

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: June 3, 2009

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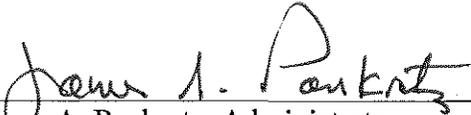
Subject: Notification of 2007-2009 Compensation Plan Changes Due to the May 27, 2009, JCOER Meeting

The purpose of this bulletin is to notify state agencies of the fiscal year 2008-2009 revisions to the 2007-2009 Compensation Plan that were approved by the Joint Committee on Employment Relations on May 27, 2009.

Approved were the following revisions:

- Sections A, B and C are revised to remove all references to the 2.0% wage and add-on increases effective June 7, 2009, with the exception of elected District Attorneys in Section B, 2.04 of the Plan (see Attachment A for revised add-on dates and amounts).
- Section A, 4.19 is revised to replace an obsolete classification title with a current one.
- Section A, 4.26 is created to provide an add-on for specific Department of Natural Resources activities as a Field Training Officer, Background Investigator, or Instructor in specific field. The add-on is created as parity to an add-on provided to WSEU represented employees.
- Section A, 4.27 is created to provide an add-on related to Financial Examiner training and education. The add-on is created as parity to an add-on provided to WPEC represented employees.
- Section L is revised to change the parity for Financial Specialist Supervisor from a market adjustment (\$1.196/hr) to an 8.0% of the minimum increase (\$1.326/hr) to reflect a pay range reassignment for the classification. **Because this is a correction to the parity provided to the classification, employees who already received the \$1.196/hr adjustment will receive a \$0.13/hr increase effective June 7, 2009, and a lump sum payment equal to \$0.13 multiplied by the number of hours in pay status in the classification from October 12, 2008 through June 6, 2009.** Employees who did not receive the \$1.196/hr adjustment will receive the \$1.326/hr increase on June 7, 2009, and a lump sum payment equal to the increase multiplied by the hours in pay status in the classification from October 12, 2008 through June 6, 2009.
- Section L, 3.02(2)(a) is revised to correct the period of time (by two days) on which the lump sum payment is calculated.
- Section L, 4.00 is revised to clarify that the lump sum payments received are to be pro-rated based on budgeted FTE on the effective date of the adjustment.
- Section Z is revised to increase the minimum of pay range 50-50 and the maximum of pay range 70-02 to match that of their respective represented counterpart pay ranges, and to remove the June 7, 2009 pay schedules (see Attachment B for revised schedules).

Please direct any questions you may have on these changes to Paul Ostrowski, Compensation Analyst, at (608) 267-0343 or e-mail at Paul.Ostrowski@Wisconsin.gov.



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

Attachments: Attachment A - Add-ons Effective July 6, 2008 through July 4, 2009
 Attachment B - Pay Schedules Effective July 6, 2008 through July 4, 2009

PSYCHOLOGIST ADD-ON
July 6, 2008 – July 4, 2009
\$3.74 – mandatory minimum \$5.18 – maximum*

*Any amount above the mandatory minimum, subject to this maximum, is granted at the discretion of the appointing authority.

Schedule of Supplemental Pay Amounts for Board Certification And Board Certification Eligibility		
	July 6, 2008 – July 4, 2009	
Pay Range (Classification)	Board Certification Eligibility	Board Certification
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE \$6.46/hr.	\$9.67 - \$19.32/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.03/hr.	\$10.54 - \$21.06/hr.

Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility		
	July 6, 2008 – July 4, 2009	
Pay Range (Classification)	Supervisory	Management
Pay Range 50-50 (Dentist Supv.) (Dentist Mgt.)	NTE - \$5.28/hr.	NTE - \$15.65/hr.
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$6.46/hr.	NTE - \$19.32/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.03/hr.	NTE - \$21.06/hr.

NONREPRESENTED BROADBAND PAY SCHEDULES

July 6, 2008 through May 26, 2009

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.280	42.420	na	56.560	0.849	2.263	4,921	9,842	59,049	118,098
	50-50	58.280	75.764	na	93.248	1.749	4.663	10,141	16,226	121,689	194,702
	50-51	64.290	83.642	na	102.993	1.929	5.144	11,187	17,921	134,238	215,050
	50-52	70.134	91.245	na	112.355	2.105	5.611	12,204	19,550	146,440	234,598
Law Enforcement											
56	56-01	23.351	35.085	na	46.819	0.701	1.869	4,064	8,147	48,757	97,759
	56-02	18.799	24.439	na	30.079	0.564	1.504	3,272	5,234	39,253	62,805
Information Systems-Related											
70	70-02	25.257	40.475	46.220	55.692	0.758	2.021	4,395	9,691	52,737	116,285
Professional Legal-Related											
71	71-01	23.208	39.651	na	56.094	0.697	1.857	4,039	9,761	48,459	117,125
General											
81	81-01	28.451	46.945	na	65.438	0.854	2.277	4,951	11,387	59,406	136,635
	81-02	25.257	41.675	na	58.092	0.758	2.021	4,395	10,109	52,737	121,297
	81-03	21.594	35.631	na	49.667	0.648	1.728	3,758	8,643	45,089	103,705
	81-04	16.570	27.341	na	38.111	0.498	1.326	2,884	6,632	34,599	79,576
	81-05	13.160	21.714	na	30.268	0.395	1.053	2,290	5,267	27,479	63,200

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BROADBAND PAY SCHEDULES

May 27, 2009 through July 4, 2009

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.280	42.420	na	56.560	0.849	2.263	4,921	9,842	59,049	118,098
	50-50	63.567	82.638	na	101.708	1.908	5.086	11,061	17,698	132,728	212,367
	50-51	64.290	83.642	na	102.993	1.929	5.144	11,187	17,921	134,238	215,050
	50-52	70.134	91.245	na	112.355	2.105	5.611	12,204	19,550	146,440	234,598
Law Enforcement											
56	56-01	23.351	35.085	na	46.819	0.701	1.869	4,064	8,147	48,757	97,759
	56-02	18.799	24.439	na	30.079	0.564	1.504	3,272	5,234	39,253	62,805
Information Systems-Related											
70	70-02	25.257	41.675	46.220	58.092	0.758	2.021	4,395	10,109	52,737	121,297
Professional Legal-Related											
71	71-01	23.208	39.651	na	56.094	0.697	1.857	4,039	9,761	48,459	117,125
General											
81	81-01	28.451	46.945	na	65.438	0.854	2.277	4,951	11,387	59,406	136,635
	81-02	25.257	41.675	na	58.092	0.758	2.021	4,395	10,109	52,737	121,297
	81-03	21.594	35.631	na	49.667	0.648	1.728	3,758	8,643	45,089	103,705
	81-04	16.570	27.341	na	38.111	0.498	1.326	2,884	6,632	34,599	79,576
	81-05	13.160	21.714	na	30.268	0.395	1.053	2,290	5,267	27,479	63,200

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PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

July 6, 2008 through July 4, 2009

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
90-01	28.451	44.100	0.854	4,950	7,673	59,406	92,081
90-02	30.728	47.629	0.922	5,347	8,287	64,160	99,449
90-03	33.187	51.440	0.996	5,775	8,951	69,294	107,407
90-04	35.842	55.556	1.076	6,237	9,667	74,838	116,001
90-05	38.710	60.001	1.162	6,736	10,440	80,826	125,282
90-06	41.807	64.801	1.255	7,274	11,275	87,293	135,304
90-07	45.152	69.986	1.355	7,856	12,178	94,277	146,131
90-08	48.765	75.586	1.463	8,485	13,152	101,821	157,824
90-09	52.667	81.634	1.581	9,164	14,204	109,969	170,452
90-10	56.881	88.166	1.707	9,897	15,341	118,768	184,091

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

July 6, 2008 through July 4, 2009

Pay Range	Official Hourly Rate		3% of Minimum**	Monthly Basis*		Annual Basis*	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	41,572	72,876	1.248	7,234	12,680	86,802	152,165
95-02	55,428	97,110	1.663	9,644	16,897	115,734	202,766

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.