

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: July 20, 2006

Locator No: OSER-0124-CLR/LR/PP

Subject: Information Necessary to Process FY 2005-2006 Pay Adjustments for Employees in the Law Enforcement Bargaining Unit (Unit 36).

This information is provided to assist appointing authorities in determining FY 2005-2006 base pay adjustments and lump sum payments for employees in the law enforcement bargaining unit (bargaining unit 36). These base pay adjustments and lump sum payments are granted in accordance with the wage provisions in the Agreement between the State and the Wisconsin Law Enforcement Association (WLEA) and are effective May 28, 2006. The pay adjustments in this bulletin are to be applied in the order set forth below.

All permanent employees (**employment types 01, 02 and 06**) in the law enforcement bargaining unit (DP code 36) are covered by this bulletin.

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

Use the FY 2002-2003 pay schedule for adjustments under numbers 1. through 7., effective on May 28, 2006. Use the FY 2004-2005 pay schedule for adjustments under number 8., effective on May 28, 2006.

Use the new FY 2005-2006 pay schedule provided in the Attachment for adjustments under numbers 9. and 10., effective May 28, 2006, and for all transactions after that date through June 24, 2006.

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 for the 2004-2005 Fiscal Year (see bulletin OSER-0123)
9. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin
10. Original appointment

SECTION II: GENERAL WAGE ADJUSTMENT (GWA)

A. Effective Date. The GWA is effective May 28, 2006.

B. Eligibility.

- 1. Eligible.** Except for employees described under 2., below, all employees in pay status on May 28, 2006, are eligible to receive a GWA. Employees "in pay status" include employees who retired, died, or were laid off on or after April 2, 2006.
- 2. Ineligible.** Employees who have previously been considered for or received a FY 2005-2006 corresponding GWA or lump sum payment.

C. Amount.

1. A GWA in an amount equal to 2.0% of the employee's current base pay rate for employees in pay ranges 36-09, 36-10, 36-11, 36-12, 36-13 and 36-14;
2. A GWA increase of \$0.433 per hour for employees in classifications assigned to pay range 36-40;
3. A GWA increase of \$0.529 per hour for employees in classifications assigned to pay range 36-41; and
4. A GWA increase of \$0.369 per hour for employees in the Police Communications Operator classification (class code 81500).

SECTION III: PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION

Effective May 28, 2006, the Employer will implement the pay structure included in the Attachment to this bulletin. 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 IV: LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE 2005-2006 PAY ADJUSTMENTS

Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under Section II., above, multiplied by the number of hours in pay status in the bargaining unit from April 2, 2006, through May 27, 2006. This lump sum payment will be applied to retirement (WRS) earnings in accordance with applicable ETF administrative provisions

The following employees will be eligible:

1. Employees in pay status on May 28, 2006, who receive an adjustment under Section II., above.

2. Former employees of the bargaining unit who retired from, were laid off, or died while serving in a bargaining unit position during the period April 2, 2006 through May 27, 2006, and who would have received an adjustment under Section II., above.
3. Employees in the bargaining unit who began a leave of absence after April 2, 2006, and before May 28, 2006, and who would have received an adjustment under Section II., above. Employees on a leave of absence will receive no payment until they return to pay status in a position in the bargaining unit during the term of this Agreement.
4. An additional amount of \$22.44 (prorated by budgeted FTE) will be paid to all eligible employees. This payment is a distribution of the excess amount after recoupment of the aggregate employee share of health insurance premiums for the bargaining unit since November 2003 premiums due for coverage beginning January 2004.

SECTION V: REFERRAL OF QUESTIONS

Employee questions regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.


Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-2052; email Tim.Borchert@wisconsin.gov.

Questions regarding *all other provisions of the WLEA Agreement* should be referred to Jill Thomas at (608) 266-6435; e-mail BarbaraJill.Thomas@wisconsin.gov.

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

DOA Central Payroll
UW Processing Center

Shelley Schwartz (608) 264-9571
Payroll and Financial Svcs. (608) 262-3558



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

JAP:dlt

Attachment: 2005-2006 Pay Structure

ATTACHMENT

SCHEDULE 36

EFFECTIVE MAY 28, 2006 THROUGH JUNE 24, 2006

Full Years of Seniority as of June 30, 2005	Pay Ranges								
	9	10	11	12	13	14	40	41	42
0	11.191	12.104	13.093	14.165	15.324	16.581	17.691	19.858	15.330
1	11.302	12.224	13.223	14.305	15.476	16.745	18.025	20.233	15.367
2	11.322	12.245	13.243	14.325	15.496	16.765	18.194	20.425	15.404
3	11.373	12.296	13.294	14.376	15.547	16.816	18.316	22.042	16.235
4	11.486	12.416	13.425	14.518	15.701	16.981	18.316	23.522	16.235
5	11.543	12.477	13.490	14.590	15.780	17.065	19.663	25.058	17.065
6	11.969	12.939	13.989	15.131	16.361	17.697	19.663		17.065
7	12.207	13.197	14.269	15.430	16.687	18.050	20.958		17.895
8	12.583	13.716	14.743	15.839	16.994	18.364	20.958		17.895
9	12.879	14.081	15.026	16.181	17.243	18.599	22.253		18.725
10	13.174	14.376	15.497	16.511	17.490	18.846	22.304		18.725
11	13.373	14.565	15.686	16.701	17.796	19.047	24.247		19.555
12	13.560	14.766	15.887	16.936	18.032	19.235			
13	13.944	14.955	16.086	17.113	18.220	19.423			
14	14.141	15.365	16.537	17.541	18.538	19.934			
15	14.334	15.555	16.742	17.737	18.734	20.127			
16	14.528	15.748	16.946	17.928	18.928	20.321			
17	14.724	15.968	17.153	18.126	19.121	20.514			
18	14.917	16.173	17.358	18.320	19.315	20.705			
19	15.110	16.378	17.552	18.512	19.510	20.913			
20	15.307	16.586	17.744	18.709	19.706	21.106			
21	15.500	16.777	17.939	18.903	19.899	21.299			
22	15.695	16.995	18.133	19.097	20.094	21.492			

This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on full years of seniority as of June 30, 2005.