

## OFFICE OF STATE EMPLOYMENT RELATIONS

### - COMPENSATION & LABOR RELATIONS BULLETIN -

**Date:** May 26, 2006

**Locator No:** OSER-0094-CLR/LR/PP  
(Correction)

**Subject:** Information to Process FY 2005-2006 General Wage Adjustments and Lump Sum Payments, Market Adjustments, and Supplemental Pay Amounts for Employees in Professional Patient Treatment Bargaining Unit

This information is provided to assist appointing authorities in determining the FY 2005-2006 General Wage Adjustments and associated lump sum payments, market adjustments, and supplemental pay amounts in the 2005-2007 Agreement between the State of Wisconsin and the Wisconsin Physician and Dentist Association (WPDA). These wage adjustments are granted in accordance with Article XI, Sections 3 and 8 of the 2005-2007 Agreement and are effective on May 14, 2006.

The supplemental pay schedule increases for board certification and board certification eligibility are described in Section VI of this bulletin.

#### SECTION I. COVERAGE UNDER THIS BULLETIN

The information in this bulletin applies to classified permanent employees (**employment types 01, 02 and 06**) in positions allocated to classifications in the Professional Patient Treatment bargaining unit (**DP unit code 10**).

#### SECTION II. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPDA Agreement, multiple pay adjustments with the same effective date will be applied in the following order:

1. Reallocation/regrade adjustment;
2. Reclassification/regrade adjustment;
3. Promotion/upward movement adjustment;
4. Demotion/downward movement adjustment;
5. Transfer/lateral movement adjustment;
6. Reinstatement;
7. Restoration;
8. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., as shown in the bulletin.
9. Supplemental Pay Schedule for FY 2005-2006 Implementation (Section IV)
10. Original appointment.

#### SECTION III. FY 2005-2006 GENERAL WAGE ADJUSTMENT (GWA) IMPLEMENTATION

**A. Effective Date.** The wage increases described in this section are effective on May 14, 2006, and will be applied in the order set forth below.

**B. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status on May 14, 2006, in the Professional Patient Treatment bargaining unit (**DP unit code 10**) are eligible to receive the GWA as provided under C., below.

**Note:** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2005-2006 provided under the Compensation Plan or another 2005-2007 state collective bargaining agreement is not eligible for the GWA.

**C. Amount.**

1. **GWA of 2.0%.** Eligible employees will receive a base pay adjustment equal to 2.0% of their current base pay rate, subject to the pay range maximum found in the attachment to this bulletin.
2. **Annualized General Wage Adjustment Payment for the 2.0% GWA.** Eligible employees will be granted Annualized GWA Payments as follows:
  - a. Employees who receive wage adjustments under C.1., above, of less than 2.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 2.0% of the employee's base pay rate prior to the wage adjustments, and the amount the employee actually received, multiplied by 2088.
  - b. Employees who receive no wage adjustment under C.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 2.0% of the employee's base pay rate multiplied by 2088.
  - c. The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on May 14, 2006.
  - d. Employees who are not in pay status on May 14, 2006, and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2005-2007 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to the bargaining unit.

**SECTION IV. IMPLEMENTATION OF THE FY 2005-2006 PAY SCHEDULE 10 EFFECTIVE May 14, 2006**

The FY 2005-2006 Pay Schedule 10, effective May 14, 2006, is implemented (see the Attachment). Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted upward to the new minimum.

**SECTION V. IMPLEMENTATION OF FY 2005-2007 SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY**

- A. Eligibility.** The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility is effective May 14, 2006, and is provided below. Refer to Article XI, Section 8, of the 2005-2007 WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of May 14, 2006, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.

**B. Amount.** The following are the supplemental pay amounts for board certification effective May 14, 2006:

**Schedule of Supplemental Pay Amounts  
for Board Certification and Board Certification Eligibility**

Classification (Pay Range)	FY 2005-2006 Effective May 14, 2006	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - \$5.93/hr.	\$8.89 - \$17.78/hr.
Psychiatrist (10-52)	NTE - \$6.47/hr.	\$9.70 - \$19.39/hr.

**SECTION VI. REFERRAL OF QUESTIONS**

**Employee Questions:**

Employees with questions regarding their base pay rates or pay adjustments included in this bulletin should contact their Agency Human Resources or Payroll Office directly.

**Employer Questions:**

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Tim Borchert by phone at (608) 266-3381, or by e-mail at [tim.borchert@wisconsin.gov](mailto:tim.borchert@wisconsin.gov).

Employer questions regarding *all other contract provisions* should be directed to Lynn Wieser by phone at (608) 266-0364, or by e-mail at [lynn.wieser@wisconsin.gov](mailto:lynn.wieser@wisconsin.gov).

Employer questions regarding *payroll processing or file maintenance* should be directed to:

**DOA Central Payroll:**

**Shelley Schwartz (608) 264-9571.**



James A. Pankratz, Administrator  
Division of Compensation and Labor Relations

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Attachment: Pay Schedule 10 (FY 2005-2006, Effective May 14, 2006)

**ATTACHMENT**

**Pay Schedule 10**  
**Patient Treatment**

**FY 2005-2006**

**(Effective May 14, 2006 through June 24, 2006)**

<b><u>Classification</u></b>		<b><u>Minimum</u></b>	<b><u>Appointment Maximum</u></b>	<b><u>Maximum</u></b>	<b><u>Within Range Pay Step</u></b>
Optometrist (10-49)		\$ 54.240	\$ 70.512	\$ 86.784	\$ 1.627
Dentist (10-50)		\$ 59.160	\$ 72.972	\$ 86.784	\$ 1.775
Physician (10-51)		\$ 59.241	\$ 77.014	\$ 94.786	\$ 1.777
Psychiatrist (10-52)		\$ 64.626	\$ 84.014	\$ 103.401	\$ 1.939