

**SECTION K - 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

1.00 Coverage

The provisions of this Section (Section K) 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 (c), below, any employee in a position allocated to a classification listed in 2.02 of this Section (Section K) 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 23, 2007.
 - (b) 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 23, 2007.
 - (c) Any employee paid at or above the 2007-2008 50-11 pay range maximum.
- (2) All parity adjustments granted are subject to the 2007-2008 50-11 pay range maximum.

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- (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 K).

NOTE: The parity base pay rate adjustments provided under this Section (Section K) may be considered when determining pay on reinstatement in accordance with Section I, 4.07 of this Plan. The base pay rate adjustments **shall** be included when determining pay on restoration in accordance with Section I, 4.08.

NOTE: Adjustments in 2.02 shall be applied **immediately prior to the 2007-2008 General Wage Adjustment (GWA) provided in Section A of this Plan.**

2.02 Market Adjustments

- (1) Effective Date. The market adjustments will be effective on the applicable date provided in (3), below.
- (2) Funding.
 - (a) Subject to (b) and (c), below, eligible employees shall be granted the market adjustments and lump sum payments specified in (3), below.
 - (b) Any funds generated shall be granted to the employee for whom they are generated.
 - (c) Funds generated for distribution in (3), below, may not be combined with the discretionary parity funds provided for distribution in any other section of this Plan.
- (3) Market Adjustment Effective December 9, 2007 and prior to the 2007-2008 General Wage Adjustment.

Any employee in pay status whose position is allocated to the Nursing Supervisor classification on the effective date who did not receive a May 28, 2006 and/or June 25, 2006 market adjustments, or received only a partial market adjustments, in accordance with Section L, 2.02(4) and (5) of the 2005-2007 Compensation Plan solely because of the pay range maximum limitation, will receive a base pay rate increase equal to the difference between the market adjustment already received and the market adjustment the employee would have received had the limitation not existed. This base pay rate increase is subject to the 2007-2008 50-11 pay range maximum. Any employee granted a market adjustment in accordance with this paragraph that was originally dated May 28, 2006, will also receive a lump sum payment equal to the amount of the base pay rate increase received in accordance with this paragraph multiplied by the number of hours in pay status as a Nursing Supervisor for the

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period December 25, 2005 through December 8, 2007. Any employee granted a market adjustment in accordance with this paragraph that was originally dated June 25, 2006, will also receive a lump sum payment equal to the amount of the base pay rate increase received in accordance with this paragraph multiplied by the number of hours in pay status as a Nursing Supervisor for the period June 25, 2006 through December 8, 2007.

NOTE: These payments are not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions between the dates specified will not be reconstructed.