State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date:	April 29, 2014	Subject:	Notification of 2013-2015 Compensation Plan Changes Due to the April 23, 2014 JCOER Meeting
Locator No.:	OSER-0361-CLR/PP		

The purpose of this bulletin is to notify state agencies of revisions to the 2013-2015 Compensation Plan that were approved by the Joint Committee on Employment Relations on April 23, 2014.

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, 3.02 is revised to match recent changes to reallocation pay in Sections E and I which allowed increases up to 12% of the minimum of the new pay range for certain transactions. The changes also removed references to nonrepresented employees.
- Section A, 4.19 is revised to include Revenue Tax Specialist 5 among the classifications eligible for the Revenue Field Auditor and Related Classifications add-on.
- Section A, 4.43 is revised to clarify that the Nurse Clinician add-on is for hours worked (i.e., is not provided for paid leave).
- Section B, 3.03(2) is revised to acknowledge the pay range for the Administrator of the Division of Enterprise Technology in the Department of Administration is provided by statute, to include the Director of the Office of Children's Mental Health in the Department of Health Services in the ESG 3 pay range, and to acknowledge changes to division titles at the Department of Health Services.
- Section C, 4.00(3) and (4) are created to acknowledge the pay calculation language in the statutes for former District Attorneys appointed to Assistant District Attorney positions and to provide the same pay calculation for former Judges and Justices. Other provisions in 4.00 are also revised to clarify existing language.
- Section E, 4.00 is revised to correct references to the Administrative Code. Note that 4.00(1) references s. ER 29.03(3)(c), Wis. Adm. Code for both reallocations and reclassifications to ensure that both transactions result in the same pay. This means s. ER 29.03(3)(b), Wis. Adm. Code does **not** apply for reallocations to higher classifications.
- Section G, 13.00 is created to add definition of "professional employee" because the definition was removed from the statutes in error.
- Section I, 4.04(3)(a) is revised to correct language for broadband pay on appointment provisions. The provisions are not changed, but the revision clarifies that any of the three pay calculations may be used.
- Section I, 4.10(2) is revised to make it consistent with other reallocation and reclassification regrade language. Specifically, the 8% of the minimum increase for reallocation or reclassification is no longer subject to the applicable appointment maximum.

- Section K, 4.01 is revised to clarify when recouping or pro-rating personal holidays is appropriate. This language reflects the interpretation that was given in Section I, C, of bulletin OSER-0331-CLR, dated July 9, 2013.
- Section L, 2.02(2)(d) is revised to add Correctional Sergeants in the Department of Health Services (DHS) to the existing market adjustment for Correctional Sergeants and Youth Counselor-Advanced employees in the Department of Corrections . The effective date will be February 9, 2014, and the affected DHS employees will receive a lump sum payment as soon as administratively feasible. The payment will equal the amount of the individual's increase multiplied by the hours in pay status as a Correctional Sergeant since February 9, 2014.
- Section L, 2.02(2)(f) is created to provide an agency-funded adjustment of not to exceed $0.766 per hour, effective May 4, 2014, to DHS Resident Care Technician 2 employees due to inequity issues. OSER must approve the adjustments before they will be granted.

Employee Questions: Employees with questions regarding these changes should contact their agency Human Resources or Payroll Office directly.

Employer Questions: Employer with questions regarding these changes should contact Paul Ostrowski, Compensation Analyst, at (608) 267-0343 or e-mail at Paul.Ostrowski@wisconsin.gov.

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