

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: July 8, 2008

Locator No: OSER-0205-CLR/LR/PP

Subject: Information to Process FY 2007-2008 General Wage Adjustments and Lump Sum Payments, Market Adjustments, and Supplemental Pay Amounts for Employees in Professional Patient Treatment Bargaining Unit

This information is provided to assist appointing authorities in determining the FY 2007-2008 General Wage Adjustments and associated lump sum payments, and supplemental pay amounts in the 2007-2009 Agreement between the State of Wisconsin and the Wisconsin Physician and Dentist Association (WPDA). These wage adjustments are granted in accordance with Article XI, Sections 3, 5, 6 and 9 of the 2007-2009 Agreement and are effective on June 8, 2008.

The supplemental pay schedule increases for board certification and board certification eligibility are described in Section VI of this bulletin.

SECTION I. COVERAGE UNDER THIS BULLETIN

The information in this bulletin applies to classified permanent employees (**employment types 01, 02 and 06**) in positions allocated to classifications in the Professional Patient Treatment bargaining unit (**DP unit code 10**).

SECTION II. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPDA Agreement, multiple pay adjustments with the same effective date will be applied in the following order:

Use 2006-2007 pay schedules for adjustments under numbers 1. through 8., below, effective June 8, 2008.

Use the pay schedule in the Attachment as indicated in the bulletin for adjustments under number 9. through 10, effective June 8, 2008, for all adjustments effective June 8, 2008 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., as shown in the bulletin.
9. Supplemental Pay Schedule for FY 2007-2008 Implementation (Section IV)
10. Original appointment.

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

- A. Effective Date.** The wage increases described in this section are effective on June 8, 2008, and will be applied in the order set forth below.
- B. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status on June 8, 2008, in the Professional Patient Treatment bargaining unit (**DP unit code 10**) are eligible to receive the GWA as provided under C., below.

Note: Definition of 'in pay status' includes employees who retired, died, or were laid off on or after June 24, 2007 and before June 8, 2008. These employees are eligible for all wage provisions identified in the bulletin.

Note: 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 is not eligible for the GWA.

C. Amount.

- 1. GWA of 2.0%.** Eligible employees will receive a base pay adjustment equal to 2.0% of their current base pay rate, subject to the pay range maximum found in the Attachment to this bulletin.
- 2. Annualized General Wage Adjustment Payment for the 2.0% GWA.** Eligible employees will be granted Annualized GWA Payments as follows:
 - a.** Employees who receive wage adjustments under C.1., above, of less than 2.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to the difference between the value of 2.0% of the employee's base pay rate prior to the wage adjustments, and the amount the employee actually received, multiplied by 2088.
 - b.** Employees who receive no wage adjustment under C.1., above, solely because of the pay range maximum limitation will receive an Annualized GWA Payment equal to 2.0% of the employee's base pay rate multiplied by 2088.
 - c.** The Annualized GWA Payment will be prorated based on the employee's budgeted FTE on June 8, 2008.
 - d.** Employees who are not in pay status on June 8, 2008, and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the 2007-2009 Agreement will receive any Annualized GWA Payment for which they would otherwise have been eligible. No payment will be granted until the employee returns to the bargaining unit.

SECTION IV. IMPLEMENTATION OF THE FY 2007-2008 PAY SCHEDULE 10 EFFECTIVE JUNE 8, 2008

The FY 2007-2008 Pay Schedule 10, effective June 8, 2008, is implemented (see the Attachment). 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 V. LUMP SUM PAYMENTS AND WAGE ADJUSTMENTS FOR DELAY IN IMPLEMENTATION OF AGREEMENT

Eligible employees shall receive a lump sum wage payment in an amount equal to the value of any increase received under 11/3/1/A., of the WPDA Agreement, multiplied by the number of the employee's hours in pay status from June 24, 2007 to June 8, 2008.

SECTION VI. FY 2007-2008 GWA AND ANNUALIZED GWA PAYMENTS ELIGIBILITY WHEN APPOINTED TO A WPDA POSITION

An employee appointed to a position within the WPDA 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, per Section 11/3/1/A., of the WPDA Agreement. If eligible, the employee will receive the GWA and lump sum in a manner similar to that described in the 2007-2009 Agreement, except that lump sum payments will be for hours in pay status from June 24, 2007 to the appointment date.

SECTION VII. IMPLEMENTATION OF FY 2007-2009 SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION ELIGIBILITY

- A. Eligibility.** The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility is effective June 8, 2008, and is provided below. Refer to Article XI, Section 9, of the WPDA Agreement, for detailed information on supplemental pay for Physicians and Psychiatrists. Any employee in pay status in a Physician or Psychiatrist classification already receiving supplemental pay for board certification as of June 8, 2008, will have his or her supplemental pay increased to the appropriate minimum amount provided in B., below, if necessary.
- B. Amount.** The following are the supplemental pay amounts for board certification effective June 8, 2008:

**Schedule of Supplemental Pay Amounts
for Board Certification and Board Certification Eligibility**

Classification (Pay Range)	FY 2007-2008 Effective June 8, 2008	
	Board Certification Eligibility	Board Certification
Physician (10-51)	NTE - \$6.31/hr.	\$9.46 - \$18.92/hr.
Psychiatrist (10-52)	NTE - \$6.89/hr.	\$10.33 - \$20.64/hr.

SECTION VIII. IMPLEMENTATION OF DEPARTMENT OF CORRECTIONS ORAL SURGERY ADD-ON PILOT

Effective June 8, 2008, an hourly add-on amount not to exceed (NTE) \$5.00 per hour may be granted to Dentists employed at the Department of Corrections to whom regional oral surgery responsibilities are assigned. Please refer to Negotiating Note #7 of the Agreement for further details.

SECTION IX. REFERRAL OF QUESTIONS**Employee Questions:**

Employees with questions regarding their base pay rates or pay adjustments included in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions:

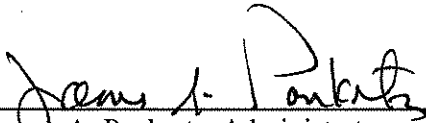
Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Tim Borchert by phone at (608) 266-3381, or by e-mail at Tim.Borchert@wisconsin.gov.

Employer questions regarding *all other contract provisions* should be directed to Doug Thayer by phone at (608) 266-2052, or by e-mail at Douglas.Thayer@wisconsin.gov.

Employer questions regarding *payroll processing or file maintenance* should be directed to:

DOA Central Payroll:

Shelley Schwartz (608) 264-9571.



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

JAP:tfb

Attachment: Pay Schedule 10 (FY 2007-2008, Effective June 8, 2008)

ATTACHMENT

Pay Schedule 10 Patient Treatment

FY 2007-2008
EFFECTIVE JUNE 8, 2008 THROUGH JULY 5, 2008

		Official Hourly Basis				Monthly Basis*			Annual Basis*		
	Pay Range	Minimum	Appt Max	Maximum	WRPS	Minimum	Appt Max	Maximum	Minimum	Appt Max	Max
49	10-49 (Optometrist)	57.702	75.013	92.323	1.731	10,040.15	13,052.18	16,064.20	120,481.78	156,626.10	192,770.42
50	10-50 (Dentist)	62.937	77.630	92.323	1.888	10,951.04	13,507.62	16,064.20	131,412.46	162,091.44	192,770.42
51	10-51 (Physician)	63.022	81.929	100.836	1.891	10,965.83	14,255.65	17,545.46	131,589.94	171,067.75	210,545.57
52	10-52 (Psychiatrist)	68.752	89.377	110.001	2.063	11,962.85	15,551.51	19,140.17	143,554.18	186,618.13	229,682.09

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.