State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date:	September 9, 2015	**Subject:**	**REPLACEMENT BULLETIN:** Definitions of Upward Classification Movements for Reallocation and Reclassification within Broadbanded Classification Series
Locator No:	DPM-0408-CLR		

The purpose of this bulletin is to define upward classification movements for reallocation and reclassification within broadbanded classification series, effective August 9, 2015. **This bulletin replaces Bulletin OSER-0406-CLR dated August 11, 2015, which should be discarded.** This bulletin has been updated to include additional classifications for Schedule 12.

SECTION I. APPLICABLE PROVISIONS

Section I of the Compensation Plan entitled "Pay Administration for Broadband Pay Schedules" contains references to employees' movements to a "higher classification series level" under I, 4.10 (2), which states:

4.10 Pay on Regrade for Reallocation or Reclassification to a Classification in the Same or Counterpart Pay Range

(2) Regraded employees, except trainees, whose positions are reallocated or reclassified to a <u>higher classification series level</u> within the same pay range, will receive an increase in the amount of 8.0% of the pay range minimum. **This applies only if an employee has not held, within five years of the reclassification or reallocation effective date, permanent status in class at the same level of the reclassification or reallocation.** The appointing authority **may** provide an additional pay adjustment under this section allowing for a total pay adjustment of no more than 12% of the new pay range minimum or to the minimum of the pay range, whichever is greater. However, for reallocations that do not solely involve a change in duties, such as pay range reassignments, title changes, or as a result of a survey, the increase **may** be at the discretion of the OSER Director. (Underlining added for emphasis.)

SECTION II. BROADBAND PAY RANGE GROUPINGS

In ascending order, the professional fiscal classifications are Groups A and B in pay range 07-04; Groups C, D, and E in pay range 07-03; and Groups F, G, and H in pay range 07-02. In pay range 07-04, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications.

07-04 Group A	07-04 Group B
Criminal Analyst Lottery Customer Service Specialist Purchasing Agent	Criminal Analyst-Senior Lottery Customer Service Specialist-Senior Purchasing Agent-Objective

In pay range 07-03, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications; and Group E classifications are higher than Group D classifications.

07-03 Group C	07-03 Group D	07-03 Group E
Accountant-Journey Agriculture Auditor 3 Auditor-Journey Consumer Credit Examiner-Journey Emergency Government Specialist-Senior Excise Tax Agent Financial Examiner- Journey Health Care Rate Analyst-Senior Insurance Examiner-Journey Insurance Financial Examiner-Journey Insurance Program Specialist-Obj Procurement Specialist-Objective Property Assess Practices Spec-Jrny Property Assess Specialist-Journey Public Utility Fin Analyst-Journey Real Estate Specialist-Senior Revenue Agent 3 Revenue Auditor 3 Revenue Field Agent 3 Revenue Tax Specialist 1 Securities Examiner-Journey Special Agent Tax Resolution Officer – Office Audit-Objective Tourism Coordinator Trust Fund Specialist-Objective	Accountant-Senior Agriculture Auditor 4 Auditor-Senior Consumer Credit Examiner-Senior Emergency Government Specialist-Adv Excise Tax Agent-Senior Financial Examiner- Senior Health Care Rate Analyst-Adv Insurance Examiner-Senior Insurance Financial Examiner-Sr Insurance Program Specialist-Sr Procurement Specialist-Senior Property Assess Practices Spec-Sr Property Assess Specialist-Adv Public Utility Fin Analyst-Senior Real Estate Specialist-Advanced Revenue Agent 4 Revenue Auditor 4 Revenue Field Agent 4 Revenue Field Auditor 4 Revenue Tax Specialist 2 Securities Examiner-Senior Special Agent-Senior Tax Resolution Officer – Office Audit-Senior Tourism Coordinator-Senior Transportation Fiscal Analyst 1 Trust Funds Specialist-Advanced	Property Assess Chief Training Officer Revenue Field Agent 5 Revenue Field Auditor 5 Transportation Fiscal Analyst 2

In pay range 07-02, Group F is the first broadbanded classification level. Group G classifications are higher than Group F classifications; and Group H classifications are higher than Group G classifications.

07-02 Group F	07-02 Group G	07-02 Group H
Accountant-Advanced Agriculture Auditor 5 Auditor-Advanced Consumer Credit Examiner-Advanced Financial Examiner-Advanced Insurance Financial Examiner-Advanced Public Utility Auditor-Adv Public Utility Fin Analyst- Advanced Revenue Auditor 5 Revenue Field Auditor 6 Revenue Tax Specialist 3 Tax Resolution Officer – Corporation Office Audit	Accountant (UTF Systems) Auditor (School Finance) Auditor (Transp Plan & Review) Auditor-Senior (DHFS) Public Utility Auditor-Princ Public Utility Fin Analyst-Princ Revenue Auditor 6 Revenue Field Auditor 7 Revenue Tax Specialist 4 Tax Resolution Officer – Field Audit	Public Utility Auditor-Consultant Revenue Field Auditor 8 Revenue Tax Specialist 5 Tax Resolution Officer – Large Case

In pay range 07-35, Group I is the first broadbanded classification level. Group J classifications are higher than Group I classifications; and Group K classifications are higher than Group J classifications.

07-35 Group I	07-35 Group J	07-35 Group K
IS Professional in-Training (A)	IS Professional in-Training (B)	IS Analyst or Professional classes

In ascending order, the research, statistics and analysis classifications are Groups A and B in pay range 08-03. In pay range 08-03, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

08-03 Group A	08-03 Group B
Public Utility Rate Analyst-Senior Research Analyst-Senior	Public Utility Rate Analyst-Principal Research Analyst-Advanced

In ascending order, the patient care classifications are Groups A and B in pay range 11-04. In pay range 11-04, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

11-04 Group A	11-04 Group B
Public Health Educator	Public Health Educator - Senior

In ascending order, the patient care classifications are Groups A and B in pay range 11-01. In pay range 11-01, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

11-01 Group A	11-01 Group B
Nurse Clinician 3 Nurse Clinician 3 - Weekend	Nurse Clinician 4

In ascending order, the professional social services classifications are Groups A, B, and C in pay range 12-64, Groups D, E, and F in pay range 12-63, and Groups G, H, and I in pay range 12-80. In pay range 12-64, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

12-64 Group A	12-64 Group B	12-64 Group C
Cadet Specialist Entry	Cadet Specialist Objective	
Child Care Subsidy Specialist	Child Care Subsidy Specialist - Objective	Child Care Subsidy Specialist - Senior
Disability Determination Specialist – Entry	Disability Determination Specialist – Objective	Unemployment Insurance Collections Specialist-Senior
DWD Equal Rights Officer	DWD Equal Rights Officer - Journey	Unemployment Tax & Accounting Specialist - Sr
Labor Compliance Specialist – Journey	Labor Compliance Specialist Senior	
Member Finance Specialist	Member Finance Specialist – Senior	
Unemployment Benefits Specialist	Unemployment Benefits Specialist-Inter	
Unemployment Insurance Collections Specialist	Unemployment Insurance Collections Specialist-Inter	
Unemployment Tax & Accounting Specialist	Unemployment Tax & Accounting Specialist-Inter	
Workers Compensation Specialist	Workers Compensation Specialist - Senior	

In ascending order, the broadbanded groups in pay range 12-63 are Groups D, E, and F. In pay range 12-63, Group D is the first broadbanded class level; Group E classifications are higher than Group D classifications, and Group F classifications are higher than Group E classifications.

12-63 Group D	12-63 Group E	12-63 Group F
Economic Support Quality Assurance Specialist	Economic Support Quality Assurance Specialist – Adv.	
School Psychologist	School Psychologist-Senior	
Social Worker - Senior	Social Worker - Advanced	Social Worker - Clinical
Unemployment Benefits Analyst	Unemployment Benefits Analyst-Senior	

In ascending order, the broadbanded groups in pay range 12-80 are Groups G, H and I. In pay range 12-80, Group G is the first broadbanded class level. Group H classifications are higher than Group G classifications; and Group I classifications are higher than Group H classifications.

12-80 Group G	12-80 Group H	12-80 Group I
Treatment Provider-Ch. 980 - Entry	Treatment Provider-Ch. 980 – Intermediate	Treatment Provider-Ch. 980 - Senior

In ascending order, the professional engineering classifications are Groups A and B in pay range 14-14 and Groups C and D in 14-13. In pay range 14-14, Group A is the first level of broadbanded professional engineering classifications; Group B professional engineering classifications are higher than Group A classifications.

14-14 Group A	14-14 Group B
CADD Specialist-Senior	CADD Specialist - Advanced
Engineering Specialist-Senior	Engineering Specialist-Advanced 1
Envir Engineering Specialist-Senior	Envir Engineering Specialist-Advanced 1
Radiation Engineering Spec-Senior	Radiation Engineering Spec-Advanced 1

In ascending order, the professional engineering classifications are Groups C and D in pay range 14-13. In pay range 14-13, Group C is the first level of broadbanded professional engineering classifications; Group D professional engineering classifications are higher than Group C classifications.

14-13 Group C	14-13 Group D
Agricultural Engineer-Senior	Agricultural Engineer-Advanced
Air Management Engineer-Senior	Air Management Engineer-Advanced
Architect-Senior	Architect-Advanced
Civil Engineer-Senior	Civil Engineer-Advanced
Civil Engineer-Transportation-Senior	Civil Engineer-Transportation-Advanced
Communications Engineer-Senior	Communications Engineer-Advanced
Electrical Engineer-Senior	Electrical Engineer-Advanced
Electronic Engineer-Senior	Electronic Engineer-Advanced
Eng Conslt-Building Systems-Senior	Eng Conslt-Building Systems-Advanced
Eng Conslt-Elec Systems-Senior	Eng Conslt-Elec Systems-Advanced
Eng Conslt-Fire Suppr Systems-Senior	Eng Conslt-Fire Suppr Systems-Advanced
Eng Conslt-HVAC-Senior	Eng Conslt-HVAC-Advanced
Eng Conslt-Plumbing Prod Rev-Senior	Eng Conslt-Plumbing Prod Rev-Advanced
Eng Conslt-Refrig Systems-Senior	Eng Conslt-Refrig Systems-Advanced
Eng Conslt-Uniform Dwelling-Senior	Eng Conslt-Uniform Dwelling-Advanced
Envir Civil Engineer-Senior	Envir Civil Engineer-Advanced
Landscape Architect-Senior	Landscape Architect-Advanced
Mechanical Engineer-Senior	Mechanical Engineer-Advanced
Natural Resources Engineer-Senior	Natural Resources Engineer-Advanced
Nuclear Engineer-Senior	Nuclear Engineer-Advanced
Preservation Architect-Senior	Preservation Architect-Advanced
Public Service Engineer-Senior	Public Service Engineer-Advanced
Structural Engineer-Transportation-Senior	Structural Engineer-Transportation-
Waste Management Engineer-Senior	Advanced
Wastewater Engineer-Senior	Waste Management Engineer-Advanced
Water Reg & Zoning Engineer-Senior	Wastewater Engineer-Advanced
Water Supply Engineering-Senior	Water Reg & Zoning Engineer-Advanced
	Water Supply Engineering-Advanced

In ascending order, the professional science classifications are Groups A and B in pay range 15-03. In pay range 15-03, Group A is the first level of broadbanded professional science

classifications; Group B professional science classifications are higher than Group A classifications.

15-03 Group A	15-03 Group B
Agricultural Marketing Consultant-Senior	Agriculture Marketing Consultant-Advanced
Air Management Specialist-Senior	Air Management Specialist-Advanced
Chemist-Senior	Chemist-Advanced
Conservation Biologist-Senior	Conservation Biologist-Advanced
Controlled Substance Analyst-Senior	Controlled Substance Analyst-Advanced
Cytotechnologist-Senior	Cytotechnologist-Advanced
DNA Analyst-Senior	DNA Analyst-Advanced
Environmental Enforcement Specialist-Senior	Environmental Enforcement Specialist-Adv
Environmental Health Specialist-Senior	Environmental Health Specialist-Advanced
Environmental Toxicologist-Senior	Environmental Toxicologist-Advanced
Examiner of Questioned Documents-Senior	Examiner of Questioned Documents-Adv
Fingerprint and Footwear Examiner-Senior	Fingerprint and Footwear Examiner-Advanced
Firearm and Toolmark Examiner-Senior	Firearm and Toolmark Examiner-Advanced
Fisheries Biologist-Senior	Fisheries Biologist-Advanced
Forensic Imaging Specialist-Senior	Forensic Imaging Specialist-Advanced
Forester-Senior	Forensic Science Training Coordinator-Adv
Health Physicist-Senior	Forester-Advanced
Hydrogeologist-Senior	Health Physicist-Advanced
Medical Technologist-Senior	Hydrogeologist-Advanced
Microbiologist-Senior	Medical Technologist-Advanced
Natural Resources Educator-Senior	Microbiologist-Advanced
Natural Resources Research Scientist-Senior	Natural Resources Educator-Advanced
Parks & Recreation Specialist-Senior	Natural Resources Research Scientist-Adv
Plant Pest & Disease Specialist-Senior	Parks & Recreation Specialist-Advanced
Public Health Sanitarian-Senior	Plant Pest & Disease Specialist-Advanced
Toxicologist-Senior	Public Health Sanitarian-Advanced
Trace Evidence Examiner-Senior	Toxicologist-Advanced
Veterinarian-Objective	Trace Evidence Examiner-Advanced
Veterinarian Specialist-Senior	Veterinarian-Senior
Waste Management Specialist-Senior	Veterinarian Specialist-Advanced
Wastewater Specialist-Senior	Waste Management Specialist-Advanced
Water Regulation & Zoning Specialist-Senior	Wastewater Specialist-Advanced
Water Resources Management Specialist-Sr	Water Regulation & Zoning Specialist-Adv
Water Supply Specialist-Senior	Water Resources Management Specialist-Adv
Wildlife Biologist-Senior	Water Supply Specialist-Advanced
	Wildlife Biologist-Advanced

In ascending order, the broadbanded groups in pay range 81-03 are Groups A, B, C, and D. In pay range 81-03, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; Group C classifications are higher than Group B classifications; and Group D classifications are higher than Group C classifications.

81-03 Group A	81-03 Group B
Accountant Journey-Confidential Executive Human Resources Specialist-Senior Executive Policy and Budget Analyst-Entry Human Resources Specialist-Senior Police Sergeant Revenue Economist-Confidential-Senior	Accountant Senior-Confidential Accountant Senior-Management Executive Human Resources Specialist-Adv Executive Policy and Budget Analyst-Journey Human Resources Specialist-Advanced Police Lieutenant Revenue Economist-Confidential-Advanced

81-03 Group C	81-03 Group D
Accountant Advanced-Management Executive Policy and Budget Analyst-Senior Labor Relations Specialist	Labor Relations Specialist-Senior

In ascending order, the broadbanded groups in pay range 81-04 are Groups A and B. In pay range 81-04, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

81-04 Group A	81-04 Group B
IS Support Technician-Confidential	IS Support Technician–Confidential-Senior

In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

81-05 Group A	81-05 Group B
Program Assistant-Confidential	Program Assistant-Advanced-Confidential

SECTION III. REFERRAL OF QUESTIONS

Employee Questions: Individual employees with questions regarding the information provided in this bulletin should contact their agency Human Resources Office or Payroll Office directly.

Employer Questions: Employer questions regarding the information provided in this bulletin may be directed to Paul Ostrowski by e-mail at Paul.Ostrowski@Wisconsin.gov or by phone at (608) 267-0343.

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