

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- CLASSIFICATION & COMPENSATION BULLETIN -

- MERIT RECRUITMENT & SELECTION BULLETIN -

- OFFICE OF THE SECRETARY BULLETIN -

Date: October 29, 1997

Locator No: CC/POL-41
OS-73/MRS-182

Subject: Counterpart Pay Range Designations as of
September 28, 1997

I. INTRODUCTION

The purpose of this bulletin is to provide current information as to counterpart pay range designations. Effective September 28, 1997, multiple pay schedules for use with certain nonrepresented classifications were abolished. In their place, a new Schedule 1, General Nonrepresented, was implemented. On October 12, 1997, various negotiated pay schedules for represented classifications were also implemented, some of which involved significant structural changes. Finally, effective October 12, 1997, two broad-banded pay schedules 70 (Nonrepresented Information Systems) and 80 (Senior Managers) went into effect. This bulletin supersedes counterpart pay range information provided in previous bulletins, including CC/POL-11/OS-64/MRS-156, issued on July 14, 1994.

II. BACKGROUND

Section ER 1.02(7), Wis. Adm. Code, provides that the Secretary of the Department of Employment Relations (DER) may designate pay ranges or groupings of pay ranges in different pay schedules to be at the same level (i.e., counterpart) for the purpose of determining personnel transactions.

Pay ranges in pay schedules for nonrepresented and represented crafts, patient treatment, and patient care classifications, and for represented Education classifications are not designated as counterpart. Pay ranges in pay schedules for nonrepresented and represented engineering classifications are not designated as counterpart except as specified in part III. B., on the following page.

III. DESIGNATION OF COUNTERPART PAY RANGES IN NEW OR REVISED PAY SCHEDULES

A. The Secretary of DER has designated pay ranges in the following pay schedules as counterpart for purpose of determining personnel transactions effective September 28,

1997. Any counterpart designations with an effective date other than September 28, 1997, are noted.

REPRESENTED SCHEDULES:

- Schedule 2: Administrative Support
- Schedule 3: Blue Collar and Related
- Schedule 5: Security and Public Safety
- Schedule 6: Technical
- Schedule 7: Professional Fiscal and Staff Services
- Schedule 8: Professional Research, Statistics and Analysis
- Schedule 12: Professional Social Services
- Schedule 15: Professional Science (effective October 12, 1997)
- Schedule 36: Law Enforcement (effective October 12, 1997)

NONREPRESENTED SCHEDULES:

- Schedule 1: General Nonrepresented
- Schedule 22: Administrative Support-Related Counterpart
- Schedule 23: Blue Collar-Related Counterpart
- Schedule 25: Security and Public Safety-Related Counterpart
- Schedule 26: Technical-Related Counterpart
- Schedule 32: Professional Social Services-Related Counterpart
- Schedule 56: Law Enforcement-Related Counterpart (effective October 12, 1997)

Some of the above pay schedules use a non-standard pay range numbering system, i.e., the pay ranges in the schedule are not necessarily numbered in a single numerical sequence (e.g., see Schedule 15). Therefore, please refer to the attached chart to determine the pay ranges in each pay schedule that are considered counterpart to one another.

The information in this bulletin should not affect any pending personnel transactions. However, agencies should still review any transaction with an effective date of September 28, 1997, or later, to ensure that those personnel transactions were appropriately determined.

B. Counterpart Represented and Nonrepresented Engineering Pay Ranges

Effective October 12, 1997, the following pay ranges in pay schedules 14, 34, and 54 are considered counterpart for purposes of determining personnel transactions:

Counterpart	Pay schedule		
	14	34	54
Pay range(s):	04; 24; 55	n/a	04
	05; 25; 46; 56	n/a	05
	06; 26	n/a	06
	47; 57	n/a	07
	48	08	08

IV. REPRESENTED AND NONREPRESENTED ATTORNEY CLASSIFICATIONS

All of the following attorney classifications (both represented and nonrepresented) are considered counterpart to each other for purposes of determining personnel transactions. (This is a continuation of the counterpart designations established effective September 5, 1993.)

Attorney 13, Attorney 13-Conf, Attorney 13-Conf/Supv, Attorney 13-Supv, Attorney 13-Mgt
Attorney 14, Attorney 14-Conf, Attorney 14-Conf/Supv, Attorney 14-Supv, Attorney 14-Mgt
Attorney 15, Attorney 15-Conf, Attorney 15-Conf/Supv, Attorney 15-Supv, Attorney 15-Mgt

V. Determining Personnel Transactions for Non-Counterpart Classifications

In accordance with the administrative rules, movement to or from a position allocated to a classification assigned to a pay range that is not designated as counterpart for purposes of determining personnel transactions, is determined by comparing the maximum of the pay range of the position from which the employe is moving, to the maximum of the pay range to which the employe is moving.

If a movement is to a classification with a **higher pay rate or range** (one with a higher pay range maximum), the appointment is normally considered a **promotion**. If the movement is to a classification with a **lower pay rate or range** (one with a lower pay range maximum), the appointment is normally considered a **demotion**. If the movement is to a classification with the **same pay rate or range** (same pay range maximum), the appointment is normally considered a **transfer**.

VI. Referral of Questions

Questions regarding the **counterpart pay range designations** should be directed to Jeanne Meyer, Compensation Analyst, at (608) 267-5164, or Eileen Kellor, Compensation Administration Manager, at (608) 267-7617.

Questions regarding the **determination of a personnel transaction** should be directed to Dennis Huett, DMRS Policy Advisor, at (608) 266-7296.

James A. Pankratz, Administrator
Division of Classification and Compensation

Robert J. Lavigna, Administrator
Division of Merit Recruitment and Selection

Jon E. Litscher, Secretary
Department of Employment Relations

Attachment

COUNTERPART PAY RANGE DESIGNATIONS AS OF SEPTEMBER 28, 1997

Pay Schedules:	Rep		2	3	5	6	7	8	12*	15**	36
	Nonrep	1	22	23	25	26	n/a	n/a	32	n/a	56*
Pay Range(s):	01		01								
	02		02								
	03		03								
	04		04		04						
	05		05	05	05						
	06	06	06	06	06	06			26		06
	07	07	07	07	07	07			27		07
	08	08	08	08	08	08	08		28		08
	09	09	09	09	09	09	09	01	01	09	09
	10	10	10	10	10	10	10	02	02	10	10
	11	11	11	11	11	11	11	03	03	11	11
	12	12	12	12	12	12	12	04	04	12	12
	13	13	13	13	13	13	13	05	05	13	13/33
	14			14	14	14	14	06	06	14	14
	15			15	15	15	15	07	07	15/25/35	15
	16			16*	16	16	16	08	08	16/26/36	
	17						17	09	09	17/27/37	
	18						18		10	18	
	19						19		11	19	
	20								12		
	21								13		
	22										
	23										

*These relationships became effective on October 12, 1997, the same date as the FY 1997-98 wage adjustment for the represented Wisconsin State Employees Union (WSEU) and nonrepresented WSEU-Related counterparts. Pay schedules 36 and 56 and pay ranges 05-16 and 25-16 were created on that date. Pay ranges 12-25 and 32-25 were abolished on that date.

**A new classification structure and corresponding pay ranges went into effect on October 12, 1997, the effective date of the FY 1997-98 wage adjustments for the Science bargaining unit. This chart indicates the counterpart pay range relationships based on the new pay schedule structure.

Chronological History of Key Changes to Counterpart Pay Range Designations Since 1987

Effective 6/30/87: Counterpart designation removed for Crafts pay ranges [Schedule 4 (Rep) and Schedule 1 (Nonrep)]; Attorneys [Schedule 9 (Rep) and 49 (Nonrep)] and Physicians (Schedule 1)

Effective 11/5/89: Psychiatrist classifications created and assigned to pay ranges without counterpart designation.

Effective 8/20/90: Counterpart designation removed for Engineering pay ranges [Schedule 14 (Rep and Nonrep)] and Patient Care [Schedule 11 (Rep and Nonrep)]; 13-10 designated as a counterpart pay range.

Effective 4/19/92: Schedule 15 pay ranges are renumbered.

Effective 6/28/92: Teacher classification created and assigned to pay range 13-99 without counterpart designation; 03-13 designated as counterpart pay range.

Effective 9/5/93: All pay ranges used for Attorney classifications designated as counterpart pay ranges.

Effective 6/26/94: Multiple nonrepresented pay schedules established. Counterpart designation removed for Education pay ranges [Schedule 13 (Rep) and Schedule 33 (Nonrep)]

Effective 10/12/97:

- Counterpart designations established for pay ranges in the represented and nonrepresented Engineering pay schedules (14, 34, and 54)
- Counterpart designations established for pay ranges in the following represented and nonrepresented pay schedules: 1, 2, 3, 5, 6, 7, 8, 12, 15, 22, 23, 25, 26, 32, 36, and 56.
- Senior Manager schedule (80) and Information Systems schedule (70) created; no counterpart designations for ranges in these two schedules.