

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** April 17, 2012

**Locator No:** OSER-0303-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 April 8, 2012. **This bulletin replaces Bulletin OSER-0297-CLR dated January 24, 2012, which should be discarded.** This bulletin has been updated to reflect the addition of Criminal Analyst, Excise Tax Agent and Special Agent series classifications to the Schedule 07 broadband pay range groupings.

### 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.)

### SECTION II. BROADBAND 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.

07-04 Group A	07-04 Group B
Criminal Analyst	Criminal Analyst-Senior
IS Professional In-Training (B)	IS Analyst or Professional classifications (all IS job families)
Lottery Customer Service Specialist	Lottery Customer Service Specialist-Senior
Purchasing Agent	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.

07-03 Group C	07-03 Group D	07-03 Group E
Accountant-Journey Agriculture Auditor 3 Auditor-Journey Consumer Credit Examiner-Journey Emergency Government Specialist-Senior Excise Tax Agent 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 Special Agent 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 Excise Tax Agent-Senior 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 Special Agent-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.

08-03 Group A	08-03 Group 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.

15-03 Group A	15-03 Group 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-
Environmental Enforcement Specialist-Senior	Adv 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-
Firearm and Toolmark Examiner-Senior	Advanced
Fisheries Biologist-Senior	Firearm and Toolmark Examiner-Advanced
Forensic Imaging Specialist-Senior	Fisheries Biologist-Advanced
Forester-Senior	Forensic Imaging Specialist-Advanced
Gaming Veterinarian-Objective	Forensic Science Training Coordinator-Adv
Health Physicist-Senior	Forester-Advanced
Hydrogeologist-Senior	Gaming Veterinarian-Senior
Medical Technologist-Senior	Health Physicist-Advanced
Microbiologist-Senior	Hydrogeologist-Advanced
Natural Resources Educator-Senior	Medical Technologist-Advanced
Natural Resources Research Scientist-Senior	Microbiologist-Advanced
Parks & Recreation Specialist-Senior	Natural Resources Educator-Advanced
Plant Pest & Disease Specialist-Senior	Natural Resources Research Scientist-Adv
Public Health Sanitarian-Senior	Parks & Recreation Specialist-Advanced
Toxicologist-Senior	Plant Pest & Disease Specialist-Advanced
Trace Evidence Examiner-Senior	Public Health Sanitarian-Advanced
Veterinarian-Objective	Toxicologist-Advanced
Veterinarian Specialist-Senior	Trace Evidence Examiner-Advanced
Waste Management Specialist-Senior	Veterinarian-Senior
Wastewater Specialist-Senior	Veterinarian Specialist-Advanced
Water Regulation & Zoning Specialist-Senior	Waste Management Specialist-Advanced
Water Resources Management Specialist-Sr	Wastewater Specialist-Advanced
Water Supply Specialist-Senior	Water Regulation & Zoning Specialist-Adv
Wildlife Biologist-Senior	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

<b>81-03 Group C</b>	<b>81-03 Group D</b>
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.

<b>81-04 Group A</b>	<b>81-04 Group B</b>
IS Support Technician-Confidential	IS Support Technician-Confidential-Senior

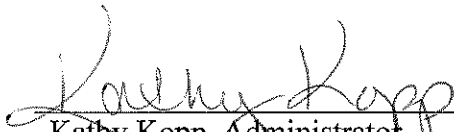
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

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.

  
\_\_\_\_\_  
Kathy Kopp, Administrator  
Division of Compensation and Labor Relations