



May 27, 2009

Co-Chairpersons and Members of the
Joint Committee on Employment Relations
Room 113 South, State Capitol
Madison, WI 53703

Dear Co-Chairpersons and Committee Members:

In accordance with the provisions of s. 230.12(3)(c), Wis. Stats., I am submitting, under cover of this letter, modifications and amendments to the 2007-2009 Compensation Plan for Nonrepresented and Certain Unclassified Employees and Elected Officials. In May 2008, modifications were made necessary by the national economic slowdown which resulted in a significant budget shortfall. As you know, the slowdown has resulted in a larger shortfall than expected, and therefore, additional modifications are required. Therefore, I am recommending that the 2.0% General Wage Adjustment effective June 7, 2009, and related increases to add-ons and pay schedules, be deleted from the Compensation Plan. I am also submitting some additional modifications related to previously settled collective bargaining agreements.

The revisions are summarized in Attachment A and the revised language is provided in Attachment B. Estimates of the fiscal impact of the revisions are provided in Attachment C.

I respectfully request that the Committee approve these recommendations. I would be pleased to respond to any questions you may have.

Sincerely,

Jennifer Donnelly
Director

JD:PO

Attachments: Attachment A: 2007-2009 Compensation Plan Summary of Revisions
Attachment B: All or Revised Parts of Sections A, B, C, D, L and Z of the
2007-2009 Compensation Plan
Attachment C: Revised 2007-2009 Compensation Plan Cost Estimate

2007-2009 Compensation Plan
Summary of Revisions

- Sections A, B and C are revised to remove all references to wage and add-on increases of 2.0% effective June 7, 2009, with the exception of the elected District Attorneys under Section B, 2.04.
- Section A, 4.26 and 4.27 are created as parity to add-ons provided to represented employees.
- Section Z is revised to adjust the minimum of pay range 50-50 and the maximum of pay range 70-02 to match that of their respective represented counterpart pay ranges, and to remove the June 7, 2009 pay schedules.
- Technical clarifications and corrections are also provided in various sections.

**SECTION A - GENERAL COMPENSATION PROVISIONS FOR NONREPRESENTED
PERMANENT & PROJECT EMPLOYEES IN THE CLASSIFIED SERVICE**

- 1.00 Coverage**
- 2.00 Base Pay Adjustments and Lump Sum Awards for Fiscal Years 2007-2008 and 2008-2009**
 - 2.01 General Wage Adjustment (GWA)
 - 2.02 Annualized GWA Payment
 - 2.03 Lump Sum Payments Provided to Compensate for the Delay of the FY 2007-2008 GWA
 - 2.04 Relocation Incentive Awards
 - 2.05 Progression Adjustment for Certain Nonrepresented Classifications
 - 2.06 Discretionary Compensation Adjustment (DCA)
- 3.00 Pay on Regrade**
 - 3.01 Individual Position Reallocation or Reclassification
 - 3.02 Classification and/or Compensation Surveys
 - 3.03 Surveys with Different Implementation Dates
 - 3.04 Intervening Adjustments
- 4.00 Overtime, Supplemental Pay, and Holiday Pay**
 - 4.01 Definitions
 - 4.02 General Policy
 - 4.03 Overtime for Permanent Employees
 - 4.04 Overtime During a Declared Emergency
 - 4.05 Night Differential for Permanent Employees
 - 4.06 Weekend Differential for Permanent Employees
 - 4.07 Responsibility Differential for Permanent Positions in Certain Nursing-Related Classifications
 - 4.08 Crafts Worker Supervisor, Shop Supervisor, and Crafts Operations Manager-UW-Milwaukee Add-On
 - 4.09 Standby Pay
 - 4.10 Call-Back/Call-In Pay
 - 4.11 Holiday Premium
 - 4.12 Supplemental Pay for Psychologists
 - 4.13 Supplemental Pay for Attorney Supervisory and Managerial Positions
 - 4.14 Supplemental Pay for Teacher Supervisors, Education Directors, and Juvenile Education Directors
 - 4.15 Supplemental Pay for Dentists, Physicians, and Psychiatrists
 - 4.16 Supplemental Pay for Supervisory and Management Engineering and Related Classifications
 - 4.17 CPA Add-On for Professional Confidential, Supervisory or Management Fiscal Classifications
 - 4.18 Certified General Appraiser Add-On
 - 4.19 Supplemental Pay Program for Managers and Supervisors of Revenue Field Auditor and Related Classifications
 - 4.20 Overtime Compensation and/or Supplemental Pay for Project Employees
 - 4.21 Supplemental Pay Program for Power Plant Supervisors and Power Plant Superintendents

Section A – TOC

- 4.22 Supplemental Pay for Firearms Requirement at the Department of Military Affairs
- 4.23 Supplemental Pay for AALAS Certification
- 4.24 Supplemental Pay for Veterinary Technician Supervisors
- 4.25 Supplemental Pay for Accredited and Certified Insurance Examiner Designations
- 4.26 Supplemental Pay for Specific Department of Natural Resources Assignments
- 4.27 Supplemental Pay for Financial Examiner Training and Education
- 4.28 Supplemental Pay for Add-On Pilot Programs

5.00 Benefit Provisions

- 5.01 Health Insurance Premiums
- 5.02 Retirement Contributions

6.00 Labor Management Cooperation Related Pilot Programs

INTRODUCTION

Pursuant to s. 230.12(1)(a)3., Wis. Stats., provisions governing salary transactions for nonrepresented classified employees are contained in this Compensation Plan. Pay provisions currently contained in this Section (Section A) of the Plan include General Wage Adjustments; Annualized General Wage Adjustments; Relocation Incentive Awards; Progression Adjustments for Certain Nonrepresented Classifications; Pay on Survey Regrade; Supplemental Pay and Overtime Compensation.

Certain other compensation provisions, such as those relating to employer payments toward health insurance and retirement contributions, are contained in the Plan pursuant to s. 40.05, Wis. Stats.

1.00 Coverage

The provisions of this Section (Section A) apply to **all project employees and all permanent employees** in the classified service who are not covered by a collective bargaining agreement:

- (a) A "**permanent employee**" is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (b) A "**project employee**" is a person who is an employee as a result of an appointment to a project position under conditions of employment which do not provide for attainment of permanent status. All project employees in the classified service are covered by this Plan.

Section A – 2.00

2.00 Base Pay Adjustments and Lump Sum Awards for Fiscal Years 2007-2008 and 2008-2009

2.01 General Wage Adjustment (GWA)

- (1) **Effective Dates.** The GWAs will be effective December 9, 2007, in FY 2007-2008; and July 6, 2008 and ~~June 7, 2009~~, in FY 2008-2009.
- (2) **Eligibility.** All employees who are in pay status on the effective date are eligible to receive a GWA except the following:
 - (a) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted in the 12-month period ending June 23, 2007, for FY 2007-2008 and ending July 5, 2008, for FY 2008-2009.
 - (b) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 23, 2007, for FY 2007-2008 and ending July 5, 2008, for FY 2008-2009. In FY 2008-2009, if the required performance evaluations are performed by December 31, 2008, a supervisor shall be granted a Delayed Award for the July 6, 2008 GWA if the supervisor had been denied the GWA solely because of the failure to complete evaluations. The GWA will be effective January 4, 2009, with no retroactive pay or lump sum payment for the delay. Performance of the required evaluations by December 31, 2008, will also allow the supervisor to be eligible for the ~~June 7, 2009~~ GWA if otherwise eligible.

NOTE: Extenuating circumstances may exist (e.g., leaves of absences) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated time frames. Contact OSER, Division of Compensation and Labor Relations for further assistance.

- (c) Any employee paid at or above the pay range maximum (or the new pay range maximum, if a new pay range maximum takes effect on the same date as GWA distribution). An employee who is not eligible to receive a GWA solely because his or her base pay is at or above the pay range maximum --or new pay range maximum, if applicable-- may qualify for an Annualized GWA Payment under 2.02 of this Section (Section A).
- (d) Classified Legal-related (refer to Section C of this Plan).

Section A – 2.01

- (e) Crafts Worker-related employees (i.e., Project Craft Workers, Crafts Worker Supervisors, Shop Supervisors, and the Crafts Operation Manager-UW-Milwaukee - - refer to 4.08 of this Section (Section A)).
 - (f) Trainees eligible for scheduled trainee increases (refer to Section E, 1.04 of this Plan).
 - (g) Any employee who retired or died between June 24, 2007 and the effective date of the 2007-2008 GWA shall be eligible for the 2007-2008 GWA and associated lump sum payments.
 - (h) Any employee moving from a position not covered by this Plan to a position covered by this Section (Section A) who was in employment status on the effective date of a GWA, but did not receive or was not considered for the GWA, will be granted:
 - 1. The GWA(s) or Annualized GWA(s) as provided in this Section (Section A).
 - 2. An associated lump sum payment for all the hours in pay status from the effective date(s) of the GWA(s) provided under 1., above, to the effective date(s) of the movement to the covered position.
 - 3. If granted the December 9, 2007 GWA, under 1., above, the employee will also be eligible for the lump sum provided in 2.03, below.
 - 4. Any GWA(s) received under 1., above, will be granted prior to setting the pay upon appointment in the new position.
- (3) Amount. All eligible employees will receive a GWA of 2.0% on December 9, 2007; and 1.0% on July 6, 2008 ~~and 2.0% on June 7, 2009~~. These increases are subject to the following restrictions:
- (a) An employee's new base pay after application of the GWA must not exceed the pay range maximum, or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution. Use the new 50-11 pay range maximum for employees in the Nursing Supervisor and Nurse Practitioner-Management classifications. (Refer to Annualized GWA Payment provisions under 2.02 of this Section.)
 - (b) No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of 10% of the employee's base pay at the beginning of the fiscal year, immediately prior to GWA distribution.

Revised (day of JCOER approval)

NOTE: The classifications of Nursing Supervisor and Nurse Practitioner-Mgmt will be reassigned to pay range 50-11 effective December 9, 2007. Notwithstanding Section I, 4.01 of this Plan, resulting reallocations will occur after the implementation of the 2007-2008 GWA and pay schedules.

- (4) Ineligibility Due to Performance. Any employee who is not eligible to receive a GWA because of job performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include recommendations for improvement.
- (5) Grievances. If an employee is dissatisfied with the evaluation methodology and results used by an agency to determine any GWA, the employee may file a grievance under s. 230.12(5)(e), Wis. Stats. The decision of the appointing authority is final and may not be appealed to the Employment Relations Commission under ss. 230.44 or 230.45(1)(c), Wis. Stats. Agencies will submit a copy of each grievance filed and the written decision of the appointing authority to the OSER Director within 14 days of the decision.

2.02 Annualized GWA Payment

- (1) Granting Date. Annualized GWA Payments will be granted as soon as administratively feasible after the effective date of the GWA provided under 2.01 of this Section (Section A).
- (2) Eligibility. Any employee, including any employee who retired or died between June 24, 2007 and the effective date of the GWA, will receive an Annualized GWA Payment if either of the conditions described under (a) or (b) below, apply:
 - (a) The employee was not eligible to receive a GWA solely because his or her base pay was at or above the pay range maximum (or new pay range maximum, if a new pay range maximum takes effect on the same date as GWA distribution).
 - (b) The employee did not receive the full GWA amount because of the pay range maximum limitation.
- (3) Amount. The amount of the Annualized GWA Payment is subject to the limitations under (a) and (b), below:
 - (a) For employees who qualify for an Annualized GWA Payment because of the condition described under (2)(a) above: The hourly amount used in calculating an Annualized GWA Payment will equal the full GWA amount

Section A – 2.02

(i.e., 2.0% on December 9, 2007; and 1.0% on July 6, 2008 ~~and 2.0% on June 7, 2009~~).

- (b) For employees who qualify for an Annualized GWA Payment because of the condition described under (2)(b) above: The hourly amount used in calculating an Annualized GWA Payment will equal the difference between the full amount (i.e., 2.0% on December 9, 2007; and 1.0% on July 6, 2008; ~~and 2.0% on June 7, 2009~~) and the partial GWA amount the employee actually received.
- (4) Calculating Annualized GWA Payments. Annualized GWA Payments will be calculated by multiplying the hourly amount determined to be appropriate for the employee in accordance with (3) above, by 2088 for December 9, 2007 and July 6, 2008; ~~and by 160 for June 7, 2009~~. Annualized GWA Payments provided to permanent part-time or seasonal employees will be prorated on the basis of budgeted percentage of Full-Time Equivalency (FTE) on the GWA distribution date.
- (5) Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence. Any employee who is on an approved unpaid leave of absence as of the effective date of the GWA and who qualifies for an Annualized GWA Payment, will receive an Annualized GWA Payment, subject to the following restrictions:
 - (a) The employee must return from the leave of absence to pay status by July 4, 2009, and the employee's restoration right must be derived from a position covered by the GWA provisions of this Section (Section A) or Section C of this Plan.
 - (b) The employee will not receive an Annualized GWA Payment until he or she has returned to pay status.
 - (c) The hourly amount used in the calculation of any Annualized GWA Payment will equal the amount determined under (3), above.

2.03 Lump Sum Payments Provided to Compensate for the Delay of the FY 2007-2008 GWA

The same employees who are excluded from the GWA and Annualized GWA under 2.01 and 2.02 of this Section (Section A) are also excluded from these lump sum payment provisions.

- (1) Granting Date. Lump sum payments will be granted as soon as administratively feasible after December 9, 2007.

Section A – 4.12

modify or deny the additional add-on amount based on external market conditions affecting the recruitment and retention of employees with doctorates in the psychology subspecialty required by the position. Such amounts may differ by geographic area and by subspecialty. Differences in add-on amounts may **not** be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignment of the classification. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.

- (3) In order to be eligible for the add-on, the employee must possess a recognized Doctorate in Psychology or a related field such as Behavioral Disabilities. Employees who possess an equivalent to a Doctorate, as evidenced by licensure by the Psychology Examining Board, will also be eligible.
- (4) The Psychologist add-on will be effective at the beginning of the first pay period following receipt by the appointing authority of proof of such Doctorate or licensure.

PSYCHOLOGIST ADD-ON		
December 9, 2007-- July 5, 2008	July 6, 2008 -- June 6, 2009 <u>July 4, 2009</u>	June 7, 2009 -- July 4, 2009
\$3.70 - mandatory minimum \$5.12 – maximum*	\$3.74 – mandatory minimum \$5.18 – maximum*	\$3.82 – mandatory minimum \$5.29 – maximum*

*Any amount above the mandatory minimum, subject to this maximum, is granted at the discretion of the appointing authority.

4.13 Supplemental Pay for Attorney Supervisory and Managerial Positions

- (1) This supplemental pay provision applies to Attorney positions allocated to Supervisory, Confidential/Supervisory or Management classifications who supervise one or more permanent Attorney positions.
- (2) The actual responsibility add-on amount paid to an employee may be any amount up to the maximum rate. The maximum rate allowable will not exceed **\$2.75 per hour**.
- (3) The appointing authority has the discretion to grant or adjust supplemental pay subject to the maximum allowable amounts based on their analysis of the organizational structure, internal and external relationships, size of staff supervised and any other reasonable criteria deemed appropriate. The department will immediately discontinue the add-on when the Attorney is no longer employed in a position allocated to a supervisory or managerial classification. Failure to do so will result in a salary overpayment that must be recovered by the appointing authority.

Revised (day of JCOER approval)

4.14 Supplemental Pay for Teacher Supervisors, Education Directors, and Juvenile Education Directors

- (1) An add-on amount may be paid to supplement the base pay of an employee whose position is allocated to the Teacher Supervisor, Education Director, or Juvenile Education Director classification, based on credits earned from an accredited college or university over and above those needed for basic certification as a teacher or education director, as provided in the schedule below.
- (2) In order to be eligible for the add-on, the appointing authority must make a determination that the additional credits on which the add-on is based are relevant to the duties and responsibilities of the position. The appointing authority will have the discretion to determine the relevance of the credits.
- (3) Effective June 8, 2008, when an eligible employee successfully completes one of the following, the employee shall be eligible for a Professional Development Step as provided in the table below:
 - (a) A job-required professional development plan, pursuant to chapter PI 34, Wis. Adm. Code;
 - (b) Six credits as part of the job-required professional development plan; or
 - (c) Six job-relevant credits excluding the first six of any professional development plan.
 - (d) An employee will not receive an additional step under (a) above, if credits involved were used to receive a step under (b) above.
- (4) If granted, the add-on will be effective at the beginning of the first pay period following receipt by the appointing authority of proof that the relevant credits were earned.
- (5) If the incumbent moves from the position for which an add-on amount has been determined to be appropriate to a position not allocated to one of these classifications, the add-on shall cease. If the incumbent moves to another position allocated to one of these classifications, the appointing authority shall re-evaluate the additional credits beyond those needed for basic certification and establish which are relevant to the new position. It is on these credits that any add-on to be applied will be based.

Section A – 4.15

Schedule of Supplemental Pay Amounts for Board Certification And Board Certification Eligibility		
	December 9, 2007– July 5, 2008	
Pay Range (Classification)	Board Certification Eligibility	Board Certification
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$6.39/hr.	\$9.57 - \$19.12/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE – \$6.96/hr.	\$10.43 - \$20.85/hr.
	July 6, 2008 – June 6, 2009 <u>July 4, 2009</u>	
Pay Range (Classification)	Board Certification Eligibility	Board Certification
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE \$6.46/hr.	\$9.67 - \$19.32/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.03/hr.	\$10.54 - \$21.06/hr.
	June 7, 2009 – July 4, 2009	
Pay Range (Classification)	Board Certification Eligibility	Board Certification
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE – \$6.59/hr.	\$9.87 – \$19.71/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE – \$7.18/hr.	\$10.75 – \$21.49/hr.

(2) Supervisory/Management Responsibility.

Because of the variety of existing and potential future positions assigned supervisory or management responsibility, supplemental pay will be based upon such factors as organizational status, structure of the work environment, program scope and complexity, decision-making authority, policy-setting authority or any other reasonable factors. The added supplemental pay will relate to either of the two categories listed in the table below based on the designation (i.e., Supervisor or Management) in the employee’s classification title.

Revised (day of JCOER approval)

Section A – 4.15

Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility		
Pay Range (Classification)	December 9, 2007– July 5, 2008	
	Supervisory	Management
Pay Range 50-50 (Dentist Supv.) (Dentist Mgt.)	NTE - \$5.22/hr.	NTE - \$15.49/hr.
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$6.39/hr.	NTE - \$19.12/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$6.96/hr.	NTE - \$20.85/hr.

Pay Range (Classification)	July 6, 2008 – June 6, 2009 July 4, 2009	
	Supervisory	Management
Pay Range 50-50 (Dentist Supv.) (Dentist Mgt.)	NTE - \$5.28/hr.	NTE - \$15.65/hr.
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$6.46/hr.	NTE - \$19.32/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.03/hr.	NTE - \$21.06/hr.

Pay Range (Classification)	June 7, 2009 – July 4, 2009	
	Supervisory	Management
Pay Range 50-50 (Dentist Supv.) (Dentist Mgt.)	NTE - \$5.39/hr.	NTE - \$15.96/hr.
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$6.59/hr.	NTE - \$19.71/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.18/hr.	NTE - \$21.49/hr.

Revised (day of JCOER approval)

noted above. If an employee receiving an add-on ceases to hold a current certification as the result of expiration or revocation of such certification, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.

4.19 Supplemental Pay Program for Managers and Supervisors of Revenue Field Auditor and Related Classifications

- (1) The Department of Revenue (DOR) may develop a supplemental pay program for managers and supervisors comparable to that which was negotiated for their subordinates in Revenue Field Auditor and related positions. This supplemental pay program would apply to employees in positions allocated to the following classifications: ~~Revenue Administrative Officer 2~~Revenue Management Supervisor; Revenue Administrative Manager; Administrator, Division of Income, Sales and Excise Tax; and other revenue field auditor-related supervisory or managerial classifications with responsibility for directing positions performing or reviewing revenue field audits.
- (2) The appointing authority will have the discretion to grant or adjust add-ons, subject to the maximum allowable amount, based on criteria developed by the appointing authority. Such criteria must be approved by the OSER Director prior to the granting of any add-ons under these provisions.
- (3) Differences in add-on amounts may not be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignments of the classifications. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.
- (4) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) Any add-on will be immediately discontinued by DOR when the employee is no longer employed in the position for which the add-on was approved.

4.20 Overtime Compensation and/or Supplemental Pay for Project Employees

Except as provided in 4.04 (Overtime During a Declared Emergency) of this Section (Section A), project employees must receive the same overtime compensation and/or supplemental pay as permanent employees in the same class. Each position is considered separately in determining the number of work hours for employees occupying more than one position unless the FLSA requires that the work hours be considered jointly.

NOTE: See Section E, 2.00 and Section I, 4.04 of this Plan for provisions relating to pay upon appointment to project positions.

4.21 Supplemental Pay Program for Power Plant Supervisors, Power Plant Managers, and Power Plant Superintendents

- (1) Agencies or universities that have power plant facilities may develop a supplemental pay program comparable to that negotiated for their subordinates in Power Plant Operator and Power Plant Assistant positions. This supplemental pay program would apply to employees in positions allocated to the Power Plant Supervisor, Power Plant Manager, and the Power Plant Superintendent classifications at power plant facilities for which an add-on has been negotiated.
- (2) The appointing authority will have the discretion to grant or adjust add-ons, subject to the maximum allowable amount negotiated for the subordinates at the facility, based on criteria developed by the appointing authority. Differences in add-on amounts may not be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignments of the classifications. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.
- (3) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (4) The agency or university will immediately discontinue any add-on when the employee is no longer employed in the position for which the add-on was approved.

4.22 Supplemental Pay for Firearms Requirement at the Department of Military Affairs

Nonrepresented employees in the Department of Military Affairs who are qualified and regularly required to carry a firearm during the performance of security duties shall receive an add-on of \$2.00 per hour. For purposes of this provision, a firearm is defined as a pistol and/or rifle. The add-on will immediately cease if the employee is no longer qualified or regularly required to carry a firearm, or leaves the Department of Military Affairs.

4.23 Supplemental Pay for AALAS Certification

Employees at the University of Wisconsin-Madison who are in positions allocated to the classifications Laboratory Technical Support Supervisor and UW Agricultural Supervisor shall receive an add-on of \$1.00 per hour for any applicable AALAS certification. Employees with multiple certifications will receive no more than \$1.00 per hour. Any add-on will be immediately discontinued when the employee is no longer employed in the position for which the add-on was approved.

4.24 Supplemental Pay for Veterinary Technician Supervisors

- (1) Employees at the University of Wisconsin-Madison who are in positions allocated to the classification Veterinary Technician Supervisor shall receive an add-on of \$1.00 per hour if certified as a specialist for any of the following areas: Academy of Veterinary Emergency and Critical Care Technicians; Academy of Veterinary Dental Technicians; or Academy of Veterinary Technician Anesthetists.
- (2) Employees at the University of Wisconsin-Madison who are in positions allocated to the classification Veterinary Technician Supervisor shall receive an add-on of \$1.00 per hour for all hours worked between the hours of 6:00 p.m. and 6:00 a.m., and an add-on of \$1.00 per hour for all hours worked between 12:01 a.m. on Saturday and 12:00 p.m. on Sunday. These add-ons are in addition to any shift differential or weekend differential received.
- (3) Any add-on provided in (1) and (2), above, will be immediately discontinued when the employee is no longer employed as a Veterinary Technician Supervisor.

4.25 Supplemental Pay for Accredited and Certified Insurance Examiner Designations

Employees at the Office of the Commissioner of Insurance who are in positions allocated to the classifications of Insurance Examiner Chief or Insurance Financial Examiner Chief shall receive an add-on of \$0.25 per hour based on the employee's designation of Accredited Insurance Examiner or Accredited Financial Examiner, respectively, after successfully meeting the requirements of an accredited program. Upon earning a Certified Insurance Examiner or Certified Financial Examiner designation appropriate for the employee's classification, an additional \$0.25 per hour will be added, bringing the total add-on amount to \$0.50 per hour. The add-on shall be effective the first day of the pay period following receipt of proof of such accreditation or certification. The employee shall no longer receive the add-on if the employee is no longer in a position allocated to one of the specified classifications or if the employee no longer meets the continuing education requirements of the designation.

4.26 Supplemental Pay for Specific Department of Natural Resources Assignments

Effective (the first day of the pay period following JCOER approval), employees at the Department of Natural Resources who are in positions allocated to the classifications of Administrative Warden, NR Law Enforcement Supervisor, NR Manager, and NR Program Manager may be provided a \$1.50 per hour add-on for performing the following duties:

- (1) Field Training Officer (FTO), including time spent completing Daily Observation Reports, field training performance evaluations and other documents directly related to assessing recruit performance during the FTO assignment;
- (2) Background Investigator; or
- (3) Instructor, instructing students in Firearms, Defensive and Arrest Tactics, Vehicle Contact, Emergency Vehicle Operations, Professional Communications or Standardized Field Sobriety Testing pursuant to their Wisconsin Department of Justice instructor certification.

The add-on will be provided only for hours performing the above duties, and only if they are duties considered outside of the employee's normal job responsibilities. Eligible hours will not include any training sessions, or travel time to or from training sessions.

4.27 Supplemental Pay for Financial Examiner Training and Education

- (1) For the positions listed below, the Department of Financial Institutions and the Office of Credit Unions may implement a supplemental pay program comparable to that which was negotiated for their subordinates in Consumer Credit Examiner, Security Examiner and Financial Examiner positions. The add-on may be provided to following positions:

Consumer Act Director
Financial Examiner Supervisor – Banking
Financial Examiner Supervisor – Credit Unions
Licensed Financial Services Director
Security Licensing and Compliance Director

On a case-by-case basis, the appointing authority may request OSER's approval of add-on eligibility for other positions.

- (2) The appointing authority may grant the add-on based on criteria and amounts negotiated for the represented position identified in (1) above.

- (3) Any add-on granted to an employee will take effect the later of October 10, 2010, or the beginning of the first pay period following two years of service or combined service in positions identified in (1) above or in the negotiated add-on.
- (4) Any add-on will be immediately discontinued when the employee is no longer employed in the position for which the add-on was approved, unless the employee continues employment in an otherwise covered position.

4.28 Supplemental Pay for Add-On Pilot Programs

- (1) An agency may develop a supplemental pay program for managers and supervisors comparable to any add-on pilot program for their subordinates during the life of any collective bargaining agreement. This supplemental pay program would apply to employees in positions allocated to supervisory or managerial classifications with responsibility for directing positions receiving an add-on.
- (2) The appointing authority will have the discretion to grant or adjust add-ons, subject to the maximum allowable amount, based on criteria developed by the appointing authority. Such criteria must be approved by the OSER Director prior to the granting of any add-ons under these provisions.
- (3) Differences in add-on amounts may not be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignments of the classifications. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.
- (4) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) Any add-on will be immediately discontinued when the employee is no longer employed in the position for which the add-on was approved.

5.00 Benefit Provisions

5.01 Health Insurance Premiums

As provided under s. 40.05(4)(ag), Wis. Stats., and this Plan, the state will pay health insurance premiums for its insured employees who are currently employed:

- (1) For insured part-time employees, including those in project positions as defined in s. 230.27(1), Wis. Stats., who are appointed to work less than 1044 hours per year, the state will pay 50% of the total monthly premium.

Section A – 5.01

- (2) Employee contributions toward health insurance premiums shall be based on the specific tier to which their qualifying plan is assigned for employees appointed to work 1044 hours or more. Employee contributions under this three-tier approach shall be as follows:

2008 Contributions

	<u>Employee Monthly Contribution</u>	
	<u>Single</u>	<u>Family</u>
Tier 1	\$27.00	\$68.00
Tier 2	\$60.00	\$150.00
Tier 3	\$143.00	\$358.00

2009 Contributions

	<u>Employee Monthly Contribution</u>	
	<u>Single</u>	<u>Family</u>
Tier 1	\$31.00	\$78.00
Tier 2	\$69.00	\$173.00
Tier 3	\$164.00	\$412.00

Qualifying health insurance plans, and the tier to which each will be assigned, will be determined in accordance with standards established by the Group Insurance Board.

- (3) Pursuant to s. 230.12(1)(b), Wis. Stats., the pay system in place for nonrepresented crafts employees is based upon the pay system for represented crafts employees as established in the collective bargaining agreement between the State and the designated representative of the building trade crafts bargaining unit. Therefore, nonrepresented crafts employees, i.e., Crafts Worker Supervisors, Shop Supervisors, the Crafts Operation Manager, UW-Milwaukee, and employees in project positions allocated to a crafts classification who choose to carry health insurance, are required to pay the entire monthly health insurance premium in the same manner as that provided for represented crafts employees under the terms of the applicable collective bargaining agreement.
- The administrative means by which the monthly premium payments are paid will be established in a manner similar to that established for premium payment by represented employees and that does not cause undue hardship on affected employees.

NOTE: See 4.08 of this Section (Section A) for the pay provisions relating to nonrepresented crafts employees.

SECTION B - COMPENSATION PROVISIONS FOR ELECTED OFFICIALS, APPOINTED EXECUTIVE SALARY GROUP EMPLOYEES, AND CERTAIN OTHER UNCLASSIFIED EMPLOYEES

- 1.00 Coverage**
- 2.00 Pay Administration for Elected Officials Under s. 20.923(2) and (3), Wis. Stats.**
 - 2.01 Pay Administration for Justices and Judges
 - 2.02 Pay Administration for Legislative Members
 - 2.03 Pay Administration for Constitutional Officers
 - 2.04 Pay Administration for District Attorneys
- 3.00 Pay Administration for Appointed Unclassified Employees**
 - 3.01 Coverage
 - 3.02 Pay On Appointment
 - 3.03 ESG Assignments, Pay Range Assignments and Other Pay Rate Limitations for Positions Not Assigned by Statute
 - 3.04 Salary Adjustments for Employees Serving a Fixed Term
 - 3.05 Base Pay Adjustments for Fiscal Years 2007-2008 and 2008-2009 for Employees Not Serving a Fixed Term
 - 3.06 Lump Sum Payments Provided to Compensate for the Delay of the FY 2007-2008 GWA
 - 3.07 Pay Increases If Level of Functions Increases
 - 3.08 Overtime Compensation and Supplemental Pay
- 4.00 Benefit Provisions**
 - 4.01 Health Insurance Premiums
 - 4.02 Retirement Contributions
- 5.00 Discretionary Compensation Adjustment (DCA)**

INTRODUCTION

This Section (Section B) contains provisions governing the pay of all elected officials and certain unclassified civil service employees. For elected officials, this includes the annual salary rates for each of the elective offices. For elected officials and appointed fixed-term employees, this includes an explanation of the constitutional prohibition on pay adjustments during the term of office. For appointed indefinite-term unclassified employees, this includes many of the same types of provisions contained in Section A and/or Section J for nonrepresented classified employees (General Wage Adjustment (GWA); Discretionary Compensation Adjustment (DCA); Supplemental Pay and Overtime Compensation). In addition, certain types of pay provisions analogous to those for classified employees (e.g., pay increases analogous to regrade upon reallocation and reclassification) are contained in Sections E and I of this Plan for certain appointed indefinite-term unclassified employees.

Section B – Introduction

In accordance with s. 230.12(1)(a)1.b., Wis. Stats., the pay of all unclassified civil service employees is governed by the pay provisions of the Compensation Plan, except for the following:

Employees of the University of Wisconsin System who are identified under ss. 20.923 (4g) and (5), Wis. Stats.

Employees of the legislature who are not identified under s. 20.923(4), Wis. Stats.

Employees of a legislative service agency under subch. IV of ch. 13, Wis. Stats.

Employees of the state court system.

Employees of the Investment Board identified under s. 230.08(2)(p), Wis. Stats.

One stenographer employed by each elective executive officer under s. 230.08(2)(g), Wis. Stats., and

Three sales representatives of prison industries and one sales manager of prison industries identified under s. 303.01(10), Wis. Stats.

Certain other compensation provisions, such as those relating to employer payments toward benefit contributions, are contained in this Plan. The benefit provisions cover all nonrepresented unclassified employees including those not covered by the pay provisions of this Plan.

Compensation provisions for unclassified civil service employees covered by this Plan who would be Limited Term Employees (LTEs) if their employment were in the classified service are contained in Section D.

1.00 Coverage

This Section (Section B) covers justices and judges, legislative members and constitutional officers. This Section (Section B) also covers appointed employees whose pay is governed by the Executive Salary Groups (ESGs) under s. 20.923, Wis. Stats., as well as certain other unclassified employees whose pay is not governed by the ESGs.

Covered employees occupy the following positions:

- s. 20.923(2) - Constitutional Officers and Other Elected State Officials
- s. 20.923(3) - Justices and Judges
- s. 20.923(4) - State Agency Positions (including unclassified Division Administrators listed under 3.03(2))
- s. 20.923(7) - Director and Executive Assistant of the Wisconsin Technical College System
- s. 20.923(8) - Deputies
- s. 20.923(9) - Executive Assistants
- s. 20.923(10) - Office of the Governor Staff
- s. 20.923(12) - Other Department of Regulation and Licensing Positions

Section B – 1.00

- s. 230.12(1) - All unclassified positions for which pay is covered by this Plan in accordance with s. 230.12(1)(a)1.b., Wis. Stats. All nonrepresented unclassified employees, including employees in positions not listed above, are covered by provisions governing employer contributions for health insurance premiums contained in 4.01 of this Section (Section B) and state payment of employee retirement contributions under 4.02.

NOTE: Provisions regarding employees who would be considered LTEs if their employment were in the classified service are contained in Section D of this Plan.

2.00 Pay Administration for Elected Officials under s. 20.923(2) and (3), Wis. Stats.

2.01 Pay Administration for Justices and Judges

- (1) Annual Rates for Incumbents.

The rate for office becomes the incumbent's rate at the time any judge or justice takes the oath of office in accordance with s. 20.923(3), Wis. Stats., and Article IV, Section 26, of the Wisconsin Constitution.

- (2) Annual Rates for Office.

Position	Incumbent's December 9, 2007 Pay Rate	December 9, 2007 - July 5, 2008 Rate for Office	July 6, 2008 - October 11, 2008 Rate for Office	October 12, 2008 - June 6, 2009 July 4, 2009 Rate for Office	June 7, 2009 - July 4, 2009 Rate for Office
Circuit Court Judge	\$122,297	\$124,744	\$125,992	\$128,600	\$131,173
Court of Appeals Judge	\$129,635	\$132,229	\$133,552	\$136,316	\$139,044
Supreme Court Justice	\$137,414	\$140,163	\$141,566	\$144,495	\$147,387
Supreme Court Chief Justice	\$137,414*	\$140,163*	\$141,566*	\$144,495*	\$147,387*

* s. 20.923(2)(b), Wis. Stats., stipulates that pay established for the chief justice of the supreme court shall be different than pay established for the associate justices of the supreme court. Therefore, the chief justice of the supreme court receives a supplemental pay add-on of \$8,000.

Section B – 2.02

2.02 Pay Administration for Legislative Members

(1) Legislative Compensation, Effective Date.

Article IV, Section 26 of the Wisconsin Constitution prohibits increasing or decreasing the compensation of public officers during their term of office except that any increase in the compensation of members of the legislature will take effect, for all senators and representatives to the assembly, after the next general election beginning with the new assembly term. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats.)

(2) Annual Rates for Office.

Position	Incumbent's December 9, 2007 Pay Rate	December 9, 2007 - July 5, 2008 Rate for Office	July 6, 2008 - June 6, 2009 July 4, 2009 Rate for Office	June 7, 2009 - July 4, 2009 Rate for Office
Legislative Member	\$47,413	\$49,450	\$49,943	\$50,944

(3) Sick Leave Accrual for Legislators.

For the purposes of premium determinations under ss. 40.05(4) and (5), Wis. Stats., legislative members will accrue sick leave at 65% of the full time accrual rate established under s. ER 18.03, Wis. Adm. Code.

2.03 Pay Administration for Constitutional Officers

(1) Annual Rates for Incumbents.

The "Rate for Office" becomes the incumbent's rate at the time the incumbent begins his or her term of office. "Incumbent's December 9, 2007 Pay Rate," as provided in the Chart under (2), is based on the rate for office in effect on the date the incumbent, in the office on December 9, 2007, began his or her term of office. For the State Superintendent of Public Instruction a new term of office begins on July 6, 2009 (i.e., the first Monday in July after election). For all other Constitutional Officers listed below, the current term of office began on January 8, 2007 (i.e., the first Monday in January after election).

Article IV, Section 26, of the Wisconsin Constitution prohibits compensation increases or decreases for incumbent Constitutional Officers during the term of office. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats. and s. 13.04 Wis. Stats.)

Section B – 2.03

(2) Annual Rates for Offices.

The "Rate for Office" for the Constitutional Offices listed in the chart below are based on the Executive Salary Groups provided in Section Z of this Plan.

Constitutional Office	Executive Salary Group	Incumbent's December 9, 2007 Pay Rate	December 9, 2007 – July 5, 2008 Rate for Office	July 6, 2008 – June 6, 2009 July 4, 2009 Rate for Office	June 7, 2009 – July 4, 2009 Rate for Office
State Treasurer	1	\$65,079	\$67,877	\$68,556	\$69,930
Secretary of State	1	\$65,079	\$67,877	\$68,556	\$69,930
Lieutenant Governor	4	\$72,394	\$75,505	\$76,261	\$77,789
State Superintendent, Public Instruction	7	\$109,587	\$118,916	\$120,111	\$122,516
Attorney General	10	\$133,033	\$138,752	\$140,147	\$142,951
Governor	10	\$137,092	\$142,987	\$144,423	\$147,313

2.04 Pay Administration for District Attorneys

Pursuant to s. 978.12(1), Wis. Stats., the rates for office for District Attorneys are reviewed and established in the Compensation Plan, in the manner set forth under s. 230.12(3), Wis. Stats. Pursuant to s. 978.12(1)(a)2., Wis. Stats., any individual appointed to fill a vacancy in the office of district attorney shall be compensated for the residue of the unexpired term at the same rate that applied to the individual who vacates the office filled by the appointee on the date the vacancy occurs. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats.)

Section B – 2.04

Prosecutorial Unit Size (as determined under s. 978.12(1)(a)1., Wis. Stats.)	Incumbent's December 9, 2007 Pay Rate	December 9, 2007 – July 5, 2008 Rate for Office	July 6, 2008 – June 6, 2009 Rate for Office	June 7, 2009 – July 4, 2009 Rate for Office
More than 500,000	\$122,470	\$127,732	\$129,010	\$131,590
More than 250,000 but not more than 500,000	\$110,560	\$115,310	\$116,465	\$118,795
More than 100,000 but not more than 250,000	\$104,872	\$109,380	\$110,474	\$112,686
More than 75,000 but not more than 100,000	\$104,872	\$109,380	\$110,474	\$112,686
More than 50,000 but not more than 75,000	\$99,742	\$104,027	\$105,069	\$107,171
More than 35,000 but not more than 50,000	\$99,742	\$104,027	\$105,069	\$107,171
More than 20,000 but not more than 35,000	\$88,912	\$92,733	\$93,662	\$95,537
Not more than 20,000	\$88,912	\$92,733	\$93,662	\$95,537

3.00 Pay Administration for Appointed Unclassified Employees

3.01 Coverage

The following employee groups are covered by the pay administration provisions of 3.00:

- (1) "ESG" employees in positions identified under ss. 20.923(4), (8), (9), and (12), Wis. Stats., in the executive or legislative branches;
- (2) "GSEG" employees in positions identified under s. 20.923(7), Wis. Stats; and
- (3) All other nonrepresented unclassified civil service ("Non-ESG") employees in the executive branch, except:
 - (a) Employees of the University of Wisconsin System who are not employees in positions under 3.01(1).
 - (b) Stenographers under s. 230.08(2)(g), Wis. Stats.
 - (c) Employees of the Investment Board under s. 230.08 (2)(p), Wis. Stats.

Section B – 3.01

- (d) Three sales representatives of prison industries and one sales manager of prison industries identified under s. 303.01(10), Wis. Stats.
 - (e) Employees who would be limited term employees if their employment were in the classified service. (See Section D)
- (4) Employees in Assistant District Attorney and Assistant State Public Defender Attorney positions covered by a collective bargaining agreement are only covered under the pay on appointment provisions of 3.02(3) and (4) of this Section (Section B).

NOTE: The legislative branch includes the legislature and legislative service agencies under subch. IV of Chapter 13, Wis. Stats. The executive branch includes all other units of state government outside the state court system. Incumbents of positions in the organized militia are employed outside the civil service and, therefore, are not covered by this Plan. See s. 230.03(6), Wis. Stats.

3.02 Pay on Appointment

- (1) The rate payable upon appointment to any unclassified civil service position identified in 3.01(1) ("ESG" position) of this Section (Section B) will be set by the appointing authority at a rate that most adequately reflects both the individual's qualifications and the economic and employment conditions prevailing at the time of appointment subject to the following restraints:
 - (a) For positions identified under s. 20.923(4), Wis. Stats., the rate must be within the range of the appropriate ESG. (See 3.04 for special provisions regarding fixed-term positions under s. 20.923(4), Wis. Stats.)
 - (b) For positions identified under ss. 20.923(8) through (12), Wis. Stats., the rate must not exceed the maximum of the appropriate ESG.
 - (c) With the exception of certain University of Wisconsin System positions specified under ss. 20.923(4g), Wis. Stats., the pay of an incumbent of a position, whose salary is subject to a limitation under s. 20.923, Wis. Stats., is limited to a rate below that paid the governor (salary of the current governor).
- (2) The rate payable upon appointment to any unclassified civil service position identified in 3.01(2) ("GSEG" position) of this Section (Section B) will be set by the appointing authority at a rate that most adequately reflects both the individual's qualifications and the economic and employment conditions prevailing at the time of appointment subject to the following restraints:
 - (a) For positions identified under s. 20.923(7), Wis. Stats., the rate must be within the range of the appropriate GSEG.

Section B – 3.02

- (b) The pay of an incumbent of a position is not limited to a rate below that paid the governor (salary of the current governor).
- (3) The rate payable upon appointment to an unclassified civil service position identified in 3.01(3) ("Non-ESG" position), excluding the unclassified attorney positions covered by Section C of this Plan, and 3.01(4) of this Section (Section B) will be determined in accordance with the principle of equal pay for work that requires equal skill, effort, and responsibility, and that is performed under similar working conditions. Thus, the rate upon appointment should be equal to the rate that would be payable upon appointment to a similar position in the classified service, as determined by the appointing authority. In addition, the rate will not exceed the pay rate or range maximum under 3.03(3).
- (4) The provisions of Section E regarding Hiring Above the Minimum are applicable in determining pay upon appointment of assistant district attorneys and assistant state public defender attorneys, provided all of the applicable requirements of Section E of this Plan are met.

NOTE: Certain appointments are also subject to s. 230.148, Wis. Stats., regarding re-appointments in the unclassified service; and s. 230.33(3), Wis. Stats., regarding appointments to positions in the unclassified service from positions in the classified service.

3.03 ESG Assignments, Pay Range Assignments and Other Pay Rate Limitations for Positions Not Assigned by Statute

- (1) ESG Limitations for the Deputy and Executive Assistant in the Department of Justice.

In the Department of Justice, the rate for the Deputy under s. 20.923(8), Wis. Stats., and Executive Assistant under s. 20.923(9), Wis. Stats., will not exceed the maximums of ESG 6 and ESG 5, respectively.

- (2) ESG Assignments of Unclassified Division Administrators.

Except for positions specified in s. 20.923(4)(c)3m, Wis. Stats., (Administrator, Division of Merit Recruitment and Selection, OSER); and s. 20.923(12), Wis. Stats., (Division Administrators, Department of Regulation and Licensing); all unclassified division administrator positions enumerated under s. 230.08(2)(e), Wis. Stats., shall be assigned, when approved by JCOER, by the OSER Director to one of the 10 ESG ranges. The following list represents the group assignments as of the printing of this document:

Section B – 3.03

- (a) Positions assigned to Executive Salary Group 2 (ESG 2)
 - 1. Administration, Department of: Office of Justice Assistance.
 - 2. Commerce, Department of: Division of Administrative Services; Division of Community Development; and Division of International and Export Services.
 - 3. Public Service Commission: Division of Administrative Services.

- (b) Positions assigned to Executive Salary Group 3 (ESG 3).
 - 1. Administration, Department of: Division of Administrative Services; Division of Energy; Division of Gaming; and Division of Intergovernmental Relations.
 - 2. Agriculture, Trade and Consumer Protection, Department of: Division of Agricultural Development; Division of Agricultural Resource Management; Division of Food Safety; Division of Management Services; and Division of Trade and Consumer Protection.
 - 3. Commerce, Department of: Division of Economic Development; and Division of Environmental and Regulatory Services.
 - 4. Educational Communications Board: Division of Education; Division of Engineering; Division of Television Programming/ Operations; and Division of Wisconsin Public Radio.
 - 5. State Employment Relations, Office of: Division of Affirmative Action.
 - 6. Financial Institutions, Department of: Division of Banking; Division of Corporate and Consumer Services; and Division of Securities.
 - 7. Historical Society, State: Division of Historic Preservation and Public History; Division of Museum; and Library and Archives Division.

Section B -- 3.03

8. Justice, Department of: Division of Law Enforcement Services; and Division of Management Services.
 9. Military Affairs, Department of: Division of Emergency Management.
 10. Public Service Commission: Division of Gas and Energy; Division of Telecommunications; and Division of Water, Compliance and Consumer Affairs.
 11. Revenue, Department of: Division of Enterprise Services.
 12. Transportation, Department of: Division of Policy, Budget, and Finance.
 13. Veterans Affairs, Department of: Division of Veterans Benefits; and Division of Veterans Home.
 14. Workforce Development, Department of: Division of Equal Rights; and Division of Workers Compensation.
- (c) Positions assigned to Executive Salary Group 4 (ESG 4).
1. Administration, Department of: Division of Enterprise Operations; and Division of State Facilities.
 2. Agriculture, Trade and Consumer Protection, Department of: Division of Animal Health.
 3. Commerce, Department of: Division of Safety and Buildings.
 4. Corrections, Department of: Division of Management Services.
 5. State Employment Relations, Office of: Division of Compensation and Labor Relations.
 6. Government Accountability Board: Division of Elections; and Division of Ethics and Accountability.
 7. Health and Family Services, Department of: Division of Management and Technology.
 8. Historical Society, State: Division of Historic Sites.

Section B – 3.03

9. Natural Resources, Department of: Division of Administration and Technology; Division of Customer Assistance and External Relations; and Division of Enforcement and Science.
 10. State Public Defender, Office of: Trial Representation Division.
 11. Public Instruction, Department of: Division for Academic Excellence; Division of Finance and Management; Division of Learning Support: Equity and Advocacy; Division for Libraries, Technology and Community Learning; and Division for Reading and Student Achievement.
 12. Revenue, Department of: Division of Lottery; Division of Research and Policy; and Division of State and Local Finance.
 13. Transportation, Department of: Division of Business Management; Division of Motor Vehicles; and Division of State Patrol.
 14. Wisconsin Technical College System Board: Division of Finance; and Division of Teaching and Learning.
 15. Workforce Development, Department of: Division of Administrative Services; and Division of Unemployment Insurance.
- (d) Positions assigned to Executive Salary Group 5 (ESG 5).
1. Administration, Department of: Division of Enterprise Technology; and Division of Executive Budget and Finance.
 2. Corrections, Department of: Division of Adult Institutions; Division of Community Corrections; and Division of Juvenile Corrections.
 3. Health and Family Services, Department of: Division of Children and Family Services; and Division of Public Health.
 4. Justice, Department of: Division of Legal Services.
 5. Natural Resources, Department of: Division of Air and Waste; Division of Forestry; Division of Lands; and Division of Water.
 6. Transportation, Department of: Division of Transportation Investment Management; and Division of Transportation System Development.
 7. Workforce Development, Department of: Division of Vocational Rehabilitation; and Division of Workforce Solutions.

Section B – 3.03

- (e) Positions assigned to Executive Salary Group 6 (ESG 6).
 - 1. Health and Family Services, Department of: Division of Disability and Elder Services; and Division of Health Care Financing.

(3) Pay Range Assignments for Other ("Non-ESG") Unclassified Positions

Certain positions listed below are specifically assigned to an established pay rate, pay range, or ESG. Other positions listed below are limited by a "not to exceed" (NTE) amount. Pay upon appointment and pay adjustments for any employee in a position limited by an NTE amount shall also be limited by the rate or pay range maximum which would be applicable if the position were in the classified service as determined by the appointing authority.

NOTE: A "Not To Exceed" rate or maximum established for a position does not guarantee the assignment of the position to a certain pay range. The pay range established for a Non-ESG position should be based on an analysis of the actual duties and responsibilities of the position by the appointing authority and a consideration of the pay range to which the position would be assigned if it were in the classified service.

- (a) Administration, Department of: Federal-State Relations Office, Staff Assistant (NTE PR 81-03); Director of Indian Gaming (NTE PR 81-01); and Office of the State Prosecutor, deputy district attorneys (NTE PR 71-01).
- (b) Board of Commissioners of Public Lands: Executive Secretary (NTE PR 81-02).
- (c) Educational Communications Board: Unclassified employees (NTE PR 81-03) other than employees identified under 3.01(1).
(Exceptions to the NTE PR 81-03 limit for certain positions may be approved by the OSER Director if supported by a comparison of the functions assigned after reorganization to the functions of positions in the classified service above the PR 81-03 level.)
- (d) Health and Family Services, Department of: Office of Urban Development, Director (NTE PR 81-01); Psychiatric Residents (NTE 0.75 of the minimum of PR 10-52).
- (e) Historical Society: Specialists identified under s. 230.08 (2)(c), Wis. Stats., (NTE PR 81-03).
- (f) Lower Wisconsin State Riverway Board, Executive Director (NTE PR 81-03).

Section B – 3.03

- (g) Offices of the Governor and Lieutenant Governor, staff other than the Executive Secretary (NTE ESG 3).
- (h) Office of the State Public Defender, Assistant State Public Defender Supervisors (NTE PR 71-01).
- (i) Tourism, Department of: Kickapoo Reserve Management Board, Executive Director (NTE PR 81-03) and Program Assistant (NTE PR 81-05).
- (j) Veterans Affairs, Department of: Commandant, Wisconsin Veterans Home at King (NTE ESG 2) and Commandant, Southern Wisconsin Veterans Retirement Center at Union Grove (NTE ESG 2).

3.04 Salary Adjustments for Employees Serving a Fixed Term

Certain incumbents of positions specified in s. 20.923(4) and (8), Wis. Stats., serve fixed terms. Incumbents of fixed-term positions are prohibited by Article IV, Section 26 of the Constitution from receiving pay increases during their term of office other than those granted pursuant to a predetermined schedule of increases authorized at the time of appointment. The pay range minimum and maximum for the ESG range in effect at the time of hire controls the salary potential during the period of the entire fixed-term appointment. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats.)

3.05 Base Pay Adjustments for Fiscal Years 2007-2008 and 2008-2009 for Employees Not Serving a Fixed Term

For the 2007-2009 biennium, these provisions apply to all indefinite-term employees identified in 3.01 except for deputy district attorneys, assistant state public defender attorney supervisors and the attorney appointed under s. 569.015(2), Wis. Stats., who are excluded from the GWA provisions under 3.05(1). These attorney positions remain covered, however, under all other applicable provisions of 3.00. (Refer to Section C for 2007-2009 GWA provisions that apply to these unclassified Non-ESG attorneys.)

General Wage Adjustment (GWA).

- (1) Effective Dates. The GWAs will be effective December 9, 2007, in FY 2007-2008; and July 6, 2008 ~~and June 7, 2009~~, in FY 2008-2009.

Section B – 3.05

- (2) Eligibility. All employees who are in pay status on the effective date are eligible to receive a GWA, except employees paid at or above the pay range maximum (or the new pay range maximum, if a new pay range maximum takes effect on the same date as GWA distribution). Any employee who retired or died between June 24, 2007, and the effective date of the 2007-2008 GWA, shall be eligible for the 2007-2008 GWA and/or any associated lump sum payment.
- (3) Amount. All eligible employees will receive a GWA of 2.0% on December 9, 2007, and 1.0% on July 6, 2008 ~~and 2.0% on June 7, 2009.~~
- (a) An employee's new base pay after application of the GWA must not exceed the applicable pay range maximum (or the new pay range maximum, if a new pay range maximum takes effect on the same date as GWA distribution).
- (b) ESG employees, except those who have an NTE designation for their title, must be paid at least the new pay range minimum of the appropriate ESG range, if a new pay range minimum takes effect on the same date as GWA distribution.
- (c) Non-ESG employees, except those who have an NTE designation for their title, must be paid at least the applicable new pay range minimum if a new pay range minimum takes effect on the same date as GWA distribution.
- (d) No employee may, during any fiscal year, receive a total cumulative base pay adjustment (GWA) exceeding a total of 10% of the employee's base pay at the beginning of the fiscal year, immediately prior to GWA distribution.
- (e) Except for those positions specifically excluded by s. 20.923(15)(b), Wis. Stats., the pay of an incumbent of a position, whose salary is subject to a limitation under s. 20.923, Wis. Stats., is limited to a rate below that paid to the governor (salary of the current governor).

3.06 Lump Sum Payments Provided to Compensate for the Delay of the FY 2007-2008 GWA

The same employees who are excluded from the GWA under 3.05 of this Section (Section B) are also excluded from these lump sum payment provisions.

- (1) Granting Date. Lump sum payments will be granted as soon as administratively feasible after December 9, 2007.

Section B – 3.06

- (2) Eligibility. Any employee, including any employee who retired or died between June 24, 2007 and the effective date of the GWA, who received a FY 2007-2008 GWA under 3.05 of this Section (Section B) is also eligible to receive a lump sum payment if the employee is in pay status during the period June 24, 2007 through December 8, 2007.
- (3) Amount.
 - (a) The amount of an employee's lump sum payment will be equal to the hourly base pay increase granted to the employee as FY 2007-2008 GWA multiplied by the number of hours in pay status during the period from June 24, 2007 through December 8, 2007.
 - (b) This payment is not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions effective June 24, 2007 through December 8, 2007 will not be reconstructed.

3.07 Pay Increases if Level of Functions Increases

- (1) Effective Dates. Pay increases for increases in level of functions shall be effective on the first day of the pay period following completion of all eligibility requirements.
- (2) Eligibility. Base pay increases may be granted to any indefinite term employee under 3.01 of this Section (Section B), if the OSER Director finds that the level of the duties and responsibilities has increased substantially and one of the following conditions applies:
 - (a) The position occupied is reassigned under s. 20.923, Wis. Stats., to a higher ESG; or
 - (b) The position occupied is not assigned to an ESG under s. 20.923, Wis. Stats., and the OSER Director finds that, if the position were assigned to an ESG under s. 20.923, Wis. Stats., or assigned to a classification in the classified service, reassignment of the position to a higher ESG or higher classification would be justified; or
 - (c) The position occupied is reassigned under s. 20.923, Wis. Stats., to higher GSEG; or
 - (d) The position occupied is reassigned under s. 20.923, Wis. Stats., to GSEG from another pay schedule.
- (3) Amount. Pay increases for increases in level of duties and responsibilities shall be limited to:

Section B – 3.07

- (a) The amount necessary to make the incumbent's rate equal to the minimum of the new ESG or applicable pay range; or
- (b) One within-range pay step (WRPS) of the new ESG or applicable pay range if the position is covered in s. 20.923(4) and (7) through (12), Wis. Stats.
- (c) 8.0% of the minimum of the new applicable pay range if the position is not covered in s. 20.923(4) and (7) through (12), Wis. Stats.

3.08 Overtime Compensation and Supplemental Pay

- (1) Definitions.
 - (a) The definitions contained in Section A. 4.01(1) through (4), (10), (12) and (13) of this Plan shall apply to unclassified employees.
 - (b) Supplemental pay. Pay in addition to the base rate for circumstances not reflected in the base rate or pay range. Such circumstances are identified under (4) and (5) below.
- (2) General Policy. The general policy provisions contained in Section A. 4.02(1) through (4) of this Plan shall apply to unclassified employees.
- (3) Overtime for Unclassified Employees.
 - (a) Nonexempt Employees. Overtime pay for employees who are nonexempt from the overtime provisions of the FLSA shall be in accordance with the provisions of the FLSA and related federal regulations. See Chapter 520 of the Wisconsin Human Resources Handbook for an explanation of these provisions.
 - (b) Exempt Employees and Employees Not Covered by the FLSA.
 - 1. As provided in s. 20.923(16), Wis. Stats., the salary paid to any employee whose position is included under s. 20.923(2), (4), (5), (7), (8), (9), (10) and (12), Wis. Stats., is deemed to compensate that employee for all work hours. No overtime compensation in the form of cash or compensatory time off may be paid to any such employee for hours worked in any workweek in excess of the standard basis of employment as specified in s. 230.35(5)(a), Wis. Stats.

Section B – 3.08

2. The salaries paid to exempt employees and employees not covered by the FLSA are generally intended to compensate for the total responsibilities of the position regardless of the number of hours worked. However, circumstances may exist where time off or cash payment for overtime hours is appropriate for certain employees identified in 3.01(3). Section A, 4.03(2)(b) of this Plan shall be used by agencies as a basis to establish practices for additional compensation for overtime hours. Time off or cash payment authorized in Section A, 4.03(2)(b) for similar positions in the classified service may be granted to exempt employees and employees not covered by the FLSA at the discretion of the appointing authority.
 3. Appointing authorities shall have the discretion in approving scheduled use of time off earned in lieu of cash payment for overtime hours. Time off earned in lieu of cash payment for overtime hours which cannot be scheduled by the appointing authority within 12 months after the end of the calendar year in which the time is earned shall be paid in cash at the employee's current regular rate times the unused time off hours earned.
- (4) Weekend and Night Differential for Unclassified Employees.
- (a) Weekend Differential. Except as provided in (c), below, employees identified in 3.01(3) of this Section (Section B) may be paid up to sixty cents (\$.60) per hour for all weekend hours worked.
 - (b) Night Differential. Except as provided in (c), below, employees identified in 3.01(3) of this Section (Section B) may be paid up to forty-five cents (\$0.45) per hour for all night hours worked. To qualify for night differential between the hours of 6:00 p.m. and 12:00 midnight, an employee must be assigned a minimum of two work hours between 6:00 p.m. and 1:00 a.m.
 - (c) Employees identified under s. 20.923(10), Wis. Stats., are not eligible for weekend or night differential.
- (5) Supplemental Pay Provisions for Supervisory Attorneys.

Incumbents of attorney positions under 3.01(3) of this Section (Section B) or unclassified attorney positions covered by Section C of this Plan who supervise one or more permanent attorneys are eligible to receive a responsibility add-on in accordance with the following supplemental pay provisions:

- (a) Appointing authorities shall have the discretion to grant or adjust supplemental pay, subject to the maximum allowable amount specified in (c) below, based on their analysis of their organizational structure,

Section B – 3.08

internal and external relationships, size of staff supervised and any other reasonable criteria deemed appropriate. The add-on shall be immediately discontinued when the employee is no longer employed in a position covered by these provisions. Failure to do so will result in a salary overpayment, which must be recovered by the appointing authority.

- (b) Decisions to grant and adjust supplemental pay for deputy district attorneys are subject to the review and approval of the agency (i.e., Department of Administration) responsible for the general program operations relating to Chapter 978, Wis. Stats. The agency may elect to publish decision-making criteria consistent with (1) above, and delegate in writing certain such decisions to some or all appointing authorities of deputy district attorneys.
- (c) An add-on maximum for supervisory responsibility is established for eligible employees covered by these provisions at a rate **not to exceed \$2.75 per hour.**

4.00 Benefit Provisions

4.01 Health Insurance Premiums

As provided under Chapter 40, Wis. Stats., and this Plan, the provisions for state payment of health insurance premiums are identical to the provisions for nonrepresented permanent classified employees. See Section A, 5.01 of this Plan.

4.02 Retirement Contributions

- (1) As provided under s. 40.05(1)(b), Wis. Stats., and this plan, the state payment for employee retirement contributions shall equal 5.0% of the earnings for creditable service of each participating employee.
- (2) The State shall pay the 1.0% benefit adjustment contribution required by s. 40.05(2m), Wis. Stats., for participating employees whose formula rate is determined under s. 40.23(2m)(e)1 and 3, Wis. Stats.
- (3) Effective January 1, 1996, the State shall pay the additional three tenths of one percent (0.3%) employee share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)2, Wis. Stats.

NOTE: This provision also applies to employees not covered by a collective bargaining agreement and whose employer paid retirement contributions are not determined under s. 230.12, Wis. Stats.

5.00 Discretionary Compensation Adjustment (DCA)

Discretionary Compensation Adjustments (DCAs) shall be granted to unclassified employees not serving a fixed term, under 3.05 of this Section (Section B), in accordance with Section J of this Plan.

**SECTION C - COMPENSATION PROVISIONS FOR NONREPRESENTED EMPLOYEES
IN ATTORNEY POSITIONS IN THE CLASSIFIED SERVICE AND
CERTAIN "NON-ESG" ATTORNEY POSITIONS IN THE UNCLASSIFIED
SERVICE**

1.00 Coverage

**2.00 General Wage Adjustment (GWA) and Annualized GWA Payment for the Fiscal
Years 2007-2008 and 2008-2009**

2.01 General Wage Adjustment (GWA)

2.02 Annualized General Wage Adjustment (GWA) Payment

2.03 Lump Sum Payments Provided to Compensate for the Delay of the FY 2007-2008
GWA

3.00 Pay on Appointment

4.00 Discretionary Compensation Adjustment (DCA)

INTRODUCTION

This Section (Section C) includes provisions for GWA and Annualized GWA for nonrepresented classified attorneys and certain unclassified "Non-ESG" attorneys in state civil service. Nonrepresented classified attorneys are excluded from the provisions of Section A, 2.01 and 2.02 of this Plan for the 2007-2009 biennium. Unclassified "Non-ESG" attorneys are excluded from the pay on appointment and GWA provisions of Section B, 3.02(2) and 3.05(1) of this Plan for the 2007-2009 biennium. Those employees, however, will remain covered under all of the remaining applicable pay and benefit provisions of Sections A (classified employees) or B (unclassified employees) of this Plan for the 2007-2009 biennium.

1.00 Coverage

The provisions of this Section (Section C) apply to the following employees:

- (1) Professional legal-related classified employees.
 - (a) Permanent and project employees in positions allocated to Attorney classifications assigned to pay schedule 71.
 - (b) Project employees in positions allocated to the Attorney classification in the Professional Legal bargaining unit (pay schedule 09).
- (2) Unclassified "Non-ESG" attorneys.

Section C – 1.00

- (a) Employees appointed on other than an LTE basis to deputy district attorney positions.
- (b) Employees appointed on other than an LTE basis to nonrepresented assistant state public defender attorney positions.
- (c) Employee appointed to the attorney position established under s. 569.015(2), Wis. Stats.

2.00 General Wage Adjustment (GWA) and Annualized GWA Payment for Fiscal Years 2007-2008 and 2008-2009

2.01 General Wage Adjustment (GWA)

- (1) **Effective Date.** The GWA will be effective December 9, 2007, in FY 2007-2008; ~~and July 6, 2008 and June 7, 2009~~ in FY 2008-2009.
- (2) **Eligibility.** All employees who are in pay status on the effective date are eligible to receive a GWA except the following:
 - (a) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted in the twelve-month period ending June 23, 2007, for FY 2007-2008 and July 5, 2008, for FY 2008-2009.
 - (b) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 23, 2007, for FY 2007-2008 and July 5, 2008, for FY 2008-2009. (For purposes of these provisions, the requirements of Chapter ER 45, Wis. Adm. Code, will apply to both classified and unclassified employees.) . In FY 2008-2009, if the required performance evaluations are performed by December 31, 2008, a supervisor shall be granted a Delayed Award for the July 6, 2008 GWA if the supervisor had been denied the GWA solely because of the failure to complete evaluations. The GWA will be effective January 4, 2009, with no retroactive pay or lump sum payment for the delay. Performance of the required evaluations by December 31, 2008, will also allow the supervisor to be eligible for the June 7, 2009 GWA if otherwise eligible.

NOTE: Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. Contact OSER, Division of Compensation and Labor Relations for further assistance.

Section C – 2.01

- (c) Any employee paid at or above the applicable pay range maximum. (An employee who is not eligible to receive a GWA solely because his or her base pay is at or above the pay range maximum may qualify for an Annualized GWA Payment under 2.02 of this Section.)
 - (d) Any employee moving from a position not covered by this Plan to a position covered by this Section (Section C) who was in employment status on the effective date of a GWA, but did not receive the GWA, will be granted:
 - 1. The GWA(s) or Annualized GWA(s) as provided in this Section (Section C).
 - 2. An associated lump sum payment for all the hours in pay status from the effective date(s) of the GWA(s) provided under 1., above, to the effective date(s) of the movement to the covered position.
 - 3. Any GWA(s) received under 1., above, will be granted prior to setting the pay upon appointment in the new position.
- (3) Amount.
- All eligible employees will receive a GWA of 2.0% on December 9, 2007, and 1.0% on July 6, 2008 and ~~2.0% on June 7, 2009~~. These increases are subject to the following restrictions:
- (a) An employee's new base pay after application of the GWA must not exceed the applicable pay range maximum (or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution). (Refer to Annualized GWA Payment provisions under 2.02 of this Section.)
 - (b) No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of 10% of the employee's base pay at the beginning of the fiscal year, immediately prior to GWA distribution.
- (4) Grievances. If an employee is dissatisfied with the evaluation methodology and results used by an agency to determine any GWA, the employee may file a grievance under s. 230.12(5)(e), Wis. Stats. The decision of the appointing authority is final and may not be appealed to the Employment Relations Commission under ss. 230.44 or 230.45(1)(c), Wis. Stats. Agencies will submit a copy of each grievance filed and the written decision of the appointing authority to the OSER Director within 14 days of the decision.

Section C – 2.02

2.02 Annualized General Wage Adjustment (GWA) Payment

- (1) **Granting Date.** The Annualized GWA Payment will be granted as soon as administratively feasible after the effective date of any GWA granted under 2.01 of this Section (Section C).
- (2) **Eligibility.** Any employee may qualify for an Annualized GWA Payment if either of the conditions described under (a) or (b), below, apply:
 - (a) The employee was not eligible to receive a GWA solely because his or her base pay was at or above the pay range maximum.
 - (b) The employee did not receive the full GWA because of the pay range maximum limitation.
- (3) **Amount.** The amount of any Annualized GWA Payment granted to an employee is subject to the restrictions under (a) and (b) below:
 - (a) For employees who qualify for an Annualized GWA Payment because of the condition described in (2)(a) above: The hourly amount used in calculating an employee's Annualized GWA Payment will equal the full GWA amount (i.e., 2.0% on December 9, 2007, and 1.0% on July 6, 2008 and ~~2.0% on June 7, 2009~~).
 - (b) For employees who qualify for an Annualized Payment because of the circumstances described under (2)(b) above: The hourly amount used in calculating an employee's Annualized GWA Payment will equal the difference between the full GWA amount (i.e., 2.0% on December 9, 2007, and 1.0% on July 6, 2008, and ~~2.0% on June 7, 2009~~) and the partial GWA actually received by the employee.
- (4) **Calculating Annualized GWA Payments.** Annualized GWA Payments will be calculated by multiplying the hourly amount determined to be appropriate for the employee in accordance with (3)(a) or (b) above, by 2088 for December 9, 2007 and July 6, 2008, ~~and by 160 for June 7, 2009~~. Annualized GWA Payments provided to permanent part-time or seasonal employees will be prorated on the basis of the budgeted percentage of Full-Time Equivalency (FTE) on the GWA distribution date.
- (5) **Annualized GWA Payments for employees on approved unpaid leaves of absence.** Any employee who is on an approved unpaid leave of absence as of the effective date of the GWA distribution and who qualifies for an Annualized GWA Payment will receive the payment, subject to the following restrictions:

Section C – 2.02

- (a) The employee must return from the leave of absence to pay status by July 4, 2009, and the employee's restoration right must be derived from a position covered by the GWA Payment provisions of this Section (Section C) or Section A of this Plan.
- (b) The employee will not receive a GWA Payment until he or she has returned to pay status.
- (c) The hourly GWA amount used in the calculation of an employee's Annualized GWA payment will equal the amount determined to be appropriate under (3) above.

2.03 Lump Sum Payments Provided to Compensate for the Delay of the FY 2007-2008 GWA

The same employees who are excluded from the GWA and Annualized GWA under 2.01 and 2.02 of this Section (Section C) are also from these lump sum payment provisions.

- (1) **Granting Date.** Lump sum payments will be granted as soon as administratively feasible after December 9, 2007.
- (2) **Eligibility.** Any employee who received a FY 2007-2008 GWA under 2.01 of this Section (Section C) is also eligible to receive a lump sum payment if the employee is in pay status during the period June 24, 2007 through December 8, 2007.
- (3) **Amount.**
 - (a) The amount of an employee's lump sum payment will be equal to the hourly base pay increase granted to the employee as FY 2007-2008 GWA multiplied by the number of hours in pay status during the period from June 24, 2007 through December 8, 2007.
 - (b) This payment is not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions effective June 24, 2007 through December 2007 will not be reconstructed.
- (4) **Lump Sum Payments for Employees on Approved Leave of Absence.** Any employee who is on an approved unpaid leave of absence as of December 9, 2007, and who is granted a FY 2007-2008 GWA upon restoration, will also receive a lump sum payment if the employee had any hours in pay status during the period June 24, 2007 through December 8, 2007, subject to the following:

Section C – 2.03

- (a) The employee must return from the leave to pay status by July 4, 2009, and the employee's restoration right must be derived from a position covered by provisions of this Section (Section A).
- (b) The employee will not receive a lump sum payment until returning to pay status.

3.00 Pay on Appointment

Pay on Appointment shall be determined in accordance with Section I, 4.04 of this Plan.

NOTE: Pay Schedule 71 will be used for pay transactions involving unclassified attorney positions covered by this Section (Section C).

4.00 Discretionary Compensation Adjustment (DCA)

Discretionary Compensation Adjustments (DCAs) shall be granted in accordance with Section J of this Plan.

Section D - 6.00

6.00 Alphabetical List of Class Titles, Codes and Maximum Pay Rates for the Limited Term Employment Pay Schedule 18

ALPHABETICAL LIST OF CLASS TITLES, CODES, AND MAXIMUM PAY RATES FOR LIMITED TERM EMPLOYMENT PAY SCHEDULE 18		
CLASS TITLE	CLASS CODE	2007-2009 MAXIMUM PAY RATE A/K/A NOT TO EXCEED (NTE) RATE
Archaeology Assistant	94009	NTE Minimum PR 06-11
Archaeology Crew Leader	94012	NTE Minimum PR 06-14
Archaeology Lab Technician	94010	NTE Minimum PR 06-12
Artists Model	94130	NTE Usual & customary fee
Assistant Guide	94150	NTE Minimum PR 06-10
Assistant Naturalist Guide	94140	NTE Minimum PR 06-08
Engineer-Student Engineer Trainee (*Student Engineer Trainee)	94290	NTE Minimum PR 14-46
Clerical Helper	94300	NTE The federal minimum wage + \$3.50
Crafts Worker	94320	NTE Area Prevailing Rate
Crowd Control Officer	94330	NTE Usual & customary fee
Dental Consultant	94350	NTE Usual & customary fee
IS Professional Consultant LTE	94000	NTE Usual & customary fee
Lifeguard	94560	NTE Minimum PR 06-08
Medical Consultant	94600	NTE Usual & customary fee
Professional Consultant	94680	NTE Usual & customary fee
Psychological Consultant	94700	NTE Usual & customary fee
Psychologist Intern-Level I	94721	NTE Minimum PR 12-04
Psychologist Intern-Level II	94722	NTE Minimum PR 12-04
Special Activities Helper	94820	NTE Minimum PR 06-11
Stage Hand	94850	NTE Prevailing rate
Temporary Nurse	94770	NTE Maximum PR 11-09
Vocational Rehabilitation Assistant	94920	NTE Minimum PR 12-04

**SECTION L - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES
AFFECTED BY 2007-2009 COLLECTIVE BARGAINING AGREEMENTS**

1.00 Coverage

2.00 Parity Adjustments

2.01 Eligibility

2.02 Market Adjustments

2.03 Agency Adjustments

3.00 Parity Lump Sum Payments Due to Delayed Implementation

3.01 Eligibility

3.02 Non-Discretionary Lump Sum Payments

4.00 Annualized Lump Sum Payments

1.00 Coverage

The provisions of this Section (Section L) apply to permanent or project employees in the classified service who are not covered by a collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (e), below, any employee in a position allocated to a classification listed in 2.02 and 2.03 of this Section (Section L) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment.
 - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 23, 2007, for parity adjustments effective before July 6, 2008.

Added June 8, 2008

Section L – 2.01

- (b) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending July 5, 2008, for adjustments effective on or after July 6, 2008.
 - (c) Any supervisor who has not completed formal performance evaluations on all subordinate employees for whom performance evaluations are required, within the 12-month period ending June 23, 2007, for parity adjustments effective before July 6, 2008.
 - (d) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending July 5, 2008, for parity adjustments effective on or after July 6, 2008. In FY 2008-2009, if the required performance evaluations are performed by December 31, 2008, a supervisor shall be eligible for a Delayed Parity Award if the supervisor had been denied any parity effective July 6, 2008 through December 31, 2008, solely because of the failure to complete evaluations. The Delayed Parity Award will be effective January 4, 2009, with no retroactive pay or lump sum payment for the delay. Performance of the required evaluations by December 31, 2008, will also allow a supervisor to be eligible for any parity adjustment after December 31, 2008, if otherwise eligible, but any lump sum payment will be for hours after January 4, 2009, only.
 - (e) Any employee paid at or above the pay range maximum.
- (2) All parity adjustments granted are subject to the applicable pay range maximum.
 - (3) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service, or nonrepresented project employees in represented classifications, if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2007-2009 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.** OSER approval will also include determination of the funding source, (i.e., market or agency).
 - (4) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).

Section L – 2.02

00120	Financial Spec Prog Supv	\$1.196
00320	Financial Spec Supv	\$1.196
06760	Fleet Prog Officer	\$1.000
84880	Food Svc Administrator (non-UW only)	\$1.968
84220	Food Svc Mgr (non-UW only)	\$1.968
84120	Food Svc Supv (non-UW only)	\$1.968
19410	Human Resources Asst	\$0.500
19510	Human Resources Asst – Adv	\$0.500
10110	Human Resources Coordinator	\$0.500
10890	Human Resources Mgr	\$1.000
10810	Human Resources Prog Officer	\$1.000
10804	Human Resources Spec – Adv	\$1.000
10803	Human Resources Spec – Sr	\$1.000
11110	Institution Human Resources Dir – Adv	\$1.000
83460	Instrument Shop Supv	\$0.500
20520	Inventory Control Supv	\$0.986
51720	Juvenile Review Supv	\$1.800
34520	Lab Tech Support Supv	\$0.500
11240	Labor Relations Mgr	\$1.000
11213	Labor Relations Spec – Chief	\$1.000
11212	Labor Relations Spec – Sr	\$1.000
11211	Labor Relations Spec	\$1.000
10310	NR Human Resources Mgr	\$1.000
65080	NR Law Enforcement Supv	\$0.750
00220	NR Region Finance Supv	\$1.196
38370	Nurse Practitioner Mgmt	\$0.662
21120	Payroll & Benefits Program Supv	\$1.000
21410	Payroll & Benefits Spec – Adv – Conf	\$0.500
21310	Payroll & Benefits Spec – Conf	\$0.500
21020	Payroll & Benefits Supv	\$0.500
36420	Pharmacy Tech Supv	\$0.471
31240	Physician Mgmt	\$1.910
31220	Physician Supv	\$1.910
65240	Police Captain	\$0.750
65750	Police Chief, Capitol Police	\$0.750
81580	Police Communications Supv	\$0.500
65222	Police Lieutenant	\$0.750
65210	Police Officer Conf	\$0.750
65221	Police Sergeant	\$0.750
77620	Power Plant Manager	\$1.444
77520	Power Plant Superintendent	\$1.444
77300	Power Plant Supv	\$1.444
10480	Procurement Supv	\$1.000
09410	Prog & Planning Analyst – Adv – Conf	\$1.000
09440	Prog & Planning Analyst – Adv – Mgmt	\$1.000
09420	Prog & Planning Analyst – Adv – Supv	\$1.000

Revised (day of JCOER approval)

Section L – 2.02

01320	Property Assessment Supv	\$1.320
66180	Psychiatric Care Supv	\$0.750
31340	Psychiatrist Mgmt	\$2.083
31320	Psychiatrist Supv	\$2.083
52210	Psychologist Chief	\$0.500
52270	Psychologist Mgr	\$0.500
52240	Psychologist Supv	\$0.500
52250	Psychologist Supv – Mgmt	\$0.500
10430	Purchasing Agent – Mgmt – Supv	\$1.000
10420	Purchasing Agent Prog Supv	\$1.000
10210	Purchasing Director, DHFS	\$1.000
10320	Purchasing Supv	\$1.000
03420	Real Estate Supv	\$1.000
38581	Resident Care Supv	\$0.500
35960	Respiratory Therapy Supv	\$0.500
67680	Revenue Agent Field Mgmt Supv	\$1.670
67620	Revenue Agent Supv	\$0.800
01020	Revenue Audit Supv	\$1.850
20720	Shipping & Mailing Supv	\$1.002
67580	Special Agent In-Charge	\$0.750
65940	State Patrol Captain	\$0.750
65992	State Patrol Colonel	\$0.750
65922	State Patrol Lieutenant	\$0.750
65950	State Patrol Major	\$0.750
65921	State Patrol Sergeant	\$0.750
65910	State Patrol Trooper Conf	\$0.750
66581	Supervising Officer 1	\$0.750
66582	Supervising Officer 2	\$0.750
66320	Supervising Officer-DHFS	\$0.750
53880	Supervising Youth Counselor	\$0.750
01730	Tax Resolution Mgmt Supv	\$1.000
09800	Univ Benefit Prog Analyst	\$1.000
11310	UW Human Resources Mgr – Adv	\$1.000

(7) Market Adjustments Effective January 4, 2009

(a)	Code	Classification	Per Hour Increase
	37520	Dietetic Svcs. Director	\$0.160
	38330	Director of Nursing	\$0.160
	38370	Nurse Practitioner Mgmt	\$0.160
	38430	Nursing Administrator	\$0.160
	38320	Nursing Supv	\$0.160
	40620	Public Health Education Supv	\$0.160
	38760	Public Health Nursing Coordinator	\$0.160
	40530	Public Health Nutrition Section Chief	\$0.160
	35960	Respiratory Therapy Supv	\$0.160

Added June 8, 2008

Section L – 2.02

39780	Therapy Prog Supv	\$0.160
39720	Therapist Supv	\$0.160

- (b) Eligible employees in pay status on January 4, 2009, whose base pay rate is less than \$14.000 per hour shall receive an increase of \$0.100 per hour, except that the increase cannot result in a base pay rate exceeding \$14.000 per hour.

(8) Market Adjustments Effective (first day of the pay period following JCOER approval)

Effective (first day of the pay period following JCOER approval), the classification of Financial Specialist Supervisor (code 00320) shall be reassigned from pay range 81-05 to 81-04. Employees in pay status and allocated to positions in the classification on that date shall receive an increase equal to 8.0% of the pay range 81-04 minimum.

2.03 Agency Adjustments

- (1) **Effective Date.** The agency market adjustments will be effective on the applicable date provided in (4) and (5), below.
- (2) **Amount.** Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2007-2009 collective bargaining agreements. **Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
- (3) **Funding.**
- (a) Subject to (b) through (e), below, on the effective date designated in (4) and (5), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed. Requests for agency funded parity adjustments in excess of the amounts listed, or to include employees in other classifications, require OSER approval and shall be made in accordance with 2.01(3), above.
- (b) Any funds that are not distributed on the effective date will remain unspent.

Revised (day of JCOER approval)

Section L – 2.03

- (c) Funds generated have no bearing on the rights of individual employees to these funds.
- (d) Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to provide the necessary funding.
- (e) Funds generated for distribution in (4) through (6), below, may not be combined with the parity funds provided for distribution in any other section of this Plan.

(4) Agency Market Adjustment Generation Effective October 12, 2008.

(a)	Code	Classification	Per Hour Increase
	81320	Communications Tech Supv	\$1.500
	70380	Food Safety Supv	\$0.522
	84880	Food Svc Administrator (UW only)	\$1.968
	84220	Food Svc Mgr (UW only)	\$1.968
	84120	Food Svc Supv (UW only)	\$1.968
	92080	Industries Superintendent	\$1.100
	92020	Industries Supv	\$1.100
	70420	Meat Safety Supv	\$0.567
	56220	NR Customer Svc & Licensing Supv	\$1.221
	56120	NR Service Center Supv	\$1.221
	08650	Trust Funds Director	\$3.030
	08680	Trust Funds Supv	\$3.030
	48420	Unemployment Insurance Supv	\$1.820

- (b) Effective October 12, 2008, any eligible employee whose position is allocated to the Financial Examiner Supervisor classification who is in pay status on that date and has 15 or more years of adjusted continuous service as of June 30, 2008, will generate an increase of \$1.200 per hour.

(5) Agency Market Adjustment Generation Effective January 4, 2009

Effective January 4, 2009, any eligible employee whose position is allocated to the DOT Program Supervisor classification and is in pay status on that date will generate an increase of \$1.545 per hour.

Section L – 2.03

- (6) Agency Funded Discretionary Compression Increase
 - (a) Agencies may grant a discretionary compression increase to supervisory/management employees affected by pay compression or inequities resulting from the market adjustments provided to represented subordinates, or similarly affected nonrepresented employees that are counterpart to employees covered by the 2007-2009 collective bargaining agreements who received market adjustments. The effective date of a Discretionary Compression Increase will coincide with the related represented market adjustment effective date. **Criteria for distribution of any compression increases will be applied in a uniform manner throughout the agency or employing unit.**
 - (b) **Agencies must receive prior approval from OSER before granting an agency funded Discretionary Compression increase.**
 - (c) **Costs of this pay increase will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any increase will be required to provide the necessary funding.**

3.00 Parity Lump Sum Payments Due to Delayed Implementation

3.01 Eligibility.

- (1) Except for employees specified in (a) through (ee), below, any employee in a position allocated to a classification listed in 2.02(4) or (8) of this Section (Section L) who is in pay status on ~~June 8, 2008~~ the effective date of the respective market adjustment, is eligible for lump sum payment consideration.
 - (a) The employee did not have hours in pay status in the “qualifying position” during the applicable period.
 - (b) Any employee in a position allocated to a classification listed in 2.02 (4) that did not qualify for a FY 2007-2008 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 23, 2007.
 - (c) Any supervisor in a position allocated to a classification listed in 2.02 (4) who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 23, 2007.
 - (d) Any employee in a position allocated to a classification listed in 2.02 (8) that did not qualify for a FY 2008-2009 General Wage Adjustment because his or

Revised (day of JCOER approval)

Section L – 3.01

her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending July 5, 2008.

(e) Except as noted in 3.02(3)(c) below, any supervisor in a position allocated to a classification listed in 2.02 (8) who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending July 5, 2008.

- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2007-2009 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**

NOTE: Any employee who is on an approved unpaid leave of absence as of the effective date of the adjustment, and who otherwise would be eligible will also receive any applicable Parity Lump Sum Payment upon restoration, subject to the following restrictions:

1. The employee must return from the leave of absence to pay status by July 4, 2009, and the employee's restoration rights must be derived from a position covered by the provisions of this Section (Section L).
2. The employee will not receive a lump sum payment until he or she has returned to pay status.

3.02 Non-Discretionary Lump Sum Payments

- (1) Granting Date. Non-discretionary lump sum payments shall be granted as soon as administratively feasible after the date specified.
- (2) Funding.
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (3), below.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) Costs of lump sum payments associated with pay adjustments in 2.02(4) above, will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.
- (3) Lump Sum Payments.

Revised (day of JCOER approval)

- (a) Employees in pay status on June 8, 2008, who received a base pay rate increase under 2.02(4), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period June 26~~24~~, 2007 through June 7, 2008.
- (b) Employees in pay status on (first day of the pay period following JCOER approval, who received a base pay rate increase under 2.02(8), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period October 12, 2008 through (one day prior to the first day of the pay period following JCOER approval).
- (c) A supervisor who received a base pay rate increase under 2.02(8) by completing performance evaluations by December 31, 2008, instead of by July 5, 2008, will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period January 4, 2009 through (one day prior to the first day of the pay period following JCOER approval).

4.00 Annualized Lump Sum Payments

Employees not receiving a base building increase, or receiving only a partial increase, in this Section (Section L) solely because of the pay range maximum limitation in 2.01(1)(e), shall receive a lump sum payment equal to the difference between the base rate increase received and the increase the employee would have receive multiplied by:

- (1) 2088 for adjustments effective June 8, 2008 or July 6, 2008;
- (2) 1520 for adjustments effective October 12, 2008 and provided in 2.02(8), except as noted in (3) below; and
- (3) 1040 for adjustments effective January 4, 2009 and for any supervisor otherwise eligible for a base pay rate increase under 2.02(8) by completing performance evaluations by December 31, 2008, instead of by July 5, 2008.

The amount shall be pro-rated by the employee's budgeted FTE on the effective date.

NOTE: Because a \$1.196 per hour market increase for Financial Specialist Supervisor has been deleted from 2.02(6)(g), those who have previously received the market increase shall receive a lump sum under 3.00 and/or 4.00 based on the difference between the increase under 2.02(8) and \$1.196.

SECTION Z - NONREPRESENTED CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2007-2009 BIENNIUM

INTRODUCTION

The Compensation Plan includes dollar values of the base pay rates and ranges and the within range pay steps of the separate pay schedules for nonrepresented classified employees and covered unclassified employees. The pay schedules are provided in the following order:

- Pay Schedule 1: General Nonrepresented Pay Schedule (Effective December 9, 2007 through July 4, 2009)
- Pay Schedule 50: Nonrepresented Patient-Related Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 50: Nonrepresented Patient-Related Broadband (Effective July 6, 2008 through ~~June 6, 2009~~ (one day prior to the day of JCOER approval))
- Pay Schedule 50: Nonrepresented Patient-Related Broadband (Effective ~~June 7, 2009~~ (day of JCOER approval) through July 4, 2009)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective July 6, 2008 through ~~June 6, 2009~~ (one day prior to the day of JCOER approval))
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective ~~June 7, 2009~~ (day of JCOER approval) through July 4, 2009)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective July 6, 2008 through ~~June 6, 2009~~ (one day prior to the day of JCOER approval))
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective ~~June 7, 2009~~ (day of JCOER approval) through July 4, 2009)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective July 6, 2008 through ~~June 6, 2009~~ (one day prior to the day of JCOER approval))
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective ~~June 7, 2009~~ (day of JCOER approval) through July 4, 2009)

Revised (day of JCOER approval)

- Pay Schedule 81: Nonrepresented General Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 81: Nonrepresented General Broadband (Effective July 6, 2008 through ~~June 6, 2009~~ (one day prior to the day of JCOER approval))
- Pay Schedule 81: Nonrepresented General Broadband (Effective ~~June 7, 2009~~ (day of JCOER approval) through July 4, 2009)

- Pay Schedule 90: Executive Salary Group (ESG) (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 90: Executive Salary Group (ESG) (Effective July 6, 2008 through ~~June 6, 2009~~ July 4, 2009)
- ~~Pay Schedule 90: Executive Salary Group (ESG) (Effective June 7, 2009 through July 4, 2009)~~

- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective July 6, 2008 through ~~June 6, 2009~~ July 4, 2009)
- ~~Pay Schedule 95: General Senior Executive Group (GSEG) (Effective June 7, 2009 through July 4, 2009)~~

All pay schedules for nonrepresented employees covered by this Plan are contained in this section except the Limited Term Employee Schedule (Schedule 18) which is contained in Section D.

NONREPRESENTED BROADBAND PAY SCHEDULES

July 6, 2008 through (one day prior to the day of JCOER approval)

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>		<u>Annual Basis*</u>			
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.280	42.420	na	56.560	0.849	2.263	4,921	9,842	59,049	118,098
	50-50	58.280	75.764	na	93.248	1.749	4.663	10,141	16,226	121,689	194,702
	50-51	64.290	83.642	na	102.993	1.929	5.144	11,187	17,921	134,238	215,050
	50-52	70.134	91.245	na	112.355	2.105	5.611	12,204	19,550	146,440	234,598
Law Enforcement											
56	56-01	23.351	35.085	na	46.819	0.701	1.869	4,064	8,147	48,757	97,759
	56-02	18.799	24.439	na	30.079	0.564	1.504	3,272	5,234	39,253	62,805
Information Systems-Related											
70	70-02	25.257	40.475	46.220	55.692	0.758	2.021	4,395	9,691	52,737	116,285
Professional Legal-Related											
71	71-01	23.208	39.651	na	56.094	0.697	1.857	4,039	9,761	48,459	117,125
General											
81	81-01	28.451	46.945	na	65.438	0.854	2.277	4,951	11,387	59,406	136,635
	81-02	25.257	41.675	na	58.092	0.758	2.021	4,395	10,109	52,737	121,297
	81-03	21.594	35.631	na	49.667	0.648	1.728	3,758	8,643	45,089	103,705
	81-04	16.570	27.341	na	38.111	0.498	1.326	2,884	6,632	34,599	79,576
	81-05	13.160	21.714	na	30.268	0.395	1.053	2,290	5,267	27,479	63,200

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BROADBAND PAY SCHEDULES

(day of JCOER approval) through July 4, 2009

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.280	42.420	na	56.560	0.849	2.263	4,921	9,842	59,049	118,098
	50-50	63.567	82.638	na	101.708	1.908	5.086	11,061	17,698	132,728	212,367
	50-51	64.290	83.642	na	102.993	1.929	5.144	11,187	17,921	134,238	215,050
	50-52	70.134	91.245	na	112.355	2.105	5.611	12,204	19,550	146,440	234,598
Law Enforcement											
56	56-01	23.351	35.085	na	46.819	0.701	1.869	4,064	8,147	48,757	97,759
	56-02	18.799	24.439	na	30.079	0.564	1.504	3,272	5,234	39,253	62,805
Information Systems-Related											
70	70-02	25.257	41.675	46.220	58.092	0.758	2.021	4,395	10,109	52,737	121,297
Professional Legal-Related											
71	71-01	23.208	39.651	na	56.094	0.697	1.857	4,039	9,761	48,459	117,125
General											
81	81-01	28.451	46.945	na	65.438	0.854	2.277	4,951	11,387	59,406	136,635
	81-02	25.257	41.675	na	58.092	0.758	2.021	4,395	10,109	52,737	121,297
	81-03	21.594	35.631	na	49.667	0.648	1.728	3,758	8,643	45,089	103,705
	81-04	16.570	27.341	na	38.111	0.498	1.326	2,884	6,632	34,599	79,576
	81-05	13.160	21.714	na	30.268	0.395	1.053	2,290	5,267	27,479	63,200

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

July 6, 2008 through July 4, 2009

Pay Range	Official Hourly Rate		3% of Minimum**	Monthly Basis*		Annual Basis*	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
90-01	28.451	44.100	0.854	4,950	7,673	59,406	92,081
90-02	30.728	47.629	0.922	5,347	8,287	64,160	99,449
90-03	33.187	51.440	0.996	5,775	8,951	69,294	107,407
90-04	35.842	55.556	1.076	6,237	9,667	74,838	116,001
90-05	38.710	60.001	1.162	6,736	10,440	80,826	125,282
90-06	41.807	64.801	1.255	7,274	11,275	87,293	135,304
90-07	45.152	69.986	1.355	7,856	12,178	94,277	146,131
90-08	48.765	75.586	1.463	8,485	13,152	101,821	157,824
90-09	52.667	81.634	1.581	9,164	14,204	109,969	170,452
90-10	56.881	88.166	1.707	9,897	15,341	118,768	184,091

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

July 6, 2008 through July 4, 2009

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum**</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	41.572	72.876	1.248	7,234	12,680	86,802	152,165
95-02	55.428	97.110	1.663	9,644	16,897	115,734	202,766

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment C

May 2009

SUMMARY TOTALS

Total FTE	FISCAL YEAR		ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
6,875.67	2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
		1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
	2008-2009	2nd Year Cost	-\$648,951	-\$775,172	-\$325,572	-\$449,600
	Biennial Total:		<u><u>-\$648,951</u></u>	<u><u>-\$775,172</u></u>	<u><u>-\$325,572</u></u>	<u><u>-\$449,600</u></u>

Prepared by: L. Maulbetsch 7-5164
OSER/DCLR

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment C

May 2009

A) FISCAL YEAR INCREASES:

1) Nonrepresented Classified General Wage Adjustments

		ALL FUNDS			
FTE	FISCAL YEAR	WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
6,246.64	2007-2008				
\$ 378,450,915	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in				
Beg Base Payroll	2nd Year	\$0	\$0	\$0	\$0
	2008-2009				
	2nd Year Cost	-\$606,682	-\$724,682	-\$304,366	-\$420,315
	Biennial Total:	-\$606,682	-\$724,682	-\$304,366	-\$420,315

2) Nonrepresented Unclassified

		ALL FUNDS			
FTE	FISCAL YEAR	WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
289.73	2007-2008				
\$ 26,540,556	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in				
Beg Base Payroll	2nd Year	\$0	\$0	\$0	\$0
	2008-2009				
	2nd Year Cost	-\$42,269	-\$50,490	-\$21,206	-\$29,284
	Biennial Total:	-\$42,269	-\$50,490	-\$21,206	-\$29,284

Prepared by: L. Maulbetsch 7-5164
OSER/DCLR

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment C

May 2009

3) Increases in Rates for Office for Constitutional Officers and State Legislators

		ALL FUNDS				
FTE	FISCAL YEAR		WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
6	2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
		1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
	2008-2009	2nd Year Cost	\$0	\$0	\$0	\$0
	Biennial Total:		<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

4) Increases in Rates for Office for Justices and Judges

		ALL FUNDS				
FTE	FISCAL YEAR		WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
264	2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
		1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
	2008-2009	2nd Year Cost	\$0	\$0	\$0	\$0
	Biennial Total:		<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

Prepared by: L. Maulbetsch 7-5164
OSER/DCLR

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment C

May 2009

		5) Increases in Rates for Office for State Prosecutors				
		ALL FUNDS				
	FTE	FISCAL YEAR	WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
	69.3					
\$	6,882,656	2007-2008	1st Year Cost	\$0	\$0	\$0
			1st Year Cost in 2nd Year	\$0	\$0	\$0
Beg Base Payroll		2008-2009	2nd Year Cost	\$0	\$0	\$0
		Biennial Total:		\$0	\$0	\$0

Prepared by: L. Maulbetsch 7-5164
OSER/DCLR