State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date:	November 15, 2016	**Subject:**	**REPLACEMENT BULLETIN**: Definitions of Upward Classification Movements for Reallocation and Reclassification within Broadbanded Classification Series
Locator No:	DPM-0435-CLR		

The purpose of this bulletin is to define upward classification movements for reallocation and reclassification within broadbanded classification series, effective November 13, 2016. **This bulletin replaces Bulletin DPM-0426-CLR dated November 13, 2016, which should be discarded.** This bulletin has been updated due to the retitling of the Labor Relations Specialist series to the Executive Employment Relations Specialist series.

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 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 technical classifications are Groups A and B in pay range 06-64 and Groups C, and D in pay range 06-63. Group B classifications are higher than Group A classifications.

06-64 Group A	06-64 Group B
Breath Alcohol Program Specialist	Breath Alcohol Program Specialist-Advanced

In pay range 06-63, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications.

06-63 Group C	06-63 Group D
Media Telecommunications Technician Respiratory Therapist	Media Telecommunications Technician-Senior Respiratory Therapist-Senior

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	Accountant-Senior	Property Assess Chief Training Officer
Agriculture Auditor 3	Agriculture Auditor 4	Revenue Field Agent 5
Auditor-Journey	Auditor-Senior	Revenue Field Auditor 5
Consumer Credit Examiner-Journey	Consumer Credit Examiner-Senior	Transportation Fiscal Analyst 2
Emergency Government Specialist-Senior	Emergency Government Specialist-Adv	
Excise Tax Agent	Excise Tax Agent-Senior	
Financial Examiner- Journey	Financial Examiner- Senior	
Health Care Rate Analyst-Senior	Health Care Rate Analyst-Adv	
Insurance Examiner-Journey	Insurance Examiner-Senior	
Insurance Financial Examiner-Journey	Insurance Financial Examiner-Sr	
Insurance Program Specialist-Obj	Insurance Program Specialist-Sr	
Procurement Specialist-Objective	Procurement Specialist-Senior	
Property Assess Practices Spec-Jrny	Property Assess Practices Spec-Sr	
Property Assess Specialist-Journey	Property Assess Specialist-Adv	
Public Utility Fin Analyst-Journey	Public Utility Fin Analyst-Senior	
Real Estate Specialist-Senior	Real Estate Specialist-Advanced	
Revenue Agent 3	Revenue Agent 4	
Revenue Auditor 3	Revenue Auditor 4	
Revenue Field Agent 3	Revenue Field Agent 4	
Revenue Tax Specialist 1	Revenue Field Auditor 4	
Securities Examiner-Journey	Revenue Tax Specialist 2	
Special Agent	Securities Examiner-Senior	
Tax Resolution Officer – Office Audit-Objective	Special Agent-Senior	
Tourism Coordinator	Tax Resolution Officer – Office Audit-Senior	
Trust Fund Specialist-Objective	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	Accountant (UTF Systems)	Public Utility Auditor-Consultant
Agriculture Auditor 5	Auditor (School Finance)	Revenue Field Auditor 8
Auditor-Advanced	Auditor (Transp Plan & Review)	Revenue Tax Specialist 5
Consumer Credit Examiner-Advanced	Auditor-Senior (DHFS)	Tax Resolution Officer – Large Case
Financial Examiner-Advanced	Public Utility Auditor-Princ	
Insurance Financial Examiner-Advanced		

07-02 Group F	07-02 Group G	07-02 Group H
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	Public Utility Fin Analyst- Princ Revenue Auditor 6 Revenue Field Auditor 7 Revenue Tax Specialist 4 Tax Resolution Officer – Field Audit	

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	
Veterans Benefits Specialist 1	Veterans Benefits Specialist 2	
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.	
Rehabilitation Specialist for the Blind-Senior	Rehabilitation Specialist for the Blind-Advanced	
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-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
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-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 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 Executive Employment Relations Specialist	Executive Employment 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 Rachel Martin by e-mail at Rachel2.Martin@wi.gov or by phone at (608) 267-5165.

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