.387	30.203	22.751

\*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2008.

**Attachment 4**

**PAY SCHEDULE 36: PAY SCHEDULE 36: DMV FIELD AGENT PAY SCHEDULE**  
**Pay Ranges 36-11, 36-12, 36-13, 36-14 and 36-15**  
**Effective June 7, 2009 through June 30, 2009**

<u>Range*</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Range Adjustment</u>
11	14.393	21.699	0.432	1.350
12	15.566	23.456	0.467	1.400
13	16.833	25.359	0.505	1.450
14	18.206	27.419	0.547	1.500
15	19.695	29.653	0.591	1.550

\*While pay range 12 is shown here, no employees in a DMV Field Agent classification will be placed in pay range 12 after the TCR survey is implemented on January 4, 2009. The pay progression amount for employees in pay range 11 after 12 months would be equal to the range adjustment amount for pay range 12 (\$1.400).

**PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\***  
**Pay Ranges 36-40, 36-41 and 36-42**  
**Effective June 7, 2009 through June 30, 2009**

Seniority	Range		
	40	41	42
0	19.951	27.726	16.500
1	20.045	28.342	16.581
2	20.259	28.958	16.783
3	20.871	29.574	16.939
4	21.659	30.190	17.272
5	22.447	30.808	17.708
6	23.393	30.808	18.224
7	23.899	30.808	18.752
8	24.322	30.808	19.239
9	24.745	30.808	19.734
10	25.207	30.808	20.437
11	25.799	30.808	21.138
12	26.385	30.808	21.841
13	26.962	30.808	22.530
14	27.385	30.808	23.207
15	27.854	30.808	23.207
16	28.387	30.808	23.207
17	28.955	30.808	23.207
18	28.955	30.808	23.207
19	28.955	30.808	23.207
20	28.955	30.808	23.207
21	28.955	30.808	23.207
22	28.955	30.808	23.207
23	28.955	30.808	23.207
24	28.955	30.808	23.207
25	28.955	30.808	23.207

\*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2008.