



SERVING PEOPLE  
WHO SERVE WISCONSIN

November 21, 2007

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 s. 230.12, Wis. Stats., I am submitting for your approval the 2007-2009 Compensation Plan. Positions covered by the Compensation Plan include all nonrepresented classified positions and the following unclassified positions: elective offices, appointive executive salary group (ESG) positions, and certain non-ESG positions in the executive branch.

These proposals were developed after considering recommendations from state agencies and individual nonrepresented employees, along with consideration of the fiscal challenges of the 2007-2009 biennium.

The following represents a brief overview of the most significant recommendations being submitted for your consideration, with Attachment A providing a brief summary of all the recommendations that will result in substantive changes. The full text of the proposal is also attached, with changes noted by underscoring and strike-through as appropriate (Attachment E).

1. **General Wage Adjustments:** 2.0% (non-discretionary) increases are provided effective the pay period following your approval of the Plan and also on July 6, 2008, and a 1.0% (non-discretionary) increase is provided effective April 12, 2009. Elected official rates for office are also increased, based on General Wage Adjustments (Attachment B).
2. **Health Insurance Provisions:** Calendar year 2008 employee monthly premium contributions are frozen at the current rates. Contribution rates are increased in calendar year 2009 as indicated in Attachment A as well as Section A, 5.01 of the Compensation Plan text.
3. **Various Agency Funded Changes:** These changes include increases to mileage reimbursement rates for State-related business travel, increases to add-ons for Dentists, Doctors, Psychiatrists, and Psychologists, and the creation of two add-ons (for Asbestos Supervisor, Insurance Examiner and Financial Examiner certifications) based on add-ons already being granted to represented employees.

- 4. Nonrepresented Nurses Pay Range and Parity:** A new pay range is created for certain nonrepresented nursing classifications currently assigned to pay range 81-03 to more accurately reflect the labor market for these classifications. Parity adjustments are also provided for employees in these classifications who did not receive full parity in the 2005-2007 Compensation Plan solely because pay range 81-03 does not reflect the labor market for these classifications.

In addition, I am requesting that you sponsor a companion bill to the Compensation Plan that will remove from the statutes a requirement that the maximum pay for nonrepresented Deputy District Attorneys be no more than the pay range maximum for represented Assistant District Attorneys. We believe that it was an administrative error to not remove the requirement when Assistant District Attorneys began collective bargaining with the State, and the removal would eliminate the possibility of temporary violations that can occur because effective dates of collective bargaining agreements usually lag behind the effective dates of Compensation Plan wage adjustments. The draft bill is provided in Attachment C.

Cost

It is estimated that the 2007-2009 biennial cost of wage increases will be \$33,484,077, all funds with fringe. The General Purpose Revenue portion is approximately \$15,642,617, with fringe. Attachment D provides a detailed costing sheet.

In summary, I recommend the Committee approve the attached 2007-2009 Compensation Plan. I look forward to responding to any questions the Committee or its staff may have about these recommendations.

Sincerely,



Jennifer Donnelly  
Director

JD:PO

- Attachments: Attachment A: Summary of Recommendations  
Attachment B: Summary of Recommended Elected Official Rates for Office  
2007-2009  
Attachment C: Draft Bill Related to Deputy District Attorney Maximum Pay  
Attachment D: 2007-2009 Compensation Plan Cost Estimate  
Attachment E: 2007-2009 Compensation Plan

## Summary of Changes in the 2007-2009 Compensation Plan

- A 2.0% General Wage Adjustment (GWA) is provided in Sections A, B and C for all permanent and project employees, including elected officials, at the beginning of each fiscal year. In addition, a 1.0% GWA will also be provided effective April 12, 2009. Language is also provided in these sections to allow employees who retired or died between June 24, 2007 and the actual effective date of the 2007-2008 GWA to get the GWA and associated lump sum payments.
- Section A, 2.01(3) and 2.02(3) are revised to delete the unnecessary separation of Senior Manager wage adjustments from those of other classified employees.
- Section A, 2.05(2)(d) is deleted because a reassignment of the Executive Budget and Finance Program Specialist from pay range 81-05 to pay range 81-04 has made it impossible for anyone in the classification to be eligible for the increase.
- Section A, 4.01(9) and 4.07(3)(a) are revised to correct the hours for responsibility pay. The correction is due solely to misprints in the revised version of the 2005-2007 Compensation Plan. The correct hours had been reflected, and approved by the previous committee, in 4.07(3)(a) of the original 2005-2007 Compensation Plan as parity with represented provisions.
- Section A, 4.12 is revised to prospectively provide a parity increase to the Psychologist add-on based on the current add-on provided to represented Psychologists, and to reflect the GWAs for both fiscal years. The add-on will change as follows:
 

Current add-on:	\$3.35/hr - \$4.61/hr
New add-on:	\$3.70/hr - \$5.12/hr
Add-on eff. July 6, 2008:	\$3.78/hr - \$5.23/hr
Add-on eff. April 12, 2009:	\$3.82/hr - \$5.29/hr
- Section A, 4.14 is revised to clarify that employees in the Juvenile Education Director classification are also eligible for the teacher education add-on.
- Section A, 4.15 is revised to prospectively increase the Patient Treatment add-ons by the GWAs for both fiscal years plus 1.25% because current amounts only reflect 1.0% of the 2.25% GWA provided April 1, 2007, as part of the 2005-2007 Compensation Plan.
- Section A, 4.16 is revised to allow a \$0.30 per hour add-on for employees in the Construction Coordinator Supervisor classification who possess an Asbestos Supervisor certification.
- Section A, 4.17 is revised to allow the CPA add-on to be given to an employees whose position is in a classification other than those listed if being a CPA is determined to be necessary to perform the duties of the position.
- A new Section A, 4.25 is created to provide an add-on to certain employees who are designated as Accredited Insurance Examiners and Accredited Financial Insurance Examiners. Such an add-on is already provided to represented employees.
- The employee contributions toward health care premiums in Section A, 5.00 will be as follows:

**Note: 2008 contributions are a continuation of current 2007 amounts.  
Deduction of January 2009 contributions will begin November of 2008.**

**2008 Contributions**

**2009 Contributions**

	<u>Employee Monthly Contribution</u>		<u>Employee Monthly Contribution</u>	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
<b>Tier 1</b>	\$27.00	\$68.00	\$31.00	\$78.00
<b>Tier 2</b>	\$60.00	\$150.00	\$69.00	\$173.00
<b>Tier 3</b>	\$143.00	\$358.00	\$164.00	\$412.00

- Section B, 3.05(3)(b) and (c) is revised to clarify that employees who have an NTE designation for their titles need not be adjusted to the new minimum if pay ranges are revised following GWA implementation.
- Section B, 3.07(2) is revised to clarify that it covers indefinite term employees, and (c) and (d) are added to correct the omission of GSEG positions from those eligible for pay increases if the level of function increases.
- Section E, 1.03(4) is added to allow the use of Hiring Above the Minimum (HAM) for project appointments even if HAM is not allowed for permanent appointments under a collective bargaining agreement for the same classification.
- Section E, 2.01 is revised to clarify the starting pay of current classified permanent employees when they are appointed to a project position.
- Section F, 3.01(3) is revised to change the personal airplane reimbursement rate from 42.5 cents per mile to 46.5 cents per mile.
- Section F, 3.05(3)(b) and (f) are revised to delete the references to the Minimum Driving Standard.
- Section F, 3.05(2)(b) and (3)(b) are revised to change the personal vehicle reimbursement rate from 42.5 cents per mile to 46.5 cents per mile. Current turndown rate, determined by the Department of Administration, is 32 cents per mile.
- Section F, 3.05(3)(f) is revised to change the privately-owned, specially equipped van reimbursement rate from 60 cents per mile to 64 cents per mile, and the turndown rate for specially equipped vehicles from 55 cents per mile to 59 cents per mile.
- Section F, 3.05(3)(g) is revised to change the personal motorcycle reimbursement rate from 21.2 cents per mile to 28.5 cents per mile.
- Section J, 2.00(2) is revised to clarify the effective dates for Discretionary Compensation Adjustments.
- Section J, 2.00(10) is revised to further clarify who is not eligible and to list the employees that may not receive Discretionary Compensation as a lump sum payment.
- Section J, 2.00(12) is revised to allow the flexibility to grant minimally funded Discretionary Compensation as a base building increase or a lump sum payment.
- Section K is revised to provide 2005-2007 parity adjustments to Nursing Supervisors who did not receive the full adjustments provided in the 2005-2007 Compensation Plan solely due to pay range maximum limitations.

- The Patient Treatment-Related Schedule has been renamed to Patient-Related Schedule. Pay range 50-11 is created for nursing-related classifications currently in pay range 81-03 to provide a range that reflects the unique market for these classifications. Also, note is added to Section A, 2.01 to allow reallocations to occur immediately upon implementation of the new pay range.
- All classified and General Senior Executive Group (GSEG) pay range minimums are increased by each GWA percentage on the effective dates of the GWAs, except that the minimum for pay range 81-05 is set at the same rate as pay range 07-05 (for parity purposes) before applying the 2007-2008 increase. Changing the 81-05 minimum increases the pay rate of three employees.
- All classified and GSEG maximums are increased to maintain current range spreads except: (a) the maximums in pay schedule 81 are changed so they all reflect a 230% spread between the minimum and maximum of each range to provide consistencies and (b) the maximum for pay range 56-02 is increased to reflect a 160% spread. Pay range 56-02 currently has a lower spread than all other broadband pay ranges.
- The minimum of pay range 90-01 (for Executive Salary Group 1) is increased to equal the minimum of pay range 81-01 on the effective date of each GWA. The rest of Schedule 90 is adjusted to reflect an 8% difference between the minimums of each pay range, and to reflect a 155% spread between the minimum and maximum of each range. This is consistent with what has been done in past Compensation Plans.
- Several clerical changes are made throughout the Plan to correct typos, to provide uniform formatting, and to remove or correct unnecessary and/or outdated language. These changes do not affect the content or intent of the provisions.

**Summary of Recommended Elected Official Rates for Office 2007-2009**  
**November 2007**

Attachment B

Position	Fiscal Year				
	Current Rate for Office	Incumbent's Current Rate	2007-2008 Rate for Office	July 6, 2008 Rate for Office	April 12, 2009 Rate for Office
State Treasurer	(1) \$66,543	\$65,079	\$67,877	\$69,234	\$69,930
Secretary of State	(1) \$66,543	\$65,079	\$67,877	\$69,234	\$69,930
Lieutenant Governor	(1) \$74,026	\$72,394	\$75,505	\$77,016	\$77,789
State Superintendent of Public Instruction	(1) \$116,588	\$109,587	\$118,916	\$121,301	\$122,516
Attorney General	(1) \$136,036	\$133,033	\$138,752	\$141,529	\$142,951
Governor	(1) \$140,185	\$137,092	\$142,987	\$145,847	\$147,313
Legislators	(2) \$48,480	\$47,413	\$49,450	\$50,438	\$50,944

(1) The "Rate for Office" becomes the incumbent's rate at the time the incumbent begins his or her term of office. Article IV, Section 26, of the Wisconsin Constitution prohibits compensation increases or decreases for incumbent Constitutional Officers during the term of office. Incumbent rates change January 2011, except State Superintendent of Public Instruction rate changes July 6, 2009.

(2) 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.

Circuit Court Judge	(1) \$122,297	\$122,297	\$124,744	\$127,239	\$128,513
Court of Appeals Judge	(1) \$129,635	\$129,635	\$132,229	\$134,874	\$136,224
Supreme Court Justice	(1) \$137,414	\$137,414	\$140,163	\$142,967	\$144,398
Supreme Court Chief Justice*	(1) \$137,414	\$137,414	\$140,163	\$142,967	\$144,398

\* Supreme Court Chief Justice is paid an additional \$8,000 annually

(1) 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.

**Summary of Recommended Elected Official Rates for Office 2007-2009**  
**November 2007**

District Attorneys	Prosecutorial Unit Size (as determined under 978.12(1)(a)1 Wis. Stats.)	(1)	Fiscal Year				
			Current Rate for Office	Incumbent's Current Rate	2007-2008 Rate for Office	July 6, 2008 Rate for Office	April 12, 2009 Rate for Office
	More than 500,000	(1)	\$125,226	\$122,470	\$127,732	\$130,288	\$131,590
	More than 250,000 but not more than 500,000	(1)	\$113,049	\$110,560	\$115,310	\$117,618	\$118,795
	More than 100,000 but not more than 250,000	(1)	\$107,234	\$104,872	\$109,380	\$111,569	\$112,686
	More than 75,000 but not more than 100,000	(1)	\$107,234	\$104,872	\$109,380	\$111,569	\$112,686
	More than 50,000 but not more than 75,000	(1)	\$101,987	\$99,742	\$104,027	\$106,108	\$107,171
	More than 35,000 but not more than 50,000	(1)	\$101,987	\$99,742	\$104,027	\$106,108	\$107,171
	More than 20,000 but not more than 35,000	(1)	\$90,914	\$88,912	\$92,733	\$94,589	\$95,537
	Not more than 20,000	(1)	\$90,914	\$88,912	\$92,733	\$94,589	\$95,537

(1) 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. Next incumbent rate change is effective January 2009.

## 2007 BILL

1 AN ACT to amend 978.12 (1) (b) of the statutes; relating to: salaries of deputy  
2 district attorneys.

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### *Analysis by the Legislative Reference Bureau*

Currently, the maximum salary of a deputy district attorney may not exceed the maximum of any pay range to which assistant district attorney positions are assigned. Assistant district attorneys have their pay ranges determined through the collective bargaining process, while deputy district attorneys have their salary ranges determined in the state compensation plan, subject to this current law salary limitation. This bill eliminates the salary limitation.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

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*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

3 SECTION 1. 978.12 (1) (b) of the statutes is amended to read:  
4 978.12 (1) (b) *Deputy district attorneys.* Deputy district attorneys shall be  
5 employed outside the classified service. The state shall pay a salary to deputy  
6 district attorneys which shall not exceed the maximum of any pay range to which

**Bill**

1 ~~assistant district attorney positions are assigned, except that a deputy district~~  
2 ~~attorney may receive additional compensation for supervisory duties in accordance~~  
3 ~~with supplementary provisions for supervisory and managerial employees in~~  
4 establish and adjust the salaries of deputy district attorneys in accordance with the  
5 state compensation plan.

6 (END)