

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

– COMPENSATION & LABOR RELATIONS BULLETIN –

Date: January 11, 2012

Locator No: OSER-0295- CLR/PP

Subject: Processing 2011-2013 Compensation Plan Pay Provisions

This information will assist appointing authorities to determine and process the pay provisions provided in Sections A, B, C, E, G, I, J, and K of the 2011-2013 Compensation Plan. All provisions covered in this bulletin represent changes from the 2009-2011 Compensation Plan, and **are effective January 1, 2012.**

Collective bargaining provisions will no longer be applicable effective January 1, 2012, with the exception of the Wisconsin Law Enforcement agreement as it applies to employees covered by the public safety bargaining unit. However, per the lists of multiple pay adjustments effective on the same date in s. ER 29.04, Wis. Adm. Code and Section I, 4.01 of the Compensation Plan, certain transactions occurring on January 1, 2012, will still be administered using provisions and pay schedules from the 2009-2011 Compensation Plan and former 2007-2009 collective bargaining agreements.

SECTION I. COVERAGE UNDER THIS BULLETIN

A. Covered Classified Employees. All permanent (**employment types 01, 02 and 06**) and project (**employment type 05**) employees are covered by this bulletin, except employees covered by the public safety bargaining unit (i.e., State Patrol Troopers and State Patrol Inspectors).

B. Covered Unclassified Employees. All indefinite-term GSEG, ESG and Non-ESG employees described in Sections B, 3.01 (1) through (3), and Section C, of the 2011-2013 Compensation Plan are covered by this bulletin.

SECTION II. 2011-2013 GENERAL WAGE ADJUSTMENTS

Except as noted below, there will be no General Wage Adjustments (GWAs) or Annualized GWAs for FY 2011-2012 or FY 2012-13 for classified and unclassified employees.

Permanent employees covered by the Compensation Plan but represented by the following collective bargaining units will have their GWAs determined through the collective bargaining process:

Association of State Prosecutors (ASP)

Professional Employees in Research, Statistics and Analysis (PERSA)

SEIU Healthcare District 1199 Wisconsin (SEIU)
 Wisconsin Education Association Council (WEAC)
 Wisconsin State Attorneys Association (WSAA)
 Wisconsin State Building Trades (Trades)

SECTION III. IMPLEMENTATION OF THE 2011-2013 PAY SCHEDULES

The 2011-2013 classified and unclassified pay schedules (see attachment) will be implemented effective January 1, 2012. Any classified employee (except trainees) whose pay is less than the new minimum of the applicable pay range will receive an increase to that minimum. Trainee pay will be adjusted, if necessary, to maintain the same relationship to the applicable pay range minimum that was in place prior to implementation of the new schedules. These pay schedules differ from those in the 2009-2011 Compensation Plan and the former 2007-2009 collective bargaining agreements as follows:

- Schedule 03 is no longer a seniority grid.
- Pay structures for ranges 05-31 and 05-32 no longer exist and range adjustments were created for them.
- Pay structures for ranges 05-40 and 05-41 no longer exist.
- Pay structures for Licensed Practical Nurse, Nursing Assistant 1, 2 and 3, and Pharmacy Technician Entry and Objective (Schedule 06) no longer exist.
- Pay grid for 06-25 no longer exists, and Aircraft Pilots are reallocated to pay range 05-15 with a raised minimum rate of \$21.015 per hour.
- Pay structure for Corrections Program Specialist (Schedule 12) no longer exists.
- Pay ranges 12-30 through 12-33 were added to Schedule 12.
- Schedule 13 has been broadbanded.
- Schedule 14 no longer includes PSICM. Pay range minimums have been increased to the former PSICM rates and there is no longer a 6-month PSICM rate in the entry level pay progressions for schedules 14-03, 14-46, and 14-55.
- Schedule 21 has been broadbanded.
- Pay range 50-20 has been created and the Director of Nursing and Health Services Nursing Coordinator classifications have been reallocated to it.
- Pay Schedules 50, 56, 70, 71 and 81 have been increased by 2%, except that the 81-01 minimum was not increased.

SECTION IV. PROGRESSION ADJUSTMENTS

- A. Annual Progression Adjustment.** The classifications that received annual progressions in the former PERSA and Wisconsin Professional Employees Council (WPEC) collective bargaining agreements have been added to Section A, 2.03, of the Compensation Plan and adjustments will be granted in accordance with the existing 2.03 provisions for permanent and project employees. The adjustment amounts remain the same for these added classifications, except that the increase amounts for Economist and Labor Analyst have been reduced from \$1.35 per hour to \$1.20 per hour.

In addition, the classification Revenue Economist–Confidential has been added to the classifications receiving a one-time adjustment of \$1.20 per hour.

- B. Excise Tax Agents, Special Agents and Criminal Analysts Progression.** The progression in the former WPEC collective bargaining agreement covering Excise Tax Agents, Special Agents and Criminal Analysts has been recreated in Section A, 2.04, of the Plan. Administration will remain the same.
- C. Pay Schedule 12, 12 Month Progressions.** 12 month (lettered) progressions in the former Wisconsin State Employees Union (WSEU) collective bargaining agreement have been recreated in Section A, 2.05, of the Plan. Administration will remain the same and covers the following classifications:

Apprenticeship Training Representative
 Cadet Specialist
 Employment and Training Counselor
 Employment and Training Specialist
 Experiential Recreation Specialist
 Labor Market Analyst
 Medigap Insurance Specialist
 Ombudsman Services Specialist
 Psychological Associate
 Psychological Services Assistant
 Recreation Leader
 Rehabilitation Case Manager
 Vocational Rehabilitation Counselor

These provisions apply to both permanent and project employees. However, because these movements do not meet the definition of reclassification or reallocation and pay administration language for lettered upward movements does not exist for project employees, project employees will receive an increase only if necessary to adjust their pay to the new pay range minimum.

- D. Pay Schedule 12, 18 Month Progressions.** 18 month (lettered) progressions in the former WSEU collective bargaining agreement have been recreated in Section A, 2.06, of the Plan. Administration will remain the same, except that the Department of Corrections will be allowed to make exceptions to the time in class placement of employees based on criteria approved by OSER. Pay for these exceptions will be set at the greater of the applicable structure amount or the amount determined using the applicable pay administration language in Section E, 4.02, of the Plan. Pay for subsequent levels for these exceptions will be the greater of the applicable structure amount or the employee's current rate of pay.

These provisions apply to both permanent and project employees. However, because these movements do not meet the definition of reclassification or reallocation and pay administration language for lettered upward movements does not exist for project employees, project employees will receive an increase only if necessary to adjust their pay to the new pay range minimum.

- E. Schedule 14 and 15 Progressions.** Progressions from the former State Engineering Association (SEA) collective bargaining agreement involving classifications in pay ranges 14-03, 14-46, and 14-55 and from the former Wisconsin Science Professionals (WSP) collective bargaining agreement involving classifications in pay ranges 15-24 and 15-35 have been recreated in Section A,

2.07, of the Plan. Administration will remain the same, except there are no *automatic* reclassifications provided at the end of the progressions.

These Schedule 14 and 15 progressions apply to permanent employees only.

- F. DMV Progression.** The progression for the classification of DMV Field Agent (and former classification Transportation Customer Representative 3 – Field) in the former Wisconsin Law Enforcement (WLEA) collective bargaining agreement has been recreated in Section A, 2.08, of the Plan. Administration will remain the same.

SECTION V. TRADES EMPLOYEES' PAY

Trades employees in Schedule 4 will continue to have pay determined using the adjusted prevailing wage amounts in existence prior to January 1, 2012 (unless a GWA is negotiated through the collective bargaining process as noted in Section II). Trades employees will continue to select between adjusted prevailing rates based on annual leave amounts (i.e., 84/100, 124/140, or 164/180 leave rates) under the same process included in the previous collective bargaining agreement.

Note: Unclassified Crafts Workers at State Fair Park will be treated like classified Trades employees in Schedule 4 regarding pay and benefits.

SECTION VI. OVERTIME

All FLSA nonexempt employees covered by the Compensation Plan will be paid premium overtime for hours worked in excess of 40 hours in a work week in accordance with the overtime provisions of FLSA, except that Fire/Crash Rescue Specialists will be paid overtime at the premium rate for hours worked in excess of 106 hours in a biweekly pay period. FLSA exempt employees may be paid overtime up to an hour-for-hour rate in cash or compensatory time except as follows:

- Forensic Scientists in the DOJ State Crime Lab and employees whose positions are assigned to DP Codes 11, 16, 17, 96, 97, and 98 may be paid overtime up to the premium rate in cash or compensatory time, as the Employer may elect.
- FLSA exempt employees in DP Unit Code 17 or Code 98 positions receiving mandatory overtime under Section A, 4.03(2)(b)2, will still be compensated on an hour-for-hour basis.
- FLSA exempt employees in DP Unit Code 16 or Code 96 positions receiving mandatory overtime under Section A, 4.03(2)(b)2, will still be compensated at the premium rate.

SECTION VII. SUPPLEMENTAL PAY

- A. Night Differential.** All permanent classified employees, except those eligible for supplemental pay under C., below, will be eligible for the same night differential provided in the previous Plan (i.e., \$0.45 per hour for hours directed to work between 6:00 p.m. and 6:00 a.m., mandatory for FLSA nonexempt employees and discretionary for FLSA exempt employees).

B. Weekend Differential. All permanent classified employees, except Trades employees in Schedule 04, will be eligible for the same weekend differential provided in the previous Plan (i.e., \$0.60 per hour for hours directed to work on Saturdays and Sundays, mandatory for FLSA nonexempt employees and discretionary for FLSA exempt employees).

C. Differentials for Certain Nursing Related Classifications. The Nursing Differential provisions in Section A, 4.07, have been changed as follows:

- Schedule 11 classifications have been added to those classifications eligible for the differential.
- Differentials will be mandatory for Schedule 11 employees; discretionary for all others.
- The \$1.40 per hour add-on for work hours between 5.00 p.m. to 7:00 a.m. is retained, except the hours for Nursing Consultants at the Department of Health Services will be 7:00 p.m. to 7:00 a.m.
- A \$2.50 per hour add-on from the former SEIU collective bargaining agreement for permanent p.m., night shift, or permanent p.m./night shift rotations has been added. (See Section A, 4.07(3)(b), for more details.)
- A \$1.15 per hour add-on has been added from the former SEIU collective bargaining agreement for Nurse Clinicians, Nursing Specialists, and Therapists who are assigned supervisory responsibilities when a supervisor should be readily available on the premises but is not. (See Section A, 4.07(3)(c), for more details.)

D. Crafts Related Add-on and Pay Adjustments. The following add-on and pay adjustments in the former Trades collective bargaining agreement were recreated in Section A, 4.08, of the Plan:

- An add-on of \$0.50 per hour will be provided for spray painting.
- A pay adjustment of \$0.50 per hour may be provided to lead crafts workers.
- An add-on of \$0.20 per hour may be provided to temporary lead crafts workers.

Note: Pay adjustments for Crafts Worker Supervisors, Shop Supervisors, and Crafts Operations Manager, UW-Milwaukee, remain the same as in the previous Plan.

E. Standby Pay. All permanent classified employees will be eligible for the same standby pay provided in the previous Plan (i.e., \$2.25 per hour for hours directed by the appointing authority, mandatory for FLSA nonexempt employees and discretionary for FLSA exempt employees).

F. Call-Back/Call-In Pay. Any FLSA nonexempt employee, or supervisory employee whose call-back/call-in work causes the employee to receive mandatory overtime, will be guaranteed a minimum of two hours pay if called back to duty or called in on a day off. The appointing authority may provide the two hours pay to an FLSA exempt employee who is called back or called in.

G. Psychologist Add-on. The Psychologist add-on in Section A, 4.12, has been changed to an amount not to exceed \$5.26 per hour and to include the following classifications,:

Psychologist Doctorate
 Psychologist-Licensed
 Chief Regional Psychologist

School Psychologist
 School Psychologist-Senior
 Psychological Associate (incorrectly called Psychologist Associate in the Plan)
 Psychologist Supervisor
 Psychologist Supervisor Management
 Psychologist Manager
 Psychologist Chief

In addition, employees in the classification Psychologist Supervisor–Chapter 980, and employees in the classification Psychologist-Licensed-Chapter 980, who were already receiving an add-on under a former WSEU Memorandum of Understanding, are eligible for an add-on in an amount not to exceed \$6.89 per hour.

- H. Teaching Related Add-on.** The classification of Teacher has been added to the list of those eligible for the add-on in Section A, 4.14, of the Plan. In addition, the provisions have been revised to include credits earned at an accredited technical college and for basic certification to include provisional licenses.
- I. Dentists, Physicians, and Psychiatrists Add-on.** The classifications of Physician and Psychiatrist have been added to the list of those eligible for Board Certification Eligibility and Board Certification add-ons in Section A, 4.15, of the Plan. Physicians will receive an amount not to exceed \$6.51 per hour for eligibility and \$9.76 per hour to \$19.50 per hour for certification. Psychiatrists will receive an amount not to exceed \$7.10 per hour for eligibility and \$10.65 per hour to \$21.27 per hour for certification.
- J. Engineering Related Add-ons.** Employees in classifications assigned to Schedule 14 have been added to the employees eligible for the registration and licensure specific add-ons provided in Section A, 4.16. In addition, the amount of the add-on for Professional Geologist has been decreased from \$1.00 per hour to \$0.30 per hour.

Add-ons for “other” certifications, registrations, or licensures provided to employees in the former SEA collective bargaining agreement will no longer be provided.

- K. Certified Public Accountant (CPA) Add-on.** The classifications of Accountant, Auditor, and agency-specific fiscal (Schedule 07) classifications were added to those eligible for the CPA add-on in Section A, 4.17, of the Plan.
- L. Certified General Appraiser Add-on.** Section A, 4.18, has not been changed, but will now include providing the add-on, at the discretion of the appointing authority, to employees who had been eligible for a similar add-on under the former WPEC collective bargaining agreement.
- M. Revenue Field Auditor and Related Add-on.** Section A, 4.19, was revised to include specific add-on amounts (i.e., \$1.00 per hour for each of the four skill levels achieved), and the following classifications were added to those eligible for the add-on:

Revenue Field Auditor 1–5 (Audit Bureau, Excise Field Audit Section)
 Revenue Field Auditor 3–6 (Audit Bureau, Field Audit Section-District)
 Revenue Field Auditor 5–8 (Audit Bureau, Field Audit Section-Large Case)

Revenue Field Auditor 5–8 (Audit Bureau, Technical Services Section)
 Revenue Field Auditor 5–8 (Utility and Special Taxes Bureau)
 Revenue Tax Specialist 2–3 (Fraud Unit, Special Investigations Section)
 Revenue Tax Specialist 1–4 (Administration: Technical Services Section)
 Tax Conferee Field Audit/Large Case/Large Case-Senior (Office of Appeals)
 Revenue Field Auditor 6 (Division of State & Local Finance)

- N. Power Plant Add-ons.** Section A, 4.21, was revised to include specific add-on amounts (\$2.00 per hour at the UW-Madison Charter Street and UW-Milwaukee plants, \$1.00 per hour at the DOA Capitol Heat & Power plant) that may be provided, and the following classifications were added to those eligible for the add-on:

Power Plant Assistant
 Power Plant Operator
 Power Plant Operator-Senior
 Power Plant Operator-In Charge
 Other employees temporarily assigned for longer than four weeks

- O. Firearms Requirements at the Department of Military Affairs Add-on.** Section A, 4.22, has not changed, except that it will now include employees who had been eligible to receive an identical add-on under the former WSEU collective bargaining agreement.
- P. AALAS Certification Add-on.** Section A, 4.23, was revised to add the classifications in the Animal Research Technician series to those eligible for the AALAS certification add-on of \$1.00 per hour.
- Q. Veterinary Technician Add-ons.** Section A, 4.24, was revised to add the classifications of Veterinary Technician 1, 2 and 3 to those eligible for the \$1.00 per hour add-ons for specific certifications, and to add Veterinary Technician 1, 2, and 3 to those eligible to receive an add-on of \$1.00 per hour for hours worked between 6:00 p.m. and 6:00 a.m. and for hours worked on Saturday and Sunday.
- R. Accredited and Certified Insurance Examiner Add-ons.** Section A, 4.25, was revised to add the Insurance Examiner classification series and the Insurance Financial Examiner classification series to the classifications eligible for this add-on.
- S. Specific Department of Natural Resources (DNR) Assignments Add-ons.** Section A, 4.26, was revised to add the classification of Conservation Warden to the list of those eligible for these add-ons.
- T. Financial Examiner Training and Education Add-ons.** Section A, 4.27, has been revised to:
- Include specific criteria and implementation language.
 - Add employees in positions allocated to the classifications of Consumer Credit Examiner – Senior and Advanced (Department of Financial Institutions only), Financial Examiner – Journey, Senior and Advanced, and Securities Examiner – Senior and Advanced (Department of Financial Institutions only).

- Add the following add-on levels:

Financial Examiner – Journey, Senior and Advanced (Banking and Credit Union only);

Financial Examiner Supervisor – Banking;

Financial Examiner Supervisor – Credit Union:

Training and Education Level 1 \$ 1.50 per hour

Training and Education Level 2 \$ 1.50 per hour

Training and Education Level 3 \$ 1.50 per hour

All Other Eligible Classifications:

Training and Education Level 1 \$ 1.20 per hour

Training and Education Level 2 \$ 1.20 per hour

Training and Education Level 3 \$ 1.20 per hour

- U. **Bilingual Skills Add-on.** Section A, 4.28, was created to allow the appointing authority to provide an add-on not to exceed \$1.00 per hour to an employee whose position description requires speaking or translating a language other than English. See the provision for details as to the criteria that can be used to determine the amount to be provided.
- V. **Flight Pay Add-on.** The flight pay add-on in the former WSEU collective bargaining agreement was recreated in Section A, 4.29. The amount and administration will remain the same.
- W. **Aircrafts Mechanics Add-ons.** The aircrafts mechanics add-ons in the former WSEU collective bargaining agreement were recreated in Section A, 4.30. Amounts and administration will remain the same.
- X. **Fire/Crash Rescue Relief Lead Worker Add-on.** The Fire/Crash Rescue Relief Lead Worker add-on in the former WSEU collective bargaining agreement was recreated in Section A, 4.31. The amount and administration will remain the same.
- Y. **Job Coach at Central Wisconsin Center Add-on.** The Job Coach add-on in the former WSEU collective bargaining agreement was recreated in Section A, 4.32. The amount and administration will remain the same.
- Z. **Fire/Crash Rescue Skills Add-on.** The Fire/Crash Rescue skills add-on in the former WSEU collective bargaining agreement was recreated in Section A, 4.33. The amounts will be the same, but descriptions of the categories and the administration have been revised. See Section A, 4.33, for details.
- AA. **Plumbing Specialty Add-on.** The \$3.50 per hour add-on for Master Plumber's license or credentials as a Designer of Engineering Systems with a Plumbing Specialty in the former WSEU collective bargaining agreement was recreated in Section A, 4.34. Administration will remain the same.
- BB. **DNR Fire Duty Readiness Add-on.** The supplement pay for DNR Fire Duty Readiness in the former WSEU collective bargaining agreement was recreated in Section A, 4.35. Administration will remain the same.

CC. AODA Treatment Programs Add-on. Department of Corrections and Department of Health Services employees assigned to AODA programs who positions are allocated to the classifications of Social Worker – Corrections A, B or C, Social Worker – Clinical or Senior, or Treatment Specialist 1 or 2, may be provided one of the following add-ons based on valid State AODA certification:

<u>Substance Abuse Counselor – in – Training (SACIT)</u>	<u>\$1.00 per hour</u>
<u>Substance Abuse Counselor (SAC)</u>	<u>\$1.50 per hour</u>
<u>Clinical Substance Abuse Counselor (CSAC)</u>	<u>\$2.00 per hour</u>

See Section A, 4.36, for more details.

- DD. Oral Surgery Add-on.** The oral surgery add-on not to exceed \$5.00 per hour in the former Wisconsin Physicians and Dentists Association collective bargaining agreement was recreated in Section A, 4.37. Administration will remain the same.
- EE. Motorcycle Pay Add-on.** The \$25.00 per month motorcycle pay in the former WLEA collective bargaining agreement has been recreated in Section A, 4.38, for employees whose positions are allocated to the classifications of Police Officer and Police Detective. Administration will remain the same.
- FF. Department of Public Instruction Special Activities Add-on.** The special activities supplemental pay in the former Wisconsin Education Association Council (WEAC) collective bargaining agreement was recreated in Section A, 4.39. Amounts and administration will remain the same, except that language has been added regarding the proration of amounts when activities are not completed.
- GG. EEN/SPED Certification Supplemental Pay.** Exceptional Education Needs/Special Education Certification supplemental pay in the former WEAC collective bargaining agreement was recreated in Section A, 4.40. Amounts and administration remain the same, except that granting is now at the discretion of the appropriate Department of Corrections appointing authority.
- HH. Bureau of Milwaukee Child Welfare On Call.** On call supplemental pay for Bureau of Milwaukee Child Welfare Social Workers, Service Managers, and Regional Managers, similar to that in the former WSEU collective bargaining agreement, has been created in Section A, 4.41. It provides one hour of pay for each off-duty hour on call during scheduled days, up to a maximum of five hours per work week, and one hour of pay for each hour on call during scheduled days off, up to a maximum of \$48.00 per calendar week. See Section A, 4.41, for more details.
- II. Clinical Service Staff On Call.** On call supplemental pay for Department of Corrections Clinical Service employees, similar to that in the former WSEU collective bargaining agreement, has been created in Section A, 4.42. It provides one hour of pay for each off-duty hour on call during scheduled days, up to a maximum of five hours per work week, and three hours of pay for each hour on call during scheduled days off, up to a maximum of \$144.00 per calendar week. See Section A, 4.42, for more details.

- JJ. Teacher Education Program Supplemental Pay.** Teacher education supplemental pay, similar to that in the former WEAC collective bargaining agreement, has been created in Section A, 4.43. It provides:
- Mentoring pay up to \$2,000 per year that may be paid in quarterly installments.
 - One day of training for teachers and administrators selected for a Professional Development Team, with the cost of training paid by the Employer and attendance allowed without loss of pay.
 - A discretionary add-on of \$1.50 per hour for teachers granted a master educator license by the Department of Public Instruction or by the National Board of Professional Teaching Standards.
- KK. Nurse Clinician Add-on.** The mandatory \$1.00 per hour add-on for employees in positions allocated to the Nurse Clinician series and who are providing direct patient care in certain locations, the discretionary \$1.00 per hour add-on for Nurse Clinicians providing direct patient care in other locations and for employees in other classifications who fill in for those receiving the discretionary Nurse Clinician add-on, and the discretionary add-on of up to \$3.00 per hour for Nurse Clinicians working in specific DOC locations, from the former SEIU collective bargaining agreement, have been recreated in Section A, 4.44. The locations for the \$3.00 per hour add-on have been expanded to include Fox Lake Correctional Institutional – Hemodialysis.
- LL. Weekend Nurse Program Add-on.** Weekend Nursing programs may be established providing a \$10.00 per hour add-on to employees allocated to the classifications of Nursing Clinician 2 and 3 (subtitled “Weekend Nurse”) with qualifying periods not to exceed the hours between 6:00 a.m. Friday and 11:30 p.m. Monday, per Section A, 4.45. Qualifying periods will be determined by the individual agency employing units.
- MM. Nurse Clinician Sign-on Bonus.** A discretionary sign-on bonus of up to \$1,000 from the former SEIU collective bargaining agreement was recreated in Section A, 4.46, for employees allocated to the classifications of Nurse Clinician 2 and 3.
- NN. Special Agent in Charge Add-on.** A new add-on in the amount of \$2.25 per hour is provided to employees allocated to the classification of Special Agent in Charge at the Department of Justice, per Section A, 4.47.
- OO. Science Related Add-ons.** Add-ons not to exceed \$0.30 per hour from the former WSP collective bargaining agreement were recreated in Section A, 4.48, for employees in positions allocated to classifications in Schedule 15 and who hold certain specified certifications, licenses, or registrations. The amount, criteria, and administration remain the same.

SECTION VIII. UNCLASSIFIED ATTORNEYS

Assistant State Public Defender Attorneys and Assistant District Attorneys will now be covered under Section C of the Plan. In addition to pay provisions covered elsewhere in this bulletin, Section C provides that Assistant District Attorneys may receive straight time pay for Sunday Domestic Violence Staffing in Milwaukee County, and both Assistant State Public Defender Attorneys and Assistant

District Attorneys may receive straight time pay for Sunday Intake Court, similar to what was provided in their former collective bargaining agreements. See Section C, 7.00 and 8.00, for more details.

SECTION IX. PAY ADMINISTRATION

- A. Pay Range Reassignments.** Language has been added to various provisions in the Plan making granting of any regrade increases due to pay range reassignments solely at the discretion of the OSER Director.
- B. Broadband Pay Ranges.** The pay administration for all classifications in broadband pay ranges, including those formerly covered by collective bargaining agreements, will be covered in Section I of the Plan. Section I has not been significantly changed, except to allow non-broadbanded unclassified attorneys to be treated like broadband employees for reinstatement, to clarify pay on downward movements for career executive employees, and as noted in A., above.
- C. Assistant District Attorneys.** Because Assistant District Attorneys are not in a broadband pay range, pay on appointment language has been added to the Plan. See Section C, 3.00, for details.
- D. Non-Broadband Pay Adjustments for Permanent Employees in Schedules 07, 11, 14, and 15.** For permanent employees whose positions are allocated to classifications in non-broadband pay ranges in Schedules 07, 11, 14, and 15, pay administration will be in accordance with chapter ER 29, Wis. Adm. Code, except as follows:
- Pay for upward movements, if applicable, will be 8.0% of the pay range minimum instead of the WRPS amounts provided in the Code.
 - No six month increases will be provided.
 - All references in the Code to “PSICM” will be changed to “minimum.”
- E. Pay Adjustments for Permanent Employees in Pay Schedules 02, 03, 05, 06, 12, and 36 (Ranges 36-11 through 36-15 Only).** Pay administration language, similar to that of Article XII of the former WSEU collective bargaining agreement and Appendix H of the former WLEA collective bargaining agreement, was created in Section E, 4.02, of the Plan to use for all pay ranges in Schedules 02, 03, 05, 06, and 12, and for pay ranges 36-11 through 36-15 in Schedule 36. Former WSEU seniority grids and grid structures (except the structures for the classifications of Offender Classification Specialist, Probation & Parole Agent, and Social Worker - Corrections) have been eliminated and classifications no longer having grids/structures will be covered by these provisions.

However, there are several differences between Section A, 4.02, and the language in the former collective bargaining agreements. They include:

- Special language is provided for classifications in 05-31 and 05-32. Movements between 05-31 and 05-32 will result in a 5% increase or decrease for upward or downward movements, respectively, for employees with less than 24 months’ time in class and a 10% increase or decrease for upward or downward movements, respectively, for employees with 24 months or more time in class. In addition, employees with at least 24 months of adjusted

continuous service will be paid the greater of their current rate of pay or \$16.830 per hour for 05-31 and \$18.513 per hour for 05-32.

- Pay increases for upward movements will now be limited to the three highest Range Adjustments involved in the calculation if the movement is more than three pay ranges.
- For upward movements involving the classification of DMV Field Agent, the increase will exclude pay range 12 if the employee already received a progression adjustment per the former WLEA collective bargaining agreement or the progression described in Section A, 2.08.
- Ranges 12-30, 12-31, 12-32, and 12-33 (Chapter 980 pay ranges) will not be used in determining the pay for movements to positions in other Schedule Range 12. In addition, separate pay administration language for Chapter 980 pay ranges, similar to that in a WSEU Memorandum of Understanding, is provided in Section A, 4.02.
- Reinstatements, except if reinstatement eligibility is from a Chapter 980 pay range, will be determined in accordance with s. ER 29.03(6), Wis. Adm. Code.
- Restorations will be determined in accordance with s. ER 29.03(7), Wis. Adm. Code.
 - **Note:** Pursuant to Section K, 8.00, of the Plan, employees laid off from a represented position prior to January 1, 2012, will have restoration rights for five years from the date of layoff.
- See Section IV, D, above, for pay administration for the classifications of Offender Classification Specialist, Probation & Parole Agent, and Social Worker – Corrections.

F. Pay Adjustments for Permanent Employees in Pay Schedule 36 (Ranges 36-40, 36-41 and 36-42). Pay administration language in the former WLEA collective bargaining agreement for the classifications of Police Officer, Police Detective, and Police Communications Operator in pay ranges 36-40, 36-41, and 36-42, respectively, have been recreated in Section E, 4.03, of the Plan. Administration will remain the same.

SECTION X. FEDERAL INCENTIVES

Section G, 11.00, has been added to the Plan to allow agencies to provide monetary awards to employees working under a federal grant, in accordance with the criteria and amounts established within the grants.

SECTION XI. DISCRETIONARY MERIT COMPENSATION (DMC)

A Discretionary Merit Compensation program has been developed in Section J of the Plan. It has many characteristics similar to the Discretionary Compensation Adjustment (DCA) program that it replaces. The major similarities are:

- Providing up to 4 within range pay steps (WRPS) per fiscal year in the form of base pay adjustments, lump sum payments, or a combination of both, to employees in broadband pay ranges, for merit or to address equity or retention issues.
- Providing up to 2 WRPS per fiscal year in the form of base pay adjustments, lump sum payments, or a combination of both, to unclassified employees not serving a fixed term, for merit (except employees covered by s. 20.923(4) and (7) through (12), Wis. Stats., may only receive base pay adjustments).
- Trades and trades related classifications are not eligible.

The major differences are:

- Classified employees in non-broadband pay ranges and Assistant District Attorneys are eligible for up to 4 WRPS for merit as lump sum payments only.
- All DMC approved by appointing authorities must be reviewed and approved by OSER before being granted.

Please see Section J and Chapter 550 of the Wisconsin Human Resources Handbook for more information.

SECTION XII. REFERRAL OF QUESTIONS

Employee Questions: Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their agency Human Resources or Payroll Office directly.

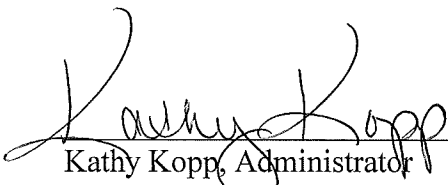
Employer Questions: Employer questions regarding the *pay provisions* contained in this bulletin should be directed to:

Paul Ostrowski at Paul.Ostrowski@Wisconsin.gov or by phone at (608) 267-0343;
Lynn Maulbetsch at Lynn.Maulbetsch@Wisconsin.gov or by phone at (608) 267-5164; or
John Wiesman at John.Wiesman@Wisconsin.gov or by phone at (608) 266-1418.

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

DOA Central Payroll: Shelley Schwartz at (608) 264-9571

UW-Processing Center: Payroll and Financial Services (608) 262-3558


Kathy Kopp, Administrator
Division of Compensation and Labor Relations

Attachment: Pay Schedules and Structures from Section Z, 2011-2013 Compensation Plan

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: January 1, 2012 through June 29, 2013

Pay
Range

01-99 Based on prevailing rates. See Section A, 4.08 of the Compensation Plan

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
8	11.958	18.598	0.359	0.870
9	12.924	19.731	0.388	0.966
10	13.968	21.336	0.420	1.044
11	15.106	23.071	0.454	1.138
12	16.338	24.957	0.491	1.232
13	17.668	26.994	0.531	1.330
14	19.106	29.197	0.574	1.438
15	20.661	31.588	0.620	1.555

PAY SCHEDULE 03: BLUE COLLAR

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
8	\$11.284	\$15.190	\$0.339	\$.628
9	\$11.949	\$15.915	\$0.359	\$.665
10	\$12.892	\$17.005	\$0.387	\$.943
11	\$13.913	\$18.253	\$0.418	\$1.021
12	\$15.021	\$19.510	\$0.451	\$1.108
13	\$16.218	\$20.970	\$0.487	\$1.197
14	\$17.513	\$22.320	\$0.526	\$1.295
15	\$18.916	\$23.781	\$0.568	\$1.403
16	\$20.431	\$25.339	\$0.613	\$1.515
17	\$22.067	\$26.998	\$0.663	1.636

PAY SCHEDULE 04: TRADES
Effective: January 1, 2012 through June 29, 2013

Range

04-00 Based on adjusted prevailing rates.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
8	\$11.480	\$19.625	\$0.345	\$1.250
9	\$12.406	\$21.199	\$0.373	\$1.300
10	\$13.410	\$22.907	\$0.403	\$1.350
11	\$14.499	\$24.759	\$0.435	\$1.400
12	\$15.682	\$26.767	\$0.471	\$1.450
13	\$16.958	\$28.937	\$0.509	\$1.500
14	\$18.342	\$31.288	\$0.551	\$1.550
15	\$19.841	\$33.840	\$0.596	\$1.600
16	\$21.221	\$36.186	\$0.637	\$1.650
17	\$22.707	\$38.719	\$0.682	\$1.700
31	\$14.894	\$25.124	\$0.447	\$1.400
32	\$15.639	\$26.352	\$0.470	\$1.450
40	\$21.610	\$29.900	\$0.447	\$1.650
41	\$24.203	\$30.759	\$0.470	\$1.700

PAY SCHEDULE 06: TECHNICAL

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Current Range Adjustment</u>
8	\$11.644	\$17.464	\$0.350	\$0.840
9	\$11.875	\$17.812	\$0.357	\$1.010
10	\$12.844	\$19.265	\$0.386	\$1.050
11	\$13.899	\$20.847	\$0.417	\$1.400
12	\$15.039	\$22.558	\$0.452	\$1.600
13	\$16.273	\$24.409	\$0.489	\$1.700
14	\$17.609	\$26.412	\$0.529	\$1.900
15	\$19.054	\$28.582	\$0.572	\$2.000
16	\$20.624	\$30.935	\$0.619	\$2.200
17	\$22.321	\$33.480	\$0.670	\$2.250
18	\$24.157	\$36.235	\$0.725	\$2.300
19	\$26.091	\$39.133	\$0.783	\$2.350

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective : January 1, 2012 through June 29, 2013

Official Hourly Basis

Pay			Appointment	Appointment		Within	8% of the	
Range	<u>Minimum</u>	<u>Minimum 2</u>	<u>Maximum 1</u>	<u>Maximum 2</u>	<u>Maximum</u>	<u>Range Pay</u>	<u>Step</u>	<u>Minimum</u>
2	25.763	27.825	42.509	47.143	59.255	0.773	2.062	
3	22.026	23.789	36.343	na	50.660	0.661	1.763	
4	16.902	18.255	27.889	na	38.875	0.508	1.353	
5	13.424	na	22.150	na	30.876	0.403	1.074	
30	24.748	na	na	na	29.095	0.743	1.980	
31	30.425	na	na	na	35.300	0.913	2.434	
32	16.902	na	na	na	20.745	0.508	1.353	
33	22.026	na	na	na	27.151	0.661	1.763	

PAY SCHEDULE 07: FISCAL & STAFF SERVICES
SEMI-AUTOMATIC PAY PROGRESSION STRUCTURE

Effective : January 1, 2012 through June 29, 2013

Special Agent and Excise Tax Agent Schedule

Range 07-30		Range 07-31	
min	max	min	max
24.748	29.095	30.425	35.300
progression points:		progression points:	
A	24.748	A	30.425
B	26.198	B	31.644
C	27.645	C	32.861
D	29.095	D	34.080
		E	35.300

Criminal Analyst Schedule

Range 07-32		Range 07-33	
min	max	min	max
16.902	20.745	22.026	27.151
progression points:		progression points:	
A	16.902	A	22.026
B	18.183	B	23.307
C	19.464	C	24.589
D	20.745	D	25.870
		E	27.151

BROADBAND PAY SCHEDULE 08: PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS AND ANALYSIS

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	Official Hourly Rate			Within			Monthly Basis*			Annual Basis*		
	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>Range Pay</u>	<u>8% of</u>	<u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>
				<u>Step</u>			<u>Appt</u>	<u>Appt</u>	<u>Appt</u>	<u>Appt</u>	<u>Appt</u>	<u>Appt</u>
08-03	22.026	36.343	50.660	0.661	1.763	3,833	6,324	8,815	45,990	75,884	105,778	
08-04	16.902	27.889	38.875	0.508	1.353	2,941	4,853	6,764	35,291	58,231	81,171	

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

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective: January 1, 2012 through June 29, 2013

<u>Classification</u>	<u>Minimum</u>	<u>Appt. Max.</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>
Attorney 09-75	\$23.673	\$40.446	\$57.218	\$0.711

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective: January 1, 2012 through June 29, 2013

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>Monthly Basis*</u>			<u>Annual Basis*</u>		
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>
10-49										
49 (Optometrist)	59.446	77.279	95.112	1.783	10,343.61	13,446.55	16,549.49	124,123.25	161,358.55	198,593.86
10-50										
50 (Dentist)	64.839	79.976	95.112	1.945	11,281.99	13,915.74	16,549.49	135,383.83	166,988.84	198,593.86
10-51										
51 (Physician)	64.927	84.405	103.882	1.948	11,297.30	14,686.38	18,075.47	135,567.58	176,236.60	216,905.62
10-52										
52 (Psychiatrist)	70.829	92.077	113.325	2.125	12,324.25	16,021.40	19,718.55	147,890.95	192,256.78	236,622.60

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

PAY SCHEDULE 11: PATIENT CARE

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Official Hourly Basis</u>		<u>WRPS</u>	<u>8% 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>
11-06	\$19.264	\$35.183	\$0.578	1.542	\$3,352	\$6,122	\$40,223	\$73,462
11-07	\$20.516	\$37.469	\$0.616	1.642	\$3,570	\$6,520	\$42,837	\$78,235
11-08	\$21.851	\$39.910	\$0.656	1.749	\$3,802	\$6,944	\$45,625	\$83,332
11-09	\$23.270	\$42.501	\$0.699	1.862	\$4,049	\$7,395	\$48,588	\$88,742
11-10	\$24.782	\$45.266	\$0.744	1.983	\$4,312	\$7,876	\$51,745	\$94,515
11-11	\$26.393	\$48.208	\$0.792	2.112	\$4,592	\$8,388	\$55,109	\$100,658
11-12	\$31.149	\$52.858	\$0.935	2.492	\$5,420	\$9,197	\$65,039	\$110,368
11-22	\$37.051	\$62.868	\$1.112	2.965	\$6,447	\$10,939	\$77,362	\$131,268
11-40	\$28.476	\$48.317	\$0.855	2.279	\$4,955	\$8,407	\$59,458	\$100,886
11-41	\$30.326	\$51.457	\$0.910	2.427	\$5,277	\$8,954	\$63,321	\$107,442
11-42	\$32.297	\$54.803	\$0.969	2.584	\$5,620	\$9,536	\$67,436	\$114,429

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

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
1	\$12.468	\$18.810	\$0.375	\$1.300
2	\$13.478	\$20.326	\$0.405	\$1.350
3	\$14.572	\$21.968	\$0.438	\$1.400
4	\$15.756	\$23.747	\$0.473	\$1.450
5	\$17.041	\$25.673	\$0.512	\$1.500
6	\$18.431	\$27.759	\$0.553	\$1.550
7	\$19.939	\$30.021	\$0.599	\$1.600
8	\$21.568	\$32.463	\$0.648	\$1.700
9	\$23.318	\$35.085	\$0.700	\$1.800
10	\$25.202	\$37.915	\$0.757	\$1.900
11	\$27.130	\$40.804	\$0.814	\$2.000
12	\$29.198	\$43.908	\$0.876	\$2.100
13	\$31.429	\$47.252	\$0.943	\$2.250
30	\$35.000	\$45.000	\$1.050	\$2.450
31	\$40.000	\$50.000	\$1.200	\$2.700
32	\$48.000	\$58.000	\$1.440	\$3.100
33	\$53.000	\$63.000	\$1.590	\$3.350

PAY SCHEDULE 12 STRUCTURE

<i>Classification</i>	<i>A Level Structure Rate 1-1-2012</i>	<i>B Level Structure Rate 1-1-2012</i>	C Level Structure Rates (12-08)
Social Worker - Corrections	(12-05) 17.041	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
Probation & Parole Agent	(12-05) 17.041	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
Offender Classification Specialist	(12-07) 19.939	(12-08) Structure rate corresponding to employee's year of adjusted continuous service date (see below).	N/A

Pay Schedule 12 Structure Social Worker - Corrections C; Probation and Parole Agent C; Offender Classification Specialist B	
Year	1/1/2012 - 6/29/2013
2007 - 2013	21.568
2006	22.078
2005	22.333
2004	22.604
2003	22.732
2002	22.947
2001	23.109
2000	23.271
1999	23.753
1998	24.183
1997	24.925
1996	25.248
1995	25.506
1994	25.774
1993	26.086
1992	26.462
1991	26.730
1990	26.989
1989	27.256
1988	27.515
1987	27.836
1986	28.159
1985	28.416
1984	28.685
1983	28.944
1982	29.318
1981	29.588
1980	29.845
1979	30.114
1978	30.371

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective: January 1, 2012 through June 29, 2013

Official Hourly Basis

<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of the Minimum</u>
2	25.763	42.509	59.255	0.773	2.062
3	22.026	36.343	50.660	0.661	1.763
4	16.902	27.885	38.875	0.508	1.353

PAY SCHEDULE 14: ENGINEERING

Effective: January 1, 2012 through June 29, 2013

Official Hourly Rate

<u>Range</u>	<u>Min</u>	<u>Max</u>	<u>8% of Minimum</u>	<u>Within Range Pay Step</u>
14-03	15.945	25.800	1.276	0.479
14-04	21.078	33.766	1.687	0.633
14-05	22.644	36.274	1.812	0.680
14-06	24.257	38.858	1.941	0.728
14-46	22.405	38.066	1.793	0.673
14-47	26.434	42.346	2.115	0.794
14-48	28.584	45.790	2.287	0.858
14-55	19.274	30.875	1.542	0.579
14-56	22.725	36.404	1.818	0.682
14-57	26.230	42.019	2.099	0.787

PAY SCHEDULE 14: PAY PROGRESSION SCHEDULE

Effective: January 1, 2012 through June 29, 2013

Specialist (14-03)		Engineer (14-46)		Construction Rep. & Facility Designer (14-55)	
Minimum	15.945	Minimum	22.405	Minimum	19.274
A (year 1)	16.968	A (year 1)	23.210	A (year 1)	20.422
B	17.993	B	24.016	B	21.571
C (year 2)	19.022	C (year 2)	24.821	C (year 2)	22.723
D	20.048	D	25.627		
E (year 3)	21.074	E (year 3)	26.434		

BROADBAND PAY SCHEDULE 15: SCIENCE PROFESSIONALS

Effective: January 1, 2012 through June 29, 2013

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>				<u>Annual Basis*</u>		
	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>	<u>Within Range</u>	<u>8% of</u>			<u>Appt</u>			
				<u>Pay Step</u>	<u>Min</u>	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>	<u>Min</u>	<u>Max</u>	<u>Max</u>
15-02	40.913	49.096	57.279	1.228	3.274	7,119	8,543	9,967	85,426	102,512	119,599
15-03	22.026	36.343	50.660	0.661	1.763	3,833	6,324	8,815	45,990	75,884	105,778
15-24	16.902	n/a	28.170	0.508	1.353	2,941		4,902	35,291		58,819
15-35	18.034	n/a	30.057	0.542	1.443	3,138		5,230	37,655		62,759

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

BROADBAND PAY SCHEDULE 15: SCIENCE PAY PROGRESSION SCHEDULE

Effective: January 1, 2012 through June 29, 2013

	<u>Developmental Series</u>	<u>Hydrogeologist Series</u>
	<u>Range 15-24</u>	<u>Range 15-35</u>
	<u>Rate</u>	<u>Rate</u>
Minimum	16.902	Minimum 18.034
A (Year 1)	17.700	A (Year 1) 19.727
B	18.614	B 21.309
C (Year 2)	19.527	C (Year 2) 22.895
D	20.443	
E (Year 3)	21.355	

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective: January 1, 2012 through June 29, 2013

<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>
Attorney 20-75	\$23.673	\$57.218	\$0.711

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective: January 1, 2012 through June 29, 2013

<u>Classification</u>	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>
Attorney 21-75	\$23.673	\$40.446	\$57.218	\$0.711

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*

Pay Ranges 36-40, 36-41, 36-42

Effective: January 1, 2012 through June 29, 2013

Seniority	<u>Range</u>		
	40	41	42
0	19.951	27.726	16.500
1	20.045	28.342	16.581
2	20.259	28.958	16.783
3	20.871	29.574	16.939
4	21.659	30.190	17.272
5	22.447	30.808	17.708
6	23.393	30.808	18.224
7	23.899	30.808	18.752
8	24.322	30.808	19.239
9	24.745	30.808	19.734
10	25.207	30.808	20.437
11	25.799	30.808	21.138
12	26.385	30.808	21.841
13	26.962	30.808	22.530
14	27.385	30.808	23.207
15	27.854	30.808	23.207
16	28.387	30.808	23.207
17	28.955	30.808	23.207
18	28.955	30.808	23.207
19	28.955	30.808	23.207
20	28.955	30.808	23.207
21	28.955	30.808	23.207
22	28.955	30.808	23.207
23	28.955	30.808	23.207
24	28.955	30.808	23.207
25	28.955	30.808	23.207

*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, 2008.

PAY SCHEDULE 36: DMV FIELD AGENT
Pay Ranges 36-11 through 36-15*
Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Range Adjustment</u>
11	14.393	21.699	0.432	1.350
12	15.566	23.456	0.467	1.400
13	16.833	25.359	0.505	1.450
14	18.206	27.419	0.547	1.500
15	19.695	29.653	0.591	1.550

*While range 12 is shown here, no employees in a DMV Field Agent classification will be placed in pay range 12 after the Transportation Customer Representative (TCR) survey is implemented on January 4, 2009. The pay progression amount for employees in pay range 11 after 12 months would equal the range adjustment amount for range 12 (\$1.400).

GENERAL BROADBAND PAY SCHEDULES

Effective: January 1, 2012 through June 29, 2013

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Within Range Step</u>	<u>8% of Minimum</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>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related											
50	50-11	28.846	43.269	na	57.692	0.866	2.308	5,020	10,039	60,231	120,461
	50-20	40.000	60.000	na	80.000	1.200	3.200	6,960	13,920	83,520	167,040
	50-50	64.839	84.291	na	103.743	1.946	5.188	11,282	18,052	135,384	216,616
	50-51	65.576	85.315	na	105.053	1.968	5.247	11,411	18,280	136,923	219,351
	50-52	71.537	93.070	na	114.603	2.147	5.723	12,448	19,941	149,370	239,292
Law Enforcement											
56	56-01	23.819	35.789	na	47.758	0.715	1.906	4,145	8,310	49,735	99,719
	56-02	19.175	24.928	na	30.680	0.576	1.534	3,337	5,339	40,038	64,060
Information Systems-Related											
70	70-02	25.763	42.509	47.146	59.255	0.773	2.062	4,483	10,311	53,794	123,725
Professional Legal-Related											
71	71-01	23.673	40.446	na	57.218	0.711	1.894	4,120	9,956	49,430	119,472
General											
81	81-01	28.451	47.599	na	66.747	0.854	2.277	4,951	11,614	59,406	139,368
	81-02	25.763	42.509	na	59.255	0.773	2.062	4,483	10,311	53,794	123,725
	81-03	22.026	36.343	na	50.660	0.661	1.763	3,833	8,815	45,991	105,779
	81-04	16.902	27.889	na	38.875	0.508	1.353	2,941	6,765	35,292	81,171
	81-05	13.424	22.150	na	30.876	0.403	1.074	2,336	5,373	28,030	64,470

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

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 1, 2012 through June 29, 2013

<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)

Effective: January 1, 2012 through June 29, 2013

Pay Range	<u>Official Hourly Rate</u>		3% of <u>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>
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.