



July 15, 2005

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 a letter dated May 4, 2005, I submitted the 2005-2007 Compensation Plan for your approval. I would like to amend the Plan submitted as follows:

1. Delay effective dates in the Introductory Note and Sections A, B, C, and Z from June 26, 2005 to July 24, 2005, which will be the first day of the pay period following the public hearing regarding the 2005-2007 Compensation Plan;
2. Provide lump sum payments in Sections A, 2.03, Section B, 3.06, and Section C, 2.03 due to the delay in the effective date of the FY 2005-2006 General Wage Adjustment;
3. Correct references in Section B, 3.02 and 3.07;
4. Provide language in Section F, 3.05(3)(b) and 3.05(3)(f)4 that indicates employees who do not meet Department of Administration established Minimum Driving standards will receive the lower reimbursement rate (i.e., either the rate pursuant to s. 20.916 (4) (e), Wis. Stats., or the lower rate established for specially equipped personal vans.);
5. Increase in Section F, 3.05(3)(f)4 both mileage reimbursement rates for specially equipped vans by \$0.06 per mile, which mirrors the increase I have already recommended for other personal automobile use; and
6. Section K is added to provide wage adjustments and lump sum payments to classified nonrepresented employees as parity with wage adjustments and payments provided to employees represented by the Administrative Support, Blue Collar, Security and Public Safety, and Technical units of the Wisconsin State Employees Union (WSEU) in their 2003-2005 collective bargaining agreements.

The specific changes are provided in Attachment A. I recommend that these revisions, and all of the recommendations previously made, be approved.

In addition, Attachment B is a draft bill that I request you sponsor as a companion bill to the Compensation Plan. These changes would provide nonrepresented employees who are nonexempt under the provisions of the federal Fair Labor Standards Act with the same vacation schedule provided to WSEU units in the 2003-2005 collective bargaining agreements.

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It is estimated that the additional cost of the recommendations made in this letter will be \$263,754 all funds with fringe. The General Purpose Revenue portion is approximately \$121,142. More detailed cost estimates are provided in Attachment C.

Thank you for your consideration of the requests.

Sincerely,

Karen E. Timberlake
Director

KET:PLO

Attachments: Attachment A: Revised Introductory Notes and Sections A, B, C, F, K and Z
of the 2005-2007 Compensation Plan
Attachment B: Companion Bill Related to Annual Leave
Attachment C: Cost Estimates