State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN –

Date: August 5, 2008	**Subject:** Information to Process FY 2008-2009 General Wage Adjustments and Lump Sum Payments, Market Adjustments, and Supplemental Pay Amounts for Employees in Professional Patient Treatment Bargaining Unit (DP Code 10)
Locator No: OSER-0216-CLR/LR/PP	

This information is provided to assist appointing authorities in determining the FY 2008-2009 General Wage Adjustments and associated lump sum payments, market adjustments, and supplemental pay amounts in the 2007-2009 Agreement between the State and the Wisconsin Physician and Dentist Association (WPDA). These wage adjustments are granted in accordance with Article XI, Sections 3 thru 6, of the 2007-2009 Agreement.

The supplemental pay schedule increases for board certification and board certification eligibility are described in Sections V. and IX ., of this bulletin.

SECTION I. COVERAGE UNDER THIS BULLETIN

The information in this bulletin applies to classified permanent employees **(employment types 01, 02 and 06)** in positions allocated to classifications in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)**.

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

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPDA Agreement, multiple pay adjustments with the same effective 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 schedule effective July 6, 2008, provided in Attachment A, for adjustments under numbers 8. through 10., effective July 6, 2008, and for adjustments under numbers 1. through 7., effective July 6, 2008, through June 7, 2009.

Use the pay schedule effective June 7, 2009, provided in Attachment B, for adjustments under numbers 8. through 10., 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, pursuant to s. 111.92, Wis. Stats., as shown in the bulletin.
9. Supplemental Pay Schedule for FY 2006-2007 Implementation (Section VIII.)
10. Original appointment.

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

A. Eligibility. All permanent employees **(employment types 01, 02, and 06)** in pay status on July 6, 2008, in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)** are eligible to receive the GWA as provided under B., below.

B. Amount.

1. **GWA of 1.0%.** Eligible employees will receive a base pay adjustment equal to 1.0% of their current base pay rate, subject to the applicable pay range maximum found in Attachment A of this bulletin.

2. **Annualized Wage Payment for the 1.0% GWA.** Eligible employees will be granted Annualized GWA Payments as follows:

   a. Employees who receive wage adjustments under B.1., above, of less than 1.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 1.0% of the employee's base pay rate prior to the wage adjustment, and the amount the employee actually received, multiplied by 2088.

   b. Employees who receive no wage adjustment under B.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 1.0% of the employee's base pay rate multiplied by 2088.

   c. The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on July 6, 2008.

   d. Employees who are not in pay status on the effective date of the Annualized GWA Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2007-2009 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to pay status in the bargaining unit during the term of this Agreement.

SECTION IV. IMPLEMENTATION OF PAY SCHEDULE 10 EFFECTIVE JULY 6, 2008

Pay Schedule 10, effective July 6, 2008, in Attachment A is 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 to the new minimum.

Note: Any project employee **(employment type 05)** in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay range, if necessary.

SECTION V. IMPLEMENTATION OF SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY EFFECTIVE JULY 6, 2008

A. Eligibility. The schedule of supplemental pay amounts for Board Certification and Board Certification eligibility is effective July 6, 2008, and is provided below. Refer to Article XI, Section 9, of the 2007-2009 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification <u>already receiving supplemental pay for board certification as of July 6, 2008</u>, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.

B. Amount. Following are the supplemental pay amounts for Board Certification effective July 6, 2008:

Schedule of Supplemental Pay Amounts
for Board Certification and Board Certification Eligibility

Classification (Pay Range)	Effective July 6, 2008	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - $6.38/hr.	$9.56 - $19.11/hr.
Psychiatrist (10-52)	NTE - $6.96/hr.	$10.44 - $20.85/hr.

SECTION VI. MARKET ADJUSTMENT IMPLEMENTATION EFFECTIVE OCTOBER 12, 2008

A. Effective Date. The wage increases described in this Section are effective on October 12, 2008, and will be applied in the order below.

B. Eligibility. All permanent employees **(employment types 01, 02, and 06)** in pay status on October 12, 2008, in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)** are eligible to receive a Market Adjustment as provided under C., below.

C. Amount.

1. **Market Adjustment**. Employees in all classifications will receive an increase equal to one within range pay step of the applicable pay range, subject to that pay range maximum.

2. **Market Adjustment**. Employees in all classifications will receive an increase, subject to the applicable pay range maximum, in accordance with the following seniority stratification:

Full Years of Seniority as of June 30, 2008	Stratification Amount
0 – 4 years	$0.00
5 – 9 years	$0.25
10 – 14 years	$0.50
15 – 19 years	$0.75
20 – 24 years	$1.00
25 or more years	$1.25

3. **Annualized Wage Payment for the Market Adjustments.** Eligible employees will be granted Annualized Market Adjustment Payments as follows:

   a. Employees who receive wage adjustments under C.1 and 2., above, of less than the full adjustment amount solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between the full value of the applicable Market Adjustment(s), and the amount the employee actually received, multiplied by 1520.

   b. Employees who receive no wage adjustments under C.1 and 2., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the full value of the applicable Market Adjustment(s) rate multiplied by 1520.

   e. The Annualized Market Adjustment Payment will be prorated based on the employee's budgeted FTE on October 12, 2008.

f. Employees who are not in pay status on the effective date of the Annualized Market Adjustment Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2007-2009 Agreement will receive any Annualized Market Adjustment Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to pay status in the bargaining unit during the term of the Agreement.

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

A. Eligibility. All permanent employees **(employment types 01, 02, and 06)** in pay status on June 7, 2009, in the Professional Patient Treatment bargaining unit **(DP Unit Code 10)** are eligible to receive the GWA as provided under B., below.

B. Amount.

1. **GWA of 2.0%.** Eligible employees will receive a base pay adjustment equal to 2.0% of their current base pay rate, subject to the applicable pay range maximum found in Attachment B., of this bulletin.

2. **Annualized Wage Payment for the 2.0% GWA.** Eligible employees will be granted Annualized GWA Payments as follows:

   a. Employees who receive wage adjustments under B.1., above, of less than 2.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 2.0% of the employee's base pay rate prior to the wage adjustment, and the amount the employee actually received, multiplied by 160.

   b. Employees who receive no wage adjustment under B.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 2.0% of the employee's base pay rate multiplied by 160.

   g. The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on June 7, 2009.

   h. Employees who are not in pay status on the effective date of the Annualized GWA Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2007-2009 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to pay status in the bargaining unit during the term of the Agreement.

SECTION VIII. IMPLEMENTATION OF PAY SCHEDULE 10 (ATTACHMENT B) EFFECTIVE JUNE 7, 2009

Pay schedule 10, effective June 7, 2009, in Attachment B is 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 to the new minimum.

> ***Note:*** Any project employee **(employment type 05)** in a position assigned to a classification in the Professional Patient Treatment bargaining unit, to whom the circumstances described above apply, will also have his/her base pay rate adjusted to the new minimum of the applicable pay range, if necessary.

SECTION IX. IMPLEMENTATION OF SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY EFFECTIVE JUNE 7, 2009

A. Eligibility. The schedule of supplemental pay amounts for Board Certification and Board Certification eligibility is effective June 7, 2009, and is provided below. Refer to Article XI, Section 9, of the 2007-2009 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of June 7, 2008, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.

B. Amount. Following are the supplemental pay amounts for Board Certification effective June 7, 2009:

Schedule of Supplemental Pay Amounts
for Board Certification and Board Certification Eligibility

	Effective June 7, 2009	
	Board Certification Eligibility	**Board Certification**
Classification (Pay Range)		
Physician (10-51)	NTE - $6.51/hr.	$9.76 - $19.50/hr.
Psychiatrist (10-52)	NTE - $7.10/hr.	$10.65 - $21.27/hr.

SECTION X. Wage Adjustment Due to Movement from an Unsettled Bargaining Unit to WPDA

A. Eligibility. Employees entering the WPDA bargaining unit who have not received a 2008-2009 fiscal year General Wage Adjustment due to a delay in implementation of a new 2007-2009 Agreement in the employee's previous bargaining unit shall receive the General Wage Adjustment(s) or Annualized General Wage Adjustment(s), effective prior to any pay on appointment adjustment.

B. Amount. The General Wage Adjustment amount equals the value of the General Wage Adjustment(s) in Sections III. and VII. above.

The Annualized General Wage Adjustment amount equals the value of the General Wage Adjustment(s) in Sections III. and VII., above, minus the amount the employee actually received, multiplied by the number of hours remaining in the fiscal year. This lump sum shall be prorated based on FTE of the new WPDA position on the appointment date.

Employees are also eligible to receive an associated lump sum payment for all hours in pay status from the effective date(s) of the GWA(s) provided in Sections III. and VII., above, to the effective date of the movement to a position covered by this Agreement.

SECTION XI. REFERRAL OF QUESTIONS

Employee Questions:

Employees with questions regarding their base 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 directed to Tim Borchert by phone at (608) 266-3381, by e-mail at Tim.Borchert@Wisconsin.gov.

Employer questions regarding *all other contract provisions* should be directed to Doug Thayer by phone at (608) 266-2052 or via e-mail at Douglas.Thayer@wisconsin.gov.

Employer questions regarding *payroll processing or file maintenance* should be directed to:

DOA Central Payroll: Shelley Schwartz (608) 264-9571.

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

JAP:tfb

Attachments: Pay Schedules 10 (FY 2008-2009 effective July 6, 2008 and June 7, 2009).

ATTACHMENT A

PATIENT TREATMENT PAY SCHEDULE
EFFECTIVE JULY 6, 2008 THROUGH JUNE 6, 2009

		Official Hourly Basis			
	Pay Range	**Min**	**Appt Max**	**Maximum**	**WRPS**
49	10-49 (Optometrist)	58.280	75.764	93.247	1.748
50	10-50 (Dentist)	63.567	78.407	93.247	1.907
51	10-51 (Physician)	63.653	82.749	101.845	1.910
52	10-52 (Psychiatrist)	69.440	90.271	111.102	2.083

ATTACHMENT B

PATIENT TREATMENT PAY SCHEDULE
EFFECTIVE JUNE 7, 2009 THROUGH JUNE 30, 2009

		Official Hourly Basis			
	Pay Range	**Min**	**Appt Max**	**Max**	**WRPS**
49	10-49 (Optometrist)	59.446	77.279	95.112	1.783
50	10-50 (Dentist)	64.839	79.976	95.112	1.945
51	10-51 (Physician)	64.927	84.405	103.882	1.948
52	10-52 (Psychiatrist)	70.829	92.077	113.325	2.125