



Scott Walker, Governor

Gregory L. Gracz, Director

SERVING PEOPLE
WHO SERVE WISCONSIN

November 10, 2011

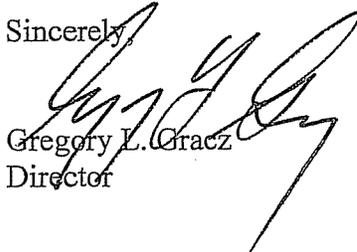
Co-Chairpersons and Members of the
Joint Committee on Employment Relations
State Capitol
Madison, WI 53707-7882

Dear Co-Chairpersons and Committee Members:

On October 25, 2011, I submitted the 2011-2013 Compensation Plan for your approval. Since that date, agency personnel, individual state employees, and OSER staff had the opportunity to conduct a thorough review of the submission and suggested a number of clarifications and corrections. Based on those suggestions, attached is a list of revisions to my previous submission, as well as the associated Compensation Plan replacement pages. To assist in your review of this somewhat lengthy list, I noted which revisions are purely administrative in nature by use of different colored bullets.

Please include these revisions when you consider the Compensation Plan recommendations.

Sincerely,



Gregory L. Gracz
Director

Attachment: List of revisions and applicable replacement pages of Sections A, B, C, E, I, J, K and Z of the 2011-2013 Compensation Plan.

List of Compensation Plan Revisions

- Revise Section A, Table of Contents (pages 1 and 2) to correct 4.16 and add 4.48.
 - Revise Section A, 2.06 (page 15) to allow placement discretion based on approved criteria and to clarify the associated pay.
 - Revise Section A, 4.05 and 4.07 (pages 27 and 28) to correct an exclusion to cover those who are *eligible to receive* pay under 4.07 instead of those who *actually receive* pay under 4.07.
 - Revise Section A, 4.06 and 4.07 (pages 27 and 29) to correct a reference from 4.47 to 4.45.
 - Revise Section A, 4.14 (pages 32 and 33) to add technical college credits and provisional licenses for an education add-on.
 - Revise Section A, 4.16 (pages 36 and 37) to correct the title and change the Professional Geologist add-on from \$1.00 per hour to \$0.30 per hour to be consistent with the science-related add-on in 4.48.
 - Revise Section A, 4.33 (page 47) to delete outdated eligibility language.
 - Revise Section A, 4.35 (page 48) to include employees who provide direct supervision of fire suppression duties.
 - Revise Section A, 4.36 (page 48) to remove a reference that incorrectly implied that only Department of Corrections employees were eligible for the add-on.
 - Revise Section A, 4.44 (page 56) to include the Fox Lake Correctional Institution for the dialysis add-on.
 - Create Section A, 4.48 (page 60) to include supplemental pay for various science-related certifications, licenses, and registrations that was accidentally omitted from the original recommendations.
 - Revise Section B, 2.03 (page 6 table) to revise the January 1, 2012 pay rate for District Attorneys to reflect what they currently are making.
 - Revise Section B, 3.03 (page 12) to change the Office of Urban Development Director to a Department of Children and Families position instead of a Department of Health Services position.
 - Revise Section C, 1.00 (page 2) to add a classification title and to correct another.
 - Revise Section E, 4.02 (pages 7 through 10) to remove a reference to a negotiating note, to clarify the maximum pay on upward movements, to clarify what a temporary transaction rate is, to add missing pay on demotion language, to exclude counting Chapter 980 pay ranges in certain transactions, and remove a reference to WSEU.
 - Correct typo in Section I, 4.01 (page 4) to change “Discretionary Compensation Adjustment (DCA)” to “Discretionary Merit Compensation (DMC)”
 - Revise Section J, 2.00 (pages 1, through 4) to clarify that DMC is not grievable, to remove references to “delegated,” “non-delegated” and “delegation,” to clarify the limitations on self-nomination, and to change a reference to “(1211), below.”
 - Correct typo in Section K, 1.00 (page 1) to change “(Section G)” to “(Section K).”
 - Revise Section Z to revise the pay schedules 11 and 14 to include “8% of the Minimum” columns, to correct a schedule 14 minimum, and to add a schedule 12 grid structure from the WSEU contract.
- Designates revisions that are purely maintenance in nature

**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 ~~2009-2010 and 2010-2011~~ 2011-2012 and 2012-2013

- 2.01 Nonrepresented General Wage Adjustment (GWA) and Annualized GWA
- 2.02 Schedules 50, 56, 70, 71 and 81 Relocation Incentive Awards
- 2.03 Annual Progression Adjustments for Certain Nonrepresented Classifications
- 2.04 Excise Tax Agents, Special Agents and Criminal Analysts Progression
- 2.05 Schedule 12, 12 Month Progressions
- 2.06 Schedule 12, 18 Month Progressions
- 2.07 Schedule 14 and 15 Progressions
- 2.08 DMV Progression Adjustment
- 2.09 Schedule 04 Crafts Worker Pay
- ~~2.04~~ 2.10 -Discretionary Merit Compensation Adjustment (DCADMC)

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, Crafts Worker Lead, Crafts Worker Supervisor, Shop Supervisor, and Crafts Operations Manager-UW-Milwaukee Add-Ons
- 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 Teachers, 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

the (B) pay range assignment after a total of twelve (12) months in pay status as either a Vocational Rehabilitation Counselor or Vocational Rehabilitation Counselor (A) or a combination of both.

Vocational Rehabilitation Counselor-Senior: Employees will be placed at the (B) pay range assignment (PR 12-08).

2.06 Pay Schedule 12, 18 Month Progressions

Pay Structure: Except as noted for Social Worker – Corrections (see below), upon appointment to a position allocated to a classification listed below, the employee will be paid at the level (A) structure amount. After eighteen (18) months in pay status the employee will be paid at the level (B) structure amount. After an additional eighteen (18) months’ time in pay status (eighteen [18] months at level (A) and eighteen [18] months at level (B)), the employee will be paid at the level (C) structure amount, if applicable. The employee’s pay on each of the levels shall be in accordance with the provisions in Section E of this Plan. For transactions other than original appointments and promotions, the appointing authority may determine the appropriate level within the progression based on OSER approved criteria. This discretion may be changed or removed by OSER at any time. If the level is determined in this manner pay will be set at the greater of the applicable structure amount or the amount determined using the applicable pay administration of Section E, 4.02 of this Plan. Progression to the next level, if applicable, would occur after eighteen months as described in these provisions. Pay at subsequent levels shall be set at the greater of the applicable structure amount or the employee’s current rate of pay.

Counting Time in Pay Status: In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

<u>Classification – Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
<u>Offender Classification Specialist</u>		
<u>* Offender Classification Specialist (A)</u>	<u>PR 12-07</u>	<u>Upon appointment</u>
<u>* Offender Classification Specialist (B)</u>	<u>PR 12-08</u>	<u>18 months at the (A) level**</u>

Other Personnel Transactions (Reinstatement / Restoration / Transfer / Demotion): For employees who previously held a position in either the Offender Classification Specialist-Entry or Objective classification, placement in the pay progression will be determined as follows:

Offender Classification Specialist – Entry: If an employee had less than eighteen (18) months in pay status as an Offender Classification Specialist-Entry, the employee will be placed at the (A) pay range assignment (PR 12-07). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range

4.05 Night Differential for Permanent Employees

(1) Eligibility.

Subject to (2) below, all permanent classified employees are eligible except for employees whose positions are classified as Director of Nursing, Health Services Nursing Coordinator, Nursing Administrator, Nursing Practitioner-Management, and Nursing Supervisor who are eligible to receive pay under 4.07 of this Section (Section A).

NOTE: For provisions relating to supplementary pay for project employees see 4.20 of this Section (Section A).

(2) General Administrative Provisions.

- (a) The payment of Night Differential is mandatory for all qualifying work hours of employees who are paid on an hourly rather than a salary basis FLSA nonexempt.
- (b) The payment of Night Differential is at the discretion of the appointing authority for all qualifying work hours of employees who are paid on a salary basis FLSA exempt.

(3) Rate.

- (a) Forty-five cents (\$0.45) per hour for all night hours worked (i.e., work hours between the hours of 6:00 p.m. and 6:00 a.m.).
- (b) Work hours are defined as work time as directed by the appointing authority during which an employee must be on duty and/or at a prescribed place of work. In determining overtime hours for nonexempt employees, work hours means hours as defined in Chapter 520 of the Wisconsin Human Resources Handbook.

4.06 Weekend Differential for Permanent Employees

(1) Eligibility.

Subject to (2) below, all permanent classified employees, except those in schedule 04 or who receive pay under 4.45 of this Section (Section A) are eligible.

NOTE: For provisions related to supplementary pay for project employees see 4.20 of this Section (Section A).

(b) The payment of Responsibility Differential is at the discretion of the appointing authority for all qualifying work hours of employees who are ~~paid on a salary basis~~ FLSA exempt.

(3) Rate.

(a) One dollar and forty cents (\$1.40) per hour for all ~~responsibility hours~~ (work hours between 5:00 p.m. and 7:00 a.m.), except the hours required to work for Nursing Consultants at the Department of Health Services will be between the hours of 7:00 p.m. and 7:00 a.m.

(b) Employees in positions identified by the employing unit as permanent p.m. or night shift or permanent p.m./night shift rotations, and employees who commit to or are assigned to work p.m., nights or p.m./nights for a two (2) month period, shall be compensated at the rate of two dollars and fifty cents (\$2.50) per hour in addition to the rate provided in (a) above for hours worked between 5:00 p.m. and 7:00 a.m. Weekend Nurses as defined in 4.45 of this Section, must commit to such shifts for a six (6) month period to be eligible.

(c) A responsibility add-on of one dollar and fifteen cents (\$1.15) per hour shall be paid to employees in the Nurse Clinician, Nursing Specialist, and Therapist classification series when assigned supervisory responsibilities during periods when a supervisory employee should be readily available on the premises but is not. The payment shall be limited to one employee in each unit and the Employer shall designate the employee to receive the pay.

(bd) Work hours are defined as work time as directed by the appointing authority during which an employee must be on duty and/or at a prescribed place of work.

4.08 Crafts Worker, Crafts Worker Lead, Crafts Worker Supervisor, Shop Supervisor, and Crafts Operations Manager, UW-Milwaukee Add-Ons

(1) ~~the schedule in effect immediately before~~ The statewide pay rate add-on for spray painting shall be fifty cents (\$0.50) per hour.

(2) Lead crafts workers will be paid in accordance with 2.09 above, plus they may be provided an add-on of fifty cents (\$0.50) per hour. Temporary lead crafts workers will be paid in accordance with 2.09 above, plus they may be provided an add-on of twenty cents (\$0.20) per hour.

(3) Crafts Worker Supervisors will be paid one dollar (\$1.00) per hour more than the adjusted state rate for the highest paid Craft supervised, or one dollar (\$1.00) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.

4.11 Holiday Premium

Compensatory time off or payment at the premium rate will be granted for holiday work hours as provided in s. 230.35 (4)(b), Wis. Stats.

4.12 Supplemental Pay for Psychologists

- (1) Subject to the eligibility requirements of (3) below, ~~the amount provided as the minimum in the table below will be added to the base pay of an add-on~~ may be provided to an employee whose position has been allocated to one of the following classifications:

Psychologist Doctorate
Psychologist-Licensed
Chief Regional Psychologist
School Psychologist
School Psychologist – Senior
Psychologist Associate
Psychologist Supervisor;
Psychologist Supervisor – Chapter 980;
Psychologist Supervisor Management;
Psychologist Manager;
Psychologist Chief.

An employee whose position has been allocated to Psychologist-Licensed-Chapter 980 and who already is receiving the add-on on the effective date of this Plan will also continue to be eligible for the add-on.

- (2) ~~An additional amount, up to the maximum shown in the table below, may also be granted.~~ The appointing authority has the sole discretion to approve, 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 add-on will be an amount not to exceed \$6.89 per hour for Chapter 980 classifications and not to exceed \$5.26 per hour for all other classifications. The Psychologist add-on will be effective at the beginning of the first pay

- (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, including provisional licenses, and establish which are relevant to the new position. It is on these credits that any add-on to be applied will be based.

TEACHER, TEACHER SUPERVISOR, EDUCATION DIRECTOR AND JUVENILE EDUCATION DIRECTOR SUPPLEMENTAL PAY AMOUNTS									
HOURLY ADD-ON AMOUNTS									
July 5, 2009 – July 2, 2011 January 1, 2012 – June 29, 2013									
	\$0.97	\$1.22	\$1.47	\$1.72	\$1.97	\$2.22	\$2.47	\$2.72	\$2.97
NUMBER OF CREDITS BEYOND BACHELOR'S/MASTER'S DEGREE									
Bachelor's Degree plus:	6	12	18	24	30	36	42	48	54
Professional Development Plan Steps:	A	B	C	D	E	F	G	H	I

The above add-on amounts apply only to classifications eligible for the supplemental pay add-on.

4.15 Supplemental Pay for Dentists, Physicians, and Psychiatrists

Permanent and project employees whose positions require the possession of a license to practice medicine pursuant to s. 448.05, Wis. Stats., are covered by all of the provisions of 4.15(1) of this Section (Section A). These positions are classified as Physician, Physician Supervisor, Physician Management, Psychiatrist, Psychiatrist Supervisor, or Psychiatrist Management. Permanent and project employees in positions classified as Dentist Supervisor, or Dentist Management

provided in accordance with these provisions (Section A, 4.15(1) of this Plan).

- (f) Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility.

Schedule of Supplemental Pay Amounts for Board Certification And Board Certification Eligibility		
Pay Range (Classification)	July 5, 2009 – July 2, 2011 January 1, 2012 – June 29, 2013	
	Board Certification Eligibility	Board Certification
Pay Range 50-51 Physician (Physician Supv.) (Physician Mgt.)	NTE \$6.46/hr. <u>\$6.51/hr.</u>	\$9.67 – \$19.32/hr. <u>\$9.76/hr - \$19.50/hr</u>
Pay Range 50- 52 Psychiatrist (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.03/hr. <u>\$7.10/hr</u>	\$10.54 – \$21.06/hr. <u>\$10.65/hr - \$21.27/hr</u>

- (2) Supervisory/Management Responsibility.

- (a) 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.

Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility		
Pay Range (Classification)	July 5, 2009 – July 2, 2011 January 1, 2012 – June 29, 2013	
	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.

classifications based upon the employee's possession of a Designer of Engineering Systems permit, an Architect registration and/or for licenses as a Land Surveyor, Professional Engineer, Professional Geologist and Landscape Architect. Effective April 25, 2010, the add-on is increased to \$1.00 per hour.

- (4) ~~An add-on of \$1.00 per hour may be paid to supplement the base pay of an employee whose position is allocated to one of the nonrepresented management or supervisory engineering and related classifications based upon the employee's possession of a Professional Engineer license or an Architect registration.~~
- (5) ~~To be eligible for one of these add-ons, the employee must occupy a position allocated to one of the nonrepresented supervisory or managerial engineering and related classifications and hold a current license or registration from the Department of Regulation and Licensing as a Professional Engineer, Registered Architect, Landscape Architect, Land Surveyor, Professional Hydrologist, Professional Soil Scientist, Petroleum Operations Engineer, Professional Geologist, or Interior Designer, or hold a permit as a Designer of Engineering Systems, or be a Construction Coordinator Supervisor and hold an Asbestos Supervisor certification from the Wisconsin Department of Health & Family Services.~~
- (64) The appointing authority will have the discretion to determine the relevance of the registration or permit to the position held and to authorize the hourly add-on. 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 registration or permit has been obtained and is currently held.
- (75) If the incumbent moves from the position for which an add-on has been approved by the appointing authority to a position not allocated to one of the authorized classifications, the add-on will cease. If the incumbent moves to another position allocated to one of the authorized classifications, the appointing authority of the new position has the discretion to determine whether the add-on will be continued in the new position. If an employee receiving an add-on ceases to hold a current registration or permit as the result of expiration or revocation, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.

4.17 Certified Public Accountant (CPA) Add-On for ~~Professional Confidential, Supervisory, or Management Fiscal Classifications~~

- (1) CPA Add-On (Pre-Certification). An add-on amount of twenty-five cents (\$0.25) per hour may be paid to supplement the base pay of an eligible employee whose position is allocated to Accountant, Auditor, agency-specific professional fiscal (schedule 07) classifications, or one of the nonrepresented professional confidential, supervisory, or management fiscal classifications based upon the employee's successful completion of the Certified Public Accountant (CPA) examination and possession of the CPA "Notification of Grades." To be eligible for the add-on, all three of the following criteria must be met:

4.32 Job Coach at Central Wisconsin Center

An add-on of one dollar (\$1.00) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to the Job Coach position at Central Wisconsin Center. If the employee receiving this supplemental add-on ceases to hold this position the add-on will not apply.

4.33 Fire/Crash Rescue Skills Add-on

Employees in the Department of Military Affairs classified as Fire/Crash Rescue Specialist 1, 2, and 3 and Fire/Crash Rescue Supervisor are eligible for a skill-based add-on on the following bases:

<u>Skill Category</u>	<u>Add-on</u>
<u>State of Wisconsin Certified EMT: Certification must be valid for county in which job is located. Employee must maintain required continuing education and certification to maintain eligibility for add-on.</u>	<u>\$.30/hr</u>
<u>DOD Fire Officer Minimum Certification: To be eligible for this add-on, the employee must have Department of Defense Certifications of Fire Officer I, and Fire Instructor I and HAZMAT Incident Command.</u>	<u>\$.20/hr</u>
<u>Red Cross or American Heart Association Certified CPR Instructor: Certification must be valid for county in which job is located. The Base Fire Chief will determine how many instructors are needed at the base.</u>	<u>\$.20/hr</u>
<u>Department of Defense Certified Specialized Rescue Technician</u>	<u>\$.20/hr</u>
<u>Department of Defense Certified Hazardous Materials Technician</u>	<u>\$.20/hr</u>
<u>Associate Degree in Fire Science: Must be from an accredited school of higher learning within the United States of America.</u>	<u>\$.20/hr</u>

The effective date of the add-on shall be the beginning of the pay period following receipt by the Fire Chief of proof of eligibility. Any applicable add-on will end immediately if the employee leaves a covered classification or if the employee loses eligibility by failure to maintain certification or obtain required re-certification.

Attainment of eligibility for Skill Categories other than the Associate Degree in Fire Science shall be without loss of pay and at the employer's expense, including travel time.

4.34 Plumbing Specialty Add-on

Employees who have a valid Master Plumber's license or are credentialed as a Designer of Engineering Systems with a Plumbing Specialty and who are also classified as a Plumbing Consultant or Plumbing Plan Reviewer, or employees classified as a Plumbing Plan Reviewer – Water Attraction/Swimming Pool Plan Reviewer, will receive an add-on of \$3.50 per hour. The add-on will terminate on the date such employee leaves a covered classification. An employee may only receive one add on.

of pay per work week. Only one (1) hour of pay will be granted if an unbroken period in which an employee is required to respond extends into a second calendar day. This payment, or fee, shall not increase the employee's hours for the purpose of the calculation of overtime.

- (2) \$3.00 per hour for each hour during regularly scheduled days off that the employee is required to be on call, subject to a maximum of \$144.00 per calendar week.

4.43 Teacher Education Program Supplemental Pay

Mentoring: To assist initial educators in acclimating to their new assignment and progressing toward licensure as a professional educator under PI 34, Rules of the Department of Public Instruction (DPI), the Employer shall provide qualified mentors to assist newly hired initial educators for a two-year period. The number and length of mentoring and observation sessions with initial educators will be determined by the Employer. Mentors may be paid up to \$2000 per year of mentoring, which may be paid in quarterly installments. If for any reason the mentor cannot complete the responsibilities for a full year, the mentor payment shall be prorated.

Professional Development Plan (PDP) Team Members: A professional development team is responsible for review and approval of initial and professional educators' professional development goals. Teachers and administrators selected to serve on a PDP team will attend a one-day training conducted by DPI. Teachers and administrators participating in PDP training will do so without loss of pay. Cost of the training will be paid by the Employer. Teachers and administrators serving on a professional development team will receive their current hourly rate of pay including add-ons. The number and length of meetings with initial and professional educators will be determined by the Employer.

Master Educators: The master educator license is an optional ten year renewable license. Teachers who have been granted a master educator license by the DPI or by the National Board of Professional Teaching Standards may receive an add-on in the amount of one dollar and fifty cents (\$1.50) per hour while the license is in effect.

4.44 Nurse Clinician Add-on

An add-on amount of one dollar (\$1.00) per hour shall be paid to supplement the base pay of employees meeting the following criteria:

- (1) In a position which is allocated to the Nurse Clinician classification series and is providing direct patient care.
- (2) Employed by one of the following employing units: Racine Correctional Institution, Racine Youthful Offender Correctional Facility, Mendota Mental Health Institute, Winnebago Mental Health Institute, Wisconsin Resource Center, Central Wisconsin Center, and Veteran's Home-King. Other units may provide the add-on at the sole discretion of the appointing authority.

5.02 Retirement Contributions

- (1) ~~As provided under s. 40.05(1)(b), Wis. Stats., and this Plan, the state payment for employee retirement contributions will equal 5% of the earnings for creditable service of each participating employee.~~
- (2) ~~The State will pay the 1.0% benefit adjustment contribution required by s. 40.05(2m), Wis. Stats.~~
- (3) ~~Effective January 1, 1996, the State will pay the additional three tenths of one percent (.3%) employee share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)2, Wis. Stats.~~

~~Administrative procedures of this schedule are developed and implemented in accordance with the directives issued by the OSER Director.~~

6.00 Labor Management Cooperation Related Pilot Programs

~~An agency may develop a pilot program for nonrepresented employees comparable to a pilot program for represented employees established under Labor Management Cooperation (LMC), subject to the following conditions:~~

- (1) ~~The pilot program would apply only to employees in positions that have a direct relationship to the represented employees (e.g., supervisor of represented employees) working under an LMC pilot program, and/or work under the same conditions that resulted in the LMC pilot program. The appointing authority will determine which nonrepresented employees may be covered by this pilot program, and must receive approval from OSER of both the program and nonrepresented employees to be covered.~~
- (2) ~~Implementation of any provisions of the pilot program will not use criteria based on differences in the level of functions performed, pay rate or pay range unless such criteria is used in the LMC pilot program.~~
- (3) ~~The effective date of the program will be the beginning of the first pay period following OSER approval, or the effective date of the LMC pilot program, whichever is later.~~
- (4) ~~Participation in the pilot program will cease immediately if an employee is no longer employed in a position for which the pilot program was created.~~
- (5) ~~The pilot program will not be extended beyond the end date of the LMC pilot program without OSER approval.~~

Constitutional Office	Executive Salary Group	Incumbent's July 5, 2009 January 1, 2012 Pay Rate	July 5, 2009 – July 2, 2011 January 1, 2012 – June 29, 2013 Rate for Office
State Treasurer	1	\$65,079\$68,556	\$68,556
Secretary of State	1	\$65,079\$68,556	\$68,556
Lieutenant Governor	4	\$72,394\$76,261	\$76,261
State Superintendent, Public Instruction	7	\$109,587\$120,111	\$120,111
Attorney General	10	\$133,033\$140,147	\$140,147
Governor	10	\$137,092\$144,423	\$144,423

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.)

~~12~~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.

~~13~~12. Revenue, Department of: Division of Lottery; Division of Research and Policy; and Division of State and Local Finance.

~~14~~13. Transportation, Department of: Division of Business Management; Division of Motor Vehicles; and Division of State Patrol.

~~15~~14. Wisconsin Technical College System Board: Division of Finance; and Division of Teaching and Learning.

~~16~~15. Workforce Development, Department of: Division of Administrative Services; Division of Employment and Training; 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. Children and Families, Department of: Division of Safety and Permanence
3. Corrections, Department of: Division of Adult Institutions; Division of Community Corrections; and Division of Juvenile Corrections.
4. Health Services, Department of: Division of Long Term Care; Division of Mental Health and Substance Abuse Services; and Division of Public Health.
5. Justice, Department of: Division of Legal Services.
6. Natural Resources, Department of: Division of Air and Waste; Division of Forestry; Division of Lands; and Division of Water.
7. Transportation, Department of: Division of Transportation Investment Management; and Division of Transportation System Development.
8. Workforce Development, Department of: Division of Vocational Rehabilitation; and Division of Workforce Solutions.

(e) Positions assigned to Executive Salary Group 6 (ESG 6).

- (gh) Offices of the Governor and Lieutenant Governor, staff other than the Executive Secretary (NTE ESG 3).
- (hi) Office of the State Public Defender, Assistant State Public Defender Supervisors (NTE PR 71-01).
- (ij) Tourism, Department of: Kickapoo Reserve Management Board, Executive Director (NTE PR 81-03) and Program Assistant (NTE PR 81-05).
- (jk) 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).
- (l) Various Agencies: Chief Legal Counsel (NTE ESG 5).
- (m) Various Agencies: Legislative Advisor (NTE ESG 2).
- (n) Various Agencies: Communications Director (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 ~~2009-2010 and 2010-2011~~ 2011-2012 and 2012-2013 for Employees Not Serving a Fixed Term

There will be no General Wage Adjustment in either fiscal year.

3.06 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:

**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 Nonrepresented General Wage Adjustment (GWA) and Annualized Nonrepresented
GWA Payment for the Fiscal Years ~~2009-2010 and 2010-2011~~ 2011-2012 and 2012-
2013**

3.00 Pay on Appointment

4.00 Discretionary Merit Compensation Adjustment (DCADMC)

5.00 Bar Association Meetings and Activities

6.00 Continuing Legal Education Requirements

7.00 Sunday Domestic Violence Staffing in Milwaukee County

8.00 Sunday Intake Court Duty

9.00 Election of Benefits

10.00 Protections for Assistant State Public Defender Attorneys

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 ~~2009-2011~~ 2011-2013 biennium. Unclassified "Non-ESG" attorneys included in this Section (Section C) 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 ~~2009-2011~~ 2011-2013 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 ~~2009-2011~~ 2011-2013 biennium. General Wage Adjustments will only apply to employees who are not covered by a certified collective bargaining unit.

1.00 Coverage

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

Correctional Officer, Correctional Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced: Pay administration for Correctional Officer, Correctional Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced will be administered in accordance with pay administration provisions of 4.02 except as follows:

- (1) If an employee moves from pay range 31 to pay range 32 after completing 24 months' time in class, his or her base pay will be increased by ten percent (10%). If an employee moves from pay range 32 to pay range 31 after completing 24 months' time in class, his or her pay would be reduced by ten percent (10%).
- (2) If an employee moves from pay range 31 to pay range 32 before completing 24 months' time in class, his or her base pay will be increased by five percent (5%). If an employee moves from pay range 32 to pay range 31 prior to completing twenty-four (24) months' time in class, his or her pay would be reduced by five percent (5%).
- (3) After completion of 24 months of adjusted continuous service, employees in positions allocated to classification in pay ranges will be paid the greater of the employees current rate of pay or:

Pay Range 05-31: \$16.830 per hour

Pay Range 05-32: \$18.513 per hour

Counting Time in Pay Status: The Employer will waive up to sixty (60) days, per occurrence, of time changed to a s. 230.36 claim or Workers Compensation claim. If the 24 month time in class is attained on the first day of the pay period, the employee's adjustment, if any, will occur on that date. Time in class shall be defined as any time in pay status in a classification listed above, except that any time in pay status prior to a voluntary break to outside state service or to a classification not listed shall not be counted.

The following provisions of this section shall apply for all personnel transactions to, between, or within positions allocated to classifications covered by 4.02.

Minimum: On completion of any personnel transaction, the employee shall receive a base pay rate no lower than the minimum of the appropriate pay range.

Maximum: All pay transactions are subject to the pay range maximum unless the pay is determined in accordance with provisions that allow the pay rate to exceed the pay range maximum or the employee is receiving a temporary transaction rate (TTR).

Probationary Periods: There shall be no pay increase upon completion of the first six months of any probationary period.

- (3) If, under (2) above, there are no higher pay range maximums in the schedule to which the employee is moving, the highest RA in that schedule shall be the initial RA for the pay range of the position from which the employee is moving. In addition, this RA shall also be considered the first RA between the old and new pay ranges if the demotion is more than one (1) range.

RAs for pay ranges 12-30, 12-31, 12-32 and 12-33 shall not be used in determining the pay for movements to positions in other schedule 12 pay ranges.

On involuntary demotions, demotions in lieu of layoff, or demotion after being designated at risk in a position covered by 4.02: Except for movements from 05-32 to 05-31 or from a Chapter 980 classification, the employee shall continue to be compensated at their present rate of pay. If the present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for two years. The first day of the pay period following the expiration of the employee's TTR, the employee's pay rate shall be reduced to the maximum of the pay range into which they demoted. If at expiration of the TTR period the pay range maximum exceeds the employee's TTR, the employee's TTR will become the employee's present rate of pay.

An employee demoted for disciplinary purposes shall be compensated in accordance with the language for voluntary demotions instead of as an involuntary demotion.

All Demotions for Chapter 980: If demoting into a classification in which the employee had permanent status in class through a previous appointment, the employee's pay will be set at the last rate received in the classification to which the employee is demoting, plus intervening increases. If demoting into a classification in which the employee did not attain permanent status in class through a previous appointment, the employee's pay will be set in accordance with pay on original appointment.

On voluntary transfer, except those listed below: The employee shall continue to be compensated at their present rate of pay.

On involuntary transfers, transfers in lieu of layoff, or transfers after being designated at risk in a position covered by 4.02: The employee shall continue to be compensated at their present rate of pay. If the employee's present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for two years. The first day of the pay period following the expiration of the TTR, the employee's pay rate shall be reduced to the maximum of the pay range. If at expiration the pay range maximum exceeds TTR, the TTR will become the present rate of pay.

On reinstatement: Except reinstatements in which the last position held was in a Chapter 980 classification, the employee's base pay rate shall be determined in accordance with s. ER 29.03(6).

Reinstatements for Chapter 980: If reinstating into a classification in which the employee had permanent status in class through a previous appointment, the employee's pay will be set at the last rate received in the classification to which the employee is reinstating, plus intervening increases. If reinstating into a classification in which the employee did not attain permanent status in class through a previous appointment, the employee's pay will be set in accordance with pay on original appointment.

Reinstatement), or 4.08 (Pay on Restoration), below, the “temporary appointment maximum” is the maximum base rate an employee (new or current) may be granted when appointed to the specific position for which the “temporary appointment maximum” is approved. Once the position for which the “temporary appointment maximum” has been approved is filled, the “temporary appointment maximum” expires.

A “temporary appointment maximum” will be established only under exceptional circumstances and must be pre-approved by OSER. See also “Appointment Maximum.”

- (6) **“Within-Range Pay Step (WRPS)”** means an amount equal to three percent (3.0%) of the minimum of the applicable pay schedule.

4.00 Transaction Pay Adjustments

4.01 Multiple Pay Adjustments on Same Date (Order of Application)

Multiple pay adjustments that are effective on the same date will be applied in the following order:

- (1) Completion of the first 6 months of a probationary period, career executive trial period or project appointment.
- (2) Regrade of an employee as a result of a reallocation decision.
- (3) Regrade of an employee as a result of a reclassification decision.
- (4) Progression Adjustment provided under Section A, 2.05 of this Plan.
- (5) Promotion.
- (6) Career executive voluntary movement to a higher class.
- (7) Demotion.
- (8) Career executive reassignment or voluntary movement to a lower class.
- (9) Transfer.
- (10) Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range.
- (11) Reinstatement.
- (12) Restoration.

SECTION J - PROVISIONS FOR ADMINISTERING THE DISCRETIONARY MERIT COMPENSATION ADJUSTMENT (DCADMC)

1.00 Coverage

2.00 Discretionary Merit Compensation Adjustment (DCADMC)

1.00 Coverage

The provisions of this Section (Section J) apply to permanent and project employees in positions allocated to classifications assigned to broadband pay schedules and unclassified employees not serving a fixed term (Section B, 3.05 and Section C of this Plan). The provisions also apply to classified permanent and project employees in positions allocated to classifications assigned to non-broadband positions, excluding all Crafts Worker and related employees and employees in the public safety bargaining unit, for merit-related lump sum DMC only.

2.00 Discretionary Merit Compensation Adjustment (DCADMC)

- (1) ~~Concept. The Discretionary Merit Compensation Adjustment (DCADMC) provisions allow the appointing authority, if delegated by the Administrator, Division of Compensation and Labor Relations, the sole discretion to provide employees economic recognition for significant and permanent changes in job duties, increased competencies, merit or to address pay equity or retention needs. Neither the granting, denial, nor amount of any DMC is grievable.~~
- (2) ~~Effective Date. DCAsDMC may be granted at any time during the fiscal year. The effective date of an adjustment will be the beginning of the first pay period following effective receipt (as defined in Section I, 3.00 of this Plan) of the DCADMC recommendation for both delegated and non-delegated DCAs. No DCADMC may be retroactive. If multiple pay adjustments have the same effective date, DCAsDMC will be applied to an employee's base pay according to Section I, 4.01 of this Plan. No DCADMC may be granted on the effective date of an appointment.~~
- (3) ~~Initial Applicability. Agencies must develop administrative procedures that will be used to grant DCAsDMC prior to awarding DCAsany DMC. The administrative procedures must be developed in accordance with the guidelines issued by the OSER Director and will be applied in a uniform manner throughout the agency or employing unit.~~
- (4) ~~Reporting Requirements. All DMC will be approved by OSER prior to being granted. Agencies shall provide reports to OSER on a quarterly basis (or more frequently as required). These reports will include the name and classification of the recipient and the reason for granting the adjustment. Copies of the supervisory or management letter of justification supporting each adjustment will be retained on file at the awarding agency. Additional information may be required at the discretion of~~

- (9) Amount for Employees Covered in Section A that are Assigned to Broadband Pay Schedules and Unclassified Positions Covered by Section C of this Plan.
- (a) Except as provided in (eb) and (d), below, and subject to the delegation limitations provided in (11), below, the DCA DMC may be granted to eligible classified employees and unclassified attorneys covered under Section C of this Plan in any amount up to 4 WRPS, subject to the maximum of the pay range. The DCA DMC may be granted as a base pay adjustment, in a lump sum payment called a Discretionary Compensation Payment (DCP), or in combination at the discretion of the appointing authority. For the purpose of applying the 4 WRPS limitation, the payment shall be converted to a base pay equivalent by dividing the lump sum by 2088.
- (b) Assistant District Attorneys and classified employees in positions allocated to non-broadband pay ranges, excluding all Crafts Worker and related employees and employees in the public safety bargaining unit, may only receive DMC for merit in lump sum payments.
- (c) An employee may receive more than one DCA DMC during the fiscal year, however, the total amount granted in the form of base-building and/or lump sum DCA DMC in the fiscal year may not exceed an amount equal to 4 WRPS, except as provided in (de) below. The DCA DMC 4 WRPS limit, per fiscal year, per employee, includes DCA DMC granted by a single agency or by multiple agencies.
- (ed) Under exceptional circumstances, an appointing authority may submit a request to the OSER Director to exceed the 4 WRPS limit specified in (a) and (cb) above. This request must be accompanied by a comprehensive written justification. Approval must be obtained prior to awarding any DCAs that exceed the 4 WRPS limit.

(10) Amount for Employees in Unclassified Positions Not Serving a Fixed Term Under Section B, 3.05 of this Plan.

- (a) Except as provided in (c), below, and subject to the delegation limitations provided in (11), below, the DCA DMC may be granted to eligible employees covered under Section B, 3.05 in any amount up to **2 WRPS for merit only**, subject to the maximum of the pay range. Except as noted below, a DCA DMC may be granted as a base pay adjustment, a DCP lump sum payment, or in combination at the discretion of the appointing authority. For the purpose of applying the 2 WRPS limitation, any lump sum payment shall be converted to a base pay equivalent by dividing the lump sum by 2088. Lump sum payments are strictly prohibited for employees whose positions are referred to in s. 20.923(16), Wis. Stats. **Eligible employees who may not receive lump sum payments include those in the following positions from s. 20.923(4) and (7) through (12), Wis. Stats.:**

1. All Department Secretaries;

~~Agencies will be granted automatic delegation of up to 2 WRPS per fiscal year to provide DCAs to eligible employees covered by Sections A and C of this Plan. Agencies may receive delegation from OSER to provide up to 4 WPRS per fiscal year for eligible employees covered under Sections A and C, and for the 2 WRPS per fiscal year to eligible unclassified employees covered by Section B, 3.05 of this Plan, upon completion of additional training in broadband administration and demonstrated consistent application of acceptable broadband practices:~~

~~Agency DCA delegation does not apply if an agency uses the pay upon appointment flexibility provisions provided in Section I, 4.04, 4.05, 4.07 or 4.08 for an employee, and wishes to grant a DCA to that employee within the same fiscal year. All DCAs provided to employees who have been appointed using the above pay upon appointment provisions within the same fiscal year require prior OSER approval.~~

~~Additional conditions of delegation may be determined by the Administrator, Division of Compensation and Labor Relations. In addition, any abuse of discretion when granting DCAs could result in OSER rescinding an agency's DCA delegation authority, and/or reducing or removing increases already granted.~~

(11) Minimum Level of Funded Spending Authority for Classified Employees.

NOTE: This funded spending authority is suspended for the 2011-2013 biennium.

- (a) Effective December 9, 2007 and July 6, 2008, a minimum level of funded spending authority will be established. This funded spending authority for a fiscal year will be established as \$0.050 per hour per employee covered by these provisions on these dates. The total funded amount available to an agency will not be less than \$0.500 per hour and not more than \$1.50 per hour in each fiscal year. The funded spending authority may be granted as base building increases or lump sum payments. The amount of funding used for lump sum payments shall be determined by dividing the lump sum amount by 2088 hours.
- (b) The funded spending authority will be established for **classified employees only**. No analogous funded spending authority will be established for unclassified employees.
- (c) The DOA will certify this funded spending authority each fiscal year for each participating agency.
- (d) The funded spending authority established for each fiscal year will lapse at the end of that fiscal year.

SECTION K – ABSENCES AND CONTINUOUS SERVICE

1.00 Coverage

2.00 Continuous Service

2.01 Indefinite Continuous Service

2.02 Employment Status

3.00 Annual Leave and Sabbatical/Termination Leave

3.01 General

3.02 Crafts Worker Annual Leave and Sabbatical/Termination Leave

3.03 Fire/Crash Rescue Annual Leave

4.00 Personal Holiday

4.01 General

4.02 Crafts Worker Personal Holiday

5.00 Military Leave

6.00 Special District Attorney Leave

7.00 Hostage Leave

8.00 Restoration of Laid Off Employees

1.00 Coverage

This Section (Section K) covers absences and continuous service provisions that supersede ch. 230 and 231, Wis. Stats. and ch. ER 18, Wis. Admin. Code, in accordance with s. 230.12(1)(h), Wis. Stats.

2.00 Continuous Service

2.01 Indefinite Continuous Service

Continuous service will be calculated in accordance with ch. 230, Wis. Stats. and ch. ER 18, Wis. Admin. Code, except that the provisions of s. 230.35(1m)(f), Wis. Stats. and s. ER 18.02(2)(b)6, Wis. Admin. Code regarding the leaving and returning to state service without continuous service being considered interrupted no matter the duration, will apply only if the employee leaves and returns to a career executive positions or positions designated in s. 19.42(10)(L) or s. 20.923(4), (7), (8), and (9), or authorized under s. 230.08(2)(e).

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective: January 1, 2012 through June 29, 2013

Pay Range	Official Hourly Basis			Monthly Basis*			Annual Basis*			
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>
10-49										
49 (Optometrist)	59.446	77.279	95.112	1.783	10,343.61	13,446.55	16,549.49	124,123.25	161,358.55	198,593.86
10-50										
50 (Dentist)	64.839	79.976	95.112	1.945	11,281.99	13,915.74	16,549.49	135,383.83	166,988.84	198,593.86
10-51										
51 (Physician)	64.927	84.405	103.882	1.948	11,297.30	14,686.38	18,075.47	135,567.58	176,236.60	216,905.62
10-52										
52 (Psychiatrist)	70.829	92.077	113.325	2.125	12,324.25	16,021.40	19,718.55	147,890.95	192,256.78	236,622.60

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

PAY SCHEDULE 14: ENGINEERING

Effective: January 1, 2012 through June 29, 2013

Official Hourly Rate

<u>Range</u>	<u>Min</u>	<u>Max</u>	<u>8% of Minimum</u>	<u>Within Range Pay Step</u>
14-03	15.945	25.800	1.276	0.479
14-04	21.078	33.766	1.687	0.633
14-05	22.644	36.274	1.812	0.680
14-06	24.257	38.858	1.941	0.728
14-46	22.405	38.066	1.793	0.673
14-47	26.434	42.346	2.115	0.794
14-48	28.584	45.790	2.287	0.858
14-55	19.274	30.875	1.542	0.579
14-56	22.725	36.404	1.818	0.682
14-57	26.230	42.019	2.099	0.787

PAY SCHEDULE 12 STRUCTURE

<i>Classification</i>	<i>A Level Structure Rate 1-1-2012</i>	<i>B Level Structure Rate 1-1-2012</i>	<i>C Level Structure Rates (12-08)</i>
Social Worker - Corrections	(12-05) 17.041	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
Probation & Parole Agent	(12-05) 17.041	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
Offender Classification Specialist	(12-07) 19.939	(12-08) Structure rate corresponding to employee's year of adjusted continuous service date (see below).	N/A

Pay Schedule 12 Structure Social Worker - Corrections C; Probation and Parole Agent C; Offender Classification Specialist B	
Year	1/1/2012 - 6/29/2013
2007 - 2013	21.568
2006	22.078
2005	22.333
2004	22.604
2003	22.732
2002	22.947
2001	23.109
2000	23.271
1999	23.753
1998	24.183
1997	24.925
1996	25.248
1995	25.506
1994	25.774
1993	26.086
1992	26.462
1991	26.730
1990	26.989
1989	27.256
1988	27.515
1987	27.836
1986	28.159
1985	28.416
1984	28.685
1983	28.944
1982	29.318
1981	29.588
1980	29.845
1979	30.114
1978	30.371