

INTRODUCTORY NOTES

Effective Dates

This Compensation Plan is a revision of the 2009-2011 Plan. Unless otherwise noted, the effective dates for all portions of this Compensation Plan will be based on the beginning date of the pay period closest to July 1 for each fiscal year. For all employees on biweekly payroll systems, these dates will be January 1, 2012 through June 30, 2012, for fiscal year 2011-2012; and July 1, 2012 through June 29, 2013, for fiscal year 2012-2013; unless otherwise noted. These dates will be January 1, 2012 through June 29, 2013, for the 2011-2013 biennium, unless otherwise noted. On the dates during which pay rates change, the revised rates become effective after processing of pay changes as the result of personnel transactions occurring on the same date in accordance with Section I, 4.01 of this Plan, unless otherwise noted.

Official Hourly Rate

All computations of pay rates for employees covered under this Plan are based on the Official Hourly Rate (OHR) rounded to three decimal places for base pay and two decimal places for supplemental pay.

NOTE: When an OHR is affected by a pay adjustment, the following rounding procedures are used:

1. For Adjustments To Base Pay: The computation is carried out to five decimal places and any digits appearing beyond the fifth decimal place are dropped. If any digit other than zero appears in either the fourth or fifth decimal column, the digit in the third decimal column is rounded up.
2. For Adjustments To Supplemental Pay (e.g., Physician Board Certification Add-On): The computation is carried out to five decimal places and any digits beyond the fifth decimal place are dropped. If any digit other than zero appears in the third, fourth or fifth decimal column, the digit in the 2nd decimal column is rounded up.

Refer to Chapter 504 of the Wisconsin Human Resources Handbook for additional information relating to Official Hourly Rate Rounding.

DP UNIT CODES *

UNIT	DP UNIT CODE
Supervisory (Non-Professional)	16
Supervisory (Professional)	17
Executive & Management (Staff)	18
Executive & Management (Management)	19
Confidential/Supervisory (Non-Professional)	96
Confidential (Non-Professional)	97
Confidential/Supervisory (Professional)	98
Confidential (Professional) and Limited-Term Employment	99
Administrative Support	02
Blue Collar and Non-Building Trades	03
Building Trades Crafts	04
Security and Public Safety	05
Technical	06
Fiscal and Staff Services	07
Research, Statistics and Analysis	08
Legal	09
Patient Treatment	10
Patient Care	11
Social Services	12
Education	13
Engineering	14
Science	15
Assistant District Attorneys	20
Assistant State Public Defender Attorneys	21
Law Enforcement	36

* Included in the Plan for informational purposes only

PAY SCHEDULES

Trades Supervisory and Management..... 01
Administrative Support 02
Blue Collar & Non-Building Trades 03
Building Trades Crafts 04
Security & Public Safety 05
Technical 06
Fiscal & Staff Services 07
Research, Statistics & Analysis 08
Legal 09
Patient Treatment 10
Patient Care 11
Social Services 12
Education 13
Engineering 14
Science 15
Limited Term Employment..... 18
Assistant District Attorneys 20
Assistant State Public Defender Attorneys 21
Law Enforcement 36
Patient-Related Broadband 50
Law Enforcement Broadband 56
Information Systems-Related Broadband 70
Legal-Related Broadband 71
General Broadband 81
Executive Salary Group (ESG) 90
General Senior Executive Group 95