

SECTION L – MARKET AND PARITY PROVISIONS

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1.00 Coverage

The provisions of this Section (Section L) apply to permanent or project employees in the classified service who are not covered by the public safety collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Market and/or Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (d), below, any employee in a position allocated to a classification listed in 2.02 through 2.04 of this Section (Section L) who is in pay status on the effective date indicated for a market and/or parity adjustment is eligible to be considered for that particular adjustment.
 - (a) For adjustments in FY 2014, any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 29, 2013.
 - (b) For adjustments in FY 2015, any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 28, 2014.

- (c) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 29, 2013, for FY 2013-2014 and June 28, 2014, for FY 2014-2015. If the required performance evaluations are performed by September 30 of the applicable fiscal year, the supervisor may be provided with the delayed adjustment effective October 6, 2013, for FY 2013-2014 or October 5, 2014, for FY 2014-2015, with no retroactive pay or lump sum payment for the delay.
 - (d) Any employee paid at or above the pay range maximum, except as a lump sum payment under 3.00.
- (2) All market and/or parity adjustments granted are subject to the applicable pay range maximum.
 - (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).
 - (4) Permanent and project employees in positions allocated to classifications other than those listed in 2.02 through 2.04 below, may be included if such positions provide technical supervision, spend a majority of their time in, or are primarily responsible for duties related to those performed by employees listed in 2.02 through 2.04 below. **Such positions will be included only upon an agency recommendation and OSER approval.**
 - (5) **Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.**

NOTE: The base pay rate adjustments provided under this Section (Section L) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on reinstatement or restoration under Sections E or I of this Plan. Required base pay rate adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

NOTE: The adjustments provided under this Section (Section L) will be applied in the order set forth below, and after all adjustments other than Equity or Retention Adjustments under Section I, Discretionary Merit Compensation under Section J, and Original Appointments, if multiple adjustments occur on the effective date.

2.02 Agency-Funded Market and/or Parity Adjustments

- (1) Effective Date. The market adjustments will be effective on the date indicated.
- (2) Amount. Appointing authorities may grant adjustments to eligible employees affected by market factors and/or pay compression or inequities at a rate **not to exceed** (NTE) the amount indicated below:

Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.

(a) Effective June 30, 2013:

Code	Classification	NTE Per Hour Increase
71040	Chief, Regulatory & Tech Services	\$1.000
26763	Civil Engineer-Transpr-Advanced	\$2.403
26762	Civil Engineer-Transpr-Senior	\$1.798
26520	Civil Engineer-Transpr Supervisor	\$2.500
74820	Consumer Protection Supervisor	\$1.600
26530	DOT Engineering Chief	\$2.500
24040	DOT Technical Services Chief	\$2.500
55534	Environmental Analysis & Review Coordinator	\$1.780
55531	Environmental Analysis & Review Spec	\$1.366
55533	Environmental Analysis & Review Spec-Advanced	\$1.780
70380	Food Safety Supv	\$1.000
70903	Food Scientist-Adv	\$1.780
52962	Initial Assessment Specialist Advanced	\$0.200
52980	Initial Assessment Supervisor	\$0.640
81620	Law Enforcement Dispatcher Supv	\$2.000
55220	Park Manager	\$1.600
26803	Structural Engineer-Transpr-Advanced	\$2.403
26802	Structural Engineer-Transpr-Senior	\$1.798
26820	Structural Engineer-Transpr-Supervisor	\$2.500

- (b) At each of the University of Wisconsin campuses, the appointing authority may grant employees classified as Police Officers and Police Detectives a one-time market adjustment not to exceed \$4.000 per hour. The effective date may be the first day of any pay period during fiscal year 2014 (i.e, no later than June 15, 2014). **However, all market adjustments granted at a given campus must be effective on the same effective date.**

(c) Effective December 29, 2013:

Code	Classification	NTE Per Hour Increase
02300	Insurance Financial Examiner	\$3.000
02390	Insurance Financial Examiner Chief	\$5.750
02375	Insurance Financial Examiner-Advanced	\$5.500
02373	Insurance Financial Examiner-Journey	\$4.000
02374	Insurance Financial Examiner-Senior	\$5.000
73902	WTS & Measures Petro Sys Specialist-Senior	\$1.000
73920	WTS & Measures Petro Sys Supervisor	\$1.000

(d) Effective February 9, 2014

The Department of Corrections (DOC) and the Department of Health Services (DHS) may grant an increase, not to exceed \$0.200 per hour, to Correctional Sergeant and Youth Counselor-Advanced employees affected by inequities resulting from the change in pay for upward movement from pay range 05-31 to 05-32, as provided in the original language of Section E, 4.00 of this Plan. **DOC and DHS must receive prior approval from OSER regarding distribution before granting this agency funded increase.**

(e) Effective June 29, 2014:

Code	Classification	NTE Per Hour Increase
65140	Administrative Warden	\$2.250
65100	Conservation Warden	\$2.250
65160	Environmental Warden	\$2.250
65080	NR Law Enforcement Supervisor	\$2.250
65110	Safety Specialist Warden	\$2.250
65170	Special Investigative Warden	\$2.250

(f) Effective May 4, 2014

The Department of Health Services (DHS) may grant an increase, not to exceed \$0.766 per hour, to Resident Care Technician 2 employees affected by inequities resulting from a change in pay for upward movements. **DHS must receive prior approval from OSER regarding distribution before granting this agency funded increase.**

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to provide the necessary funding.**

2.03 IS Market and/or Parity Adjustments

- (1) Effective Date. The market and/or parity adjustments will be effective June 29, 2014.
- (2) Amount.
 - (a) Structure Adjustments. Effective June 29, 2014, certain IS-related classifications will be reallocated to the new IS Broadband Pay Ranges provided in Section Z of this Plan. Structure adjustments related to these reallocations will be funded through this provision.
 - (b) Pay Adjustments. Subject to 1) through 4) below, agencies will generate \$1.500 per hour for each employee in positions allocated to the classifications below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
 - 1) **Funds generated have no bearing on the rights of individual employees to these funds.**
 - 2) **Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.**
 - 3) Any funds that are not distributed on the effective date will remain unspent.
 - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

Code	Classification
09040	Administrator of the Division of Technology Services
13700	Info Technology Mgmt Conslt
13150	Info Technology Manager
13661	IS Business Automation Analyst
13664	IS Business Automation Conslt/Admr
13662	IS Business Automation Senior
13663	IS Business Automation Spec
13404	IS Comprehensive Conslt/Admr
13401	IS Comprehensive Services Professional
13402	IS Comprehensive Services Senior
13403	IS Comprehensive Services Spec
16820	IS Consultant Confidential
16821	IS Consultant Management
13304	IS Data Services Conslt/Admr
13301	IS Data Services Professional
13302	IS Data Services Senior

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13303	IS Data Services Spec
14210	IS Enterprise Conslt Confidential
14062	IS Enterprise Data Services Conslt/Admr
14601	IS Enterprise Data Services Spec
14072	IS Enterprise Network Services Conslt/Admr
14071	IS Enterprise Network Services Spec
14110	IS Enterprise Spec Confidential
14362	IS Enterprise Strategic Plan Services Conslt/Admr
14361	IS Enterprise Strategic Plan Services Spec
14262	IS Enterprise Systems Development Services Conslt/Admr
14261	IS Enterprise Systems Development Services Spec
14272	IS Enterprise Technical Services Conslt/Admr
14271	IS Enterprise Technical Services Spec
13364	IS Network Services Conslt/Admr
13361	IS Network Services Professional
13362	IS Network Services Senior
13363	IS Network Services Spec
13310	IS Professional Confidential
16803	IS Professional Senior Confidential
13561	IS Professional In-Training (A)
13562	IS Professional In-Training (B)
16810	IS Spec Confidential
16811	IS Spec Management
13521	IS Supervisor 1
13522	IS Supervisor 2
13374	IS Systems Development Services Conslt/Admr
13371	IS Systems Development Services Professional
13372	IS Systems Development Services Senior
13373	IS Systems Development Services Spec
13464	IS Technical Services Conslt/Admr
13461	IS Technical Services Professional
13462	IS Technical Services Senior
13463	IS Technical Services Spec
13530	Management Information Chief
13550	Management Information Manager

- (3) Funding. Costs of structure adjustments and pay adjustments under (2)(a) and (b) above will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of the Department of Administration.

2.04 Other Market and/or Parity Adjustments

- (1) Effective Date. The market and/or parity adjustments will be effective June 29, 2014.
- (2) Amount. Appointing authorities will grant adjustments to eligible employees affected by market factors and/or pay compression or inequities resulting from pay range reassignments provided to subordinate or related classifications at the amount indicated below:

(a) Code	Classification	Per Hour Increase
38470	Advanced Practice Nurse-Prescriber	\$2.000
80300	Aircraft Pilot	\$1.000
83120	Automotive Shop Supervisor	\$0.750
83104	Automotive/Equipment Tech-Master	\$0.750
53201	Chaplain	\$1.000
52360	Chief Regional Psychologist	\$2.000
81320	Communications Technician Supervisor	\$0.750
81362	Communications Technician-Senior	\$0.750
42103	Controlled Substance Analyst-Advanced	\$2.000
42102	Controlled Substance Analyst-Senior	\$2.000
66100	Corrections Communications Operator	\$1.000
66120	Corrections Communications Supervisor	\$1.000
18803	Criminal History Records Spec-Advanced	\$1.000
18802	Criminal History Records Spec-Senior	\$1.000
18120	Criminal History Records Supervisor	\$1.000
32300	Dentist	\$3.000
32340	Dentist Management	\$3.000
32380	Dentist Supervisor	\$3.000
37520	Dietetic Services Director	\$1.500
37402	Dietitian-Administrative	\$1.500
37401	Dietitian-Clinical	\$1.500
38330	Director of Nursing	\$1.500
42203	DNA Analyst-Advanced	\$2.000
42202	DNA Analyst-Senior	\$2.000
59160	Education Director	\$1.000
74201	Emergency Government Spec	\$1.000
74203	Emergency Government Spec-Advanced	\$1.000
74202	Emergency Government Spec-Senior	\$1.000
74220	Emergency Management Program Supervisor	\$1.000
74260	Emergency Services Coordinator	\$1.000
11210	Employment Relations Program Coordinator	\$1.000
74310	Equal Opportunity Program Officer	\$1.000
74313	Equal Opportunity Program Spec-Senior	\$1.000
42303	Examiner of Questioned Documents-Advanced	\$2.000
42302	Examiner of Questioned Documents-Senior	\$2.000
74413	Executive Equal Opportunity Spec-Senior	\$1.000

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10990	Executive Human Resources Manager	\$1.000
10970	Executive Human Resources Officer	\$1.000
10904	Executive Human Resources Spec-Advanced	\$1.000
02120	Financial Examiner Supervisor	\$1.000
02105	Financial Examiner-Advanced	\$1.000
02104	Financial Examiner-Senior	\$1.000
00103	Financial Specialist 3	\$0.750
00104	Financial Specialist 4	\$0.750
00105	Financial Specialist 5	\$0.750
00310	Financial Specialist-Confidential	\$0.750
00120	Financial Specialist Program Supervisor	\$0.750
00320	Financial Specialist Supervisor	\$0.750
42403	Fingerprint and Footwear Examiner-Advanced	\$2.000
42402	Fingerprint and Footwear Examiner-Senior	\$2.000
42503	Firearms & Toolmark Examiner-Advanced	\$2.000
42502	Firearms & Toolmark Examiner-Senior	\$2.000
42703	Forensic Imaging Spec-Advanced	\$2.000
42702	Forensic Imaging Spec-Senior	\$2.000
67250	Forensic Science Program Chief	\$2.000
42660	Forensic Science Training Coordinator-Advanced	\$2.000
67220	Forensic Scientist Supervisor	\$2.000
36820	Health Information Supervisor	\$1.000
35101	Health Information Technician 1	\$1.000
35102	Health Information Technician 2	\$1.000
38250	Health Services Nursing Coordinator	\$1.500
10890	Human Resources Manager	\$1.000
10810	Human Resources Program Officer	\$1.000
10804	Human Resources Spec-Advanced	\$1.000
10830	Human Resources Supervisor	\$1.000
52961	Initial Assessment Specialist	\$1.000
52962	Initial Assessment Specialist Advanced	\$1.000
54980	Initial Assessment Supervisor	\$1.000
52990	Initial Assessment Program Manager	\$1.000
11110	Institution Human Resources Director-Advanced	\$1.000
59180	Juvenile Education Director	\$1.000
11240	Labor Relations Manager	\$1.000
11213	Labor Relations Spec-Chief	\$1.000
57800	Librarian	\$1.000
57720	Librarian Supervisor	\$1.000
38500	Licensed Practical Nurse	\$1.500
70420	Meat Safety Supervisor	\$1.000
56063	NR Research Scientist-Advanced	\$1.000
56062	NR Research Scientist-Senior	\$1.000
27790	Nuclear Engineer Manager	\$1.000
27773	Nuclear Engineer-Advanced	\$1.000
27772	Nuclear Engineer-Senior	\$1.000
27780	Nuclear Engineering Spec-Supervisor	\$1.000
38302	Nurse Clinician 2	\$1.000

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38862	Nurse Clinician 2-Weekend	\$1.000
38303	Nurse Clinician 3	\$1.500
38863	Nurse Clinician 3-Weekend	\$1.500
38304	Nurse Clinician 4	\$1.500
38370	Nurse Practitioner Management	\$2.000
38430	Nursing Administrator	\$1.500
38102	Nursing Assistant 2	\$0.750
38102	Nursing Assistant 3	\$0.750
38341	Nursing Conslt 1	\$1.500
38342	Nursing Conslt 2	\$1.500
38210	Nursing Instructor	\$1.500
38260	Nursing Spec	\$1.000
38320	Nursing Supervisor	\$1.500
36550	Pharmacist	\$2.000
36540	Pharmacist Supervisor	\$2.000
36900	Pharmacy Practices Conslt	\$2.000
36420	Pharmacy Technician Supervisor	\$1.000
36402	Pharmacy Technician-Objective	\$1.000
39860	Physical Therapy Assistant	\$0.750
31210	Physician	\$3.000
38000	Physician Assistant	\$2.000
31240	Physician Management	\$3.000
31220	Physician Supervisor	\$3.000
77103	Power Plant Operator-In Charge	\$0.750
77102	Power Plant Operator-Senior	\$0.750
77520	Power Plant Superintendent	\$0.750
01303	Property Assessment Spec-Advanced	\$1.000
01302	Property Assessment Spec-Journey	\$1.000
01320	Property Assessment Supervisor	\$1.000
31310	Psychiatrist	\$3.000
31340	Psychiatrist Management	\$3.000
31320	Psychiatrist Supervisor	\$3.000
52100	Psychological Associate	\$2.000
52210	Psychologist Chief	\$2.000
52270	Psychologist Manager	\$2.000
52240	Psychologist Supervisor	\$2.000
52250	Psychologist Supervisor-Management	\$2.000
52160	Psychologist-Licensed	\$2.000
67572	Revenue Agent 3	\$1.000
67573	Revenue Agent 4	\$1.000
67680	Revenue Agent Field Management Supervisor	\$1.000
67620	Revenue Agent Supervisor	\$1.000
01020	Revenue Audit Supervisor	\$1.000
01563	Revenue Auditor 3	\$1.000
01564	Revenue Auditor 4	\$1.000
01565	Revenue Auditor 5	\$1.000
01566	Revenue Auditor 6	\$1.000
54163	Revenue Economist-Confidential-Advanced	\$1.000

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54162	Revenue Economist-Confidential-Senior	\$1.000
67663	Revenue Field Agent 3	\$1.000
67664	Revenue Field Agent 4	\$1.000
67665	Revenue Field Agent 5	\$1.000
01574	Revenue Field Auditor 4	\$1.000
01575	Revenue Field Auditor 5	\$1.000
01576	Revenue Field Auditor 6	\$1.000
01577	Revenue Field Auditor 7	\$1.000
01578	Revenue Field Auditor 8	\$1.000
01101	Revenue Tax Spec 1	\$1.000
01102	Revenue Tax Spec 2	\$1.000
01103	Revenue Tax Spec 3	\$1.000
01104	Revenue Tax Spec 4	\$1.000
01105	Revenue Tax Spec 5	\$1.000
52461	School Psychologist	\$2.000
52462	School Psychologist-Senior	\$2.000
03205	Securities Examiner-Advanced	\$1.000
03204	Securities Examiner-Senior	\$1.000
51820	Social Services Supervisor	\$1.000
50862	Social Worker	\$1.000
51800	Social Worker-Clinical	\$1.000
50863	Social Worker-Senior	\$1.000
01730	Tax Resolution Management-Supervisor	\$1.000
01803	Tax Resolution Officer-Corp Office Audit	\$1.000
01804	Tax Resolution Officer-Field Audit	\$1.000
01805	Tax Resolution Officer-Large Case	\$1.000
01801	Tax Resolution Officer-Office Audit-Objective	\$1.000
01802	Tax Resolution Officer-Office Audit-Senior	\$1.000
58200	Teacher	\$1.000
58220	Teacher Supervisor	\$1.000
42803	Toxicologist-Advanced	\$2.000
42802	Toxicologist-Senior	\$2.000
42903	Trace Evidence Examiner-Advanced	\$2.000
42902	Trace Evidence Examiner-Senior	\$2.000
77700	Utility Plant Operator	\$0.750

(b) The appointing authority may grant employees classified as Police Officers and Police Detectives in the Department of Administration's Capitol Police Department a one-time market adjustment not to exceed \$4.000 per hour, effective June 29, 2014. **Criteria for distribution of these adjustments will be applied in a uniform manner throughout the Capitol Police Department.**

(3) Funding. Costs of structure adjustments and pay adjustments under (2)(a) and (b) above will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of the Department of Administration.

3.00 Annualized Lump Sum Payments

Employees not receiving a base building increase, or receiving only a partial increase, in this Section (Section L) solely because of the pay range maximum limitation in 2.01(1)(d), will receive a lump sum payment equal to the difference between the base rate increase received and the increase the employee would have been granted by the appointing authority, multiplied by 2088.