

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: July 13, 2015

Locator No: OSER-0400-CLR

Subject: **REPLACEMENT BULLETIN:**
Definitions of Upward Classification
Movements for Reallocation and
Reclassification within Broadbanded
Classification Series

The purpose of this bulletin is to define upward classification movements for reallocation and reclassification within broadbanded classification series, effective June 14, 2015. **This bulletin replaces Bulletin OSER-0383-CLR dated June 19, 2015, which should be discarded.** This bulletin has been updated to include Cadet Specialist Entry and Cadet Specialist Objective in pay range 12-64.

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. **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.** The appointing authority **may** provide an additional pay adjustment under this section allowing for a total pay adjustment of no more than 12% of the new pay range minimum or to the minimum of the pay range, whichever is greater. However, for reallocations that do not solely involve a change in duties, such as pay range reassignments, title changes, or as a result of a survey, the increase **may** be at the discretion of the OSER Director. (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 Lottery Customer Service Specialist Purchasing Agent	Criminal Analyst-Senior 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.

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	Property Assess Chief Training Officer Revenue Field Agent 5 Revenue Field Auditor 5 Transportation Fiscal Analyst 2

	Tourism Coordinator-Senior Transportation Fiscal Analyst 1 Trust Funds Specialist-Advanced	
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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 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) 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 pay range 07-35, Group I is the first broadbanded classification level. Group J classifications are higher than Group I classifications; and Group K classifications are higher than Group J classifications.

07-35 Group I	07-35 Group J	07-35 Group K
IS Professional in-Training (A)	IS Professional in-Training (B)	IS Analyst or Professional classes

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 patient care classifications are Groups A and B in pay range 11-04. In pay range 11-04, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

11-04 Group A	11-04 Group B
Public Health Educator	Public Health Educator - Senior

In ascending order, the patient care classifications are Groups A and B in pay range 11-01. In pay range 11-01, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

11-01 Group A	11-01 Group B
Nurse Clinician 3 Nurse Clinician 3 - Weekend	Nurse Clinician 4

In ascending order, the professional social services classifications are Groups A, B, and C in pay range 12-64, Groups D and E in pay range 12-63, and Groups F, G, and H in pay range 12-80. In pay range 12-64, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

12-64 Group A	12-64 Group B	12-64 Group C
Cadet Specialist Entry Member Finance Specialist Unemployment Benefits Specialist Unemployment Insurance Collections Specialist Unemployment Tax & Accounting Specialist Workers Compensation Specialist	Cadet Specialist Objective Member Finance Specialist - Senior Unemployment Benefits Specialist-Inter Unemployment Insurance Collections Specialist-Inter Unemployment Tax & Accounting Specialist-Inter Workers Compensation Specialist - Senior	Unemployment Insurance Collections Specialist-Senior Unemployment Tax & Accounting Specialist-Senior

In ascending order, the broadbanded groups in pay range 12-63 are Groups D and E. In pay range 12-63, Group D is the first broadbanded class level; Group E classifications are higher than Group D classifications.

12-63 Group D	12-63 Group E
School Psychologist Unemployment Benefits Analyst	School Psychologist-Senior Unemployment Benefits Analyst-Senior

In ascending order, the broadbanded groups in pay range 12-80 are Groups F, G, and H. In pay range 12-80, Group F is the first broadbanded class level. Group G classifications are higher than Group F classifications; and Group H classifications are higher than Group G classifications.

12-80 Group F	12-80 Group G	12-80 Group H
Treatment Provider-Ch. 980 - Entry	Treatment Provider-Ch. 980 - Intermediate	Treatment Provider-Ch. 980 - Senior

In ascending order, the professional engineering classifications are Groups A and B in pay range 14-14 and Groups C and D in 14-13. In pay range 14-14, Group A is the first level of broadbanded professional engineering classifications; Group B professional engineering classifications are higher than Group A classifications.

14-14 Group A	14-14 Group B
CADD Specialist-Senior Engineering Specialist-Senior Envir Engineering Specialist-Senior Radiation Engineering Spec-Senior	CADD Specialist-Advanced Engineering Specialist-Advanced 1 Envir Engineering Specialist-Advanced 1 Radiation Engineering Spec-Advanced 1

In ascending order, the professional engineering classifications are Groups C and D in pay range 14-13. In pay range 14-13, Group C is the first level of broadbanded professional engineering classifications; Group D professional engineering classifications are higher than Group C classifications.

14-13 Group C	14-13 Group D
Agricultural Engineer-Senior Air Management Engineer-Senior Architect-Senior Civil Engineer-Senior Civil Engineer-Transportation-Senior Communications Engineer-Senior Electrical Engineer-Senior Electronic Engineer-Senior Eng Conslt-Building Systems-Senior Eng Conslt-Elec Systems-Senior Eng Conslt-Fire Suppr Systems-Senior Eng Conslt-HVAC-Senior Eng Conslt-Plumbing Prod Rev-Senior Eng Conslt-Refrig Systems-Senior Eng Conslt-Uniform Dwelling-Senior Envir Civil Engineer-Senior Landscape Architect-Senior Mechanical Engineer-Senior Natural Resources Engineer-Senior Nuclear Engineer-Senior Preservation Architect-Senior Public Service Engineer-Senior Structural Engineer-Transportation-Senior Waste Management Engineer-Senior Wastewater Engineer-Senior Water Reg & Zoning Engineer-Senior Water Supply Engineering-Senior	Agricultural Engineer-Advanced Air Management Engineer-Advanced Architect-Advanced Civil Engineer-Advanced Civil Engineer-Transportation-Advanced Communications Engineer-Advanced Electrical Engineer-Advanced Electronic Engineer-Advanced Eng Conslt-Building Systems-Advanced Eng Conslt-Elec Systems-Advanced Eng Conslt-Fire Suppr Systems-Advanced Eng Conslt-HVAC-Advanced Eng Conslt-Plumbing Prod Rev-Advanced Eng Conslt-Refrig Systems-Advanced Eng Conslt-Uniform Dwelling-Advanced Envir Civil Engineer-Advanced Landscape Architect-Advanced Mechanical Engineer-Advanced Natural Resources Engineer-Advanced Nuclear Engineer-Advanced Preservation Architect-Advanced Public Service Engineer-Advanced Structural Engineer-Transportation-Advanced Waste Management Engineer-Advanced Wastewater Engineer-Advanced Water Reg & Zoning Engineer-Advanced Water Supply Engineering-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 Air Management Specialist-Senior Chemist-Senior Conservation Biologist-Senior Controlled Substance Analyst-Senior Cytotechnologist-Senior DNA Analyst-Senior Environmental Enforcement Specialist-Senior Environmental Health Specialist-Senior Environmental Toxicologist-Senior Examiner of Questioned Documents-Senior Fingerprint and Footwear Examiner-Senior Firearm and Toolmark Examiner-Senior Fisheries Biologist-Senior Forensic Imaging Specialist-Senior Forester-Senior Health Physicist-Senior Hydrogeologist-Senior Medical Technologist-Senior Microbiologist-Senior Natural Resources Educator-Senior Natural Resources Research Scientist-Senior Parks & Recreation Specialist-Senior Plant Pest & Disease Specialist-Senior Public Health Sanitarian-Senior Toxicologist-Senior Trace Evidence Examiner-Senior Veterinarian-Objective Veterinarian Specialist-Senior Waste Management Specialist-Senior Wastewater Specialist-Senior Water Regulation & Zoning Specialist-Senior Water Resources Management Specialist-Sr Water Supply Specialist-Senior Wildlife Biologist-Senior	Agriculture Marketing Consultant-Advanced Air Management Specialist-Advanced Chemist-Advanced Conservation Biologist-Advanced Controlled Substance Analyst-Advanced Cytotechnologist-Advanced DNA Analyst-Advanced Environmental Enforcement Specialist-Adv Environmental Health Specialist-Advanced Environmental Toxicologist-Advanced Examiner of Questioned Documents-Advanced Fingerprint and Footwear Examiner-Advanced Firearm and Toolmark Examiner-Advanced Fisheries Biologist-Advanced Forensic Imaging Specialist-Advanced Forensic Science Training Coordinator-Adv Forester-Advanced Health Physicist-Advanced Hydrogeologist-Advanced Medical Technologist-Advanced Microbiologist-Advanced Natural Resources Educator-Advanced Natural Resources Research Scientist-Adv Parks & Recreation Specialist-Advanced Plant Pest & Disease Specialist-Advanced Public Health Sanitarian-Advanced Toxicologist-Advanced Trace Evidence Examiner-Advanced Veterinarian-Senior Veterinarian Specialist-Advanced 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 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.

81-03 Group A	81-03 Group B
Accountant Journey-Confidential Executive Human Resources Specialist-Senior Executive Policy and Budget Analyst-Entry Human Resources Specialist-Senior Police Sergeant 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 Police Lieutenant Revenue Economist-Confidential-Advanced

81-03 Group C	81-03 Group D
Accountant Advanced-Management Executive Policy and Budget Analyst-Senior 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

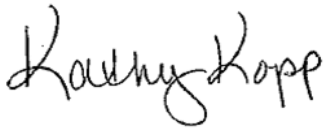
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

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 or by phone at (608) 267-0343.



Kathy Kopp, Administrator
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