

## OFFICE OF STATE EMPLOYMENT RELATIONS

### - COMPENSATION & LABOR RELATIONS BULLETIN -

**Date:** June 3, 2009

**Locator No.:** OSER-0242-CLR/PP

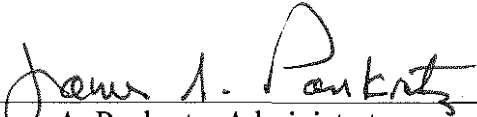
**Subject:** Notification of 2007-2009 Compensation Plan Changes Due to the May 27, 2009, JCOER Meeting

The purpose of this bulletin is to notify state agencies of the fiscal year 2008-2009 revisions to the 2007-2009 Compensation Plan that were approved by the Joint Committee on Employment Relations on May 27, 2009.

Approved were the following revisions:

- Sections A, B and C are revised to remove all references to the 2.0% wage and add-on increases effective June 7, 2009, with the exception of elected District Attorneys in Section B, 2.04 of the Plan (see Attachment A for revised add-on dates and amounts).
- Section A, 4.19 is revised to replace an obsolete classification title with a current one.
- Section A, 4.26 is created to provide an add-on for specific Department of Natural Resources activities as a Field Training Officer, Background Investigator, or Instructor in specific field. The add-on is created as parity to an add-on provided to WSEU represented employees.
- Section A, 4.27 is created to provide an add-on related to Financial Examiner training and education. The add-on is created as parity to an add-on provided to WPEC represented employees.
- Section L is revised to change the parity for Financial Specialist Supervisor from a market adjustment (\$1.196/hr) to an 8.0% of the minimum increase (\$1.326/hr) to reflect a pay range reassignment for the classification. **Because this is a correction to the parity provided to the classification, employees who already received the \$1.196/hr adjustment will receive a \$0.13/hr increase effective June 7, 2009, and a lump sum payment equal to \$0.13 multiplied by the number of hours in pay status in the classification from October 12, 2008 through June 6, 2009.** Employees who did not receive the \$1.196/hr adjustment will receive the \$1.326/hr increase on June 7, 2009, and a lump sum payment equal to the increase multiplied by the hours in pay status in the classification from October 12, 2008 through June 6, 2009.
- Section L, 3.02(2)(a) is revised to correct the period of time (by two days) on which the lump sum payment is calculated.
- Section L, 4.00 is revised to clarify that the lump sum payments received are to be pro-rated based on budgeted FTE on the effective date of the adjustment.
- Section Z is revised to increase the minimum of pay range 50-50 and the maximum of pay range 70-02 to match that of their respective represented counterpart pay ranges, and to remove the June 7, 2009 pay schedules (see Attachment B for revised schedules).

Please direct any questions you may have on these changes to Paul Ostrowski, Compensation Analyst, at (608) 267-0343 or e-mail at [Paul.Ostrowski@Wisconsin.gov](mailto:Paul.Ostrowski@Wisconsin.gov).

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

Attachments:            Attachment A - Add-ons Effective July 6, 2008 through July 4, 2009  
                                 Attachment B - Pay Schedules Effective July 6, 2008 through July 4, 2009

<b>PSYCHOLOGIST ADD-ON</b>
July 6, 2008 – July 4, 2009
\$3.74 – mandatory minimum
\$5.18 – maximum*

\*Any amount above the mandatory minimum, subject to this maximum, is granted at the discretion of the appointing authority.

<b>Schedule of Supplemental Pay Amounts for Board Certification And Board Certification Eligibility</b>		
	July 6, 2008 – July 4, 2009	
Pay Range (Classification)	Board Certification Eligibility	Board Certification
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE \$6.46/hr.	\$9.67 - \$19.32/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$7.03/hr.	\$10.54 - \$21.06/hr.

<b>Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility</b>		
	July 6, 2008 – July 4, 2009	
Pay Range (Classification)	Supervisory	Management
Pay Range 50-50 (Dentist Supv.) (Dentist Mgt.)	NTE - \$5.28/hr.	NTE - \$15.65/hr.
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$6.46/hr.	NTE - \$19.32/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE – \$7.03/hr.	NTE - \$21.06/hr.

## NONREPRESENTED BROADBAND PAY SCHEDULES

July 6, 2008 through May 26, 2009

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.280	42.420	na	56.560	0.849	2.263	4,921	9,842	59,049	118,098
	50-50	58.280	75.764	na	93.248	1.749	4.663	10,141	16,226	121,689	194,702
	50-51	64.290	83.642	na	102.993	1.929	5.144	11,187	17,921	134,238	215,050
	50-52	70.134	91.245	na	112.355	2.105	5.611	12,204	19,550	146,440	234,598
Law Enforcement											
56	56-01	23.351	35.085	na	46.819	0.701	1.869	4,064	8,147	48,757	97,759
	56-02	18.799	24.439	na	30.079	0.564	1.504	3,272	5,234	39,253	62,805
Information Systems-Related											
70	70-02	25.257	40.475	46.220	55.692	0.758	2.021	4,395	9,691	52,737	116,285
Professional Legal-Related											
71	71-01	23.208	39.651	na	56.094	0.697	1.857	4,039	9,761	48,459	117,125
General											
81	81-01	28.451	46.945	na	65.438	0.854	2.277	4,951	11,387	59,406	136,635
	81-02	25.257	41.675	na	58.092	0.758	2.021	4,395	10,109	52,737	121,297
	81-03	21.594	35.631	na	49.667	0.648	1.728	3,758	8,643	45,089	103,705
	81-04	16.570	27.341	na	38.111	0.498	1.326	2,884	6,632	34,599	79,576
	81-05	13.160	21.714	na	30.268	0.395	1.053	2,290	5,267	27,479	63,200

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

**NONREPRESENTED BROADBAND PAY SCHEDULES**

May 27, 2009 through July 4, 2009

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
		<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.280	42.420	na	56.560	0.849	2.263	4,921	9,842	59,049	118,098
	50-50	63.567	82.638	na	101.708	1.908	5.086	11,061	17,698	132,728	212,367
	50-51	64.290	83.642	na	102.993	1.929	5.144	11,187	17,921	134,238	215,050
	50-52	70.134	91.245	na	112.355	2.105	5.611	12,204	19,550	146,440	234,598
Law Enforcement											
56	56-01	23.351	35.085	na	46.819	0.701	1.869	4,064	8,147	48,757	97,759
	56-02	18.799	24.439	na	30.079	0.564	1.504	3,272	5,234	39,253	62,805
Information Systems-Related											
70	70-02	25.257	41.675	46.220	58.092	0.758	2.021	4,395	10,109	52,737	121,297
Professional Legal-Related											
71	71-01	23.208	39.651	na	56.094	0.697	1.857	4,039	9,761	48,459	117,125
General											
81	81-01	28.451	46.945	na	65.438	0.854	2.277	4,951	11,387	59,406	136,635
	81-02	25.257	41.675	na	58.092	0.758	2.021	4,395	10,109	52,737	121,297
	81-03	21.594	35.631	na	49.667	0.648	1.728	3,758	8,643	45,089	103,705
	81-04	16.570	27.341	na	38.111	0.498	1.326	2,884	6,632	34,599	79,576
	81-05	13.160	21.714	na	30.268	0.395	1.053	2,290	5,267	27,479	63,200

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

**PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)**

July 6, 2008 through July 4, 2009

<u>Pay Range</u>	<u>Official Hourly Rate</u>		<u>3% of Minimum**</u>	<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
90-01	28.451	44.100	0.854	4,950	7,673	59,406	92,081
90-02	30.728	47.629	0.922	5,347	8,287	64,160	99,449
90-03	33.187	51.440	0.996	5,775	8,951	69,294	107,407
90-04	35.842	55.556	1.076	6,237	9,667	74,838	116,001
90-05	38.710	60.001	1.162	6,736	10,440	80,826	125,282
90-06	41.807	64.801	1.255	7,274	11,275	87,293	135,304
90-07	45.152	69.986	1.355	7,856	12,178	94,277	146,131
90-08	48.765	75.586	1.463	8,485	13,152	101,821	157,824
90-09	52.667	81.634	1.581	9,164	14,204	109,969	170,452
90-10	56.881	88.166	1.707	9,897	15,341	118,768	184,091

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

\*\*Equivalent to Within Range Pay Step.

**PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)**

July 6, 2008 through July 4, 2009

Pay Range	<u>Official Hourly Rate</u>			<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum**</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	41,572	72,876	1,248	7,234	12,680	86,802	152,165
95-02	55,428	97,110	1,663	9,644	16,897	115,734	202,766

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

\*\*Equivalent to Within Range Pay Step.