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Tax; and other revenue field auditor-related supervisory or managerial classifications with responsibility for directing positions performing or reviewing revenue field audits.

- (2) The appointing authority will have the discretion to grant or adjust add-ons, subject to the maximum allowable amount, based on criteria developed by the appointing authority. Such criteria must be approved by the OSER Director prior to the granting of any add-ons under these provisions.
- (3) 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 assignments of the classifications. 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.
- (4) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) Any add-on will be immediately discontinued by DOR when the employee is no longer employed in the position for which the add-on was approved.

4.20 Overtime Compensation and/or Supplemental Pay for Project Employees

Except as provided in 4.04 (Overtime During a Declared Emergency) of this Section (Section A), project employees must receive the same overtime compensation and/or supplemental pay as permanent employees in the same class. Each position is considered separately in determining the number of work hours for employees occupying more than one position unless the FLSA requires that the work hours be considered jointly.

NOTE: See Section E, 2.00 and Section I, 4.04 of this Plan for provisions relating to pay upon appointment to project positions.

4.21 Supplemental Pay Program for Power Plant Supervisors, Power Plant Managers, and Power Plant Superintendents

- (1) Agencies or universities that have power plant facilities may develop a supplemental pay program comparable to that negotiated for their subordinates in Power Plant Operator and Power Plant Assistant positions. This supplemental pay program would apply to employees in positions allocated to the Power Plant Supervisor, Power Plant Manager, and the Power Plant Superintendent classifications at power plant facilities for which an add-on has been negotiated.
- (2) The appointing authority will have the discretion to grant or adjust add-ons, subject to the maximum allowable amount negotiated for the subordinates at the facility, based on criteria developed by the appointing authority.

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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 assignments of the classifications. 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) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (4) The agency or university will immediately discontinue any add-on when the employee is no longer employed in the position for which the add-on was approved.

4.22 Supplemental Pay for Firearms Requirement at the Department of Military Affairs

Effective July 23, 2006, nonrepresented employees in the Department of Military Affairs who are qualified and regularly required to carry a firearm during the performance of security duties shall receive an add-on of \$2.00 per hour. For purposes of this provision, a firearm is defined as a pistol and/or rifle. The add-on will immediately cease if the employee is no longer qualified or regularly required to carry a firearm, or leaves the Department of Military Affairs.

4.23 Supplemental Pay for AALAS Certification

Effective July 23, 2006, employees at the University of Wisconsin-Madison who are in positions allocated to the classifications Laboratory Technical Support Supervisor and UW Agricultural Supervisor shall receive an add-on of \$1.00 per hour for any applicable AALAS certification. Employees with multiple certifications will receive no more than \$1.00 per hour. Any add-on will be immediately discontinued when the employee is no longer employed in the position for which the add-on was approved.

4.24 Supplemental Pay for Veterinary Technician Supervisors

- (1) Effective July 23, 2006, employees at the University of Wisconsin-Madison who are in positions allocated to the classification Veterinary Technician Supervisor shall receive an add-on of \$1.00 per hour if certified as a specialist for any of the following areas: Academy of Veterinary Emergency and Critical Care Technicians; Academy of Veterinary Dental Technicians; or Academy of Veterinary Technician Anesthetists.
- (2) Effective July 23, 2006, employees at the University of Wisconsin-Madison who are in positions allocated to the classification Veterinary Technician Supervisor shall receive an add-on of \$1.00 per hour for all hours worked between the hours of 6:00 p.m. and 6:00 a.m., and an add-on of \$1.00 per hour for all hours worked between 12:01 a.m. on Saturday and 12:00 p.m. on Sunday.

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These add-ons are in addition to any shift differential or weekend differential received.

(3) Any add-on provided in (1) and (2), above, will be immediately discontinued when the employee is no longer employed as a Veterinary Technician Supervisor.

4.225 Supplemental Pay for Add-On Pilot Programs

- (1) An agency may develop a supplemental pay program for managers and supervisors comparable to any add-on pilot program for their subordinates during the life of any collective bargaining agreement. This supplemental pay program would apply to employees in positions allocated to supervisory or managerial classifications with responsibility for directing positions receiving an add-on.
- (2) The appointing authority will have the discretion to grant or adjust add-ons, subject to the maximum allowable amount, based on criteria developed by the appointing authority. Such criteria must be approved by the OSER Director prior to the granting of any add-ons under these provisions.
- (3) 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 assignments of the classifications. 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.
- (4) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) Any add-on will be immediately discontinued when the employee is no longer employed in the position for which the add-on was approved.

5.00 Benefit Provisions

5.01 Health Insurance Premiums

As provided under s. 40.05(4)(ag), Wis. Stats., and this Plan, the state will pay health insurance premiums for its insured employees who are currently employed:

**SECTION L - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES
AFFECTED BY 2005-2007 COLLECTIVE BARGAINING AGREEMENTS**

1.00 Coverage

2.00 Parity Adjustments

- 2.01 Eligibility
- 2.02 Market Adjustments
- 2.03 Agency Adjustments

3.00 Parity Lump Sum Payments

- 3.01 Eligibility
- 3.02 Non-Discretionary Lump Sum Payments

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 a 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 Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (e), below, any employee in a position allocated to a classification listed in 2.02 and 2.03 of this Section (Section L) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment.
 - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005, for parity adjustments effective before June 25, 2006.
 - (b) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month

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- period ending June 24, 2006, for adjustments effective on or after June 25, 2006.
- (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 25, 2005, for parity adjustments effective before June 25, 2006.
 - (d) 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 24, 2006, for parity adjustments effective on or after June 25, 2006.
 - (e) Any employee paid at or above the pay range maximum.
- (2) All parity adjustments granted are subject to the applicable pay range maximum.
 - (3) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2005-2007 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**
 - (4) 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).

NOTE: The parity 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 Section I, 4.07 and 4.08 of this Plan. Required base pay rate adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

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

2.02 Market Adjustments

- (1) **Effective Date.** The market adjustments will be effective on the applicable date provided in (4) through (67), below. Adjustments will be granted in the order they are shown in (4) through (67), below, if an employee is eligible for more than one parity adjustment on a given date.

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- (2) Amount. Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2005-2007 collective bargaining agreements.
 - (a) **Criteria for distribution of these market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
 - (b) **If an employee is granted less than the amount generated, the appointing authority must provide OSER with an appropriate justification for doing so.**
 - (c) **Amounts granted in excess of the amount generated by an employee must receive prior approval from OSER. Requests shall be made in the same manner as requests made in accordance with 2.01(3), above.**
- (3) Funding.
 - (a) Subject to (b) through (e), below, on the effective date designated agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
 - (d) **Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.**
 - (e) Funds generated for distribution in (4) through (67), below, may not be granted to anyone other than to the individual employee generating the funding, nor may it be combined with the discretionary parity funds provided for distribution in any other section of this Plan.
- (4) Market Adjustments Effective May 28, 2006

Code	Classification	Per Hour Increase
38330	Director of Nursing	\$1.139
38370	Nurse Practitioner Mgmt	\$1.139
38430	Nursing Administrator	\$1.139
38320	Nursing Supv	\$1.139
40620	Public Health Education Supv	\$1.279

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(5) Market Adjustments Effective June 25, 2006

(a)	Code	Classification	Per Hour Increase
	65140	Administrative Warden	\$1.520
	28320	Agricultural Engineer Supv	\$1.000
	28380	Agriculture Engineer Prog Mgr	\$1.000
	26040	Architect/Engineer Mgmt	\$1.000
	26020	Architect/Engineer Supv	\$1.000
	83120	Automotive Shop Supv	\$1.047
	76120	Buildings/Grounds Superintendent	\$1.866
	76020	Buildings/Grounds Supv	\$1.866
	24140	Chief, Integrated Services Section	\$1.000
	26520	Civil Engineer-Transportation Supv	\$1.000
	26330	Construction Coordinator Supv	\$0.311
	20320	Corrections Stores Supv	\$0.550
	76320	Custodial Svcs Prog Supv	\$0.407
	76220	Custodial Svcs Supv	\$0.407
	32340	Dentist Mgmt	\$1.810
	32380	Dentist Supv	\$1.810
	35620	Diagnostic Imaging Supv	\$2.226
	38330	Director of Nursing	\$1.208
	26530	DOT Engineering Chief	\$1.000
	24040	DOT Technical Svcs Chief	\$1.000
	54110	Economist-Conf	\$0.559
	25700	Engineering Prog Mgmt Consultant	\$1.000
	24840	Engineering Spec Mgmt	\$0.311
	24880	Engineering Spec Supv	\$0.311
	25920	Engineering Spec-Transp Supv	\$0.311
	26080	Entrprs Architect/Engineer Supv	\$1.000
	27030	Environmental Engineer Supv	\$1.000
	09314	Executive Policy & Budget Analyst Adv	\$1.200
	09311	Executive Policy & Budget Analyst Entry	\$1.200
	09312	Executive Policy & Budget Analyst Journey	\$1.200
	09313	Executive Policy & Budget Analyst Sr	\$1.200
	09090	Executive Policy & Budget Manager	\$1.200
	67220	Forensic Scientist Supv	\$2.000
	33220	Gaming Veterinarian Supv	\$1.640
	36820	Health Information Supv	\$1.527
	36880	Health Information Supv-UW System	\$1.527
	67020	Identification Tech Supervisor	\$0.859
	19210	Legal Support Staff-Conf	\$1.313
	76520	Maintenance Supv	\$1.866
	29940	Manufacturing Engineer Consultant	\$1.000
	29930	Manufacturing Engineer Mgmt Supv	\$1.000
	65080	Nat Res Law Enforcement Supv	\$1.520
	27780	Nuclear Engineering Spec Supv	\$0.311
	38370	Nurse Practitioner Mgmt	\$1.208

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38430	Nursing Administrator	\$1.208
38320	Nursing Supervisor	\$1.208
18720	Offender Records Assistant Supv	\$1.162
18820	Offender Records Supv	\$1.162
18920	Offender Records Unit Supv	\$1.162
18970	Offender Status Consultant	\$1.162
36420	Pharmacy Tech Supv	\$1.376
31240	Physician Mgmt	\$1.813
31220	Physician Supv	\$1.813
65240	Police Captain	\$1.520
65750	Police Chief, Capitol Police	\$1.520
81580	Police Communications Supv	\$0.260
65222	Police Lieutenant	\$1.520
65210	Police Officer Conf.	\$1.520
65221	Police Sergeant	\$1.520
01320	Property Assessment Supv	\$3.143
40620	Public Health Education Supv	\$0.909
38760	Public Health Nursing Coordinator	\$1.700
40530	Public Health Nutrition Section Chief	\$0.869
66180	Psychiatric Care Supv	\$1.520
31340	Psychiatrist Mgmt	\$1.978
31320	Psychiatrist Supv	\$1.978
27680	Radiation Engineering Spec Supv	\$0.311
20880	Records Center Supv	\$0.550
46140	Research Administrator	\$0.403
46110	Research Analyst Adv Conf	\$0.403
46120	Research Analyst Adv Supv	\$0.403
38581	Resident Care Supv	\$1.397
35960	Respiratory Therapy Supv	\$1.371
65420	Security Supv	\$1.354
20220	Shipping & Mailing Prog Supv	\$0.550
20120	Shipping & Mailing Supv	\$0.550
65940	State Patrol Captain	\$1.520
65992	State Patrol Colonel	\$1.520
65922	State Patrol Lieutenant	\$1.520
65950	State Patrol Major	\$1.520
65921	State Patrol Sergeant	\$1.520
65910	State Patrol Trooper Conf.	\$1.520
73620	Storage Tank Regulation Chief	\$1.000
20420	Stores Supv	\$0.550
66581	Supervising Officer 1	\$1.520
66582	Supervising Officer 2	\$1.520
66320	Supervising Officer-DHFS	\$1.520
53880	Supervising Youth Counselor	\$1.520
39780	Therapy Program Supervisor	\$1.700
39720	Therapy Supervisor	\$1.700
33640	Veterinary Program Manager	\$1.640

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(b)	Code	Classification	Per Hour Increase
	59160	Education Director	*
	59180	Juvenile Education Director	*
	58220	Teacher Supv.	*

*Full Years of Adjusted Continuous Service as of June 25, 2006		Per Hour Increase
Zero through 4		\$1.440
5 through 11		\$1.590
12 through 16		\$1.740
17 through 24		\$1.890
25 or more		\$1.990

(c)	Code	Classification	Per Hour Increase
	57320	Archeology Supv	*
	57120	Archival Supv	*
	63560	Asst Dir Veterans Museums	*
	63220	Curatorial Supv	*
	63020	Historic Site Coordinator	*
	57720	Librarian Supv	*
	59520	Public Instruction Supervisor	*
	06720	Veterans Home Special Programs Supv	*

*Full Years of Adjusted Continuous Service as of June 25, 2006		Per Hour Increase
Zero through 4		\$1.300
5 through 11		\$1.600
12 through 16		\$1.750
17 through 24		\$1.800
25 or more		\$1.850

(d)	Code	Classification	Per Hour Increase
	32340	Dentist Mgmt	*
	32380	Dentist Supv	*

*Full Years of Adjusted Continuous Service as of June 30, 2006		Per Hour Increase
5 through 9		\$1.000
10 through 14		\$1.250
15 through 19		\$1.500
20 through 24		\$1.750
25 or more		\$2.000

(e)	Code	Classification	Per Hour Increase
	31240	Physician Mgmt	*
	31220	Physician Supv	*
	31340	Psychiatrist Mgmt	*
	31320	Psychiatrist Supv	*

***Full Years of Adjusted Continuous Service as of June 30, 2006**

Per Hour Increase

5 through 9	\$0.250
10 through 14	\$0.500
15 through 19	\$0.750
20 through 24	\$1.000
25 or more	\$1.250

(f)	Code	Classification	Per Hour Increase
	36540	Pharmacist Supv	*

***Full Years of Adjusted Continuous Service as of June 30, 2006**

Per Hour Increase

Zero through 3	\$0.500
4 through 5	\$3.750
6 through 9	\$4.000
10 through 14	\$4.250
15 or more	\$5.000

(6) Market Adjustments Effective July 23, 2006

(a) Effective July 23, 2006, any employee whose position is allocated to one of the following classifications and is in pay status on that date will generate an increase of \$1.00 per hour and a lump sum payment of \$125.00.

Code Classification

30110 Attorney Conf
30130 Attorney Conf Supv
30140 Attorney Mgmt
30120 Attorney Supv

(b)	Code	Classification	Per Hour Increase
	00240	Accountant Adv Mgmt	\$1.760
	00110	Accountant Conf	\$1.760
	00655	Accountant (DOA GAAP) Mgmt	\$1.760
	00211	Accountant Journey Conf	\$1.760
	00212	Accountant Sr Conf	\$1.760

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00241	Accountant Sr Mgmt	\$1.760
00430	Agriculture Audit Supv	\$1.760
00611	Auditor (School Finance) Conf	\$1.760
52900	Child Protective Svcs Manager	\$1.697
52920	Child Protective Svcs Site Supv	\$1.697
49480	Corrections Class Mgmt Supv	\$1.680
51880	Corrections Field Supv	\$1.703
51520	Corrections Program Supv	\$1.748
49470	Corrections Svcs Supv	\$1.700
51580	Corrections Unit Supv	\$1.748
00530	Financial Mgmt Supv.	\$1.760
00560	Financial Officer	\$1.760
00580	Financial Program Supv	\$1.760
50840	Institution Social Svcs Dir	\$1.748
15010	Paralegal Conf	\$1.259
15020	Paralegal Supv	\$1.640
01380	Property Assessment Field Supv	\$1.590
01320	Property Assessment Supv	\$1.590
52210	Psychologist Chief	\$2.000
52270	Psychologist Manager	\$2.000
52240	Psychologist Supv	\$2.000
52250	Psychologist Supv Mgmt	\$2.000
01020	Revenue Audit Supv	\$1.760
67580	Special Agent in Charge	\$1.520
01730	Tax Conferee Mgmt Supv	\$1.760

(c)	Code	Classification	Per Hour Increase
	13070	Administrative Rules Officer	*
	71220	Agriculture Marketing Supv	*
	49840	Area Administrator	*
	09770	Budget & Capital Officer	*
	09610	Budget & Policy Analyst Agency	*
	09110	Budget & Policy Analyst Agency Adv	*
	09710	Budget & Policy Analyst Div	*
	09210	Budget & Policy Analyst Div Adv	*
	09790	Budget & Policy Manager	*
	09220	Budget & Policy Supv	*
	09230	Budget & Policy Supv Adv	*
	09020	Budget & Policy Supv Div Adv	*
	06610	Central Payroll Systems Coordinator	*
	06630	Chief of Central Payroll	*
	06820	Communications & Agric Svcs Supv	*
	12340	Communications Officer	*
	07420	Community Svcs Supervisor	*
	04220	Contracts Supv	*
	05810	Corrections Administrative Spec Conf	*
	05980	Corrections Administrative Supv	*
	05920	Corrections Administrative Unit Supv	*

49610	Corrections Human Resources Coord	*
24070	DOT Real Estate Chief	*
74220	Emergency Mgmt Program Supv	*
52060	Employee Assistance Officer	*
52010	Employee Assistance Spec	*
07220	Employment Coord Supv	*
11440	Employment Relations Manager UWS	*
11210	Employment Relations Program Coord	*
11410	Employment Relations Spec	*
74310	Equal Opportunity Program Officer	*
74312	Equal Opportunity Program Spec	*
74313	Equal Opportunity Program Spec Sr	*
73420	Equal Rights Supv	*
74412	Exec Equal Opportunity Spec	*
74413	Exec Equal Opportunity Spec Sr	*
10990	Exec Human Resources Manager	*
10970	Exec Human Resources Officer	*
10902	Exec Human Resources Spec	*
10904	Exec Human Resources Spec Adv	*
10903	Exec Human Resources Spec Sr	*
05520	Facilities Mgmt Officer	*
02120	Financial Examiner Supv	*
06760	Fleet Program Officer	*
04280	Grants Supv	*
03780	Health Care Financing Supv	*
10890	Human Resources Manager	*
10810	Human Resources Prog Officer	*
10802	Human Resources Spec	*
10804	Human Resources Spec Adv	*
10803	Human Resources Spec Sr	*
07580	Human Svcs Supv	*
04180	Human Svcs Systems Contract Officer	*
92080	Industries Superintendent	*
92020	Industries Supv	*
13700	Info Technology Mgmt Consultant	*
11010	Institution Human Resources Dir	*
11110	Institution Human Resources Dir Adv	*
02350	Insurance Administrator	*
02340	Insurance Examiner Chief	*
02390	Insurance Financial Examiner Chief	*
02520	Insurance Program Officer	*
02580	Insurance Supv	*
16820	IS Consultant Conf	*
16821	IS Consultant Mgmt	*
14210	IS Enterprise Consultant Conf	*
14110	IS Enterprise Spec Conf	*
13310	IS Professional Conf	*
13561	IS Professional In-Training (A)	*

13562 IS Professional In-Training (B)	*
16803 IS Professional Sr Conf	*
16810 IS Specialist Conf	*
16811 IS Specialist Mgmt	*
13521 IS Supv 1	*
13522 IS Supv 2	*
06930 Justice Program Chief	*
06980 Justice Program Supv	*
11240 Labor Relations Manager	*
11211 Labor Relations Spec	*
11213 Labor Relations Spec Chief	*
11212 Labor Relations Spec Sr	*
08840 Licensing Examination Officer	*
02020 Lottery Supv	*
13530 Management Info Chief	*
13550 Management Info Mgr	*
06320 Marketing Supv	*
50220 Military Funeral Honors Program Mgr	*
65820 Military Funeral Honors Team Supv	*
10310 Nat Res Human Resources Mgr	*
56830 Nat Res Program Mgr	*
04710 Nat Res Program Spec Conf	*
56000 Nat Res Program Supv	*
01420 Nat Res Real Estate Ops Chief	*
14510 Nat Res Training Director	*
09460 Planning & Analysis Administrator	*
74680 Presiding Board Steward Supv	*
82620 Printing Svcs Program Supv	*
82520 Printing Svcs Supv	*
10480 Procurement Supv	*
09410 Prog & Planning Analyst Adv Conf	*
09440 Prog & Planning Analyst Adv Mgmt	*
09420 Prog & Planning Analyst Adv Supv	*
12220 Publications Supv	*
10430 Purchasing Agent Mgmt Supv	*
10420 Purchasing Agent Prog Supv	*
10210 Purchasing Director DHFS	*
10320 Purchasing Supv	*
09150 Quality Assurance Mgr	*
74690 Racing Chief Steward	*
03420 Real Estate Supv	*
05720 Records Mgmt Program Supv	*
05420 Records Management Supv	*
05770 Records Officer UW Madison	*
67680 Revenue Agent Field Mgt Supv	*
67620 Revenue Agent Supv	*
01530 Revenue Mgmt Supv	*
04380 Risk Mgmt Mgr	*

04320 Risk Mgmt Officer	*
92300 Sales & Marketing Supv	*
06200 School Business Director	*
07080 Staff Support Spec	*
14560 Training Coordinator	*
14540 Training Director	*
14710 Training Officer Conf	*
14720 Training Officer Supv	*
14520 Training Supv	*
09740 Transp Budget & Policy Analyst Lead	*
08650 Trust Funds Director	*
08680 Trust Funds Supervisor	*
09800 Univ Benefit Program Analyst	*
05310 Univ Business Spec Conf	*
05320 Univ Business Spec Supv	*
18520 Univ Conference Coordinator Supv	*
58410 UW Athletics Program Spec Conf	*
06520 UW Athletics Program Spec Supv	*
10910 UW Human Resources Manager	*
11310 UW Human Resources Manager Adv	*
06580 UW Program Spec Supv	*
07462 Veterans Program Spec Sr Mgmt	*
05820 Vital Records Program Supv	*
47920 Workers Comp Program Supv	*
47980 Workers Comp Supv	*

***Full Years of Adjusted Continuous**

Service as of June 30, 2006	Per Hour Increase
3 through 5	0.280
6 through 8	0.330
9 through 11	0.380
12 through 14	0.430
15 through 17	0.480
18 through 20	0.530
21 or more	0.580

(67) Market Adjustments Effective December 24, 2006

(a)	Code	Classification	Per Hour Increase
	84880	Food Svc Administrator	\$0.514
	84220	Food Svc Mgr	\$0.514
	84120	Food Svc Supv	\$0.514
	86460	Laundry Svcs Supv	\$0.514
	01580	Revenue Section Chief	\$0.981
	01920	Revenue Supv	\$0.981

2.03 Agency Adjustments

- (1) Effective Date. The agency market adjustments will be effective on the applicable date provided in (4) and (5), below.
- (2) Amount. Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2005-2007 collective bargaining agreements. **Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
- (3) Funding.
 - (a) Subject to (b) through (e), below, on the effective date designated in (4) and (5), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
 - (d) **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.**
 - (e) Funds generated for distribution in (4) and (5), below, may not be combined with the parity funds provided for distribution in any other section of this Plan.
- (4) Agency Market Adjustment Generation Effective June 25, 2006

Code	Classification	Per Hour Increase
28320	Agricultural Engineer Supv	\$0.691
28380	Agriculture Engineer Prog Mgr	\$0.691
26040	Architect/Engineer Mgmt	\$0.691
26020	Architect/Engineer Supv	\$0.691
24140	Chief, Integrated Services Section	\$1.074
26520	Civil Engineer-Transportation Supv	\$0.691
81320	Communications Tech Supv	\$1.152
26330	Construction Coordinator Supv	\$0.467
26530	DOT Engineering Chief	\$0.691
24040	DOT Technical Svcs Chief	\$0.691
25700	Engineering Prog Mgmt Consultant	\$0.691
24840	Engineering Spec Mgmt	\$0.467

24880	Engineering Spec Supv	\$0.467
25920	Engineering Spec-Transp Supv	\$0.467
26080	Entrprs Achitect/Engineer Supv	\$0.691
27030	Environmental Engineer Supv	\$0.691
55480	Environmental Enforcement Supervisor	\$1.674
66920	Fire/Crash Rescue Supv	\$1.411
73720	Flam Comb Liquids District Supv	\$2.934
67020	Identification Tech Supervisor	\$0.858
29940	Manufacturing Engineer Consultant	\$0.691
29930	Manufacturing Engineer Mgmt Supv	\$0.691
56080	Nat Res Area Supv	\$1.674
56730	Nat Res Basin Supv	\$1.674
56720	Nat Res Basin Team Supv	\$1.674
90920	Nat Res Operations Supv	\$1.622
90820	Nat Res Operations Team Supv	\$1.622
55020	Nat Res Property Supv	\$1.674
56020	Nat Res Region Team Supv	\$1.674
56040	Nat Res Staff Spec	\$1.674
27780	Nuclear Engineering Spec Supv	\$0.467
73220	Occupational Safety Consultant Prog Supv	\$1.600
55220	Park Manager	\$1.674
56313	Parks & Recreation Spec Sr Mgmt	\$1.674
56250	Plant Pest & Disease Manager	\$1.674
70820	Produce Inspector Supv	\$1.315
27680	Radiation Engineering Spec Supv	\$0.467
73620	Storage Tank Regulation Chief	\$0.691
35320	Veterinary Tech Supv	\$1.798

(5) Agency Market Adjustment Generation Effective July 23, 2006

Effective July 23, 2006, any employee whose position is allocated to the classification Cadet Specialist Supervisor and is in pay status on that date will generate an increase of \$1.550 per hour.

(56) Agency Funded Discretionary Compression Increase

- (a) Agencies may grant a discretionary compression increase to supervisory/management employees affected by pay compression or inequities resulting from the market adjustments provided to represented subordinates, or similarly affected nonrepresented employees that are counterpart to employees covered by the 2005-2007 collective bargaining agreements who received market adjustments. The effective date of a Discretionary Compression Increase will coincide with the related represented market adjustment effective date. **Criteria for distribution of any compression increases will be applied in a uniform manner throughout the agency or employing unit employees.**

- (b) Agencies must receive prior approval from OSER before granting an agency funded Discretionary Compression Increase.
- (c) Costs of this pay increase will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any increase will be required to provide the necessary funding.

3.00 Parity Lump Sum Payments

3.01 Eligibility.

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02(4) of this Section (Section L) who is in pay status on May 28, 2006, and any employee in a position allocated to a classification listed in 2.02(6) who is in pay status on July 23, 2006, is eligible for lump sum payment consideration.
 - (a) The employee did not have hours in pay status in the “qualifying position” during the applicable period.
 - (b) Any employee that did not qualify for a FY 2005-2006 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005.
 - (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 25, 2005.
- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2005-2007 collective bargaining agreement. **Such positions will be included only upon an agency’s recommendation and OSER’s approval.**

NOTE: Any employee who is on an approved unpaid leave of absence as of the effective date of the adjustment, and who otherwise would be eligible will also receive any applicable Parity Lump Sum Payment upon restoration, subject to the following restrictions:

1. The employee must return from the leave of absence to pay status by June 23, 2007, and the employee’s restoration rights must be derived from a position covered by the provisions of this Section (Section L).
2. The employee will not receive a lump sum payment until he or she has returned to pay status.

Section L – 3.02

3.02 Non-Discretionary Lump Sum Payments

- (1) Granting Date. Non-discretionary lump sum payments shall be granted as soon as administratively feasible after the date specified.
- (2) Funding.
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (3), below.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) Costs of lump sum payments associated with pay adjustments in 2.02(4) and (6), above, will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.
- (3) Lump Sum Payments.
 - (a) Employees in pay status on May 28, 2006, who received a base pay rate increase under 2.02(4)(a), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period December 25, 2005 through May 27, 2006.
 - (b) Employees in pay status on July 23, 2006, who received a base pay rate increase under 2.02(6)(a), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period January 8, 2006 through July 22, 2006.
 - (c) Employees in pay status on July 23, 2006, who received a base pay rate increase under 2.02(6)(b) through (d), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period June 25, 2006 through July 22, 2006.

NONREPRESENTED BROADBAND PAY SCHEDULES

April 1, 2007 through June 23, 2007

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient Treatment-Related											
50	50-50	56.570	73.541	na	90.512	1.698	4.526	9,844	15,750	118,119	188,990
	50-51	62.404	81.178	na	99.952	1.873	4.993	10,859	17,392	130,300	208,700
	50-52	68.077	88.553	na	109.029	2.043	5.447	11,846	18,972	142,145	227,653
Law Enforcement											
56	56-01	22.665	34.050	na	45.435	0.680	1.814	3,944	7,906	47,325	94,869
	56-02	18.247	22.862	na	27.476	0.548	1.460	3,175	4,781	38,100	57,370
Information Systems-Related											
70	70-02	24.515	39.277	44.862	54.038	0.736	1.962	4,266	9,403	51,188	112,832
Professional Legal-Related											
71	71-01	22.527	38.480	na	54.433	0.676	1.803	3,920	9,472	47,037	113,657
General											
81	81-01	27.616	43.148	na	58.680	0.829	2.210	4,806	10,211	57,663	122,524
	81-02	24.515	39.277	na	54.038	0.736	1.962	4,266	9,403	51,188	112,832
	81-03	20.960	32.541	na	44.121	0.629	1.677	3,648	7,678	43,765	92,125
	81-04	16.083	25.786	na	35.488	0.483	1.287	2,799	6,175	33,582	74,099
	81-05	11.754	19.154	na	26.553	0.353	0.941	2,046	4,621	24,543	55,443

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