

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION & LABOR RELATIONS BULLETIN -

**Date:** July 20, 2006

**Locator No.:** OSER-0125-CLR/LR/PP

**Subject:** Information Necessary to Process FY 2006-2007 Pay Adjustments for Employees in the Law Enforcement Bargaining Unit (Unit 36).

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year general wage adjustments, market adjustments, and lump sum payments for employees in the law enforcement bargaining unit (bargaining unit 36). The wage increases are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the Wisconsin Law Enforcement Association (WLEA). This bulletin lists the provisions applicable in FY 2006-2007.

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

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2005-2007 Agreement with the WLEA, multiple pay adjustments that are effective on the same date will be applied in the following order:

**Use the current FY 2005-2006 pay schedule for adjustments 1. through 7. effective June 25, 2006.**

**Use the pay structures effective June 25, 2006, provided in Attachment 1, for adjustments under numbers 8. and 9. effective June 25, 2006, for all transactions after that date through March 31, 2007, and for adjustments under numbers 1. through 7., effective April 1, 2007.**

**Use the pay schedule effective April 1, 2007, provided in Attachment 2, for adjustments under numbers 8. and 9., effective April 1, 2007, and for all transactions after that date.**

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 2006-2007 Fiscal Year
9. Original appointment

**SECTION II. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 25, 2006**

- A. Effective Date.** The GWA is effective June 25, 2006.
- B. Eligibility.** All employees in pay status on June 25, 2006, are eligible to receive a GWA.
- 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 \$0.443 per hour for employees in classifications assigned to pay range 36-40;
  3. A GWA increase of \$0.540 per hour for employees in classifications assigned to pay range 36-41; and
  4. A GWA increase of \$0.376 per hour for classifications assigned to pay range 42.

**SECTION III. MARKET GRID STRUCTURE IMPLEMENTATION AND PLACEMENT**

Effective June 25, 2006, the grid structure for pay ranges 36-09, 36-10, 36-11, 36-12, 36-13, 36-14, 36-40, 36-41, and 36-42, provided in Attachment 1, will be implemented. Employees will be placed at the appropriate grid point or retain their current base pay rate, whichever is greater. Placement on the structure is based on full years of seniority as of June 30, 2006.

**SECTION IV. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE APRIL 1, 2007**

A GWA, effective April 1, 2007, is provided as follows:

1. A GWA in an amount equal to 2.25% 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 of \$0.543 per hour for employees in classifications assigned to pay range 36-40;
3. A GWA of \$0.640 per hour for employees in classifications assigned to pay range 36-41; and
4. A GWA of \$0.436 per hour for classifications assigned to pay range 42.

**SECTION V. GRID STRUCTURE IMPLEMENTATION**

Effective April 1, 2007, the transaction grid structure for pay ranges 36-09, 36-10, 36-11, 36-12, 36-13, 36-14, 36-40, 36-41, and 36-42, provided in Attachment 2, will be implemented. Employees will not be placed at grid point.

**SECTION VI. HEALTH INSURANCE PREMIUM INCREASE**

Effective calendar year 2007, the individual tier premium rates will increase. The new rate structure is:

Calendar Year 2007 Coverage		
	Single	Family
Tier - 1	\$27.00	\$68.00
Tier - 2	\$60.00	\$150.00
Tier - 3	\$143.00	\$358.00

**SECTION VII. 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.

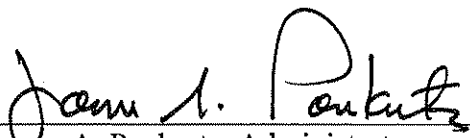
**Agency questions** regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; email [Tim.Borchert@Wisconsin.Gov](mailto:Tim.Borchert@Wisconsin.Gov).

**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](mailto: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

Attachments: Attachment 1 - 2006-2007 Pay Grids Effective June 25, 2006  
Attachment 2 - 2006-2007 Pay Grids Effective April 1, 2007

## Attachment 1

### PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\* Effective June 25, 2006 through March 31, 2007

Seniority	Range								
	9	10	11	12	13	14	40	41	42
0	11.303	12.226	13.224	14.307	15.478	16.747	17.750	22.880	15.150
1	11.415	12.347	13.355	14.449	15.631	16.913	18.250	24.024	15.250
2	11.529	12.469	13.488	14.592	15.786	17.080	19.000	25.168	15.470
3	11.549	12.490	13.508	14.612	15.806	17.101	19.750	26.312	15.835
4	11.601	12.542	13.560	14.664	15.858	17.152	20.650	27.456	16.200
5	11.716	12.665	13.694	14.809	16.016	17.321	21.200	28.600	16.650
6	11.774	12.727	13.760	14.882	16.096	17.407	21.700	28.600	17.085
7	12.209	13.198	14.269	15.434	16.689	18.051	22.000	28.600	17.450
8	12.452	13.461	14.555	15.739	17.021	18.411	22.400	28.600	17.750
9	12.835	13.991	15.038	16.156	17.334	18.732	22.950	28.600	18.300
10	13.137	14.363	15.327	16.505	17.588	18.971	23.400	28.600	18.600
11	13.438	14.664	15.807	16.842	17.840	19.223	24.100	28.600	19.150
12	13.641	14.857	16.000	17.036	18.152	19.428	24.450	28.600	19.700
13	13.831	15.062	16.205	17.275	18.393	19.620	24.750	28.600	20.250
14	14.223	15.255	16.408	17.456	18.585	19.812	25.150	28.600	21.000
15	14.424	15.673	16.868	17.892	18.909	20.333	25.550	28.600	21.550
16	14.621	15.867	17.077	18.092	19.109	20.530	26.000	28.600	21.550
17	14.819	16.063	17.285	18.287	19.307	20.728	26.960	28.614	21.550
18	15.019	16.288	17.497	18.489	19.504	20.925	26.960	28.614	21.550
19	15.216	16.497	17.706	18.687	19.702	21.120	27.010	28.666	21.550
20	15.413	16.706	17.904	18.883	19.901	21.332	27.010	28.666	21.550
21	15.614	16.918	18.099	19.084	20.101	21.529	27.010	28.666	21.550
22	15.810	17.113	18.298	19.282	20.297	21.725	27.010	28.666	21.550
23	15.920	17.220	18.400	19.478	20.495	21.950	27.010	28.666	21.550
24	16.030	17.330	18.510	19.677	20.691	22.150	27.062	28.718	21.550
25	16.140	17.440	18.620	19.874	20.891	22.318	27.062	28.718	21.550

\* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2006.

## Attachment 2

### PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\* Effective April 1, 2007 through June 30, 2007

Seniority	Range								
	9	10	11	12	13	14	40	41	42
0	11.557	12.501	13.522	14.629	15.826	17.124	18.293	23.530	15.586
1	11.672	12.625	13.655	14.774	15.983	17.293	18.793	24.674	15.686
2	11.788	12.750	13.791	14.920	16.141	17.464	19.543	25.818	15.906
3	11.809	12.771	13.812	14.940	16.162	17.486	20.293	26.962	16.271
4	11.862	12.824	13.865	14.993	16.215	17.538	21.193	28.106	16.636
5	11.979	12.950	14.002	15.142	16.376	17.710	21.743	29.250	17.086
6	12.039	13.013	14.069	15.217	16.458	17.799	22.243	29.250	17.521
7	12.484	13.495	14.590	15.781	17.065	18.457	22.543	29.250	17.886
8	12.732	13.764	14.882	16.093	17.404	18.825	22.943	29.250	18.186
9	13.123	14.306	15.376	16.519	17.724	19.153	23.493	29.250	18.736
10	13.432	14.686	15.671	16.876	17.984	19.398	23.943	29.250	19.036
11	13.740	14.993	16.163	17.221	18.241	19.655	24.643	29.250	19.586
12	13.948	15.191	16.360	17.419	18.560	19.865	24.993	29.250	20.136
13	14.142	15.401	16.569	17.663	18.806	20.061	25.293	29.250	20.686
14	14.543	15.598	16.777	17.849	19.003	20.258	25.693	29.250	21.436
15	14.748	16.026	17.247	18.294	19.334	20.790	26.093	29.250	21.986
16	14.950	16.224	17.461	18.499	19.539	20.991	26.543	29.250	21.986
17	15.152	16.424	17.674	18.698	19.741	21.194	27.503	29.264	21.986
18	15.357	16.654	17.891	18.905	19.943	21.396	27.503	29.264	21.986
19	15.558	16.868	18.104	19.107	20.145	21.595	27.553	29.316	21.986
20	15.760	17.081	18.307	19.308	20.349	21.812	27.553	29.316	21.986
21	15.965	17.298	18.506	19.513	20.553	22.013	27.553	29.316	21.986
22	16.166	17.498	18.710	19.716	20.754	22.214	27.553	29.316	21.986
23	16.278	17.607	18.814	19.916	20.956	22.444	27.553	29.316	21.986
24	16.391	17.720	18.926	20.120	21.157	22.648	27.603	29.368	21.986
25	16.503	17.832	19.039	20.321	21.361	22.820	27.603	29.368	21.986

\*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2006.