

**State of Wisconsin**

**DEPARTMENT OF EMPLOYMENT RELATIONS**

**- CLASSIFICATION & COMPENSATION BULLETIN -**

**Date:** December 11, 1997

**Subject:** Summary of Actions Taken by JCOER on  
October 28, 1997

**Locator No:** CC/POL-43

The purpose of this bulletin is to inform appointing authorities of the modifications and amendments to the 1997-99 Compensation Plan that were approved by the Joint Committee on Employment Relations (JCOER) at its October 28, 1997, meeting. These provisions are reflected in the printed version of the 1997-99 Compensation Plan that is available for purchase at Document Sales.

- Increase to pay range minimums for Executive Salary Groups (ESG): The pay range minimums for ESG ranges 1-9 were increased by 3% effective November 9, 1997, and will be increased by an additional 3.5% effective July 5, 1998. The minimum for ESG range 10 was increased by 5% effective November 9, 1997 and by an additional 5% effective July 5, 1998. (The ESG maximums were increased by the same respective amounts effective September 28, 1997, as part of the original set of recommendations for the 1997-99 Compensation Plan.) (A copy of the new ranges is attached as Attachment A.)
- Legislative members: The rates for office for Legislative Members were increased by 3% effective November 9, 1997, and by an additional 3.5% effective July 5, 1998. The rates for office for the 1997-99 biennium for legislative members are shown in the chart below.

<b>Position</b>	<b>Incumbent's 7/6/97 Pay Rate</b>	<b>7/6/97 - 11/8/97 Rate For Office</b>	<b>11/9/97 - 7/4/98 Rate For Office</b>	<b>FY 1998-99 Rate For Office</b>
Legislative Member	\$39,211	\$39,211	\$40,391	\$41,809

- Constitutional officers: Because the rates for office for the six constitutional officers are tied by statute to the minimums of certain ESG ranges, the increase to the ESG minimums resulted in changes to the rates for office for these positions. The rates for office for those officers for the 1997-99 biennium are shown below.

Constitutional Office	Executive Salary Group	Incumbent's 7/6/97 Pay Rate	7/6/97 - 11/8/97 Rate For Office	11/9/97- 7/4/98 Rate For Office	FY 1998-99 Rate For Office
State Treasurer	1	\$49,719	\$51,223	\$52,760	\$54,610
Secretary of State	1	\$49,719	\$51,223	\$52,760	\$54,610
Lieutenant Governor	4	\$54,795	\$56,453	\$58,147	\$60,183
State Superintendent, Public Instruction	7	\$80,984	\$88,089	\$90,732	\$93,908
Attorney General	10	\$97,756	\$101,832	\$106,927	\$112,274
Governor	10	\$101,861	\$104,941	\$110,188	\$115,699

- Judges and justices: The JCOER modified the increases to the rates for office for judges and justices that were recommended by the DER Secretary. The modification resulted in an increase to the rate for office for circuit court judges of 5% effective November 2, 1997, and July 5, 1998, and the establishment of a 6% differential between the rates for office for circuit court judges and court of appeals judges, and between court of appeals judges and supreme court justices. The add-on for the supreme court chief justice remained at \$8000. The rates for office for judges and justices for FY 1997-99 are shown in the chart below:

Position	Incumbent's 7/6/97 Pay Rate	7/6/97 - 11/1/97 Rate For Office	11/2/97 - 7/4/98 Rate For Office	FY 1998-99 Rate For Office
Circuit Court Judge	\$90,661	\$90,661	\$95,199	\$99,961
Court of Appeals Judge	\$94,804	\$94,804	\$100,911	\$105,960
Supreme Court Justice	\$100,690	\$100,690	\$106,967	\$112,318
Supreme Court Chief Justice	\$108,690	\$108,690	\$114,967	\$120,318

- Amendments to 1997-99 Compensation Provisions for Patient Care-Related Counterparts: As a result of the 1997-99 collective bargaining agreement between the State and the represented Patient Care employees, minimal changes to Section S (Discretionary Grid Adjustments for Patient Care-Related Employees), Section X (Pay Transaction Provisions for Patient Care-Related Counterpart Employees), and the pay schedule (31) and grids were required. *(A copy of the new grids and schedules is attached as Attachment B.)*

The changes for the first fiscal year include a lump sum payment to all Patient Care-Related Counterpart employees in pay status on November 23, 1997 (effective date of the related represented employee increases), modifications to provide base pay increases to employees with pay rates outside of the grid structure and annualized lump sum payments to employees with pay rates greater than the adjusted pay range maximum, and implementation of a revised grid and pay schedule effective November 23, 1997. The changes for the second fiscal year include a lump sum payment, modifications to the grid and pay schedule effective July 5, 1998, provision of increases to employees outside of the grid structure, and annualized lump sum payments to employees with pay rates greater than the pay range maximum.

Finally, changes were made to the pay transaction provisions (Section X) effective November 22, 1997, to reflect comparable changes made to the provisions covering the related group of represented employees. These changes were effective November 22 rather than November 23 because the comparable changes to the represented employee provisions were effective on the effective date of the 1997-99 contract and thus became effective before the wage provisions in the 1997-99 contract.

**NOTE:** As of the effective date of the modifications there was only one (1) employee in a Patient Care-Related Counterpart position. Because of the work load demands and the minimal need for detailed information at this time, a brief pay processing bulletin will be issued at some point in the future to document the provisions.

- Creation of add-on provision for Crafts Operations Manager, UW-Milwaukee, classification: As an adjunct to the creation of a Shop Supervisor add-on for certain positions at the University of Wisconsin-Madison effective October 12, 1997, a similar add-on concept was approved effective November 9, 1997, for a single position classification located at the UW-Milwaukee. The provision requires that any incumbent of this classification will be paid \$2.00 above the hourly rate established for the highest paid Crafts Worker Supervisor or Shop Supervisor that the position supervises, or \$2.00 above the adjusted state rate for the craft in which the incumbent has journeyman status. The classification is also removed from the provisions governing employer contribution towards the health insurance premium effective November 9, 1997.

Questions regarding the actions noted above may be directed to any member of the Compensation Administration team:

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Attachment A: Revised ESG Schedules

Attachment B: Revised Nonrepresented Patient Care-Related Counterpart Schedules (31) and Grids