State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: August 11, 2008

Locator No: OSER-0219-CLR/LR/PP

Subject: Information on Processing the FY 2008-2009 Wage Adjustments, Corresponding Lump Sum Wage Payments and Annualized Wage Adjustment Payments for the Assistant State Public Defender Attorneys

This information is provided to assist appointing authorities in determining 2008-2009 fiscal year general wage adjustments and corresponding lump sum wage payments for employees in represented Assistant State Public Defender Attorney positions (bargaining unit 21). These adjustments and lump sum payments are granted in accordance with Article V, Sections 2 through 6 of the FY 2007-2009 Agreement between the State of Wisconsin and the Wisconsin State Public Defender Association (WSPDA). 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 2007-2009 WSPDA 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 current FY 2007-2008 pay schedule for adjustments 1. through 8. on July 6, 2008.

Use the new pay schedule provided in Section III, effective July 6, 2008 for adjustments 9. and 10. 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 Section VIII, for adjustments 9. and 10., 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. 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 the GWA.

C. **Amount.** Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate subject to the FY 2008-2009 pay range maximum provided in Section III of this bulletin.

SECTION III. PAY SCHEDULE IMPLEMENTATION

Pay Schedule 21, below, is implemented on July 6, 2008, for FY 2008-2009. Any employee whose base pay rate falls below the pay range minimum will receive an adjustment to the new pay range minimum.

Title	Minimum	Maximum	Transaction Step
Assistant State Public Defender Attorney	$23.208	$56.094	$0.697

SECTION IV. ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENT

A. Employees who receive a wage adjustment in Section II, above, of less than 1.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized General Wage Adjustment Payment equal to the difference between the value of 1.0% 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 General Wage Adjustment Payment provided will be prorated based on the employee's budgeted full-time equivalent (FTE) on July 6, 2008.

C. Employees who are not in pay status on the effective date of the Annualized General 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 Payment for which they would otherwise have been eligible.

SECTION V. MARKET ADJUSTMENT

A. **Effective Date.** The Market Adjustment is effective October 12, 2008.

B. **Eligibility.** All employees in pay status on October 12, 2008, are eligible to receive the Market Adjustment subject to the FY 2008-2009 pay range maximum provided in Section III of this bulletin.

C. Amount.

Full Years of Seniority as of October 12, 2008	Base Pay Increase
0 through 4 years	$0.965
5 through 6 years	$1.215
7 through 19 years	$1.460
20 through 25 years	$1.160
26 through 31 years	$0.865
32 or more years	$0.000

SECTION VI. MARKET ADJUSTMENT PAYMENTS

A. Employees who receive no Market Adjustment or less than the full amount of a Market Adjustment according to Section V solely because of the pay range maximum limitation, will receive a Market 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 1520.

B. The Market Adjustment Payment provided in A., above, will be prorated based on the employee's budgeted FTE on October 12, 2008.

C. Employees who are not in pay status on the effective date of the Market 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 Payment for which they would otherwise have been eligible.

SECTION VII. 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 the GWA.

C. Amount. Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate subject to the FY 2008-2009 pay range maximum provided in Section VIII of this bulletin.

SECTION VIII. PAY SCHEDULE IMPLEMENTATION FOR JUNE 7, 2009

Pay Schedule 21, below, is implemented on June 7, 2009. Any employee whose base pay rate falls below the pay range minimum will receive an adjustment to the new pay range minimum.

Title	Minimum	Maximum	Transaction Step
Assistant State Public Defender Attorney	$23.673	$57.218	$0.711

SECTION IX. ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENT

A. Employees who receive a wage adjustment in Section VIII, above, of less than 2.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized General Wage Adjustment 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. The Annualized General Wage Adjustment Payment will be prorated based on the employee's budgeted FTE on June 7, 2009.

C. Employees who are not in pay status on the effective date of the Annualized General 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 Payment for which they would otherwise have been eligible.

SECTION X. GWA AND GWA LUMP SUM PAYMENT ELIGIBILITY WHEN APPOINTED TO A WSPDA POSITION

An employee appointed to a WSPDA position from a bargaining unit not yet having a 2007-2009 collective bargaining agreement may be eligible for the GWA's described in Section II and Section VII (and/or associated Annualized GWA Payments, if applicable) after the effective date of the applicable GWA(s), per Article 5, Section 2, Paragraph 1 of the WSPDA 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 XI. REFERRAL OF QUESTIONS

Employee Questions:

Individual employees with questions regarding their pay rates or pay adjustments indicated 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: John Wiesman by phone at (608) 266-1418, or via e-mail at John.Wiesman@Wisconsin.gov.

Employer questions regarding ***all other contract provisions*** should be referred to the Division of Compensation and Labor Relations: Jill Thomas by phone at (608) 266-6435, or via e-mail at Jill.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

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