

State of Wisconsin

## OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** July 7, 2008

**Locator No:** OSER-0202-CLR/LR/PP

**Subject:** Information Necessary to Process FY 2007-2008  
Pay Adjustments for Employees in the Law  
Enforcement Bargaining Unit (Unit 36).

This information is provided to assist appointing authorities in determining FY 2007-2008 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 June 8, 2008. 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 2006-2007 pay schedule for adjustments under numbers 1. through 7., effective on April 1, 2007. Use the new FY 2007-2008 pay schedule provided in the Attachment 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

**SECTION II. 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 in pay status on June 8, 2008, are eligible to receive a GWA.
  - 2. Ineligible.** Employees who have previously been considered for or received a FY 2007-2008 corresponding GWA or lump sum payment.
- C. Amount.** A GWA in an amount equal to 2.0% of the employee's current base pay rate shall be granted to all eligible employees.

**SECTION III. PAY SCHEDULE, GRID, AND STRUCTURE IMPLEMENTATION**

Effective June 8, 2008, 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 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., above, multiplied by the number of hours in pay status in the bargaining unit from June 24, 2007, through June 7, 2008. 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 June 8, 2008, 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 June 24, 2007 through June 7, 2008, and who would have received an adjustment under Section II., above.
3. Employees in the bargaining unit who began a leave of absence on or after June 24, 2007, and before June 8, 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 a position in the bargaining unit during the term of this Agreement.

**SECTION V. FY 2007-2008 GWA AND LUMP SUM GWA ELIGIBILITY WHEN APPOINTED TO A WLEA POSITION**

An employee appointed to a position within the WLEA bargaining unit from bargaining units not yet having a 2007-2009 collective bargaining agreement may be eligible to receive the GWA described in this bulletin after the effective date of the GWA, per Section 11/1/4 of the WLEA Agreement. If eligible, the employee will receive the GWA and lump sum in a manner similar to that described in the Agreement, except that lump sum payments will be for hours in pay status from June 24, 2007 to the appointment date.

**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.

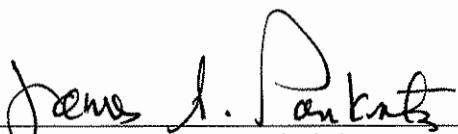
**Agency questions** regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Erin Fath at (608) 266-0364; email [Erin.Fath@wisconsin.gov](mailto:Erin.Fath@wisconsin.gov).

**Questions** regarding *all other provisions of the WLEA Agreement* should be referred to Doug Thayer at (608) 266-2052; e-mail [Douglas.Thayer@wisconsin.gov](mailto:Douglas.Thayer@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

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

JAP:dlt

Attachment: 2007-2008 Pay Structure

**Attachment**

**PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\***  
**Effective June 8, 2008 through July 5, 2008**

Seniority	Range								
	9	10	11	12	13	14	40	41	42
0	11.673	12.627	13.658	14.776	15.985	17.296	18.476	23.766	15.742
1	11.789	12.752	13.793	14.922	16.143	17.467	18.659	24.001	15.898
2	11.906	12.878	13.929	15.070	16.303	17.639	19.169	25.168	16.000
3	12.024	13.005	14.067	15.219	16.464	17.814	19.934	26.335	16.225
4	12.046	13.027	14.089	15.239	16.486	17.836	20.699	27.502	16.597
5	12.100	13.081	14.143	15.293	16.540	17.889	21.617	28.669	16.969
6	12.219	13.209	14.283	15.445	16.704	18.065	22.178	29.835	17.428
7	12.280	13.274	14.351	15.522	16.788	18.155	22.688	29.835	17.872
8	12.734	13.765	14.882	16.097	17.407	18.827	22.994	29.835	18.244
9	12.987	14.040	15.180	16.415	17.753	19.202	23.402	29.835	18.550
10	13.386	14.593	15.684	16.850	18.079	19.537	23.963	29.835	19.111
11	13.701	14.980	15.985	17.214	18.344	19.786	24.422	29.835	19.417
12	14.015	15.293	16.487	17.566	18.606	20.049	25.136	29.835	19.978
13	14.227	15.495	16.688	17.768	18.932	20.263	25.493	29.835	20.539
14	14.425	15.710	16.901	18.017	19.183	20.463	25.799	29.835	21.100
15	14.834	15.910	17.113	18.206	19.384	20.664	26.207	29.835	21.865
16	15.043	16.347	17.592	18.660	19.721	21.206	26.615	29.835	22.426
17	15.249	16.549	17.811	18.869	19.930	21.411	27.074	29.835	22.426
18	15.456	16.753	18.028	19.072	20.136	21.618	28.054	29.850	22.426
19	15.665	16.988	18.249	19.284	20.342	21.824	28.054	29.850	22.426
20	15.870	17.206	18.467	19.490	20.548	22.027	28.105	29.903	22.426
21	16.076	17.423	18.674	19.695	20.756	22.249	28.105	29.903	22.426
22	16.285	17.644	18.877	19.904	20.965	22.454	28.105	29.903	22.426
23	16.490	17.849	19.084	20.111	21.169	22.659	28.105	29.903	22.426
24	16.604	17.960	19.191	20.315	21.376	22.893	28.105	29.903	22.426
25	16.719	18.075	19.306	20.523	21.580	23.102	28.156	29.956	22.426

\*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, 2007.