

within four steps of the appointment maximum or with salaries greater than the appointment maximum may receive up to four steps upon appointment to a position in a particular band.

All employees in pay bands will be eligible for **Discretionary Compensation Awards** (DCA's) consideration.

DCA's may be awarded to employees who have experienced significant and permanent changes in job duties or have acquired increased competencies valued by the employing agency. In addition, DCA's may be used to address pay equity or retention needs.

DCA's:

- Are awarded at the sole discretion of agency management
- May be base building or a one time lump sum payment
- May be provided at any time during the fiscal year, depending on agency guidelines
- Are limited to four within range pay steps per employee per fiscal year
- Are subject to the pay band maximum for base building awards
- Are funded from agency budgets.

In addition to the annual General Wage Adjustment (GWA), nonrepresented employees are eligible for Discretionary Compensation Performance Recognition Awards **(DCPRA), based solely on employee meritorious performance**

Where can I get more information?

Your Agency Human Resources Office can assist you with any questions regarding broadbanding.

More information regarding broadbanding can be found in the collective bargaining agreements for represented employees, the State's Compensation Plan for nonrepresented employees, and on the Department of Employment Relations web site:

<http://der.state.wi.us/static/dclr/dclr.htm>

State of Wisconsin

Broadband Classification

and

Compensation

Program

State of Wisconsin
Office of State Employment
Relations

Updated June 2003

What is Broadbanding?

Broadbanding is a flexible compensation system that offers the following advantages:

- Simplifies the classification and compensation structure
- Increases employee mobility
- Replaces reclassification transactions with pay flexibility
- Eliminates Hiring Above the Minimum (HAM) requests for broadbanded classifications
- Increases pay flexibility for agency recruitment and retention purposes
- Enables management to compensate employees for significant changes in job duties and increased competencies

Who is included in Broadbanding?

Effective May 18, 2003, broadbanding was expanded to include all represented Fiscal and Staff Services classifications that were previously assigned to pay ranges 07-10 through 07-19. Classifications already assigned to broadband compensation structures include all **nonrepresented** classifications: senior managers, mid managers, professional supervisors, nonprofessional supervisors, and management and confidential staff. The

following **represented** classifications were also previously broadbanded: higher-level professional science staff, attorneys, and patient treatment staff.

What are Pay Bands?

Pay bands are similar to pay ranges. A pay band specifies the minimum pay rate, the maximum pay rate, and a new concept, appointment maximum pay rate, for classifications assigned to the pay band.

Pay bands as of May 18, 2003 are:

IS Supervisors and Nonrepresented IS Staff	70-02
Nonrepresented Attorneys	71-01
Senior Managers	81-01
Mid Managers and Key Management Staff	81-02
Professional Supervisors and Exempt Professional Nonrepresented Staff	81-03
Supervisors of Advanced Technical, Administrative Support, or Nonrepresented Paraprofessional Staff and Entry Professional or Nonrepresented Paraprofessional Staff	81-04
Supervisors of Administrative Support, Technical, and Blue Collar Positions, or Nonrepresented Administrative Support Staff	81-05
Nonrepresented Patient Treatment	50-50, 50-51, 50-52
IS Supervisors	70-02
Represented Fiscal and Staff Services Staff	7-02, 7-03, 7-04, 7-05
Represented WSAA Attorneys	9-75
Represented Patient Treatment Staff	

10-49, 10-50, 10-51, 10-52
Represented Professional Science Staff
15-02, 15-03

Note: The represented collective bargaining agreements and the nonrepresented Compensation Plan pay bands and the wages associated with the minimum, maximum, step size and appointment maximum can be found on the DER web site:
<http://der.state.wi.us/static/dclr/dclr.htm>

Who has career executive status?

Positions assigned to the following nonrepresented pay bands will have career executive status:

81-01
81-02

In addition, some individuals assigned to pay band 70-02 will have career executive status.

What is the compensation flexibility for classifications included in Broadbanding?

Broadbanding provides more flexibility in setting **pay on appointment**. Typically, the appointment maximum is the midpoint of the pay band. This is the maximum an employee may be paid when appointed to a position. However, individuals who are current state employees and have salaries