

DOA – DIVISION OF PERSONNEL MANAGEMENT

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: February 08, 2016

Locator No: DPM-0418-CLR

Subject: **REPLACEMENT BULLETIN:**
Definitions of Upward Classification
Movements for Reallocation and
Reclassification within Broadbanded
Classification Series

The purpose of this bulletin is to define upward classification movements for reallocation and reclassification within broadbanded classification series, effective October 4, 2015. **This bulletin replaces Bulletin OSER-0416-CLR dated January 11, 2016, which should be discarded.** This bulletin has been updated to include classifications for Schedule 05.

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 higher classification series level 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 DPM Administrator. (Underlining added for emphasis.)

SECTION II. BROADBAND PAY RANGE GROUPINGS

In ascending order, the security and public safety classifications are Groups A and B in pay range 05-64 and Groups C, D, and E in pay range 05-63. In pay range 05-64, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications.

| 05-64 Group A | 05-64 Group B |
|----------------------------|-------------------------------------|
| Motor Carrier Investigator | Motor Carrier Investigator-Advanced |

In pay range 05-63, 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.

| 05-63 Group C | 05-63 Group D | 05-63 Group E |
|---|---|---|
| Boiler Safety Inspector – Entry Mining Safety Inspector 1 Occupational Safety Inspector 2 Weights & Measures Petroleum System Specialist - Entry | Boiler Safety Inspector – Intermediate Elevator Safety Inspector Mining Safety Inspector 2 Occupational Safety Inspector 3 Weight & Measures Petroleum System Specialist - Senior | Boiler Safety Inspector – Advanced Elevator Safety Inspector – Objective |

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 | 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 | Property Assess Chief Training Officer Revenue Field Agent 5 Revenue Field Auditor 5 Transportation Fiscal Analyst 2 |

| 07-03 Group C | 07-03 Group D | 07-03 Group E |
|---|---|---------------|
| 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 | 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 | |

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 Child Care Subsidy Specialist Disability Determination Specialist – Entry DWD Equal Rights Officer Labor Compliance Specialist – Journey Member Finance Specialist Unemployment Benefits Specialist Unemployment Insurance Collections Specialist Unemployment Tax & Accounting Specialist Veterans Benefits Specialist 1 Workers Compensation Specialist | Cadet Specialist Objective Child Care Subsidy Specialist - Objective Disability Determination Specialist – Objective DWD Equal Rights Officer - Journey Labor Compliance Specialist Senior Member Finance Specialist – Senior Unemployment Benefits Specialist-Inter Unemployment Insurance Collections Specialist-Inter Unemployment Tax & Accounting Specialist-Inter Veterans Benefits Specialist 2 Workers Compensation Specialist - Senior | Child Care Subsidy Specialist - Senior Unemployment Insurance Collections Specialist- Senior Unemployment Tax & Accounting Specialist - Sr |

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 Rehabilitation Specialist for the Blind-Senior School Psychologist Social Worker - Senior Unemployment Benefits Analyst | Economic Support Quality Assurance Specialist – Adv. Rehabilitation Specialist for the Blind-Advanced School Psychologist-Senior Social Worker - Advanced Unemployment Benefits Analyst-Senior | Social Worker - Clinical |

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 Engineering Specialist-Senior Envir Engineering Specialist-Senior Radiation Engineering Spec-Senior | CADD Specialist - Advanced Engineering Specialist-Advanced 1 Envir Engineering Specialist-Advanced 1 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 Air Management Engineer-Senior Architect-Senior Civil Engineer-Senior Civil Engineer-Transportation-Senior Communications Engineer-Senior Electrical Engineer-Senior Electronic Engineer-Senior | Agricultural Engineer-Advanced Air Management Engineer-Advanced Architect-Advanced Civil Engineer-Advanced Civil Engineer-Transportation-Advanced Communications Engineer-Advanced Electrical Engineer-Advanced Electronic Engineer-Advanced |

| 14-13 Group C | 14-13 Group D |
|---|---|
| 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-Advanced |
| Waste Management Engineer-Senior | Waste Management Engineer-Advanced |
| Wastewater Engineer-Senior | Wastewater Engineer-Advanced |
| Water Reg & Zoning Engineer-Senior | Water Reg & Zoning Engineer-Advanced |
| Water Supply Engineering-Senior | 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 |

| 15-03 Group A | 15-03 Group B |
|---|--|
| 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-Advanced |
| Water Supply Specialist-Senior | Water Resources Management Specialist-Advanced |
| 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 | Accountant Senior-Confidential |
| Executive Human Resources Specialist-Senior | Accountant Senior-Management |
| Executive Policy and Budget Analyst-Entry | Executive Human Resources Specialist-Adv |
| Human Resources Specialist-Senior | Executive Policy and Budget Analyst-Journey |
| Police Sergeant | Human Resources Specialist-Advanced |
| Revenue Economist-Confidential-Senior | Police Lieutenant |
| | Revenue Economist-Confidential-Advanced |

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

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 |

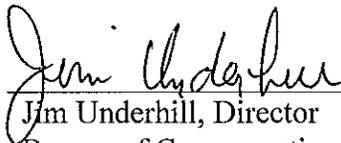
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

| 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.



Jim Underhill, Director
Bureau of Compensation and Labor Relations