

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: July 2, 2008

Locator No: OSER-0199-CLR/LR/PP

Subject: Information Necessary to Process FY 2007-2008 Pay Adjustments for Employees Represented by the WSEU Administrative Support, Blue Collar, Professional Social Services, Security and Public Safety, and Technical Bargaining Units

This information is provided to assist appointing authorities in determining FY 2007-2008 base pay adjustments and lump sum payments to employees in the Wisconsin State Employees Union (WSEU) bargaining units: Administrative Support (AS) (**DP unit code 02**); Blue Collar and Non-Building Trades (BC) (**DP unit code 03**); Professional Social Services (**DP unit code 12**), Security and Public Safety (SPS) (**DP unit code 05**); and Technical (T) (**DP unit code 06**). These base pay adjustments and lump sum payments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU bargaining units and are effective June 8, 2008. The pay adjustments in this bulletin are to be applied in the order set forth below.

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

Use the FY 2006-2007 pay schedule, effective April 1, 2007, for adjustments under numbers 1 through 7.

Use the new FY 2007-2008 pay schedule provided in the attachments for adjustments under numbers 8. and 9., effective June 8, 2008, and for all transactions after that date through July 5, 2008.

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, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin**
9. Original appointment

Note: Definition of 'in pay status' includes employees who retired, died, or were laid off on or after June 24, 2007. These employees are eligible for all wage provisions identified in the bulletin.

Note: Employees who have previously been considered for or received a FY 2007-2008 corresponding general wage adjustment or corresponding lump sum payment are ineligible for the adjustment provided in Section II.

SECTION II: GENERAL WAGE ADJUSTMENT

- A. Except as indicated in B., below, effective June 8, 2008, each eligible employee in pay status on that date will receive a General Wage Adjustment (GWA) in an amount equal to 2.0% of the employee's current base pay rate. The GWA will be provided to eligible employees in the Administrative Support, Blue Collar, Professional Social Services, Security and Public Safety, and Technical bargaining units.
- B. GWA exceptions:
1. SPS: Employees in the Correctional Officer, Correctional Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor Advanced classifications will receive an increase equal to two percent (2%) or an amount that places such employees at their appropriate structure point, whichever is greater. (Attachment 4)
 2. PSS: Employees on the Probation and Parole Agent C and Social Worker – Corrections C grid will be limited to the applicable structure point of the Pay Structure attached to this bulletin. (Attachment 11)
 - a. Employees who receive a General Wage Adjustment of less than two percent (2.0%) of their base pay rate solely because of the Pay Structure point limitation under B.2., will receive an Annualized Wage Adjustment Payment equal to the difference between the value of two percent (2.0%) of the employee's base pay rate, prior to the application of the General Wage Adjustment, and the amount the employee actually received as a base pay increase, times 2088, prorated based on the employee's budgeted FTE on June 8, 2008.
 - b. Employees who receive no General Wage Adjustment solely because of the Pay Structure point limitation under B.2., will receive an Annualized Wage Adjustment Payment equal to two percent (2.0%) of the employee's base pay rate, times 2088, prorated based on the employee's budgeted FTE on June 8, 2008.

SECTION III: PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION

Effective June 8, 2008, the pay schedules, grids, and pay structures set forth in the attachments to this bulletin will be implemented.

SECTION IV: LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF 2007-2008 PAY ADJUSTMENTS

Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under Section II. A. and Section II. B. 1., multiplied by the number of his/her hours in pay status in the bargaining unit(s) from June 24, 2007, through June 8, 2007. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on June 8, 2008, who receive an adjustment under Section II., above.

2. Former employees of the bargaining unit(s) who retired from, were laid off, or died while serving in a bargaining unit(s) position from June 24, 2007 through June 7, 2008, who would have received an adjustment under Section II., above. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.
3. Employees in the bargaining unit(s) who began a leave of absence on or after June 24, 2007 through June 7, 2008, 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 the bargaining unit(s) during the term of this Agreement.

**SECTION V: FY 2007-2008 GWA AND ANNUALIZED GWA PAYMENTS
ELIGIBILITY WHEN APPOINTED TO WSEU POSITION**

An employee appointed to a position in the WSEU bargaining unit from a bargaining unit not yet having a 2007-2009 collective bargaining agreement may be eligible for the GWA described in this bulletin after the effective date of the GWA provided in Section 12/1/2 A.1., 12/1/3 A.1., 12/1/4 A.1. or A.2., 12/1/5 A.1., or 12/1/6/ A.1. or A.2., of the WSEU 2007-09 collective bargaining agreement, per 12/1/10. If eligible, the employee will receive the GWA(s) and lump sum(s) in a manner similar to that described in the 2007-09 Agreement, except that lump sum payments will be for hours in pay status from June 24, 2007, to the appointment.

SECTION VI: 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.

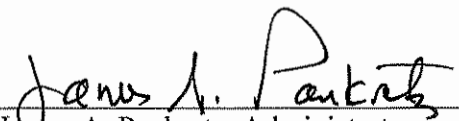
Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; e-mail Tim.Borchert@wisconsin.gov; or Erin Fath at (608) 266-0364; email Erin.Fath@wisconsin.gov.

Questions regarding *all other provisions of the WSEU AS, BC, PSS, SPS and TECH Agreement* should be referred to Mark Wild at (608) 266-9564; e-mail Mark.Wild@wisconsin.gov; or Leia Sarnstrom at (608) 267-5169; e-mail LeiaSarnstrom@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:ef

Attachment: 2007-2008 Pay Schedules, Grids, and Structures

ATTACHMENT 1

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT PAY SCHEDULE

Effective June 8, 2008 through July 5, 2008

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	11.606	18.052	0.349	0.870
9	12.544	19.152	0.377	0.940
10	13.558	20.709	0.407	1.020
11	14.662	22.394	0.440	1.104
12	15.858	24.224	0.476	1.196
13	17.149	26.201	0.515	1.291
14	18.545	28.340	0.557	1.396
15	20.054	30.661	0.602	1.509

ATTACHMENT 2

PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY BASED TRANSACTION GRID*
Effective June 8, 2008 through July 5, 2008

	Grid Point	8	9	10	11	12	13	14	15
Minimum	0	11.007	11.656	12.576	13.572	14.652	15.820	17.084	18.452
	1	11.116	11.771	12.701	13.706	14.797	15.977	17.253	18.635
	2	11.252	11.908	12.836	13.842	14.933	16.113	17.388	18.772
	3	11.386	12.041	12.970	13.976	15.066	16.246	17.522	18.904
	4	11.439	12.098	13.031	14.042	15.138	16.324	17.606	18.995
	5	11.543	12.201	13.134	14.145	15.241	16.427	17.709	19.098
	6	11.649	12.314	13.256	14.277	15.385	16.583	17.877	19.280
	7	11.704	12.372	13.318	14.344	15.457	16.662	17.962	19.370
	8	12.110	12.804	13.786	14.849	16.005	17.251	18.563	19.982
	9	12.336	13.044	14.047	15.132	16.308	17.581	18.893	20.313
	10	12.699	13.404	14.385	15.445	16.589	17.855	19.165	20.585
* Years	11	12.857	13.561	14.549	15.620	16.770	18.048	19.360	20.779
	12	13.012	13.719	14.711	15.795	16.950	18.242	19.552	20.971
	13	13.172	13.875	14.874	15.970	17.132	18.433	19.744	21.161
	14	13.328	14.034	15.038	16.145	17.311	18.626	19.936	21.354
	15	13.485	14.190	15.201	16.318	17.492	18.816	20.129	21.547
	16	13.642	14.348	15.364	16.496	17.672	19.010	20.321	21.740
	17	13.801	14.506	15.526	16.670	17.852	19.202	20.513	21.930
	18	13.956	14.663	15.692	16.845	18.033	19.395	20.704	22.123
	19	14.113	14.821	15.854	17.019	18.215	19.586	20.896	22.315
	20	14.272	14.977	16.019	17.193	18.395	19.777	21.090	22.508
	21	14.429	15.135	16.181	17.369	18.577	19.971	21.283	22.701
	22	14.588	15.291	16.344	17.543	18.757	20.163	21.474	22.892
	23	14.744	15.448	16.506	17.717	18.937	20.355	21.665	23.084
	24	14.901	15.608	16.670	17.892	19.118	20.547	21.858	23.277

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as of June 30, 2007.

ATTACHMENT 3

PAY SCHEDULE 05: SECURITY AND PUBLIC SAFETY
Effective June 8, 2008 through July 5, 2008

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	11.142	19.049	0.335	1.250
9	12.041	20.577	0.362	1.300
10	13.016	22.234	0.391	1.350
11	14.073	24.032	0.423	1.400
12	15.221	25.982	0.457	1.450
13	16.460	28.088	0.494	1.500
14	17.803	30.370	0.535	1.550
15	19.258	32.847	0.578	1.600
16	20.598	35.124	0.618	1.650
17	22.040	37.583	0.662	1.700
31	14.456	24.387	0.434	NA
32	15.179	25.579	0.456	NA

ATTACHMENT 4

PAY GRID FOR PR 05-31 & 05-32 (SPS UNIT)*

Effective June 8, 2008 through July 5, 2008

	<u>05-31</u>	<u>05-32</u>
Min/point 0	14.456	15.179
point 1	14.456	15.179
point 2	16.393	18.030
2004	16.393	18.030
2003	16.393	18.030
2002	16.823	18.506
2001	17.262	18.988
2000	17.700	19.470
1999	18.138	19.952
1998	18.576	20.433
1997	19.014	20.916
1996	19.452	21.397
1995	19.890	21.878
1994	20.328	22.361
1993	20.766	22.842
1992	21.204	23.325
1991	21.642	23.806
1990	22.080	24.288
1989	22.518	24.770
1988	22.957	25.252
1987	23.061	25.367
1986	23.165	25.481
1985	23.269	25.596
1984	23.374	25.711
1983	23.478	25.826
1982	23.582	25.940
1981	23.686	26.055
1980	23.791	26.170
1979	23.895	26.285
1978	23.999	26.399
1977	24.103	26.513
1976	24.208	26.629
1975	24.312	26.743
1974	24.416	26.858
1973	24.520	26.972
1972	24.625	27.088
1971	24.729	27.202
1970	24.833	27.317
1969	24.937	27.431
1968	25.043	27.547
1967	25.147	27.661
1966	25.251	27.776

This grid is applicable to the following transactions:
Original Appointment, Promotion, Demotion, Transfer,
Reinstatement, Restoration, Reclassification, and
Reallocation.

ATTACHMENT 5

**PAY GRID FOR PR 05-40 & 05-41 (SPS UNIT)*
Effective June 8, 2008 through July 5, 2008**

Year	<u>05-40</u>	<u>05-41</u>
2007	20.234	22.75
2006	20.234	22.75
2005	20.234	22.75
2004	20.891	23.387
2003	21.683	24.023
2002	22.476	24.66
2001	23.269	25.296
2000	24.061	25.932
1999	24.854	26.569
1998	25.647	27.205
1997	26.439	27.842
1996	27.232	28.478
1995	27.639	29.114
1994	27.639	29.114
1993	27.639	29.114
1992	27.639	29.114
1991	27.639	29.114
1990	27.639	29.114
1989	27.639	29.114
1988	27.639	29.114
1987	27.639	29.114
1986	27.639	29.114
1985	27.931	29.114
1984	27.931	29.114
1983	27.931	29.114
1992	27.931	29.114
1981	27.931	29.114
1980	27.931	29.114
1979	29.022	29.114
1978	29.022	29.114
1977	29.022	29.114
1976	29.022	29.114
1975	29.022	29.114
1974	29.022	29.114
1973	29.022	29.114
1972	29.022	29.114
1971	29.022	29.114

*These pay structures are applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

ATTACHMENT 6

PAY SCHEDULE 06: TECHNICAL
Effective June 8, 2008 through July 5, 2008

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	\$11.301	\$16.951	\$0.340	\$0.840
9	\$11.526	\$17.289	\$0.346	\$1.010
10	\$12.467	\$18.700	\$0.375	\$1.050
11	\$13.491	\$20.235	\$0.405	\$1.400
12	\$14.598	\$21.896	\$0.438	\$1.600
13	\$15.795	\$23.693	\$0.474	\$1.700
14	\$17.092	\$25.637	\$0.513	\$1.900
15	\$18.495	\$27.743	\$0.555	\$2.000
16	\$20.018	\$30.027	\$0.601	\$2.200
17	\$21.666	\$32.498	\$0.650	\$2.250
18	\$23.448	\$35.172	\$0.704	\$2.300
19	\$25.325	\$37.985	\$0.760	\$2.350

ATTACHMENT 7

**PAY GRID FOR 06-25 [TECHNICAL BU]
(PILOTS)***

Effective June 8, 2008 through July 5, 2008

	PR 06-25
2007	\$20.398
2006	\$20.600
2005	\$21.003
2004	\$21.470
2003	\$21.938
2002	\$22.405
2001	\$22.871
2000	\$23.338
1999	\$23.805
1998	\$24.479
1997	\$24.946
1996	\$25.413
1995	\$25.880
1994	\$26.879
1993	\$27.845
1992	\$28.166
1991	\$28.484
1990	\$28.804
1989	\$29.123
1988	\$29.354
1987	\$29.590

* This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

ATTACHMENT 8

PAY GRID FOR 06-10, 06-11, 06-12 AND 06-14 [TECHNICAL BU] (LPN AND NA 1, NA 2, NA 3)

Effective June 8, 2008 through July 5, 2008

	PR 6-14	PR 6-10	PR 6-11	PR 6-12
	LPN	NA 1	NA 2	NA 3
Min	17.092	12.467	13.491	14.598
2006	17.816	12.713	13.767	14.976
2005	17.992	12.839	13.903	15.124
2004	18.216	13.017	14.091	15.332
2003	18.440	13.194	14.279	15.541
2002	18.664	13.372	14.467	15.749
2001	18.889	13.549	14.655	15.958
2000	19.113	13.727	14.843	16.166
1999	19.338	13.903	15.030	16.376
1998	19.561	14.081	15.218	16.584
1997	19.785	14.258	15.406	16.793
1996	20.010	14.436	15.593	17.001
1995	20.234	14.613	15.781	17.210
1994	20.459	14.790	15.969	17.418
1993	20.683	14.967	16.156	17.627
1992	20.907	15.144	16.344	17.835
1991	21.131	15.322	16.532	18.044
1990	21.355	15.499	16.719	18.252
1989	21.580	15.677	16.907	18.461
1988	21.804	15.853	17.095	18.670
1987	22.028	16.031	17.282	18.879
1986	22.253	16.208	17.470	19.087
1985	22.476	16.386	17.658	19.296
1984	22.701	16.563	17.845	19.504
1983	22.925	16.741	18.034	19.713
1982	23.149	16.917	18.222	19.921
1981	23.374	17.095	18.409	20.130
1980	23.598	17.272	18.597	20.338
1979	23.822	17.450	18.785	20.547
1978	24.046	17.627	18.972	20.755
1977	24.270	17.805	19.160	20.965
1976	24.495	17.981	19.348	21.173
1975	24.719	18.159	19.536	21.382
1974	24.944	18.336	19.723	21.590
1973	25.167	18.513	19.911	21.799
1972	25.391	18.691	20.099	22.007
1971	25.616	18.868	20.286	22.216
1970	25.840	19.045	20.474	22.424
1969	26.065	19.222	20.662	22.633
1968	26.289	19.400	20.849	22.841
1967	26.512	19.577	21.037	23.050
1966	26.737	19.755	21.225	23.259
1965	26.961	19.931	21.412	23.468

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. For transaction determination the range maximum from the related pay schedule will be used if needed.

ATTACHMENT 9

**PAY GRID FOR 06-10, AND 06-11*
[TECHNICAL BU] (RCT 1 AND RCT 2)
Effective June 8, 2008**

	PR 6-10 RCT 1	PR 6-11 RCT 2
Min	12.467	13.491
2006	12.590	13.592
2005	12.715	13.727
2004	12.913	13.925
2003	13.111	14.122
2002	13.309	14.320
2001	13.507	14.519
2000	13.705	14.717
1999	13.903	14.915
1998	14.102	15.114
1997	14.300	15.312
1996	14.498	15.510
1995	14.697	15.707
1994	14.895	15.906
1993	15.092	16.104
1992	15.290	16.302
1991	15.489	16.500
1990	15.687	16.699
1989	15.885	16.897
1988	16.083	17.095
1987	16.282	17.294
1986	16.480	17.491
1985	16.677	17.689
1984	16.876	17.887
1983	17.074	18.086
1982	17.272	18.284
1981	17.470	18.482
1980	17.669	18.680
1979	17.867	18.879
1978	18.065	19.077
1977	18.263	19.274
1976	18.461	19.473
1975	18.659	19.671
1974	18.857	19.869
1973	19.056	20.067
1972	19.254	20.266
1971	19.452	20.464
1970	19.650	20.662
1969	19.849	20.859
1968	20.047	21.058
1967	20.244	21.256
1966	20.442	21.454
1965	20.641	21.653

*This structure is applicable to the following transactions:
Original Appointment, Promotion, Demotion, Transfer,
Reinstatement, Restoration, Reclassification, and Reallocation.
For transaction determination, the range maximum from the
related pay schedule will be used if needed.

ATTACHMENT 10

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 8, 2008 through July 5, 2008

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
1	\$12.101	\$18.258	\$0.364	\$1.300
2	\$13.082	\$19.729	\$0.393	\$1.350
3	\$14.144	\$21.323	\$0.425	\$1.400
4	\$15.294	\$23.050	\$0.459	\$1.450
5	\$16.540	\$24.919	\$0.497	\$1.500
6	\$17.890	\$26.944	\$0.537	\$1.550
7	\$19.354	\$29.140	\$0.581	\$1.600
8	\$20.935	\$31.510	\$0.629	\$1.700
9	\$22.633	\$34.056	\$0.679	\$1.800
10	\$24.462	\$36.802	\$0.734	\$1.900
11	\$26.334	\$39.606	\$0.791	\$2.000
12	\$28.341	\$42.620	\$0.851	\$2.100
13	\$30.506	\$45.866	\$0.916	\$2.200

ATTACHMENT 11

Social Worker Corrections A, B, C; Probation and Parole Agent A, B, C; Offender Classification Specialist A and B Structure; and Correction Program Specialist***

<u>Agent A Structure Rate (PR 12-05) *</u>	<u>Year****</u>	<u>**</u>	<u>7/6/2008</u>	<u>10/12/2008</u>	<u>6/7/2009</u>
**	2008 or later		21.145	21.145	21.568
7/6/2008	2007	20.935	21.145	21.145	21.568
6/7/2009	2006	20.935	21.145	21.645	22.078
	2005	20.935	21.145	21.895	22.333
	2004	21.058	21.269	22.160	22.604
<u>Agent B Structure Rate (PR 12-06) *</u>	2003	21.183	21.395	22.286	22.732
**	2002	21.392	21.606	22.497	22.947
7/6/2008	2001	21.548	21.764	22.655	23.109
6/7/2009	2000	21.705	21.923	22.814	23.271
	1999	22.174	22.396	23.287	23.753
	1998	22.591	22.817	23.708	24.183
<u>CSW A Structure Rate (PR 12-05) *</u>	1997	23.311	23.545	24.436	24.925
**	1996	23.624	23.861	24.752	25.248
7/6/2008	1995	23.875	24.114	25.005	25.506
6/7/2009	1994	24.135	24.377	25.268	25.774
	1993	24.438	24.683	25.574	26.086
	1992	24.803	25.052	25.943	26.462
<u>CSW B Structure Rate (PR 12-06) *</u>	1991	25.063	25.314	26.205	26.730
**	1990	25.314	25.568	26.459	26.989
7/6/2008	1989	25.574	25.830	26.721	27.256
6/7/2009	1988	25.825	26.084	26.975	27.515
	1987	26.137	26.399	27.290	27.836
	1986	26.450	26.715	27.606	28.159
<u>OCS A Structure Rate (PR 12-07)*</u>	1985	26.700	26.967	27.858	28.416
10/12/2008	1984	26.961	27.231	28.122	28.685
6/7/2009	1983	27.212	27.485	28.376	28.944
	1982	27.576	27.852	28.743	29.318
	1981	27.837	28.116	29.007	29.588
	1980	28.087	28.368	29.259	29.845
	1979	28.348	28.632	29.523	30.114
	1978	28.598	28.884	29.775	30.371
	1977	28.651	28.938	30.035	30.636
	1976	28.703	28.991	30.088	30.690
** Effective June 8, 2008 through July 5, 2008	1975	28.755	29.043	30.140	30.743
	1974	28.807	29.096	30.193	30.797
***Offender Classification Specialist A and B and Correction Program Specialist will be added to structure effective 10-12-2008.	1973	28.859	29.148	30.245	30.850
	1972	28.911	29.201	30.298	30.904
****Year of Adjusted Continuous Service Date.	1971	28.963	29.253	30.350	30.957
	1970	29.015	29.306	30.403	31.012
	1969	29.068	29.359	30.456	31.066
	1968	29.120	29.412	30.509	31.120
	1967	29.172	29.464	30.561	31.173
	1966/earlier	29.225	29.518	30.615	31.228