

**SECTION L - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES  
AFFECTED BY 2007-2009 COLLECTIVE BARGAINING AGREEMENTS**

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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 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 23, 2007, for parity adjustments effective before July 6, 2008.

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- (b) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending July 5, 2008, for adjustments effective on or after July 6, 2008.
  - (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 23, 2007, for parity adjustments effective before July 6, 2008.
  - (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 July 5, 2008, for parity adjustments effective on or after July 6, 2008. In FY 2008-2009, if the required performance evaluations are performed by December 31, 2008, a supervisor shall be eligible for a Delayed Parity Award if the supervisor had been denied any parity effective July 6, 2008 through December 31, 2008, solely because of the failure to complete evaluations. The Delayed Parity Award will be effective January 4, 2009, with no retroactive pay or lump sum payment for the delay. Performance of the required evaluations by December 31, 2008, will also allow a supervisor to be eligible for any parity adjustment after December 31, 2008, if otherwise eligible, but any lump sum payment will be for hours after January 4, 2009, only.
  - (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, or nonrepresented project employees in represented classifications, 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 2007-2009 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.** OSER approval will also include determination of the funding source, (i.e., market or agency).
  - (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).

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**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, respectively, 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 (7), below. Adjustments will be granted in the order they are shown in (4) through (7), below, if an employee is eligible for more than one parity adjustment on a given date.
- (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 2007-2009 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 (c), 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.

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- (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 (7), 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 June 8, 2008

| <b>Code</b> | <b>Classification</b>                 | <b>Per Hour Increase</b> |
|-------------|---------------------------------------|--------------------------|
| 37520       | Dietetic Svcs Director                | \$0.304                  |
| 38330       | Director of Nursing                   | \$0.944                  |
| 38370       | Nurse Practitioner Mgmt               | \$1.420                  |
| 38430       | Nursing Administrator                 | \$0.944                  |
| 38320       | Nursing Supv                          | \$0.944                  |
| 40620       | Public Health Education Supv          | \$0.304                  |
| 38760       | Public Health Nursing Coordinator     | \$0.304                  |
| 40530       | Public Health Nutrition Section Chief | \$0.304                  |
| 35960       | Respiratory Therapy Supv              | \$0.304                  |
| 39720       | Therapist Supv                        | \$0.304                  |
| 39780       | Therapy Prog Supv                     | \$0.304                  |

(5) Market Adjustments Effective July 6, 2008

| <b>Code</b> | <b>Classification</b>                 | <b>Per Hour Increase</b> |
|-------------|---------------------------------------|--------------------------|
| 37520       | Dietetic Svcs Director                | \$0.634                  |
| 38330       | Director of Nursing                   | \$0.905                  |
| 38370       | Nurse Practitioner Mgmt               | \$0.634                  |
| 38430       | Nursing Administrator                 | \$0.905                  |
| 38320       | Nursing Supv                          | \$0.905                  |
| 40620       | Public Health Education Supv          | \$0.634                  |
| 38760       | Public Health Nursing Coordinator     | \$0.634                  |
| 40530       | Public Health Nutrition Section Chief | \$0.634                  |
| 35960       | Respiratory Therapy Supv              | \$0.634                  |
| 39780       | Therapy Prog Supv                     | \$0.634                  |
| 39720       | Therapist Supv                        | \$0.634                  |

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(6) Market Adjustments Effective October 12, 2008

| (a) | Code  | Classification              | Per Hour Increase |
|-----|-------|-----------------------------|-------------------|
|     | 59160 | Education Director          | *                 |
|     | 59180 | Juvenile Education Director | *                 |
|     | 58220 | Teacher Supv                | *                 |

**\*Full Years of Adjusted Continuous Service as of October 12, 2008**

|                | Per Hour Increase |
|----------------|-------------------|
| Zero through 4 | \$0.550           |
| 5 through 9    | \$0.650           |
| 10 through 14  | \$0.750           |
| 15 through 19  | \$0.850           |
| 20 or more     | \$0.950           |

| (b) | Code  | Classification                      | Per Hour Increase |
|-----|-------|-------------------------------------|-------------------|
|     | 57320 | Archeology Supv                     | *                 |
|     | 63560 | Asst Dir Veterans Museums           | *                 |
|     | 63220 | Curatorial Supv                     | *                 |
|     | 59110 | Education Coordinator, DOC          | *                 |
|     | 63020 | Historic Site Coordinator           | *                 |
|     | 57720 | Librarian Supv                      | *                 |
|     | 59520 | Public Instruction Supv             | *                 |
|     | 06720 | Veterans Home Special Programs Supv | *                 |

**\*Full Years of Adjusted Continuous Service as of October 12, 2008**

|                | Per Hour Increase |
|----------------|-------------------|
| Zero through 4 | \$0.540           |
| 5 through 9    | \$0.640           |
| 10 through 14  | \$0.740           |
| 15 through 19  | \$0.840           |
| 20 or more     | \$0.940           |

| (c) | Code  | Classification  | Per Hour Increase |
|-----|-------|-----------------|-------------------|
|     | 36540 | Pharmacist Supv | *                 |

**\*Full Years of Adjusted Continuous Service as of October 12, 2008**

|                | Per Hour Increase |
|----------------|-------------------|
| Zero through 1 | \$0.500           |
| 2 through 9    | \$4.000           |

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10 or more \$3.500

| (d) | <b>Code</b> | <b>Classification</b>               | <b>Per Hour Increase</b> |
|-----|-------------|-------------------------------------|--------------------------|
|     | 71220       | Agricultural Marketing Supv         | *                        |
|     | 41520       | Chemist Supv                        | *                        |
|     | 33990       | Chief, WI Vet Diag Lab – Barron     | *                        |
|     | 41280       | Cytotechnologist Supv               | *                        |
|     | 55580       | Environmental Health Supv           | *                        |
|     | 67220       | Forensic Scientist Supv             | *                        |
|     | 41120       | Medical Technologist Supv           | *                        |
|     | 41020       | Microbiologist Supv                 | *                        |
|     | 56080       | NR Area Supv                        | *                        |
|     | 56730       | NR Basin Supv                       | *                        |
|     | 55020       | NR Property Supv                    | *                        |
|     | 56030       | NR Region Prog Mgr                  | *                        |
|     | 56020       | NR Region Team Supv                 | *                        |
|     | 56040       | NR Staff Spec                       | *                        |
|     | 55220       | Park Mgr                            | *                        |
|     | 56313       | Parks & Recreation Spec – Sr – Mgmt | *                        |
|     | 56250       | Plant Pest & Disease Mgr            | *                        |
|     | 72320       | Public Health Sanitarian Supv       | *                        |
|     | 41060       | Science Management Supv             | *                        |
|     | 33640       | Veterinary Program Mgr              | *                        |

**\*Full Years of Adjusted Continuous Service as of October 12, 2008**

|                | <b>Per Hour Increase</b> |
|----------------|--------------------------|
| Zero through 2 | \$0.000                  |
| 3              | \$0.050                  |
| 4              | \$0.080                  |
| 5              | \$0.110                  |
| 6              | \$0.140                  |
| 7              | \$0.170                  |
| 8              | \$0.200                  |
| 9              | \$0.230                  |
| 10             | \$0.260                  |
| 11             | \$0.290                  |
| 12             | \$0.320                  |
| 13             | \$0.350                  |
| 14             | \$0.380                  |
| 15 or more     | \$0.410                  |

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| (e) | <b>Code</b> | <b>Classification</b> | <b>Per Hour Increase</b> |
|-----|-------------|-----------------------|--------------------------|
|     | 32340       | Dentist Mgmt          | *                        |
|     | 32380       | Dentist Supv          | *                        |
|     | 31240       | Physician Mgmt        | *                        |
|     | 31220       | Physician Supv        | *                        |
|     | 31340       | Psychiatrist Mgmt     | *                        |
|     | 31320       | Psychiatrist Supv     | *                        |

**\*Full Years of Adjusted Continuous**

**Service as of June 30, 2008**

|                | <b>Per Hour Increase</b> |
|----------------|--------------------------|
| Zero through 4 | \$0.000                  |
| 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) | <b>Code</b> | <b>Classification</b>              | <b>Per Hour Increase</b> |
|-----|-------------|------------------------------------|--------------------------|
|     | 00655       | Accountant (DOA GAAP) Mgmt         | *                        |
|     | 00240       | Accountant – Adv – Mgmt            | *                        |
|     | 00211       | Accountant – Journey – Conf        | *                        |
|     | 00212       | Accountant – Sr – Conf             | *                        |
|     | 00241       | Accountant – Sr – Mgmt             | *                        |
|     | 00611       | Auditor (School Finance) – Conf    | *                        |
|     | 00530       | Financial Mgmt Supv                | *                        |
|     | 00560       | Financial Officer                  | *                        |
|     | 00580       | Financial Program Supv             | *                        |
|     | 13700       | Info Tech Mgmt Consultant          | *                        |
|     | 13150       | Info Tech Mgr                      | *                        |
|     | 02390       | Insurance Financial Examiner Chief | *                        |
|     | 16820       | IS Consultant – Conf               | *                        |
|     | 16821       | IS Consultant – Mgmt               | *                        |
|     | 14210       | IS Enterprise Consultant – Conf    | *                        |
|     | 14110       | IS Enterprise Spec – Conf          | *                        |
|     | 16803       | IS Professional – Sr – Conf        | *                        |
|     | 16810       | IS Spec – Conf                     | *                        |
|     | 13521       | IS Supv 1                          | *                        |
|     | 13522       | IS Supv 2                          | *                        |
|     | 13530       | Management Info Chief              | *                        |
|     | 13550       | Management Info Mgr                | *                        |
|     | 15010       | Paralegal – Conf                   | *                        |
|     | 15020       | Paralegal Supv                     | *                        |

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| <b>*Full Years of Adjusted Continuous Service as of October 12, 2008</b> | <b>Per Hour Increase</b> |
|--|--------------------------|
| Zero through 4   | \$0.400                  |
| 5 through 9  | \$0.600                  |
| 10 through 14  | \$0.800                  |
| 15 or more years   | \$1.000                  |

| (g) | <b>Code</b> | <b>Classification</b>                   | <b>Per Hour Increase</b> |
|-----|-------------|---|--------------------------|
|     | 65140       | Administrative Warden                   | \$0.750                  |
|     | 01600       | Admr Div of Income Sales & Excise Tax   | \$1.160                  |
|     | 09050       | Admr Div of Taxpayer Services           | \$1.850                  |
|     | 30110       | Attorney – Conf                         | \$1.250                  |
|     | 30130       | Attorney – Conf – Supv                  | \$1.250                  |
|     | 30140       | Attorney – Mgmt                         | \$1.250                  |
|     | 30120       | Attorney Supv                           | \$1.250                  |
|     | 83120       | Automotive Shop Supv                    | \$0.300                  |
|     | 06610       | Central Payroll Systems Coordinator     | \$1.000                  |
|     | 65000       | Chemical Test Supv                      | \$1.500                  |
|     | 06630       | Chief of Central Payroll                | \$1.000                  |
|     | 52900       | Child Protective Svcs Mgr               | \$0.750                  |
|     | 52920       | Child Protective Svcs Site Mgr          | \$0.750                  |
|     | 05810       | Corrections Administrative Spec – Conf  | \$1.000                  |
|     | 05980       | Corrections Administrative Supv         | \$1.000                  |
|     | 05920       | Corrections Administrative Unit Supv    | \$1.000                  |
|     | 51880       | Corrections Field Supv                  | \$0.897                  |
|     | 49610       | Corrections Human Resources Coordinator | \$1.000                  |
|     | 51520       | Corrections Program Supv                | \$0.892                  |
|     | 51580       | Corrections Unit Supv                   | \$0.892                  |
|     | 32340       | Dentist Mgmt                            | \$1.907                  |
|     | 32380       | Dentist Supv                            | \$1.907                  |
|     | 65740       | Deputy Police Chief, Capitol Police     | \$0.750                  |
|     | 35620       | Diagnostic Imaging Supv                 | \$0.500                  |
|     | 93120       | Electronics Supv                        | \$1.987                  |
|     | 07220       | Employment Coordinator Supv             | \$1.000                  |
|     | 11440       | Employment Relations Mgr – UWS          | \$1.000                  |
|     | 11210       | Employment Relations Prog Coordinator   | \$1.000                  |
|     | 11410       | Employment Relations Spec               | \$1.000                  |
|     | 74310       | Equal Opportunity Prog Officer          | \$1.000                  |
|     | 74313       | Equal Opportunity Prog Spec – Sr        | \$1.000                  |
|     | 74413       | Exec Equal Opportunity Spec – Sr        | \$1.000                  |
|     | 10990       | Exec Human Resources Mgr                | \$1.000                  |
|     | 10970       | Exec Human Resources Officer            | \$1.000                  |
|     | 10904       | Exec Human Resources Spec – Adv         | \$1.000                  |
|     | 10903       | Exec Human Resources Spec – Sr          | \$1.000                  |
|     | 21110       | Exec Payroll Coordinator                | \$0.500                  |
|     | 00310       | Financial Spec – Conf                   | \$1.196                  |

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|       |   |         |
|-------|---|---------|
| 00120 | Financial Spec Prog Supv                      | \$1.196 |
| 06760 | Fleet Prog Officer                            | \$1.000 |
| 84880 | Food Svc Administrator ( <b>non-UW only</b> ) | \$1.968 |
| 84220 | Food Svc Mgr ( <b>non-UW only</b> )           | \$1.968 |
| 84120 | Food Svc Supv ( <b>non-UW only</b> )          | \$1.968 |
| 19410 | Human Resources Asst                          | \$0.500 |
| 19510 | Human Resources Asst – Adv                    | \$0.500 |
| 10110 | Human Resources Coordinator                   | \$0.500 |
| 10890 | Human Resources Mgr                           | \$1.000 |
| 10810 | Human Resources Prog Officer                  | \$1.000 |
| 10804 | Human Resources Spec – Adv                    | \$1.000 |
| 10803 | Human Resources Spec – Sr                     | \$1.000 |
| 11110 | Institution Human Resources Dir – Adv         | \$1.000 |
| 83460 | Instrument Shop Supv                          | \$0.500 |
| 20520 | Inventory Control Supv                        | \$0.986 |
| 51720 | Juvenile Review Supv                          | \$1.800 |
| 34520 | Lab Tech Support Supv                         | \$0.500 |
| 11240 | Labor Relations Mgr                           | \$1.000 |
| 11213 | Labor Relations Spec – Chief                  | \$1.000 |
| 11212 | Labor Relations Spec – Sr                     | \$1.000 |
| 11211 | Labor Relations Spec                          | \$1.000 |
| 10310 | NR Human Resources Mgr                        | \$1.000 |
| 65080 | NR Law Enforcement Supv                       | \$0.750 |
| 00220 | NR Region Finance Supv                        | \$1.196 |
| 38370 | Nurse Practitioner Mgmt                       | \$0.662 |
| 21120 | Payroll & Benefits Program Supv               | \$1.000 |
| 21410 | Payroll & Benefits Spec – Adv – Conf          | \$0.500 |
| 21310 | Payroll & Benefits Spec – Conf                | \$0.500 |
| 21020 | Payroll & Benefits Supv                       | \$0.500 |
| 36420 | Pharmacy Tech Supv                            | \$0.471 |
| 31240 | Physician Mgmt                                | \$1.910 |
| 31220 | Physician Supv                                | \$1.910 |
| 65240 | Police Captain                                | \$0.750 |
| 65750 | Police Chief, Capitol Police                  | \$0.750 |
| 81580 | Police Communications Supv                    | \$0.500 |
| 65222 | Police Lieutenant                             | \$0.750 |
| 65210 | Police Officer Conf                           | \$0.750 |
| 65221 | Police Sergeant                               | \$0.750 |
| 77620 | Power Plant Manager                           | \$1.444 |
| 77520 | Power Plant Superintendent                    | \$1.444 |
| 77300 | Power Plant Supv                              | \$1.444 |
| 10480 | Procurement Supv                              | \$1.000 |
| 09410 | Prog & Planning Analyst – Adv – Conf          | \$1.000 |
| 09440 | Prog & Planning Analyst – Adv – Mgmt          | \$1.000 |
| 09420 | Prog & Planning Analyst – Adv – Supv          | \$1.000 |

Revised May 27, 2009

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|       |                                |         |
|-------|--------------------------------|---------|
| 01320 | Property Assessment Supv       | \$1.320 |
| 66180 | Psychiatric Care Supv          | \$0.750 |
| 31340 | Psychiatrist Mgmt              | \$2.083 |
| 31320 | Psychiatrist Supv              | \$2.083 |
| 52210 | Psychologist Chief             | \$0.500 |
| 52270 | Psychologist Mgr               | \$0.500 |
| 52240 | Psychologist Supv              | \$0.500 |
| 52250 | Psychologist Supv – Mgmt       | \$0.500 |
| 10430 | Purchasing Agent – Mgmt – Supv | \$1.000 |
| 10420 | Purchasing Agent Prog Supv     | \$1.000 |
| 10210 | Purchasing Director, DHFS      | \$1.000 |
| 10320 | Purchasing Supv                | \$1.000 |
| 03420 | Real Estate Supv               | \$1.000 |
| 38581 | Resident Care Supv             | \$0.500 |
| 35960 | Respiratory Therapy Supv       | \$0.500 |
| 67680 | Revenue Agent Field Mgmt Supv  | \$1.670 |
| 67620 | Revenue Agent Supv             | \$0.800 |
| 01020 | Revenue Audit Supv             | \$1.850 |
| 20720 | Shipping & Mailing Supv        | \$1.002 |
| 67580 | Special Agent In-Charge        | \$0.750 |
| 65940 | State Patrol Captain           | \$0.750 |
| 65992 | State Patrol Colonel           | \$0.750 |
| 65922 | State Patrol Lieutenant        | \$0.750 |
| 65950 | State Patrol Major             | \$0.750 |
| 65921 | State Patrol Sergeant          | \$0.750 |
| 65910 | State Patrol Trooper Conf      | \$0.750 |
| 66581 | Supervising Officer 1          | \$0.750 |
| 66582 | Supervising Officer 2          | \$0.750 |
| 66320 | Supervising Officer-DHFS       | \$0.750 |
| 53880 | Supervising Youth Counselor    | \$0.750 |
| 01730 | Tax Resolution Mgmt Supv       | \$1.000 |
| 09800 | Univ Benefit Prog Analyst      | \$1.000 |
| 11310 | UW Human Resources Mgr – Adv   | \$1.000 |

(7) Market Adjustments Effective January 4, 2009

| (a) | Code  | Classification                        | Per Hour Increase |
|-----|-------|---------------------------------------|-------------------|
|     | 37520 | Dietetic Svcs. Director               | \$0.160           |
|     | 38330 | Director of Nursing                   | \$0.160           |
|     | 38370 | Nurse Practitioner Mgmt               | \$0.160           |
|     | 38430 | Nursing Administrator                 | \$0.160           |
|     | 38320 | Nursing Supv                          | \$0.160           |
|     | 40620 | Public Health Education Supv          | \$0.160           |
|     | 38760 | Public Health Nursing Coordinator     | \$0.160           |
|     | 40530 | Public Health Nutrition Section Chief | \$0.160           |
|     | 35960 | Respiratory Therapy Supv              | \$0.160           |

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|       |                   |         |
|-------|-------------------|---------|
| 39780 | Therapy Prog Supv | \$0.160 |
| 39720 | Therapist Supv    | \$0.160 |

- (b) Eligible employees in pay status on January 4, 2009, whose base pay rate is less than \$14.000 per hour shall receive an increase of \$0.100 per hour, except that the increase cannot result in a base pay rate exceeding \$14.000 per hour.
- (8) Market Adjustments Effective (first day of the pay period following JCOER approval)
- Effective (first day of the pay period following JCOER approval), the classification of Financial Specialist Supervisor (code 00320) shall be reassigned from pay range 81-05 to 81-04. Employees in pay status and allocated to positions in the classification on that date shall receive an increase equal to 8.0% of the pay range 81-04 minimum.

### 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 2007-2009 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. Requests for agency funded parity adjustments in excess of the amounts listed, or to include employees in other classifications, require OSER approval and shall be made in accordance with 2.01(3), above.
- (b) Any funds that are not distributed on the effective date will remain unspent.

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- (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) through (6), 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 October 12, 2008

| (a) | Code  | Classification                   | Per Hour Increase |
|-----|-------|----------------------------------|-------------------|
|     | 81320 | Communications Tech Supv         | \$1.500           |
|     | 70380 | Food Safety Supv                 | \$0.522           |
|     | 84880 | Food Svc Administrator (UW only) | \$1.968           |
|     | 84220 | Food Svc Mgr (UW only)           | \$1.968           |
|     | 84120 | Food Svc Supv (UW only)          | \$1.968           |
|     | 92080 | Industries Superintendent        | \$1.100           |
|     | 92020 | Industries Supv                  | \$1.100           |
|     | 70420 | Meat Safety Supv                 | \$0.567           |
|     | 56220 | NR Customer Svc & Licensing Supv | \$1.221           |
|     | 56120 | NR Service Center Supv           | \$1.221           |
|     | 08650 | Trust Funds Director             | \$3.030           |
|     | 08680 | Trust Funds Supv                 | \$3.030           |
|     | 48420 | Unemployment Insurance Supv      | \$1.820           |

- (b) Effective October 12, 2008, any eligible employee whose position is allocated to the Financial Examiner Supervisor classification who is in pay status on that date and has 15 or more years of adjusted continuous service as of June 30, 2008, will generate an increase of \$1.200 per hour.

(5) Agency Market Adjustment Generation Effective January 4, 2009

Effective January 4, 2009, any eligible employee whose position is allocated to the DOT Program Supervisor classification and is in pay status on that date will generate an increase of \$1.545 per hour.

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- (6) 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 2007-2009 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.**
  - (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 Due to Delayed Implementation

#### 3.01 Eligibility.

- (1) Except for employees specified in (a) through (e), below, any employee in a position allocated to a classification listed in 2.02(4) or (8) of this Section (Section L) who is in pay status on the effective date of the respective market adjustment, 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 in a position allocated to a classification listed in 2.02 (4) that did not qualify for a FY 2007-2008 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 23, 2007.
  - (c) Any supervisor in a position allocated to a classification listed in 2.02 (4) 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.
  - (d) Any employee in a position allocated to a classification listed in 2.02 (8) that did not qualify for a FY 2008-2009 General Wage Adjustment because his or

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her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending July 5, 2008.

- (e) Except as noted in 3.02(3)(c) below, any supervisor in a position allocated to a classification listed in 2.02 (8) who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending July 5, 2008.
- (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 2007-2009 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 July 4, 2009, 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.

### 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) 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.

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- (a) Employees in pay status on June 8, 2008, who received a base pay rate increase under 2.02(4), 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 24, 2007 through June 7, 2008.
- (b) Employees in pay status on (first day of the pay period following JCOER approval, who received a base pay rate increase under 2.02(8), 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 October 12, 2008 through (one day prior to the first day of the pay period following JCOER approval).
- (c) A supervisor who received a base pay rate increase under 2.02(8) by completing performance evaluations by December 31, 2008, instead of by July 5, 2008, 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 4, 2009 through (one day prior to the first day of the pay period following JCOER approval).

### 4.00 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)(e), shall receive a lump sum payment equal to the difference between the base rate increase received and the increase the employee would have receive multiplied by:

- (1) 2088 for adjustments effective June 8, 2008 or July 6, 2008;
- (2) 1520 for adjustments effective October 12, 2008 and provided in 2.02(8), except as noted in (3) below; and
- (3) 1040 for adjustments effective January 4, 2009 and for any supervisor otherwise eligible for a base pay rate increase under 2.02(8) by completing performance evaluations by December 31, 2008, instead of by July 5, 2008.

The amount shall be pro-rated by the employee's budgeted FTE on the effective date.

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| <p>NOTE: Because a \$1.196 per hour market increase for Financial Specialist Supervisor has been deleted from 2.02(6)(g), those who have previously received the market increase shall receive a lump sum under 3.00 and/or 4.00 based on the difference between the increase under 2.02(8) and \$1.196.</p> |
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