

DEPARTMENT OF EMPLOYMENT RELATIONS

- CLASSIFICATION & COMPENSATION BULLETIN -

- MERIT RECRUITMENT & SELECTION BULLETIN -

- OFFICE OF THE SECRETARY BULLETIN -

Date: July 20, 1998

Subject: Counterpart Pay Range Designations as of
July 19, 1998

Locator No: CC/POL-48/OS-75
MRS-189/CBB-81

I. INTRODUCTION

The purpose of this bulletin is to provide current information as to counterpart pay range designations. Effective July 19, 1998, counterpart designations are established for the pay ranges in the represented and nonrepresented Patient Treatment pay schedules (pay schedules 10 and 50); and the broadbanded Information System pay schedules (PR 07-01, PR 07-02, and pay schedule 70). This bulletin supersedes counterpart pay range information provided in previous bulletins, including CC/POL-41/OS-73/MRS-182, issued on October 29, 1997 (and its addendum issued December 11, 1997).

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. If a personnel transaction involves movement between pay ranges that are designated as counterpart to one another, the personnel transaction is considered to be a transfer (i.e., lateral movement).

The attachment shows counterpart pay range designations as of July 19, 1998. It is an updated version of the attachment provided in the December 11, 1997 addendum to CC/POL-41/OS-73/MRS-182. The attachment includes a chart listing a number of schedules for which pay ranges are designated as counterpart, as well as a chronological history of counterpart designations that includes the unique counterparting of related schedules which are summarized in III., IV., and V., below.

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

A. Counterpart Represented and Nonrepresented Patient Treatment Pay Ranges

Effective July 19, 1998, the following pay ranges in pay schedules 10 and 50 are considered counterpart for purposes of determining personnel transactions:

Counterpart	Pay schedule	
	10	50
Pay range(s):	50	50
	51	51
	52	52

B. Counterpart Represented and Nonrepresented IS Pay Ranges

Effective July 19, 1998, the following pay ranges in pay schedules 07 and 70 are considered counterpart for purposes of determining personnel transactions:

Counterpart	Pay schedule	
	07	70
Pay range(s):	01	01
	02	02

IV. REPRESENTED AND NONREPRESENTED ENGINEERING CLASSIFICATIONS

The following pay ranges in pay schedules 14, 34, and 54 are considered counterpart for purposes of determining personnel transactions. (This is a continuation of the counterpart designations established effective October 12, 1997.)

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

V. REPRESENTED AND NONREPRESENTED ATTORNEY CLASSIFICATIONS

All of the pay ranges in pay schedules 09 and 49 are considered counterpart for purposes of determining personnel transactions. This means that all movements between Attorney classifications are considered to be transfers; For example, the movement from an Attorney 13 (PR 09-73) to an Attorney 15 (PR 09-75) is considered to be a transfer. (This is a continuation of the counterpart designations established effective September 5, 1993.)

Counterpart	Pay schedule	
	09	49
Pay range(s):	73; 74; 75	73; 74; 75

VI. DETERMINING PERSONNEL TRANSACTIONS FOR NON-COUNTERPART CLASSIFICATIONS

In accordance with the administrative rules, the personnel transaction when moving between positions allocated to classifications assigned to pay ranges that are not designated as counterpart 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**.

VII. REFERRAL OF QUESTIONS

Questions regarding the **counterpart pay range designations** should be directed to Jeanne Meyer, Compensation Analyst, at (608) 267-5164, or Paul Ostrowski, Compensation Analyst, at (608) 267-0343.

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

Joseph Pellitteri, Acting Administrator
Division of Collective Bargaining

Jon E. Litscher, Secretary
Department of Employment Relations

Attachment

COUNTERPART PAY RANGE DESIGNATIONS AS OF July 19, 1998

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	14/24	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. (This changed effective 6/21/98. See below.)

Effective 7/19/98:

- Counterpart designations established for pay ranges in the represented and nonrepresented Patient Treatment pay schedules (10 and 50)
- Counterpart designations established for pay ranges in the represented and nonrepresented broadbanded Information Systems pay ranges (PR 07-01, PR 07-02, and pay schedule 70)