

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** January 24, 2012

**Locator No:** OSER-0297-CLR

**Subject:** REPLACEMENT BULLETIN:  
Definitions of Upward Classification  
Movements within Broadbanded  
Classifications

The purpose of this bulletin is to define upward classification movements within broadbanded classification series, effective January 29, 2012. **This bulletin replaces Bulletin OSER-0255-CLR dated November 10, 2009, which should be discarded.** This bulletin has been updated to reflect the addition of Revenue Economist – Confidential series classifications to the PR 81-03 grouping, and to eliminate references to the prior Wisconsin Professional Employees Council (WPEC), Professional Employees in Research, Statistics and Analysis (PERSA), and Wisconsin Science Professionals (WSP) collective bargaining agreements provisions to which these upward classification movements formerly applied.

### SECTION I. APPLICABLE PROVISIONS

Section I of the Compensation Plan entitled “Pay Administration for Broadband Pay Schedules” contains references to employees’ movements to a “higher classification series level” under I, 4.10 (2), which states:

#### **4.10 Pay on Regrade for Reallocation or Reclassification to a Classification in the Same or Counterpart Pay Range**

- (2) Regraded employees, except trainees, whose positions are reallocated or reclassified to a higher classification series level within the same pay range, will receive an increase in the amount of 8.0% of the pay range minimum, subject to the applicable appointment maximum. **This applies only if an employee has not held, within five years of the reclassification or reallocation effective date, permanent status in class at the same level of the reclassification or reallocation.** (Underlining added for emphasis.)

Effective January 29, 2012, this language applies to all pay ranges covered by this bulletin. Language in the former WPEC, PERSA, and WSP collective bargaining agreements regarding reallocation, reclassification, and transfer will no longer apply.

**SECTION II. PAY RANGE GROUPINGS**

In ascending order, the professional fiscal classifications are Groups A and B in pay range 07-04; Groups C, D, and E in pay range 07-03; and Groups F, G, and H in pay range 07-02. In pay range 07-04, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications.

<b>07-04 Group A</b>	<b>07-04 Group B</b>
IS Professional In-Training (B) Lottery Customer Service Specialist Purchasing Agent	IS Analyst or Professional classifications (all IS job families) Lottery Customer Service Specialist-Senior Purchasing Agent-Objective

In pay range 07-03, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications; and Group E classifications are higher than Group D classifications.

<b>07-03 Group C</b>	<b>07-03 Group D</b>	<b>07-03 Group E</b>
Accountant-Journey Agriculture Auditor 3 Auditor-Journey Consumer Credit Examiner-Journey Emergency Government Specialist-Senior Financial Examiner- Journey Health Care Rate Analyst-Senior Insurance Examiner-Journey Insurance Financial Examiner-Journey Insurance Program Specialist-Obj Procurement Specialist-Objective Property Assess Practices Spec-Jrny Property Assess Specialist-Journey Public Utility Fin Analyst-Journey Real Estate Specialist-Senior Revenue Agent 3 Revenue Auditor 3 Revenue Field Agent 3 Revenue Tax Specialist 1 Securities Examiner-Journey Tax Resolution Officer – Office Audit-Objective Tourism Coordinator Trust Fund Specialist-Objective	Accountant-Senior Agriculture Auditor 4 Auditor-Senior Consumer Credit Examiner-Senior Emergency Government Specialist-Adv Financial Examiner- Senior Health Care Rate Analyst-Advanced Insurance Examiner-Senior Insurance Financial Examiner-Senior Insurance Program Specialist-Senior Procurement Specialist-Senior Property Assess Practices Spec-Sr Property Assess Specialist-Adv Public Utility Fin Analyst-Senior Real Estate Specialist-Advanced Revenue Agent 4 Revenue Auditor 4 Revenue Field Agent 4 Revenue Field Auditor 4 Revenue Tax Specialist 2 Securities Examiner-Senior Tax Resolution Officer – Office Audit Senior Tourism Coordinator-Senior Transportation Fiscal Analyst 1 Trust Funds Specialist-Advanced	Property Assess Chief Training Officer Revenue Field Agent 5 Revenue Field Auditor 5 Transportation Fiscal Analyst 2

In pay range 07-02, Group F is the first broadbanded classification level. Group G classifications are higher than Group F classifications; and Group H classifications are higher than Group G classifications.

07-02 Group F	07-02 Group G	07-02 Group H
Accountant-Advanced Agriculture Auditor 5 Auditor-Advanced Consumer Credit Examiner-Advanced Financial Examiner-Advanced Insurance Financial Examiner-Advanced IS Business Automation Specialist IS Comprehensive Services Specialist IS Data Services Specialist IS Enterprise Data Services Specialist IS Enterprise Network Services Specialist IS Enterprise Strategic Planning Serv Spec IS Enterprise Systems Development Serv Spec IS Enterprise Technical Services Specialist IS Network Services Specialist IS Systems Development Services Specialist IS Technical Services Specialist Public Utility Auditor-Adv Public Utility Fin Analyst- Advanced Revenue Auditor 5 Revenue Field Auditor 6 Revenue Tax Specialist 3 Tax Resolution Officer – Corporation Office Audit	Accountant (UTF Systems) Auditor (School Finance) Auditor (Transp Plan & Review) Auditor-Senior (DHFS) IS Business Automation Consultant/Administrator IS Comprehensive Services Consultant/Administrator IS Data Services Consultant/Administrator IS Enterprise Data Services Consultant/Administrator IS Enterprise Network Services Consultant/Administrator IS Enterprise Strategic Plan Serv Consultant/Administrator IS Enterprise Systems Dev Serv Consultant/Administrator IS Enterprise Technical Serv Consultant/Administrator IS Network Services Consultant/Administrator IS Systems Development Serv Consultant/Administrator IS Technical Services Consultant/Administrator Public Utility Auditor-Princ Public Utility Fin Analyst- Princ Revenue Auditor 6 Revenue Field Auditor 7 Revenue Tax Specialist 4 Tax Resolution Officer – Field Audit	Public Utility Auditor-Consultant Revenue Field Auditor 8 Revenue Tax Specialist 5 Tax Resolution Officer – Large Case

In ascending order, the research, statistics and analysis classifications are Groups A and B in pay range 08-03. In pay range 08-03, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

<b>08-03 Group A</b>	<b>08-03 Group B</b>
Public Utility Rate Analyst-Senior Research Analyst-Senior	Public Utility Rate Analyst-Principal Research Analyst-Advanced

In ascending order, the professional science classifications are Groups A and B in pay range 15-03. In pay range 15-03, Group A is the first level of broadbanded professional science classifications; Group B professional science classifications are higher than Group A classifications.

<b>15-03 Group A</b>	<b>15-03 Group B</b>
Agricultural Marketing Consultant-Senior	Agriculture Marketing Consultant-Advanced
Air Management Specialist-Senior	Air Management Specialist-Advanced
Chemist-Senior	Chemist-Advanced
Conservation Biologist-Senior	Conservation Biologist-Advanced
Controlled Substance Analyst-Senior	Controlled Substance Analyst-Advanced
Cytotechnologist-Senior	Cytotechnologist-Advanced
DNA Analyst-Senior	DNA Analyst-Advanced
Environmental Analysis & Review Spec-Sr	Environmental Analysis & Review Spec-Adv
Environmental Enforcement Specialist-Senior	Environmental Enforcement Specialist-Adv
Environmental Health Specialist-Senior	Environmental Health Specialist-Advanced
Environmental Toxicologist-Senior	Environmental Toxicologist-Advanced
Examiner of Questioned Documents-Senior	Examiner of Questioned Documents-Advanced
Fingerprint and Footwear Examiner-Senior	Fingerprint and Footwear Examiner-Advanced
Firearm and Toolmark Examiner-Senior	Firearm and Toolmark Examiner-Advanced
Fisheries Biologist-Senior	Fisheries Biologist-Advanced
Forensic Imaging Specialist-Senior	Forensic Imaging Specialist-Advanced
Forester-Senior	Forester-Advanced
Gaming Veterinarian-Objective	Gaming Veterinarian-Senior
Health Physicist-Senior	Health Physicist-Advanced
Hydrogeologist-Senior	Hydrogeologist-Advanced
Medical Technologist-Senior	Medical Technologist-Advanced
Microbiologist-Senior	Microbiologist-Advanced
Natural Resources Educator-Senior	Natural Resources Educator-Advanced
Natural Resources Research Scientist-Senior	Natural Resources Research Scientist-Adv
Parks & Recreation Specialist-Senior	Parks & Recreation Specialist-Advanced
Plant Pest & Disease Specialist-Senior	Plant Pest & Disease Specialist-Advanced
Public Health Sanitarian-Senior	Public Health Sanitarian-Advanced
Toxicologist-Senior	Toxicologist-Advanced
Trace Evidence Examiner-Senior	Trace Evidence Examiner-Advanced
Veterinarian-Objective	Veterinarian-Senior
Veterinarian Specialist-Senior	Veterinarian Specialist-Advanced
Waste Management Specialist-Senior	
Wastewater Specialist-Senior	

<b>15-03 Group A</b>	<b>15-03 Group B</b>
Water Regulation & Zoning Specialist-Senior Water Resources Management Specialist-Sr Water Supply Specialist-Senior Wildlife Biologist-Senior	Waste Management Specialist-Advanced Wastewater Specialist-Advanced Water Regulation & Zoning Specialist-Adv Water Resources Management Specialist-Adv Water Supply Specialist-Advanced Wildlife Biologist-Advanced

In ascending order, the broadbanded groups in pay range 56-01 are Groups A and B. In pay range 56-01, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

<b>56-01 Group A</b>	<b>56-01 Group B</b>
State Patrol Sergeant	State Patrol Lieutenant

In ascending order, the broadbanded groups in pay range 70-02 are Groups A, B, and C. In pay range 70-02, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

<b>70-02 Group A</b>	<b>70-02 Group B</b>	<b>70-02 Group C</b>
IS Specialist-Confidential IS Specialist-Management	IS Enterprise Specialist-Confidential Information Systems Supervisor 2 IS Consultant-Confidential IS Consultant-Management	IS Enterprise Consultant-Confidential Info Tech Mgt Consultant Management Information Chief

In ascending order, the broadbanded groups in pay range 81-03 are Groups A, B, C, and D. In pay range 81-03, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; Group C classifications are higher than Group B classifications; and Group D classifications are higher than Group C classifications.

<b>81-03 Group A</b>	<b>81-03 Group B</b>
Accountant Journey-Confidential Executive Human Resources Specialist-Senior Executive Policy and Budget Analyst-Entry Human Resources Specialist-Senior IS Professional Senior-Confidential Revenue Economist-Confidential-Senior	Accountant Senior-Confidential Accountant Senior-Management Executive Human Resources Specialist-Advanced Executive Policy and Budget Analyst-Journey Human Resources Specialist-Advanced Revenue Economist-Confidential-Advanced

81-03 Group C	81-03 Group D
Accountant Advanced-Management Executive Policy and Budget Analyst-Senior IS Supervisor 1 Labor Relations Specialist	Labor Relations Specialist-Senior

In ascending order, the broadbanded groups in pay range 81-04 are Groups A and B. In pay range 81-04, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

81-04 Group A	81-04 Group B
IS Support Technician-Confidential	IS Support Technician-Confidential-Senior

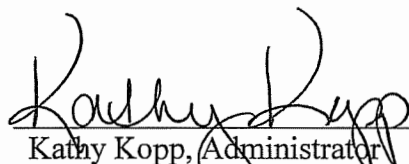
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

81-05 Group A	81-05 Group B
Program Assistant-Confidential	Program Assistant-Advanced-Confidential

### SECTION III. REFERRAL OF QUESTIONS

**Employee Questions:** Individual employees with questions regarding the information provided in this bulletin should contact their agency Human Resources Office or Payroll Office directly.

**Employer Questions:** Employer questions regarding the information provided in this bulletin may be directed to Paul Ostrowski by e-mail at [Paul.Ostrowski@Wisconsin.gov](mailto:Paul.Ostrowski@Wisconsin.gov) or by phone at (608) 267-0343.



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