State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date:	December 19, 2013	Subject:	Notification of 2013-2015 Compensation Plan Changes Due to the December 19, 2013 JCOER Meeting
Locator No.:	OSER-0349-CLR/PP		

The purpose of this bulletin is to notify state agencies of the fiscal year 2013-2014 revisions to the 2013-2015 Compensation Plan that were approved by the Joint Committee on Employment Relations on December 19, 2013.

Approved were the following revisions that may clarify or affect pay processing. See the specific provision in the Compensation Plan for more detail.

- Section A, 2.01, is revised to clarify that reallocations to new broadband pay ranges effective June 29, 2014, will occur after the GWA on that date.
- Section A, 2.03(1)(c), is revised to clarify that progression adjustments received in a project position do not count toward the eligibility for adjustments in a permanent position or another project position.
- Section A, 2.07(3)(b), is revised to clarify how the schedules 14 and 15 progressions are to be administered for previously ineligible project employees. Such project employees will be moved, on the effective date of the next scheduled progression increase, to the greater of the next higher progression point or the progression point that corresponds to the employee's time in the classification series.
- Section A, 2.10, is revised to change the Initial Assessment Specialist progression from a one-time increase of $1.700 per hour to a one-time increase to a specific rate of pay.
- Section A, 4.02(3), is revised to clarify which supplemental pay types are to be included when calculating leave and termination pay.
- Section A, 4.27, is revised to include the position of Deputy Administrator – Banking as one of the positions eligible for the Financial Examiner Skills and Education add-on.
- Section A, 4.35, is revised to add the Department of Veterans Affairs as an agency that can provide the AODA Treatment Programs add-on.
- Section E, 4.00, is revised to change the maximum pay increase from 12% to 16% of the new pay range minimum for promotions from pay range 05-31 to 05-32, **effective February 9, 2014.**
- Section I, 4.01, is revised to clarify exactly when progressions are implemented when there are multiple adjustments on the same date and that reallocations to new broadband pay ranges will occur after the implementation of the new ranges.
- Section L, 2.02, is revised to reflect additional agency-funded adjustments due to inequity and retention issues. These will occur at the Department of Agriculture, Trade, and Consumer Protection and the Office of the Commissioner of Insurance effective December 29, 2013, and at the Department of Corrections effective February 9, 2014.

- Section Z is revised to add pay range 06-05 for Licensed Practical Nurses, effective December 29, 2013 (attached).

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.

Kathy Kopp, Administrator
Division of Compensation and Labor Relations

Attachment: Schedule 6 Broadband Pay Range effective December 29, 2013

PAY SCHEDULE 06: TECHNICAL

Effective December 29, 2013 through June 28, 2014

Broadband

Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum
5	19.245	25.783	32.321	0.578	1.540