

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 1, 2006

Locator No: OSER-0098-CLR/LR/PP
(Correction)

Subject: Information for Processing 2003-2005 Fiscal Biennium Pay and Benefit Provisions for Employees in the Research, Statistics & Analysis Bargaining Unit (Unit 8)

This information is provided to assist appointing authorities in determining 2003-2005 fiscal biennium general wage adjustments, lump sum payments, and equity stratifications, as well as to identify personal holiday and health insurance changes for employees in the professional research, statistics & analysis bargaining unit (bargaining unit 8). The wage increases are granted in accordance with the wage provisions (Article XI) of the 2003-2005 Agreement between the State of Wisconsin and the Professional Employees in Research, Statistics & Analysis (PERSA), and base pay increases must be applied in the order set forth in this bulletin.

SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to Article XI, Section 4 of the 2003-2005 PERSA Agreement and s. ER 29.04, Wis. Adm. Code, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2002-2003 pay schedule for adjustments 1. through 8., on May 14, 2006.

Use the new FY 2004-2005 pay schedule (see attachment) for adjustments under number 9., effective on May 14, 2006. Adjustments normally occurring after 9., will be made in accordance with the 2005-2007 collective bargaining agreement.

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
- 9. Negotiated Base Pay Adjustments for the 2004-2005 Fiscal Year**

SECTION II. GENERAL WAGE ADJUSTMENT (GWA)

Note: There are no pay adjustments for FY 2003-2004.

- A. Effective Date.** The GWA is effective May 14, 2006.
- B. Eligibility.**
 - 1. Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on May 14, 2006, are eligible for a GWA in the amount set forth in C., below.
 - 2. Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2004-2005 provided under the Compensation Plan or another 2003-2005 state collective bargaining agreement.
- C. Amount.** Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate, plus \$0.10 per hour, subject to the pay range maximum indicated in the attachment. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized Wage Adjustment Payment under Section V, below.

SECTION III. EQUITY STRATIFICATION ADJUSTMENT

- A. Effective Date.** The Equity Stratification Adjustment is effective May 14, 2006.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on May 14, 2006, in one of the classifications listed below, are eligible for an adjustment in the amount set forth in C., below. An employee who is not eligible to receive some or all of the Equity Stratification Adjustment due solely to the pay range maximum limitation will be eligible to receive an Annualized Wage Adjustment Payment under Section V., below.
 - 1. Research Analyst 6 (class code 46063)
 - 2. Research Analyst 7 (class code 46064)
 - 3. Loan Analyst (class code 50160)
- C. Amount.**

Full years of seniority as of June 12, 2005		Base Pay Increase
0 through 4 years		\$0.00
5 through 9 years		\$0.10
10 through 14 years		\$0.15
15 through 19 years		\$0.20
20 or more years		\$0.25

SECTION IV. IMPLEMENTATION OF FY 2004-2005 PAY SCHEDULE

Effective May 14, 2006, the pay schedule for fiscal year 2004-2005 provided in the attachment will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION V. ANNUALIZED WAGE ADJUSTMENT PAYMENTS RELATED TO SECTIONS II. AND III.

- A. Granting Date.** Annualized Wage Adjustment Payments will be granted as soon as administratively feasible after May 14, 2006.
- B. Eligibility.** Any employee who is otherwise eligible for a GWA under Section II., and/or an Equity Stratification Adjustment under Section III., above, will receive an Annualized Wage Adjustment Payment if either of the circumstances described under 1. or 2., below, apply:
1. The employee could not receive an adjustment under Section II. and/or Section III., due solely to the applicable pay range maximum limitation (i.e., the employee's base pay was at or above the pay range maximum).
 2. The employee received a base pay adjustment less than the full amount for which the employee would have been eligible due solely to the pay range maximum limitation.
- C. Amount.** The amount of an Annualized Wage Adjustment Payment is calculated by multiplying by 80 hours the total value of the GWA and the Equity Stratification Adjustment provided under Sections II. and III., respectively, that exceeds the FY 2004-2005 pay range maximum. Any such payment will be prorated based on an employee's budgeted FTE status on May 14, 2006.
- D. Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on May 14, 2006 and would otherwise qualify for an annualized payment will receive such payment if and when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION VI. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE 2003-2005 AGREEMENT

- A. Granting Date.** The lump sum payment provided under C., below, will be provided as soon after May 14, 2006, as administratively feasible.
- B. Eligibility.**
1. **Eligible.** The following employees will be eligible to receive a lump sum payment for the delay in implementation of the 2003-2005 Agreement:
 - a. Employees who were at all times in the bargaining unit between June 12, 2005 and May 14, 2006.
 - b. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 12, 2005 and before May 14, 2006.

- c. New state employees hired into the bargaining unit between June 12, 2005 and May 14, 2006.
- d. Employees hired into the bargaining unit from another certified state bargaining unit between June 12, 2005 and May 14, 2006, and prior to the effective date of a corresponding wage adjustment in the employee's former bargaining unit.
- e. Former employees of the bargaining unit who retired from state service or died between June 12, 2005 and May 14, 2006. Such payments will not be considered earnings for retirement and benefit purposes.
- f. Employees in the bargaining unit who are on or returned from a leave of absence between June 12, 2005 and May 14, 2006. Employees who went on a leave of absence from a position in the bargaining unit after June 12, 2005, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit by June 30, 2007.

2. Ineligible.

- a. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2004-05 GWA prior to his or her appointment to a position in the Research, Statistics & Analysis bargaining unit.
- b. Any employee who is on a leave of absence on May 14, 2006, and fails to return from such leave prior to June 30, 2007.

C. Amount. Eligible employees will receive a lump sum payment equal to the sum of the following (retirees and the estates of deceased former employees receive this lump sum for base pay increases they would have received if there had been no delay in implementation of the Agreement):

- 1. The total hourly amount received as a base pay increase under Sections II. and III., above, multiplied by the number of hours in pay status in the bargaining unit from June 12, 2005 through May 13, 2006.
- 2. The lump sum wage payment will also reflect an increase in the premium rate portion of overtime wages earned during the applicable period stated in 1., above.

D. Determining the "Hours in Pay Status."

- 1. Determine the sum of all "hours in pay status" as a represented employee in the Research, Statistics & Analysis bargaining unit. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated in C. 1. or 2., above.
- 2. Hours excluded from hours in pay status:
 - a. Hours as a project employee (employment type 05) or as an LTE employee (employment types 10 and 23);
 - b. Hours as a nonrepresented employee;
 - c. Hours in any bargaining unit other than the Research, Statistics & Analysis bargaining unit;

- d. Hours in the Research, Statistics & Analysis bargaining unit after the employee was a permanent classified employee who was considered for or received a FY 2004-05 corresponding GWA under the 2003-2005 Compensation Plan or any other collective bargaining agreement;
 - e. Work hours for which holiday or compensatory time-off credits were earned but not used;
 - f. Any leave without pay hours.
3. For purposes of calculating employee benefits, except for former employees who have retired or died, any lump sum wage payment received under this section for the delay in implementation of the Agreement will be considered as salary or wages earned during the applicable period from June 12, 2005, through May 13, 2006.

SECTION VII. IMPLEMENTATION OF THREE-TIER HEALTH INSURANCE

- A. Pursuant to Article XII, Section 1 of the 2003-2005 Agreement, the three-tier health insurance model is implemented for employees in the Research, Statistics & Analysis bargaining unit. Employee monthly health insurance premium deductions begin pay period 13A (paychecks dated June 22, 2006) for August 2006 coverage.
- B. The cost of the aggregate employee share of health insurance premiums for the bargaining unit since November 2003 premiums due for coverage beginning January 2004 is being recovered through delays in wage adjustments. The amount recovered through delays in wage adjustments that is calculated to be in excess of health insurance premiums owed will be distributed as lump sum payments in equal shares based on FTE to employees in pay status on May 14, 2006. As a result, an additional amount of \$31.41 (prorated by FTE) shall be paid to all eligible employees.

SECTION VIII. ADDITIONAL PERSONAL HOLIDAY IN RECOGNITION OF VETERANS DAY

Per 12/12/5 of the Agreement, effective calendar year 2004, the Employer agrees to provide employees one additional non-cumulative paid personal holiday annually in recognition of Veteran's Day. See OSER bulletin: OSER-0097-CLR/LR/PP, for information on carryover of additional personal holiday hours.

SECTION IX. REFERRAL OF QUESTIONS

Employee questions regarding the provisions contained in this bulletin should be referred to the agency Human Resources Office.

Agency questions regarding the *pay provisions* contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov.

Questions regarding *all other contract provisions* should be referred to Wil Mickelson of the Bureau of Labor Relations at: Phone: (608) 267-5169 or E-mail: wil.mickelson@wisconsin.gov.

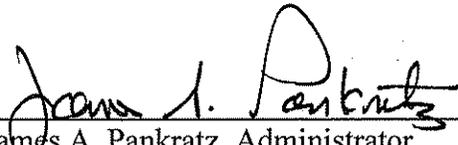
Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558



James A. Pankratz, Administrator

Division of Compensation & Labor Relations

JAP:JMW

Attachment: Pay Schedule 8 effective May 14, 2006

PAY SCHEDULE 8

PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS & ANALYSIS

2004-2005 Pay Schedule				
Effective May 14, 2006 (for implementation of FY 2004-05 wage adjustments only)				
Range	Minimum	Maximum	WRPS	8% of the Minimum
8-01	11.731	17.251	0.352	0.939
8-02	12.688	18.756	0.381	1.016
8-03	13.726	20.389	0.412	1.099
8-04	14.857	22.168	0.446	1.189
8-05	16.074	24.126	0.483	1.286
8-06	17.396	26.259	0.522	1.392
8-07	18.825	28.588	0.565	1.506
8-08	20.370	31.120	0.612	1.630
8-09	22.033	33.886	0.661	1.763