

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: July 1, 2008

Locator No.: OSER-0194-CLR/LR/PP

Subject: Information for Processing FY 2007-2008 Pay Provisions for Employees in the Wisconsin Science Professionals Bargaining Unit

The purpose of this bulletin is to notify state agencies of fiscal year (FY) 2007-2008 pay provisions in the collective bargaining agreement between the State and the Wisconsin Science Professionals (WSP). This bulletin lists the provisions applicable in FY 2007-2008.

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 2007-2009 Agreement with the WSP bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2006-2007 pay schedule for adjustments 1. through 8. on June 8, 2008.

Use the new FY 2007-2008 pay schedule (see attachment) for adjustments 9. through 11. below, effective June 8, 2008, and for all transactions after that date through July 5, 2008.

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 2007-2008 Fiscal Year**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

SECTION II. ONGOING ADMINISTRATION OF SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS

Ongoing administration of semi-automatic progression adjustments will be in accordance with Appendix E of the WSP Agreement. No changes in the ongoing administration have been made for the 2007-2009 Agreement. The FY 2007-2008 progression schedules are provided in the attachment to this bulletin.

SECTION III. FY 2007-2008 GENERAL WAGE ADJUSTMENT (GWA)

- A. Effective Date.** The GWA is effective June 8, 2008.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees (**employment types 01, 02, and 06**) in pay status on June 8, 2008, 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 2007-2008 provided under the Compensation Plan or another 2007-2009 state collective bargaining agreement.
- C. Amount.** Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate, 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 GWA Payment under Section V., below.

SECTION IV. FY 2007-2008 GWA AND GWA LUMP SUM PAYMENT ELIGIBILITY WHEN APPOINTED TO A WSP POSITION

An employee appointed to a WSP position from a bargaining unit not yet having a 2007-2009 collective bargaining agreement may be eligible for the GWA described in Section III after the effective date of the GWA, per Article 11, Section 2 of the Agreement. If eligible, the employee will receive the GWA and lump sum in a manner similar to that described in OSER-0176-CLR/PP.

SECTION V. IMPLEMENTATION OF PAY SCHEDULE 15 AND PROGRESSION RATES FOR FY 2007-2008 EFFECTIVE JUNE 8, 2008

Effective June 8, 2008, the pay schedule and the progression pay schedule 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 VI. ANNUALIZED GWA PAYMENTS RELATED TO SECTION III OR IV

- A. Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after June 8, 2008.
- B. Eligibility.** Any employee who is otherwise eligible for a GWA under Section III or IV will receive an Annualized GWA Payment if either of the circumstances described under 1. or 2., below, apply:
- 1.** The employee could not receive an adjustment under Section III or IV, 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 GWA Payment is calculated by multiplying by 2088 the value of the GWA provided under Section III or IV that would exceed the FY 2007-2008 pay range maximum. Any Annualized GWA Payment will be prorated based on an employee's budgeted FTE status on June 8, 2008.
- D. Employees on Leave of Absence.** Any employee who is on an unpaid leave of absence on June 8, 2008, and would otherwise qualify for an Annualized GWA Payment will not receive such payment until s/he returns to pay status in a position in the bargaining unit during the term of the Agreement.

SECTION VII. LUMP SUM PAYMENT FOR THE DELAY IN SETTLEMENT OF THE AGREEMENT

- A. Granting Date.** The lump sum payments provided under C., below, will be provided as soon after the effective date of the collective bargaining agreement 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 2007-2009 Agreement:
 - a. Employees who were at all times in the bargaining unit between June 24, 2007 and June 8, 2008.
 - b. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 24, 2007 and on or before June 8, 2008.
 - c. New state employees hired into the bargaining unit between June 24, 2007 and June 8, 2008.
 - d. Employees hired into the bargaining unit from another certified state bargaining unit between June 24, 2007 and June 8, 2008, 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 between June 24, 2007 and June 8, 2008. Such payments shall 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 24, 2007 and June 8, 2008. Employees who went on a leave of absence from a position in the bargaining unit on or after June 24, 2007, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of the Agreement.
 - 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 2007-08 GWA prior to his or her appointment to a position in the WSP bargaining unit.
 - b. Any employee who is on a leave of absence on June 8, 2008, and who fails to return from such leave during the term of the Agreement.

- C. Amount.** Eligible employees will receive a lump sum payment equal to the sum of the following (retirees 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 hourly amount received as a base pay increase under Section III or IV, above, multiplied by the number of hours in pay status from June 24, 2007, through June 7, 2008.
 2. The lump sum wage payment shall 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. "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. above.
 2. Hours excluded from hours in pay status:
 - a. Hours as an LTE employee (**employment types 9, 10 and 23**);
 - b. Work hours for which holiday or compensatory time-off credits were earned but not used;
 - c. Any leave without pay hours.
 3. For purposes of calculating employee benefits, except for former employees who have retired, any lump sum wage payment received under this section for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period from June 24, 2007 through June 7, 2008.

SECTION VIII. REFERRAL OF QUESTIONS

Employee questions regarding the provisions contained in this bulletin should be referred to the agency Human Resources or Payroll 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 Doug Thayer of the Bureau of Labor Relations at: Phone: (608) 266-2052 or E-mail: douglas.thayer@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

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Attachment: Pay Schedule 15 and Pay Progression Schedules effective June 8, 2008 through July 5, 2008.

**Pay Schedule 15
Wisconsin Science Professionals**

Effective June 8, 2008 through July 5, 2008

Official Hourly Basis

Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum
15-02	38.949	46.739	54.529	1.169	3.116
15-03	21.380	35.277	49.174	0.642	1.711
15-24	16.405	n/a	27.342	0.493	1.313
15-35	17.504	n/a	29.174	0.526	1.401

**Pay Progression Schedule
Effective June 8, 2008 through July 5, 2008**

Developmental Series		Hydrogeologist Series	
Range 15-24		Range 15-35	
Minimum	<u>Rate</u>	Minimum	<u>Rate</u>
A (year 1)	17.180	A (year 1)	19.148
B	18.068	B	20.684
C (year 2)	18.954	C (year 2)	22.223
D	19.843		
E (year 3)	20.728		