

INTRODUCTORY NOTES

Effective Dates

This Compensation Plan is a revision of the 2001-2003 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 June 29, 2003 through June 26, 2004, for fiscal year 2003-2004; and June 27, 2004 through June 25, 2005, for fiscal year 2004-2005; unless otherwise noted. These dates will be June 29, 2003 through June 25, 2005, for the 2003-2005 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

REPRESENTED *

Administrative Support.....02
Blue Collar & Non-Building Trades.....03
Building Trades Crafts.....04
Security & Public Safety.....05
Technical06
Fiscal & Staff Services07
Research, Statistics & Analysis08
Legal09
Patient Treatment10
Patient Care.....11
Social Services.....12
Education.....13
Engineering14
Science.....15
Assistant District Attorneys.....20
Assistant State Public Defender Attorneys21
Law Enforcement.....36

NONREPRESENTED

General Nonrepresented01
Limited-Term Employment18
Nonrepresented Patient Treatment-Related Broadband.....50
Nonrepresented Law Enforcement Broadband56
Nonrepresented Information Systems-Related Broadband70
Nonrepresented Legal-Related Broadband.....71
General Nonrepresented Broadband81
Executive Salary Group (ESG).....90
General Senior Executive Group.....95

* Included in the Plan for informational purposes only.