

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: May 31, 2006

Locator No.: OSER-0101-CLR/PP

Subject: Notification of 2005-2007 Compensation Plan Changes Due to the May 16, 2006 JCOER Meeting

The purpose of this bulletin is to notify state agencies of a few revisions to the 2005-2007 Compensation Plan that were approved by the Joint Committee on Employment Relations (JCOER) on May 16, 2006. This bulletin will list only the revisions applicable in FY 2005-2006. Revisions applicable to FY 2006-2007 will be covered in another bulletin as that fiscal year approaches.

Approved were the following revisions:

- Modify Section A, 4.16, to allow nonrepresented Engineering-related employees to be granted add-ons at the same rate as represented employees, effective May 28, 2006.
- Section B: 3.07(3) is revised to clarify which unclassified employees are eligible to receive a pay increase of 8.0% of the minimum if the increase in the employee's duties and responsibilities would justify reassigning the employee's position to a higher pay range.
- Modify Section K to provide parity based on 2003-2005 adjustments provided to the Wisconsin Law Enforcement Association (WLEA), effective May 28, 2006.
- Modify Section K to add two classifications missing from the parity effective April 30, 2006.
- Modify Section L to provide parity based on 2005-2006 adjustments provided to the United Professionals for Quality Health Care, effective May 28, 2006.

Sections K and L are provided as an attachment, with modifications indicated by underlining (additions) and strike-throughs (deletions).

Please direct any questions you may have on these changes to Paul Ostrowski, Compensation Analyst, at (608) 267-0343 or e-mail at Paul.Ostrowski@Wisconsin.gov.

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

Attachment: Sections K and L of the 2005-2007 Compensation Plan

**SECTION K - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES
AFFECTED BY 2003-2005 COLLECTIVE BARGAINING AGREEMENTS**

1.00 Coverage

2.00 Parity Adjustments

- 2.01 Eligibility
- 2.02 Non-Discretionary Market Adjustments
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- 2.04 Additional Adjustments

3.00 Parity Lump Sum Payments

- 3.01 Eligibility
- 3.02 Non-Discretionary Lump Sum Payments

1.00 Coverage

The provisions of this Section (Section K) apply to permanent or project employees in the classified service who are not covered by a collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02 through 2.04 of this Section (Section K) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment.
 - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005.
 - (b) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 25, 2005.

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(c) Any employee paid at or above the pay range maximum.

- (2) All parity adjustments granted are subject to the applicable pay range maximum.
- (3) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2003-2005 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**
- (4) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section K).

NOTE: The parity base pay rate adjustments provided under this Section (Section K) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on reinstatement or restoration under Section I, 4.07 and 4.08 of this Plan. The base pay rate adjustments provided under 2.02 and 2.03 **shall** be included when determining pay on restoration.

NOTE: The parity adjustments provided under this Section (Section K) will be applied in the order set forth below. Adjustments in 2.02(4) shall be applied **immediately prior to the July 24, 2005 GWAs provided in Section A.**

2.02 Non-Discretionary Market Adjustments

- (1) **Effective Date.** The market adjustments will be effective on the applicable date provided in (4) and (5), below. Adjustments will be granted in the order they are shown in (4) and (5), below if an employee is eligible for more than one adjustment.
- (2) **Amount.** An eligible employee will receive the amount designated in (4) and (5), below (based on full years of seniority as indicated, when applicable).
- (3) **Funding.**
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (4) and (5), below.
 - (b) **Any funds that are not distributed on the effective date will remain unspent.**

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- (c) **Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.**

(4) Market Adjustments Effective July 24, 2005

- (a) Any employee in pay status on the effective date with a base pay rate of less than \$13.000 per hour shall receive an increase of the **lesser** of \$0.150 per hour or the amount that would increase the employee's base pay rate to \$13.000 per hour.

(b)	<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
	06021	Academic Department Supv.	\$0.500
	65140	Administrative Warden	\$0.200
	80320	Aircraft Mechanic Supv.	\$0.300
	80220	Aircraft Pilot Supv.	\$0.300
	51560	Assistant Corrections Unit Supv.	\$0.250
	76020	Building/Grounds Supv.	\$0.300
	24130	Chief, Field Operations Section	\$0.300
	81320	Communications Technician Supv.	\$0.300
	51580	Corrections Unit Supv.	\$0.250
	19120	Customer Svcs. Supv.	\$0.500
	35620	Diagnostic Imaging Supv.	\$0.350
	23120	DOT Program Supv.	\$0.300
	25700	Eng. Program Mgt. Consultant	\$0.300
	67020	Fingerprint Technician Supv.	\$0.300
	84120	Food Svc. Supv.	\$0.520
	70520	Grain Inspector Supv.	\$0.300
	34520	Lab Tech Support Supv.	\$0.300
	86460	Laundry Svcs. Supv.	\$0.280
	29820	Lemay Forestry Center Supt.	\$0.300
	57620	Library Svcs. Supv.	\$0.500
	76520	Maintenance Supv.	\$0.300
	41120	Medical Technologist Supv.	\$0.350
	56080	Nat. Res. Area Supv.	\$0.300
	65080	Nat. Res. Law Enforcement Supv.	\$0.200
	90920	Nat. Res. Operations Supv.	\$0.300
	56020	Nat. Res. Region Team Supv.	\$0.300
	55220	Park Manager	\$0.200
	21120	Payroll & Benefit Program Supv.	\$0.500
	21020	Payroll & Benefit Supv.	\$0.500
	36420	Pharmacy Technician Supv.	\$0.350
	82620	Printing Svcs. Program Supv.	\$0.300
	82520	Printing Svcs. Supv.	\$0.300
	66180	Psychiatric Care Supv.	\$0.200
	38581	Resident Care Supv.	\$0.350
	35960	Respiratory Therapy Supv.	\$0.350

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20120	Shipping & Mailing Supv.	\$0.340
66581	Supervising Officer 1	\$0.200
66582	Supervising Officer 2	\$0.250
66320	Supervising Officer-DHFS	\$0.250
53880	Supervising Youth Counselor	\$0.250
53550	Supervisor, Childrens Living	\$0.300
35320	Veterinary Technician Supv.	\$0.300

(c)	<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
	21110	Executive Payroll Coordinator	*
	21410	Payroll & Benefits Spec.-Adv.-Conf.	*
	21310	Payroll & Benefits Spec.-Conf.	*

***Full Years of Adjusted Continuous Service as of June 12, 2005**

	<u>Per Hour Increase</u>
10 through 14	\$0.100
15 through 19	\$0.200
20 through 24	\$0.250
25 through 29	\$0.300
30 through 34	\$0.350
35 through 39	\$0.400
40 through 44	\$0.450
45 or more	\$0.500

(d)	<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
	07110	Executive Staff Secretary	\$1.185
	19410	Human Resources Assistant	\$1.185
	19510	Human Resources Assistant-Adv.	\$1.185
	10110	Human Resources Coordinator	\$1.185
	02580	Insurance Supv.	\$1.185
	04810	Office Management Spec.	\$1.185
	16410	Program Assistant-Adv.-Conf.	\$1.185
	16310	Program Assistant-Conf.	\$1.185
	16320	Program Assistant Supv.	\$1.185
	16420	Program Assistant Supv.-Adv.	\$1.185
	16330	Program Assistant Supv.-Conf.	\$1.185
	16430	Program Assistant Supv.-Conf.-Adv	\$1.185
	16520	Program Support Supv.-DOC	\$1.185
	18010	Secretary-Conf.	\$1.185

(5) Market Adjustments Effective April 30, 2006

(a)	<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
	59160	Education Director	*
	59180	Juvenile Education Director	*

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58220 Teacher Supv. *

***Full Years of Adjusted Continuous Service as of June 27, 2004**

Per Hour Increase

5 through 11	\$0.050
12 through 16	\$0.100
17 through 24	\$0.150
25 or more	\$0.200

(b) **Code** **Classification** **Per Hour Increase**

57320	Archeological Supv.	*	
57120	Archival Supv.		*
63560	Asst Dir. Veterans Museums	*	
63220	Curatorial Supv.	*	
63020	Historical Site Coordinator	*	
57720	Librarian Supv.	*	
59520	Public Instruction Supv.	*	
06720	Veterans Home Special Prog. Supv.	*	

***Full Years of Adjusted Continuous Service as of June 27, 2004**

Per Hour Increase

Zero through 4	\$0.100
5 through 9	\$0.150
10 through 14	\$0.200
15 through 19	\$0.250
20 or more	\$0.300

(c) **Code** **Classification** **Per Hour Increase**

46140	Research Administrator	*
46110	Research Analyst Adv. Conf.	*
46120	Research Analyst Adv. Supv.	*

***Full Years of Adjusted Continuous Service as of June 12, 2005**

Per Hour Increase

5 through 9	\$0.100
10 through 14	\$0.150
15 through 19	\$0.200
20 or more	\$0.250

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(6) Market Adjustments Effective May 28, 2006

<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
65240	Police Captain	\$0.200
65750	Police Chief, Capitol Police	\$0.200
65222	Police Lieutenant	\$0.200
65210	Police Officer Conf.	\$0.200
65221	Police Sergeant	\$0.200
65940	State Patrol Captain	\$0.200
65992	State Patrol Colonel	\$0.200
65922	State Patrol Lieutenant	\$0.200
65950	State Patrol Major	\$0.200
65921	State Patrol Sergeant	\$0.200
65910	State Patrol Trooper Conf.	\$0.200

2.03 Agency Adjustments

- (1) Effective Date. The agency market adjustments will be effective on the applicable date provided in (4), below.
- (2) Amount. Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2003-2005 collective bargaining agreements.
Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.
- (3) Funding.
 - (a) Subject to (b) through (e), below, on the effective date designated in (4), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
- (b) **Any funds that are not distributed on the effective date will remain unspent.**
 - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
 - (d) **Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to provide the necessary funding.**
- (e) **Funds generated for distribution in (4), below, may not be combined with the discretionary parity funds provided for distribution in any other section of this Plan.**

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(4) Agency Market Adjustment Generation Effective July 24, 2005

(a)	<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
	70450	Chief, Grading, Labeling & Eval	\$1.550
	70380	Food Safety Supv.	\$1.550
	70420	Meat Safety Supv.	\$1.550
	90020	UW Agriculture Supv.	\$3.000

(b)	<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
	67020	Fingerprint Technician Supv.	\$1.000
	29820	Lemay Forestry Center Supt.	\$1.600

2.04 Additional Adjustments

There may be unique situations related to the Administrative Support Survey in which the adjustment(s) provided under 2.02(4)(d), above, did not **significantly** reduce the pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2003-2005 collective bargaining agreements. Appointing authorities may request additional adjustments for individual employees receiving market adjustments under 2.02(4)(d), above, for these unique situations. Such requests shall be made in the same manner as requests made under 2.01(3), above. **Additional adjustments will be included only upon an agency's recommendation and OSER's approval.**

3.00 Parity Lump Sum Payments

3.01 Eligibility.

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02 or 2.03 of this Section (Section K) who is in pay status on July 24, 2005, is eligible for lump sum payment consideration.
 - (a) The employee did not have hours in pay status in the "qualifying position" during the applicable period.
 - (b) Any employee that did not qualify for a FY 2005-2006 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005.
 - (c) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 25, 2005.

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- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2003-2005 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**

NOTE: Any employee who is on an approved unpaid leave of absence as of the effective date of the adjustment, and who otherwise would be eligible will also receive any applicable Parity Lump Sum Payment upon restoration, subject to the following restrictions:

1. The employee must return from the leave of absence to pay status by June 23, 2007, and the employee's restoration rights must be derived from a position covered by the provisions of this Section (Section K).
2. The employee will not receive a lump sum payment until he or she has returned to pay status.

3.02 Non-Discretionary Lump Sum Payments

- (1) Granting Date. Non-discretionary lump sum payments shall be granted as soon as administratively feasible after the date specified.
- (2) Funding.
 - (a) **Each eligible employee in pay status on the effective date will generate the amount provided in (3), below.**
 - (b) **Any funds that are not distributed on the effective date will remain unspent.**
 - (c) **Costs of lump sum payments associated with pay adjustments in 2.02 and 2.04, above, will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.**
 - (d) **Costs of lump sum payments associated with pay adjustments in 2.03, above, will NOT be supplemented under the authority of s. 20.865, Wis. Stats.**
- (3) Lump Sum Payments.
 - (a) **Employees in pay status on July 24, 2005, who received a base pay rate increase under 2.02(4) or 2.03(4)(a), above, will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period June 12, 2005 through July 23, 2005.**

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- (b) Employees in pay status on April 30, 2006, who receive a base pay rate increase under 2.02(5), above, will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period June 12, 2005 through April 29, 2006.**
- (c) Employees in pay status on May 28, 2006, who receive a base pay rate increase under 2.02(6), above, will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period June 12, 2005 through May 27, 2006.**
- (d) Employees in pay status on July 24, 2005, who received a base pay rate increase under 2.03(4)(b), above will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period June 27, 2004 through July 23, 2005.**
- (e) Employees who receive additional adjustments under 2.04, above, will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status for the same period determined for their lump sum payment under (a), above.**

NOTE: These payments are not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions between the dates specified will not be reconstructed.

**SECTION L - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES
AFFECTED BY 2005-2007 COLLECTIVE BARGAINING AGREEMENTS**

1.00 Coverage

2.00 Parity Adjustments

2.01 Eligibility

2.02 Market Adjustments

2.03 Agency Adjustments

3.00 Parity Lump Sum Payments

3.01 Eligibility

3.02 Non-Discretionary Lump Sum Payments

1.00 Coverage

The provisions of this Section (Section L) apply to permanent or project employees in the classified service who are not covered by a collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (e), below, any employee in a position allocated to a classification listed in 2.02 and 2.03 of this Section (Section L) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment.
 - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005, for parity adjustments effective before June 25, 2006.
 - (b) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month

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period ending June 24, 2006 for adjustments effective on or after June 25, 2006.

- (c) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 25, 2005, for parity adjustments effective before June 25, 2006.
 - (d) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 24, 2006, for parity adjustments effective on or after June 25, 2006.
- (e) **Any employee paid at or above the pay range maximum.**

- (2) All parity adjustments granted are subject to the applicable pay range maximum.

~~(3)~~(4) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2005-2007 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**

- (4) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).

NOTE: The parity base pay rate adjustments provided under this Section (Section L) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on reinstatement or restoration under Section I, 4.07 and 4.08 of this Plan. Required base pay rate adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

NOTE: The parity adjustments provided under this Section (Section L) will be applied in the order set forth below, and after all adjustments other than Discretionary Compensation Adjustments and Original Appointments, if multiple adjustments occur on the effective date.

2.02 Market Adjustments

- (1) Effective Date. The market adjustments will be effective on the applicable date provided in ~~(4) and (5) through (6)~~, below. Adjustments will be granted in the order they are shown in ~~(4) and (5) through (6)~~, below, if an employee is eligible for more than one parity adjustment on a given date.

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- (2) Amount. Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2005-2007 collective bargaining agreements.
 - (a) **Criteria for distribution of these market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
 - (b) **If an employee is granted less than the amount generated, the appointing authority must provide OSER with an appropriate justification for doing so.**
 - (c) **Amounts granted in excess of the amount generated by an employee must receive prior approval from OSER. Requests shall be made in the same manner as requests made in accordance with 2.01(3), above.**

(3) Funding.

- (a) Subject to (b) through (e), below, on the effective date designated ~~in (4), below,~~ agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
- (b) **Any funds that are not distributed on the effective date will remain unspent.**
 - (c) **Funds generated have no bearing on the rights of individual employees to these funds.**
 - (d) **Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.**
- (e) **Funds generated for distribution in (4) ~~and (5)~~ through (6), below, may not be granted to anyone other than to the individual employee generating the funding, nor may it be combined with the discretionary parity funds provided for distribution in any other section of this Plan.**

(4) Market Adjustments Effective May 28, 2006

<u>Code</u>	<u>Classification</u>	<u>Per Hour Increase</u>
38330	Director of Nursing	\$1.139
38370	Nurse Practitioner Mgmt	\$1.139
38430	Nursing Administrator	\$1.139
38320	Nursing Supv	\$1.139
40620	Public Health Education Supv	\$1.279

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(45) Market Adjustments Effective June 25, 2006

(a)	Code	Classification	Per Hour Increase
	65140	Administrative Warden	\$1.520
	<u>28320</u>	<u>Agricultural Engineer Supv</u>	<u>\$1.000</u>
	28380	Agriculture Engineer Prog Mgr	\$1.000
	26040	Architect/Engineer Mgmt	\$1.000
	26020	Architect/Engineer Supv	\$1.000
	83120	Automotive Shop Supv	\$1.047
	76120	Buildings/Grounds Superintendent	\$1.866
	76020	Buildings/Grounds Supv	\$1.866
	24140	Chief, Integrated Services Section	\$1.000
	26520	Civil Engineer-Transportation Supv	\$1.000
	26330	Construction Coordinator Supv	\$0.311
	20320	Corrections Stores Supv	\$0.550
	76320	Custodial Svcs Prog Supv	\$0.407
	76220	Custodial Svcs Supv	\$0.407
	32340	Dentist Mgmt	\$1.810
	32380	Dentist Supv	\$1.810
	35620	Diagnostic Imaging Supv	\$2.226
	38330	Director of Nursing	\$1.208
	26530	DOT Engineering Chief	\$1.000
	24040	DOT Technical Svcs Chief	\$1.000
	54110	Economist-Conf	\$0.559
	25700	Engineering Prog Mgmt Consultant	\$1.000
	24840	Engineering Spec Mgmt	\$0.311
	24880	Engineering Spec Supv	\$0.311
	25920	Engineering Spec-Transp Supv	\$0.311
	26080	Entrprs Achitect/Engineer Supv	\$1.000
	27030	Environmental Engineer Supv	\$1.000
	09314	Executive Policy & Budget Analyst Adv	\$1.200
	09311	Executive Policy & Budget Analyst Entry	\$1.200
	09312	Executive Policy & Budget Analyst Journey	\$1.200
	09313	Executive Policy & Budget Analyst Sr	\$1.200
	09090	Executive Policy & Budget Manager	\$1.200
	67220	Forensic Scientist Supv	\$2.000
	33220	Gaming Veterinarian Supv	\$1.640
	36820	Health Information Supv	\$1.527
	36880	Health Information Supv-UW System	\$1.527
	67020	Identification Tech Supervisor	\$0.859
	19210	Legal Support Staff-Conf	\$1.313
	76520	Maintenance Supv	\$1.866
	29940	Manufacturing Engineer Consultant	\$1.000
	29930	Manufacturing Engineer Mgmt Supv	\$1.000
	65080	Nat Res Law Enforcement Supv	\$1.520
	27780	Nuclear Engineering Spec Supv	\$0.311
	38370	Nurse Practitioner Mgmt	\$1.208
	38430	Nursing Administrator	\$1.208

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38320	Nursing Supervisor	\$1.208
18720	Offender Records Assistant Supv	\$1.162
18820	Offender Records Supv	\$1.162
18920	Offender Records Unit Supv	\$1.162
18970	Offender Status Consultant	\$1.162
36420	Pharmacy Tech Supv	\$1.376
31240	Physician Mgmt	\$1.813
31220	Physician Supv	\$1.813
65240	Police Captain	\$1.520
65750	Police Chief, Capitol Police	\$1.520
81580	Police Communications Supv	\$0.260
65222	Police Lieutenant	\$1.520
65210	Police Officer Conf.	\$1.520
65221	Police Sergeant	\$1.520
01320	Property Assessment Supv	\$3.143
40620	Public Health Education Supv	\$0.909
38760	Public Health Nursing Coordinator	\$1.700
40530	Public Health Nutrition Section Chief	\$0.869
66180	Psychiatric Care Supv	\$1.520
31340	Psychiatrist Mgmt	\$1.978
31320	Psychiatrist Supv	\$1.978
27680	Radiation Engineering Spec Supv	\$0.311
20880	Records Center Supv	\$0.550
46140	Research Administrator	\$0.403
46110	Research Analyst Adv Conf	\$0.403
46120	Research Analyst Adv Supv	\$0.403
38581	Resident Care Supv	\$1.397
35960	Respiratory Therapy Supv	\$1.371
65420	Security Supv	\$1.354
20220	Shipping & Mailing Prog Supv	\$0.550
20120	Shipping & Mailing Supv	\$0.550
65940	State Patrol Captain	\$1.520
65992	State Patrol Colonel	\$1.520
65922	State Patrol Lieutenant	\$1.520
65950	State Patrol Major	\$1.520
65921	State Patrol Sergeant	\$1.520
65910	State Patrol Trooper Conf.	\$1.520
73620	Storage Tank Regulation Chief	\$1.000
20420	Stores Supv	\$0.550
66581	Supervising Officer 1	\$1.520
66582	Supervising Officer 2	\$1.520
66320	Supervising Officer-DHFS	\$1.520
53880	Supervising Youth Counselor	\$1.520
39780	Therapy Program Supervisor	\$1.700
39720	Therapy Supervisor	\$1.700
33640	Veterinary Program Manager	\$1.640

(b) **Code Classification Per Hour Increase**

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59160	Education Director	*
59180	Juvenile Education Director	*
58220	Teacher Supv.	*

***Full Years of Adjusted Continuous Service as of June 25, 2006**

Per Hour Increase

Zero through 4	\$1.440
5 through 11	\$1.590
12 through 16	\$1.740
17 through 24	\$1.890
25 or more	\$1.990

(c) Code Classification Per Hour Increase

57320	Archeology Supv	*
57120	Archival Supv	*
63560	Asst Dir Veterans Museums	*
63220	Curatorial Supv	*
63020	Historic Site Coordinator	*
57720	Librarian Supv	*
59520	Public Instruction Supervisor	*
06720	Veterans Home Special Programs Supv	*

***Full Years of Adjusted Continuous Service as of June 25, 2006**

Per Hour Increase

Zero through 4	\$1.300
5 through 11	\$1.600
12 through 16	\$1.750
17 through 24	\$1.800
25 or more	\$1.850

(d) Code Classification Per Hour Increase

32340	Dentist Mgmt	*
32380	Dentist Supv	*

***Full Years of Adjusted Continuous Service as of June 30, 2006**

Per Hour Increase

5 through 9	\$1.000
10 through 14	\$1.250
15 through 19	\$1.500
20 through 24	\$1.750
25 or more	\$2.000

(e) Code Classification Per Hour Increase

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31240	Physician Mgmt	*
31220	Physician Supv	*
31340	Psychiatrist Mgmt	*
31320	Psychiatrist Supv	*

***Full Years of Adjusted Continuous Service as of June 30, 2006**

Per Hour Increase

5 through 9	\$0.250
10 through 14	\$0.500
15 through 19	\$0.750
20 through 24	\$1.000
25 or more	\$1.250

(f)	Code	Classification	Per Hour Increase
	36540	Pharmacist Supv	*

***Full Years of Adjusted Continuous Service as of June 30, 2006**

Per Hour Increase

Zero through 3	\$0.500
4 through 5	\$3.750
6 through 9	\$4.000
10 through 14	\$4.250
15 or more	\$5.000

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(5) Market Adjustments Effective December 24, 2006

(a)	Code	Classification	Per Hour Increase
	84880	Food Svc Administrator	\$0.514
	84220	Food Svc Mgr	\$0.514
	84120	Food Svc Supv	\$0.514
	86460	Laundry Sves Supv	\$0.514
	01580	Revenue Section Chief	\$0.981
	01920	Revenue Supv	\$0.981

2.03 Agency Adjustments

(1) Effective Date. The agency market adjustments will be effective on the applicable date provided in (4), below.

(4) Amount. Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2005-2007 collective bargaining agreements.

Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.

(3) Funding.

(a) Subject to (b) through (e), below, on the effective date designated in (4), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.

(b) Any funds that are not distributed on the effective date will remain unspent.

(c) Funds generated have no bearing on the rights of individual employees to these funds.

(d) Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to provide the necessary funding.

(e) Funds generated for distribution in (4), below, may not be combined with the parity funds provided for distribution in any other section of this Plan.

(4) Agency Market Adjustment Generation Effective June 25, 2006

Code	Classification	Per Hour Increase
28380	Ag Engineer Program Manager	\$1.674
28320	Agricultural Engineer Supv	\$0.691
28380	Agriculture Engineer Prog Mgr	\$0.691
26040	Architect/Engineer Mgmt	\$0.691
26020	Architect/Engineer Supv	\$0.691

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24140	Chief, Integrated Services Section	\$1.074
26520	Civil Engineer-Transportation Supv	\$0.691
81320	Communications Tech Supv	\$1.152
26330	Construction Coordinator Supv	\$0.467
26530	DOT Engineering Chief	\$0.691
24040	DOT Technical Svcs Chief	\$0.691
25700	Engineering Prog Mgmt Consultant	\$0.691
24840	Engineering Spec Mgmt	\$0.467
24880	Engineering Spec Supv	\$0.467
25920	Engineering Spec-Transp Supv	\$0.467
26080	Entrprs Achitect/Engineer Supv	\$0.691
27030	Environmental Engineer Supv	\$0.691
55480	Environmental Enforcement Supervisor	\$1.674
66920	Fire/Crash Rescue Supv	\$1.411
73720	Flam Comb Liquids District Supv	\$2.934
67020	Identification Tech Supervisor	\$0.858
29940	Manufacturing Engineer Consultant	\$0.691
29930	Manufacturing Engineer Mgmt Supv	\$0.691
56080	Nat Res Area Supv	\$1.674
56730	Nat Res Basin Supv	\$1.674
56720	Nat Res Basin Team Supv	\$1.674
90920	Nat Res Operations Supv	\$1.622
90820	Nat Res Operations Team Supv	\$1.622
55020	Nat Res Property Supv	\$1.674
56020	Nat Res Region Team Supv	\$1.674
56040	Nat Res Staff Spec	\$1.674
27780	Nuclear Engineering Spec Supv	\$0.467
73220	Occupational Safety Consultant Prog Supv	\$1.600
55220	Park Manager	\$1.674
56313	Parks & Recreation Spec Sr Mgmt	\$1.674
56250	Plant Pest & Disease Manager	\$1.674
70820	Produce Inspector Supv	\$1.315
27680	Radiation Engineering Spec Supv	\$0.467
73620	Storage Tank Regulation Chief	\$0.691
35320	Veterinary Tech Supv	\$1.798

(5) Agency Funded Discretionary Compression Increase

- (a) Agencies may grant a discretionary compression increase to supervisory/management employees affected by pay compression or inequities resulting from the market adjustments provided to represented subordinates, or similarly affected nonrepresented employees that are counterpart to employees covered by the 2005-2007 collective bargaining agreements who received market adjustments. The effective date of a Discretionary Compression Increase will coincide with the related represented market adjustment effective date.

Criteria for distribution of any compression increases will be applied in a uniform manner throughout the agency or employing unit employees.

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- (b) **Agencies must receive prior approval from OSER before granting an agency funded Discretionary Compression Increase.**
- (c) **Costs of this pay increase will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any increase will be required to provide the necessary funding.**

3.00 Parity Lump Sum Payments

3.01 Eligibility.

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02(4) of this Section (Section L) who is in pay status on May 28, 2006, is eligible for lump sum payment consideration.
 - (a) The employee did not have hours in pay status in the “qualifying position” during the applicable period.
 - (b) Any employee that did not qualify for a FY 2005-2006 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 25, 2005.
 - (c) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 25, 2005.
- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2005-2007 collective bargaining agreement. **Such positions will be included only upon an agency’s recommendation and OSER’s approval.**

NOTE: Any employee who is on an approved unpaid leave of absence as of the effective date of the adjustment, and who otherwise would be eligible will also receive any applicable Parity Lump Sum Payment upon restoration, subject to the following restrictions:

- 1. The employee must return from the leave of absence to pay status by June 23, 2007, and the employee’s restoration rights must be derived from a position covered by the provisions of this Section (Section L).
- 2. The employee will not receive a lump sum payment until he or she has returned to pay status.

3.02 Non-Discretionary Lump Sum Payments

- (2) Granting Date. Non-discretionary lump sum payments shall be granted as soon as administratively feasible after the date specified.

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(2) Funding.

- (a) Each eligible employee in pay status on the effective date will generate the amount provided in (3), below.
- (b) Any funds that are not distributed on the effective date will remain unspent.
- (c) Costs of lump sum payments associated with pay adjustments in 2.02(4), above, will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the Secretary of the Department of Administration.

(3) Lump Sum Payments.

- (f) Employees in pay status on May 28, 2006, who received a base pay rate increase under 2.02(4)(a), will receive a lump sum payment equal to the amount of the base rate increase received multiplied by the number of hours in pay status in those classifications for the period December 25, 2005 through May 27, 2006.