



March 29, 2010

Co-Chairpersons and Members of the
Joint Committee on Employment Relations
Room 113 South, State Capitol
Madison, WI 53703

Dear Co-Chairpersons and Committee Members:

In accordance with the provisions of s. 230.12(3)(c), Wis. Stats., I am submitting, under cover of this letter, modifications and amendments to the 2009-2011 Compensation Plan for Nonrepresented and Certain Unclassified Employees and Elected Officials.

The most significant changes provide parity pay adjustments to those nonrepresented employees covered by the Compensation Plan that reflect similar adjustments provided to represented employees in the 2007-2009 collective bargaining agreements the State has reached with the State Engineering Association. I am also requesting a correction of the mileage reimbursement rate for paid moving expenses so that it once again equals the reimbursement rate for State business travel, plus some other corrections and clarifications that do not affect the administration of the current language.

In addition, various departmental reorganizations over the last couple of years has resulted in the moving, combining and/or renaming of unclassified positions. Your approval of the appropriate Executive Salary Group levels (summarized in Attachment C) for the positions is required. Approval will not create any additional pay increase opportunities for the incumbents.

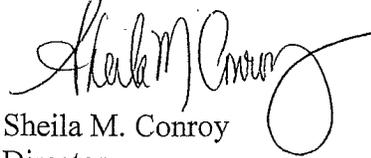
The revised Compensation Plan language is provided in Attachment A. Costing sheets detailing the 2007-2009 fiscal impact of the parity revisions are provided in Attachment B.

Notwithstanding the effective dates in the proposed comp plan, the modifications for affected nonrepresented employees will take effect on the first pay period following the effective date of the legislation ratifying the State Engineering Association Agreement.

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I respectfully request that the Committee approve these recommendations. I would be pleased to respond to any questions you may have.

Sincerely,



Sheila M. Conroy
Director

SC:PO

Attachments:

- Attachment A: Applicable pages of Sections A, B and F, and all of Section K, of the 2009-2011 Compensation Plan
- Attachment B: Revised 2007-2009 Compensation Plan Cost Estimate
- Attachment C: Executive Salary Group Assignments/Reassignments

Section A – 2.03

performance evaluation within six (6) months, or prior to the next scheduled progression adjustment date, whichever is sooner. The written notification(s) will include:

- 1) Details of each occurrence of unsatisfactory performance;
 - 2) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished; and
 - 3) Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notification of satisfactory performance.
- (c) An employee who has already received two (2) progression adjustments in any position(s) under ~~2.05~~2.03 of this Section (Section A).
- (d) An employee who has previously received the maximum number of possible progression adjustments for the employee's classification, taking into account progression adjustments received while in any position(s) under this or any similar progression adjustment system provided by collective bargaining agreements. For the purpose of this eligibility, "any similar progression adjustment system" shall be defined as any progression system that provides one or two time annual per hour rate adjustments (i.e., not providing specific pay rates, except for a maximum adjustment rate).
- (2) Amount.
- (a) An eligible employee in a position allocated to one of the following classifications will receive a two-time progression adjustment of \$1.20 per hour on the granting date, subject to the **pay range 81-03 minimum**.
- 1) Accountant-Confidential
 - 2) Equal Opportunity Program Specialist
 - 3) Executive Equal Opportunity Specialist
 - 4) Executive Human Resources Specialist
 - 5) Human Resources Specialist
 - 6) IS Support Technician-Confidential
 - 7) IS Professional-Confidential
- (b) An eligible employee in a position allocated to one of the following classifications will receive a **one-time progression adjustment** of \$1.20 per hour on the granting date, subject to the **pay range 81-03 minimum**.

Revised (first day of the pay period following JCOER approval)

Section A – 2.03

- 1) Budget and Policy Analyst-Agency
 - 2) Budget and Policy Analyst-Division
 - 3) Employee Benefit Plan Policy Advisor-Entry
 - 4) Ethics Specialist
 - 5) Institution Human Resources Director
 - 6) UW Human Resources Manager
- (c) An eligible employee in a position allocated to Payroll and Benefit Specialist-Confidential will receive a two-time progression adjustment of \$1.00 per hour on the granting date, subject to the **pay range 81-04 minimum**.
- (d) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to progression adjustments granted pursuant to provisions of 2-052.03 of this Section (Section A).
- (e) **An employee may not, for any reason, receive more than two (2) progression adjustments under 2.05 of this Section (Section A).**
- (3) Granting Date.
- (a) Progression adjustments for eligible employees will be awarded based on the employee's State service seniority date. Seniority dates will be adjusted (for progression adjustment purposes only) for absence from employment of more than one hundred and seventy four (174) work hours during the period between seniority dates, approved leaves of absence, layoff, and resignation. Adjustment of seniority for the aforementioned reasons may be waived at the discretion of the appointing authority.
 - (b) Progression adjustments will be effective on the first day of the pay period following the employee's seniority date. If the employee's seniority date occurs on the first day of a pay period, the progression adjustment will be effective on that date.
 - (c) An employee who is ineligible for the progression adjustment due to unsatisfactory performance will receive the progression adjustment effective the first day of the pay period following the employee's receipt of the written satisfactory performance evaluation. An employee will not be allowed to receive more than one progression adjustment on a granting date due to such a delay.

2.04 Discretionary Compensation Adjustment (DCA)

Discretionary Compensation Adjustments (DCAs) shall be granted in accordance with Section J of this Plan.

Revised (first day of the pay period following JCOER approval)

Section A – 4.10

4.10 Call-Back/Call-In Pay

The appointing authority may guarantee a minimum of two hours pay when an emergency situation exists and an employee is called back for duty or called in on the employee's day off. The guaranteed minimum of two hours pay will be mandatory for:

- (1) Nonprofessional confidential employees; and
- (2) Supervisory employees when call-back/call-in work hours plus other work hours cause the employee to receive mandatory overtime pay under 4.03(2)(b)2 of this Section (Section A).

4.11 Holiday Premium

Compensatory time off or payment at the premium rate will be granted for holiday work hours as provided in s. 230.35 (4)(b), Wis. Stats.

4.12 Supplemental Pay for Psychologists

- (1) Subject to the eligibility requirements of (3) below, the amount provided as the minimum in the table below will be added to the base pay of an employee whose position has been allocated to one of the following classifications: Psychologist Supervisor; Psychologist Supervisor – Chapter 980, Psychologist Supervisor Management; Psychologist Manager and Psychologist Chief.
- (2) An additional amount, up to the maximum shown in the table below, may also be granted. The appointing authority has the sole discretion to approve, modify or deny the additional add-on amount based on external market conditions affecting the recruitment and retention of employees with doctorates in the psychology subspecialty required by the position. Such amounts may differ by geographic area and by subspecialty. 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 assignment of the classification. 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) In order to be eligible for the add-on, the employee must possess a recognized Doctorate in Psychology or a related field such as Behavioral Disabilities. Employees who possess an equivalent to a Doctorate, as evidenced by licensure by the Psychology Examining Board, will also be eligible.
- (4) The Psychologist add-on will be effective at the beginning of the first pay period following receipt by the appointing authority of proof of such Doctorate or licensure.

Revised (first day of the pay period following JCOER approval)

Section A – 4.12

PSYCHOLOGIST ADD-ON	
	July 5, 2009 – July 2, 2011
	\$3.74 – mandatory minimum \$5.18 – maximum*

*Any amount above the mandatory minimum, subject to this maximum, is granted at the discretion of the appointing authority.

4.13 Supplemental Pay for Attorney Supervisory and Managerial Positions

- (1) This supplemental pay provision applies to Attorney positions allocated to Supervisory, Confidential/Supervisory or Management classifications who supervise one or more permanent Attorney positions.
- (2) The actual responsibility add-on amount paid to an employee may be any amount up to the maximum rate. The maximum rate allowable will not exceed **\$2.75 per hour**.
- (3) The appointing authority has the discretion to grant or adjust supplemental pay subject to the maximum allowable amounts based on their analysis of the organizational structure, internal and external relationships, size of staff supervised and any other reasonable criteria deemed appropriate. The department will immediately discontinue the add-on when the Attorney is no longer employed in a position allocated to a supervisory or managerial classification. Failure to do so will result in a salary overpayment that must be recovered by the appointing authority.

4.14 Supplemental Pay for Teacher Supervisors, Education Directors, and Juvenile Education Directors

- (1) An add-on amount may be paid to supplement the base pay of an employee whose position is allocated to the Teacher Supervisor, Education Director, or Juvenile Education Director classification, based on credits earned from an accredited college or university over and above those needed for basic certification as a teacher or education director, as provided in the schedule below.
- (2) In order to be eligible for the add-on, the appointing authority must make a determination that the additional credits on which the add-on is based are relevant to the duties and responsibilities of the position. The appointing authority will have the discretion to determine the relevance of the credits.
- (3) When an eligible employee successfully completes one of the following, the employee shall be eligible for a Professional Development Step as provided in the table below:

Section A – 4.15

- (b) Supplemental pay for supervisory/management responsibility may be granted, increased, or reduced based upon changes in assigned responsibilities. This type of change is not considered a promotion or demotion and, therefore, within range base pay increases will not be granted.
- (c) Effective Dates.

All supplemental pay adjustments will be effective at the beginning of the pay period following the determination by the appointing authority that such adjustments are warranted in accordance with this Section (Section A). The department will discontinue supplemental pay whenever the employee is not employed in a position requiring supervisory or management responsibility.

- (3) Medical Officer of the Day Pay.

Physicians or Psychiatrists assigned as Medical Officer of the Day are responsible for all aspects of the institution's medical program on weekends and from 4:30 p.m. to 7:45 a.m. on weekdays. During these time frames, the Medical Officer of the Day is assigned both on-site responsibilities (e.g., doing rounds, making medical judgments on admissions, responding to general ward problems, etc.) and off-site responsibilities (e.g., discussing changed status of patients, prescribing treatment and medications, renewing medical orders, responding to general ward problems, etc.). Compensation for Medical Officer of the Day off-site or on-site standby duties may, upon approval of the OSER Director, be set at a rate not to exceed the usual and customary fee for such service as reflected by appropriate pay policies in the health treatment industry.

4.16 Supplemental Pay for Supervisory and Management Engineering and Related Classifications

- (1) An add-on amount of \$0.30 per hour may be paid to supplement the base pay of an employee whose position is allocated to one of the nonrepresented management or supervisory engineering and related classifications based upon the employee's possession of a license or registration as a Professional Hydrologist, Professional Soil Scientist, Petroleum Operations Engineer, or Wisconsin Registered Interior Designer.
- (2) An add-on amount of \$0.30 per hour may be paid to supplement the base pay of an employee whose position is allocated to the Construction Coordinator Supervisor based on the employee's possession of an Asbestos Supervisor certification from the Wisconsin Department of Health & Family Services.
- (3) An add-on of \$0.50 per hour may be paid to supplement the base pay of an employee whose position is allocated to one of the nonrepresented management or supervisory engineering and related classifications based upon

Section A – 4.16

the employee's possession of a Designer of Engineering Systems permit and for licenses as a Land Surveyor, Professional Geologist and Landscape Architect. Effective April 25, 2010, the add-on is increased to \$1.00 per hour.

- (4) An add-on of \$1.00 per hour may be paid to supplement the base pay of an employee whose position is allocated to one of the nonrepresented management or supervisory engineering and related classifications based upon the employee's possession of a Professional Engineer license or an Architect registration.
- (5) To be eligible for one of these add-ons, the employee must occupy a position allocated to one of the nonrepresented supervisory or managerial engineering and related classifications and hold a current license or registration from the Department of Regulation and Licensing as a Professional Engineer, Registered Architect, Landscape Architect, Land Surveyor, Professional Hydrologist, Professional Soil Scientist, Petroleum Operations Engineer, Professional Geologist, or Interior Designer, or hold a permit as a Designer of Engineering Systems, or be a Construction Coordinator Supervisor and hold an Asbestos Supervisor certification from the Wisconsin Department of Health & Family Services.
- (6) The appointing authority will have the discretion to determine the relevance of the registration or permit to the position held and to authorize the hourly add-on. If granted, the add-on will be effective at the beginning of the first pay period following receipt by the appointing authority of proof that the registration or permit has been obtained and is currently held.
- (7) If the incumbent moves from the position for which an add-on has been approved by the appointing authority to a position not allocated to one of the authorized classifications, the add-on will cease. If the incumbent moves to another position allocated to one of the authorized classifications, the appointing authority of the new position has the discretion to determine whether the add-on will be continued in the new position. If an employee receiving an add-on ceases to hold a current registration or permit as the result of expiration or revocation, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.

4.17 Certified Public Accountant (CPA) Add-On for Professional Confidential, Supervisory, or Management Fiscal Classifications

- (1) CPA Add-On (Pre-Certification). An add-on amount of twenty-five cents (\$0.25) per hour may be paid to supplement the base pay of an eligible employee whose position is allocated to one of the nonrepresented professional confidential, supervisory, or management fiscal classifications based upon the employee's successful completion of the Certified Public Accountant (CPA) examination and possession of the CPA "Notification of

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Section B – 3.02

- (a) For positions identified under s. 20.923(7), Wis. Stats., the rate must be within the range of the appropriate GSEG.
 - (b) The pay of an incumbent of a position is not limited to a rate below that paid the governor (salary of the current governor).
- (3) The rate payable upon appointment to an unclassified civil service position identified in 3.01(3) ("Non-ESG" position), excluding the unclassified attorney positions covered by Section C of this Plan, and 3.01(4) of this Section (Section B) will be determined in accordance with the principle of equal pay for work that requires equal skill, effort, and responsibility, and that is performed under similar working conditions. Thus, the rate upon appointment should be equal to the rate that would be payable upon appointment to a similar position in the classified service, as determined by the appointing authority. In addition, the rate will not exceed the pay rate or range maximum under 3.03(3).
 - (4) The provisions of Section E regarding Hiring Above the Minimum are applicable in determining pay upon appointment of assistant district attorneys and assistant state public defender attorneys, provided all of the applicable requirements of Section E of this Plan are met.

NOTE: Certain appointments are also subject to s. 230.148, Wis. Stats., regarding re-appointments in the unclassified service, and s. 230.33(3), Wis. Stats., regarding appointments to positions in the unclassified service from positions in the classified service.

3.03 ESG Assignments, Pay Range Assignments and Other Pay Rate Limitations for Positions Not Assigned by Statute

- (1) ESG Limitations for the Deputy and Executive Assistant in the Department of Justice.

In the Department of Justice, the rate for the Deputy under s. 20.923(8), Wis. Stats., and Executive Assistant under s. 20.923(9), Wis. Stats., will not exceed the maximums of ESG 6 and ESG 5, respectively.

- (2) ESG Assignments of Unclassified Division Administrators.

Except for positions specified in s. 20.923(4)(c)3m, Wis. Stats., (Administrator, Division of Merit Recruitment and Selection, OSER); and s. 20.923(12), Wis. Stats., (Division Administrators, Department of Regulation and Licensing); all unclassified division administrator positions enumerated under s. 230.08(2)(e), Wis. Stats., shall be assigned, when approved by JCOER, by the OSER Director to one of the 10 ESG ranges. The following list represents the group assignments as of the printing of this document:

Section B – 3.03

- (a) Positions assigned to Executive Salary Group 2 (ESG 2)
 - 1. Administration, Department of: Office of Justice Assistance.
 - 2. Commerce, Department of: Division of Administrative Services; Division of Community Development; and Division of International and Export Services.
 - 3. Public Service Commission: Division of Administrative Services.

- (b) Positions assigned to Executive Salary Group 3 (ESG 3).
 - 1. Administration, Department of: Division of Administrative Services; Division of Energy; Division of Gaming; and Division of Intergovernmental Relations.
 - 2. Agriculture, Trade and Consumer Protection, Department of: Division of Agricultural Development; Division of Agricultural Resource Management; Division of Food Safety; Division of Management Services; and Division of Trade and Consumer Protection.
 - 3. Children and Families, Department of: Division of Enterprise Solutions.
 - 4. Commerce, Department of: Division of Economic Development; and Division of Environmental and Regulatory Services.
 - 45. Educational Communications Board: Division of Education; Division of Engineering; Division of Television Programming/Operations; and Division of Wisconsin Public Radio.
 - 56. State Employment Relations, Office of: Division of Affirmative Action.
 - 67. Financial Institutions, Department of: Division of Banking; Division of Corporate and Consumer Services; and Division of Securities.
 - 78. Historical Society, State: Division of Historic Preservation and Public History; ~~Division of Museum;~~ and Library and Archives Division.
 - 89. Justice, Department of: Division of Law Enforcement Services; and Division of Management Services.

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Section B – 3.03

910. Military Affairs, Department of: Division of Emergency Management.

1011. Public Service Commission: Division of Gas and Energy; Division of Telecommunications; and Division of Water, Compliance and Consumer Affairs.

1112. Revenue, Department of: Division of Enterprise Services.

1213. Transportation, Department of: Division of Policy, Budget, and Finance.

1314. Veterans Affairs, Department of: Division of Veterans Benefits; and Division of Veterans Home.

1415. Workforce Development, Department of: Division of Equal Rights; and Division of Workers Compensation.

(c) Positions assigned to Executive Salary Group 4 (ESG 4).

1. Administration, Department of: Division of Enterprise Operations; and Division of State Facilities.

2. Agriculture, Trade and Consumer Protection, Department of: Division of Animal Health.

3. Children and Families, Department of: Division of Early Care and Education; and Division of Family and Economic Security.

4. Commerce, Department of: Division of Safety and Buildings.

45. Corrections, Department of: Division of Management Services.

56. State Employment Relations, Office of: Division of Compensation and Labor Relations.

67. Government Accountability Board: Division of Elections; and Division of Ethics and Accountability.

78. Health Services, Department of: Division of Management and Technology.

89. Historical Society, State: Division of Museums and Historic Sites.

910. Natural Resources, Department of: Division of Administration and Technology; Division of Customer Assistance and External Relations; and Division of Enforcement and Science.

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Section B – 3.03

- 4011.State Public Defender, Office of: Trial Representation Division.
- 4112.Public Instruction, Department of: Division for Academic Excellence; Division of Finance and Management; Division of Learning Support: Equity and Advocacy; Division for Libraries, Technology and Community Learning; and Division for Reading and Student Achievement.
- 4213.Revenue, Department of: Division of Lottery; Division of Research and Policy; and Division of State and Local Finance.
- 4314.Transportation, Department of: Division of Business Management; Division of Motor Vehicles; and Division of State Patrol.
- 4415.Wisconsin Technical College System Board: Division of Finance; and Division of Teaching and Learning.
- 4516.Workforce Development, Department of: Division of Administrative Services; Division of Employment and Training; and Division of Unemployment Insurance.

(d) Positions assigned to Executive Salary Group 5 (ESG 5).

- 1. Administration, Department of: Division of Enterprise Technology; and Division of Executive Budget and Finance.
- 2. Children and Families, Department of: Division of Safety and Permanence
- 3. Corrections, Department of: Division of Adult Institutions; Division of Community Corrections; and Division of Juvenile Corrections.
- 34. Health Services, Department of: Division of ~~Children and Family Services~~ Long Term Care; Division of Mental Health and Substance Abuse Services; and Division of Public Health.
- 45. Justice, Department of: Division of Legal Services.
- 56. Natural Resources, Department of: Division of Air and Waste; Division of Forestry; Division of Lands; and Division of Water.
- 67. Transportation, Department of: Division of Transportation Investment Management; and Division of Transportation System Development.

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Section B – 3.03

78. Workforce Development, Department of: Division of Vocational Rehabilitation; and Division of Workforce Solutions.

(e) Positions assigned to Executive Salary Group 6 (ESG 6).

1. Health Services, Department of: Division of Disability and Elder Services; and Division of Health Care Financing.

(3) Pay Range Assignments for Other ("Non-ESG") Unclassified Positions

Certain positions listed below are specifically assigned to an established pay rate, pay range, or ESG. Other positions listed below are limited by a "not to exceed" (NTE) amount. Pay upon appointment and pay adjustments for any employee in a position limited by an NTE amount shall also be limited by the rate or pay range maximum which would be applicable if the position were in the classified service as determined by the appointing authority.

NOTE: A "Not To Exceed" rate or maximum established for a position does not guarantee the assignment of the position to a certain pay range. The pay range established for a Non-ESG position should be based on an analysis of the actual duties and responsibilities of the position by the appointing authority and a consideration of the pay range to which the position would be assigned if it were in the classified service.

- (a) Administration, Department of: Federal-State Relations Office, Staff Assistant (NTE PR 81-03); Director of Indian Gaming (NTE PR 81-01); and Office of the State Prosecutor, deputy district attorneys (NTE PR 71-01).
- (b) Board of Commissioners of Public Lands: Executive Secretary (NTE PR 81-02).
- (c) Educational Communications Board: Unclassified employees (NTE PR 81-03) other than employees identified under 3.01(1). (Exceptions to the NTE PR 81-03 limit for certain positions may be approved by the OSER Director if supported by a comparison of the functions assigned after reorganization to the functions of positions in the classified service above the PR 81-03 level.)
- (d) Health Services, Department of: Office of Urban Development, Director (NTE PR 81-01); Psychiatric Residents (NTE 0.75 of the minimum of PR 10-52).
- (e) Historical Society: Specialists identified under s. 230.08 (2)(c), Wis. Stats., (NTE PR 81-03).

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Section F – 10.02

10.02 Minimum Distance

Reimbursement for an employee's moving expenses can be allowed if:

- (1) The distance between the new place of employment and the old residence is at least 35 miles farther than the distance between the old place of employment and the old residence; and
- (2) The distance between the new and old residence is at least 35 miles.

If the appointing authority determines that a move is a mandatory condition of employment under s. 20.917(1)(a), Wis. Stats., the minimum distance requirements are not applicable.

10.03 Maximum Amount

The maximum dollar amount which may be permitted for reimbursement of any employee's moving costs is subject to the limitations set forth in s. 20.917(2)(b), Wis. Stats. DOA shall determine the maximum reimbursement which is the maximum amount as set forth in the rate tables of the major household goods tariff publishing bureaus to move household effects. In addition, a \$1,000 stipend may be paid for costs incidental to moving (subject to the limitations set forth in s. 20.917(1)(e), Wis. Stats.), as well as the cost of automobile travel for one vehicle at ~~42.5 cents per mile~~ the rate provided in 3.05(3)(b) of this Section (Section F). Incidental costs include, but are not limited to: disconnection and/or hook up of appliances, extra insurance coverage, etc.

10.04 International Moves

Employees making international moves to the contiguous 48 states may be reimbursed for all actual, necessary and reasonable expenses subject to the prior approval of the appointing authority or designee. Actual, reasonable and necessary expenses will be subject to the limitations contained in the Federal GSA Bulletin, which governs moving reimbursement for federal employees.

NOTE: See Section A of this Plan for provisions which allow for granting a Relocation Incentive Award to classified nonrepresented employees under certain circumstances.

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

1.00 Coverage

2.00 Parity Adjustments

2.01 Eligibility

2.02 Market Adjustments

3.00 Parity Lump Sum Payments Due to Delayed Implementation

3.01 Eligibility

3.02 Non-Discretionary Lump Sum Payments

4.00 Annualized Lump Sum Payments

1.00 Coverage

The provisions of this Section (Section K) apply to permanent or project employees in the classified service, or certain "Non-ESG" attorneys in the unclassified 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.
- (3) Only unclassified attorneys covered by Section C of this Plan are eligible for adjustments under the provisions of this Section (Section K).

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.

Added November 8, 2009

Section K – 2.01

- (a) 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.
 - (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 July 5, 2008, for parity adjustments effective on or after July 6, 2008. However, if the required performance evaluations were performed by December 31, 2008, a supervisor shall be eligible but any lump sum payment will be for hours after January 4, 2009 only.
 - (c) 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, are eligible 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 K).

NOTE: The parity base pay rate adjustments provided under this Section (Section K) 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 K) 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), below. Adjustments will be granted in the order they are shown in (4), 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 (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 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.

Section K – 2.02

(4) ~~Market Adjustments Effective November 8, 2009.~~

- (a) ~~Any Effective November 8, 2009, any employee whose position is allocated to one of the following classifications who is in pay status on the effective date will receive a market adjustment as follows:~~

Code	Classification	Per Hour Increase
54110	Economist-Conf	*
46110	Research Analyst-Adv-Conf	*
46120	Research Analyst-Adv-Supv	*
46140	Research Administrator	*

***Full Years of Adjusted Continuous Service as of June 30, 2008**

	Per Hour Increase
Zero through 9	\$0.650
10 through 14	\$0.760
15 through 19	\$0.910
20 or more years	\$1.010

- (b) ~~Any Effective November 8, 2009, any employee whose position is included in the list below who is in pay status on the effective date will receive a market adjustment of \$1.250 per hour:~~

Code	Classification
97990	Deputy District Attorney
97991	Deputy District Attorney Supv

- (c) Effective April 25, 2010, any employee whose position is allocated to the Construction Coordinator Supervisor classification who is in pay status on the effective date will receive a market adjustment of \$0.50 per hour.

- (d) Effective April 25, 2010, any employee whose position is allocated to one of the following classifications who is in pay status on the effective date will receive a market adjustment as follows:

Code	Classification
<u>26040</u>	<u>Architect/Engineer Mgmt</u>
<u>26020</u>	<u>Architect/Engineer Supv</u>
<u>24140</u>	<u>Chief, Integrated Services Section</u>
<u>26520</u>	<u>Civil Engineer-Transportation Supv</u>
<u>26330</u>	<u>Construction Coordinator Supv</u>
<u>26530</u>	<u>DOT Engineering Chief</u>
<u>24040</u>	<u>DOT Technical Svcs Chief</u>
<u>25700</u>	<u>Engineering Prog Mgmt Consultant</u>
<u>24840</u>	<u>Engineering Spec Mgmt</u>

Revised (first day of pay period following JCOER approval)

Section K – 2.02

<u>24880</u>	<u>Engineering Spec Supv</u>
<u>25920</u>	<u>Engineering Spec-Transp Supv</u>
<u>26080</u>	<u>Entrprs Achitect/Engineer Supv</u>
<u>27030</u>	<u>Environmental Engineer Supv</u>
<u>27780</u>	<u>Nuclear Engineering Spec Supv</u>
<u>27680</u>	<u>Radiation Engineering Spec Supv</u>
<u>73620</u>	<u>Storage Tank Regulation Chief</u>

Year of Employee's

<u>Adjusted Continuous Service Date</u>	<u>Per Hour Increase</u>
<u>1950 – 1986</u>	<u>\$1.235</u>
<u>1987 – 1990</u>	<u>\$1.085</u>
<u>1991 – 1994</u>	<u>\$0.940</u>
<u>1995 – 1997</u>	<u>\$0.785</u>
<u>1998 – 1999</u>	<u>\$0.635</u>
<u>2000 – 2001</u>	<u>\$0.485</u>
<u>2002 – 2005</u>	<u>\$0.340</u>
<u>2006 – 2009</u>	<u>\$0.190</u>

3.00 Parity Lump Sum Payments Due to Delayed Implementation

3.01 Eligibility. Any employee receiving a market adjustment in accordance with 2.01(3), or 2.02, above, is eligible for lump sum payment consideration.

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 2.01(3) or 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.

Revised (first day of pay period following JCOER approval)

Section K – 3.02

(3) Lump Sum Payments.

- (a) Employees in pay status on November 8, 2009, who received a base pay rate increase effective on that date under 2.01(3), ~~or 2.02(4)(a) or 2.02(4)(b)~~, 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 November 7, 2009. Employees in pay status on April 25, 2010, who received a base pay rate increase effective on that date under 2.01(3), 2.02(4)(c) or 2.02(4)(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 October 12, 2008 through April 24, 2010.
- (c) In accordance with 2.01(1)(b), a supervisor who received a November 8, 2009 base pay rate increase under 2.01(3), ~~or 2.02(4)(a) or 2.02(4)(b)~~ 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 November 7, 2009. In accordance with 2.01(1)(b), a supervisor who received an April 25, 2010 base pay rate increase under 2.01(3), 2.02(4)(c) or 2.02(4)(d) 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 April 24, 2010.

4.00 Annualized Lump Sum Payments

Employees not receiving a base building increase, or receiving only a partial increase, in this Section (Section ~~L~~K) solely because of the pay range maximum limitation in 2.01(1)(c), shall receive a lump sum payment equal to the difference between the base rate increase received and the increase the employee would have received multiplied by 1,520.

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

NOTE: Any lump sum payments received in this Section (Section K) are not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions between the dates specified will not be reconstructed.

Revised (first day of the pay period following JCOER approval)

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment B

April 2010

SUMMARY TOTALS

<u>FISCAL YEAR</u>		<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2008-2009	2nd Year Cost	\$307,929	\$367,821	\$154,485	\$213,336
Biennial Total:		<u>\$307,929</u>	<u>\$367,821</u>	<u>\$154,485</u>	<u>\$213,336</u>

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment B

April 2010

A) FISCAL YEAR INCREASES:

1) Nonrepresented Classified General Wage Adjustments

		ALL FUNDS			
FISCAL YEAR		WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2008-2009	2nd Year Cost	\$307,929	\$367,821	\$154,485	\$213,336
Biennial Total:		<u>\$307,929</u>	<u>\$367,821</u>	<u>\$154,485</u>	<u>\$213,336</u>

2) Nonrepresented Unclassified

		ALL FUNDS			
FISCAL YEAR		WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2008-2009	2nd Year Cost	\$0	\$0	\$0	\$0
Biennial Total:		<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment B

April 2010

3) Increases in Rates for Office for Constitutional Officers and State Legislators

FISCAL YEAR		ALL FUNDS			
		WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2008-2009	2nd Year Cost	\$0	\$0	\$0	\$0
Biennial Total:		<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

4) Increases in Rates for Office for Justices and Judges

FISCAL YEAR		ALL FUNDS			
		WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2008-2009	2nd Year Cost	\$0	\$0	\$0	\$0
Biennial Total:		<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

2007-2009 COMPENSATION PLAN AMMENDED COST ESTIMATE

Attachment B

April 2010

5) Increases in Rates for Office for State Prosecutors

		ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
FISCAL YEAR					
2007-2008	1st Year Cost	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2008-2009	2nd Year Cost	\$0	\$0	\$0	\$0
Biennial Total:		\$0	\$0	\$0	\$0

Executive Salary Group Assignments/Reassignments

Position	Incumbent's Salary	Current ESG Assignment	Current ESG Range	Proposed ESG Assignment	Proposed ESG Range
DEPARTMENT OF CHILDREN AND FAMILIES Division of Enterprise Solutions	\$119,807*	N/A	N/A	ESG 3	\$69,294 - \$107,407
DEPARTMENT OF CHILDREN AND FAMILIES Division of Early Care and Education	Vacant	N/A	N/A	ESG 4	\$74,838 - \$116,001
DEPARTMENT OF CHILDREN AND FAMILIES Division of Family and Economic Security	\$92,000	N/A	N/A	ESG 4	\$74,838 - \$116,001
DEPARTMENT OF CHILDREN AND FAMILIES Division of Safety and Permanence	100,000	N/A	N/A	ESG 5	\$80,826 - \$125,282
DEPARTMENT OF HEALTH SERVICES Division of Long Term Care	\$112,251	N/A	N/A	ESG 5	\$80,826 - \$125,282
DEPARTMENT OF HEALTH SERVICES Division of Mental Health and Substance Abuse Services	\$109,534	N/A	N/A	ESG 5	\$80,826 - \$125,282
STATE HISTORICAL SOCIETY Division of Museums and Historical Sites	\$106,580	N/A	N/A	ESG 4	\$74,838 - \$116,001
DEPARTMENT OF WORKFORCE DEVELOPMENT Division of Employment and Training	\$96,672	N/A	N/A	ESG 4	\$74,838 - \$116,001

* Red circled above the maximum due to prior rate in classified service.