

## SECTION L – MARKET AND PARITY PROVISIONS

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### 1.00 Coverage

The provisions of this Section (Section L) apply to permanent or project employees in the classified service who are not covered by the public safety collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

### 2.00 Market and/or Parity Adjustments

#### 2.01 Eligibility

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02 of this Section (Section L) who is in pay status on the effective date indicated for a market and/or parity adjustment is eligible to be considered for that particular adjustment.
  - (a) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the previous 12-months.
  - (b) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending on the date of the market/parity adjustment. If the required performance evaluations are performed by three months after that date, the supervisor may be provided the delayed

adjustment effective with the next pay period, with no retroactive pay or lump sum payment for the delay.

- (c) Any employee paid at or above the pay range maximum.
- (2) All market and/or parity adjustments granted are subject to the applicable pay range maximum.
- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).
- (4) Permanent and project employees in positions allocated to classifications other than those listed in this Section (Section L), may be included if such positions provide technical supervision, spend a majority of their time in, or are primarily responsible for duties related to those performed by employees listed in this Section. **Such positions will be included only upon an agency recommendation and DPM approval.** Parity adjustments for agency-funded market adjustments will NOT be supplemented and must be funded by the agency.
- (5) Permanent and project employees in Department of Corrections and Department of Health Services positions that provide direct supervision to employees in pay ranges 05-31 and 05-32 may be considered for parity with the pay adjustments provided under 2.09 below. Such positions will be included only upon an agency recommendation and DPM approval. Any such parity adjustments must be funded by the agencies.
- (6) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.

**NOTE:** The base pay rate adjustments provided under this Section (Section L) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on return to previous level within five years, pay on reinstatement or restoration under Sections E or I of this Plan. Required base pay rate adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

**2.02 Funded Market and/or Parity Adjustments**

- (1) Effective Date. The market adjustments will be effective on December 22, 2019.
- (2) Amount.

Pay Adjustments. Each employee in positions allocated to the classifications listed below will receive the amount indicated for the employee’s classification.

<u>Code</u>	<u>Classification</u>	<u>Amount</u>
55363	Air Management Spec-Adv	\$0.70
55362	Air Management Spec-Sen	\$0.50

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80400	Aircraft Mechanic	\$0.70
80300	Aircraft Pilot	\$0.70
64101	Breath Alcohol Prog Spec	\$0.70
64102	Breath Alcohol Prog Spec-Adv	\$0.70
72462	Building Inspector-Obj	\$0.70
41763	Conservation Biologist-Adv	\$0.50
41762	Conservation Biologist-Sen	\$0.50
40200	Dental Hygienist	\$0.50
35602	Diagnostic Radiologic Tech-Obj	\$0.70
55533	Environmental Analysis Rev Spec-Adv	\$0.50
55471	Environmental Enforcement Spec	\$0.50
55473	Environmental Enforcement Spec-Adv	\$0.50
55472	Environmental Enforcement Spec-Sen	\$0.50
55573	Environmental Health Spec-Adv	\$0.50
55572	Environmental Health Spec-Sen	\$0.50
55233	Fisheries Biologist-Adv	\$0.50
55232	Fisheries Biologist-Sen	\$0.50
55133	Forester-Adv	\$0.50
55132	Forester-Sen	\$0.50
55140	Forestry Specialist	\$0.50
81201	Media Telecom Tech	\$0.70
81202	Media Telecom Tech-Sen	\$0.70
41163	Medical Technologist-Adv	\$0.50
41162	Medical Technologist-Sen	\$0.50
55003	Nat Res Educator-Adv	\$0.50
55002	Nat Res Educator-Sen	\$0.50
56700	Nat Res Program Coordinator	\$0.50
56063	Nat Res Research Scientist-Adv	\$0.50
56062	Nat Res Research Scientist-Sen	\$0.50
80262	Network Comm Sys Analyst-Adv	\$0.70
56363	Parks Rec Spec-Adv	\$0.50
56362	Parks Rec Spec-Sen	\$0.50
36550	Pharmacist	\$0.50
36900	Pharmacy Practices Consultant	\$0.50
39860	Physical Therapy Assistant	\$0.70
72660	Plumbing Consultant	\$0.70
72600	Plumbing Plan Reviewer	\$0.70
72700	Private Sewage Plan Reviewer	\$0.70
93200	Research Vessel Captain	\$0.70
35903	Respiratory Therapist	\$0.70
35905	Respiratory Therapist-Adv	\$0.70
35904	Respiratory Therapist-Sen	\$0.70
55713	Waste Management Spec-Adv	\$0.50
55712	Waste Management Spec-Sen	\$0.50
55773	Wastewater Specialist-Adv	\$0.50
55772	Wastewater Specialist-Sen	\$0.50
55273	Wildlife Biologist-Adv	\$0.50
55272	Wildlife Biologist-Sen	\$0.50

- (3) Funding. Costs of pay adjustments under (2) above and parity adjustments under 2.01 (4) for compensation reserve-funded market adjustments in this Section (Section L) will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.03 DWD Employment & Training Specialist Generated Market**

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
  - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Workforce Development will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
    - 1) Funds generated have no bearing on the rights of individual employees to these funds.
    - 2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
    - 3) Any funds that are not distributed on the effective date will remain unspent.
    - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
  - (b) Effective December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution.

<b><u>Generated</u></b>		
<b><u>Amount</u></b>	<b><u>Code</u></b>	<b><u>Classification</u></b>
\$0.70	48260	Employment & Training Specialist
\$0.80	48263	Employment & Training Specialist-Lead
\$0.80	48220	Employment & Training Supervisor

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.04 DCF Initial Assessment Specialist Generated Market**

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
  - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Children & Families will generate funding in the amount indicated for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
    - 1) Funds generated have no bearing on the rights of individual employees to these funds.
    - 2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
    - 3) Any funds that are not distributed on the effective date will remain unspent.
    - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
  - (b) Effective December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution.

**Generated**

<b><u>Amount</u></b>	<b><u>Code</u></b>	<b><u>Classification</u></b>
\$0.50	52961	Initial Assessment Specialist
\$0.70	52964	Initial Assessment Specialist-Advanced
\$0.70	52963	Initial Assessment Specialist-Senior
\$1.20	52980	Initial Assessment Supervisor

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.05 DATCP Generated Market**

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
  - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Agriculture, Trade and Consumer Protection will generate funding in the amount indicated for each employee in positions allocated to the

classifications listed in (b), below. A separate fund will be created for distribution as discretionary adjustments within each classification series. Funds generated by employees in one classification series may not be used to grant pay adjustments to employees in a different classification series.

- 1) Funds generated have no bearing on the rights of individual employees to these funds.
  - 2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
  - 3) Any funds that are not distributed on the effective date will remain unspent.
  - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution.

**Generated**

<b><u>Amount</u></b>	<b><u>Code</u></b>	<b><u>Classification</u></b>
\$0.70	70160	Animal Health Compliance Specialist
\$0.70	55472	Environmental Enforcement Specialist-Senior
\$0.50	72101	Environmental Health Sanitarian-Entry
\$0.70	72120	Environmental Health Services Supervisor
\$0.70	70380	Food Safety Supervisor
\$0.70	70903	Food Scientist-Advanced
\$0.30	70401	Meat Safety Inspector-Entry
\$0.50	70402	Meat Safety Inspector-Objective
\$0.70	70420	Meat Safety Supervisor
\$0.70	73902	Weights & Measures Petroleum Systems Specialist-Senior
\$0.70	73920	Weights & Measures Petroleum Systems Supervisor

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.06 Classified Attorney Generated Market**

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
  - (a) Pay Adjustments. Subject to 1) through 4) below, each agency will generate funding in the amount indicated for each employee in positions allocated to

the classifications listed in (b), below. A single fund will be created within each agency for distribution as discretionary adjustments by the appointing authority to those employees generating the funds.

- 1) Funds generated have no bearing on the rights of individual employees to these funds.
  - 2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
  - 3) Any funds that are not distributed on the effective date will remain unspent.
  - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution within each agency.

**Generated**

<b><u>Amount</u></b>	<b><u>Code</u></b>	<b><u>Classification</u></b>
\$1.00	30100	Attorney
\$1.00	30110	Attorney Confidential
\$1.25	30120	Attorney Supervisor
\$1.25	30130	Attorney Confidential Supervisor
\$1.25	30140	Attorney Management

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.07 Laboratory and Fingerprint Technician Generated Market**

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
  - (a) Pay Adjustments. Subject to 1) through 4) below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed in (b), below. A separate fund will be created for distribution as discretionary adjustments within each agency and classification series. Funds generated by employees in one classification series may not be used to grant pay adjustments to employees in a different classification series.
    - 1) Funds generated have no bearing on the rights of individual employees to these funds.

- 2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
  - 3) Any funds that are not distributed on the effective date will remain unspent.
  - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution within the agency and classification series.

**Generated**

<b><u>Amount</u></b>	<b><u>Code</u></b>	<b><u>Classification</u></b>
\$0.30	67001	Fingerprint Technician-Entry
\$0.30	67003	Fingerprint Technician-Senior
\$0.30	67004	Fingerprint Technician-Advanced
\$0.30	34101	Laboratory Technician 1
\$0.30	34102	Laboratory Technician 2
\$0.30	34103	Laboratory Technician 3

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.08 DOJ-Funded Forensic Scientist Market Equity Adjustment**

- (1) Effective Date. The equity adjustments will be effective April 12, 2020.
- (2) Amount.
  - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Justice will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
    - 1) Funds generated have no bearing on the rights of individual employees to these funds.
    - 2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.

- 3) Any funds that are not distributed on the effective date will remain unspent.
  - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective April 12, 2020, each employee in the following classifications at the Department of Justice will generate \$3.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
42101	Controlled Substance Analyst
42103	Controlled Substance Analyst-Adv
42102	Controlled Substance Analyst-Sen
42660	Crime Scene Response Specialist
42201	DNA Analyst
42203	DNA Analyst-Adv
42202	DNA Analyst-Sen
42401	Fingerprint & Footwear Examiner
42403	Fingerprint & Footwear Examiner-Adv
42402	Fingerprint & Footwear Examiner-Sen
42501	Firearms & Toolmark Examiner
42503	Firearms & Toolmark Examiner-Adv
42502	Firearms & Toolmark Examiner-Sen
42701	Forensic Imaging Specialist
42703	Forensic Imaging Specialist-Adv
42702	Forensic Imaging Specialist-Sen
42801	Toxicologist
42803	Toxicologist-Adv
42802	Toxicologist-Sen
42901	Trace Evidence Examiner
42903	Trace Evidence Examiner-Adv
42902	Trace Evidence Examiner-Sen

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DOJ will be required to provide the necessary funding.

**2.09 Pay Range 05-31 and 05-32 Market Adjustment**

- (1) Effective Date.
- (a) The first group of eligible employees will receive the market adjustment effective January 19, 2020.
  - (b) Employees who move from a position eligible for the \$5.00/hr add-on to another position in 05-31 or 05-32 not eligible for the add-on will receive the market adjustment beginning the first full pay period in the new position.

(c) Effective June 21, 2020, any employee who has not yet received the market adjustment will receive the applicable market adjustment.

- (2) Amount. Effective January 19, 2020, and as employees become eligible in subsequent pay periods, employees in pay status will receive a market pay increase as shown in the following table, limited by the pay range maximum:

	Pay Range 05-31	Pay Range 05-32
Employees in a position not eligible for the \$5.00 add-on	\$1.66	\$2.35
Employees in the training academy before June 21, 2020	No adjustment	No adjustment
All other employees before June 21, 2020	No adjustment	No adjustment

An employee who cannot receive the full amount of the market pay increase due to limitation by the pay range maximum will receive a lump sum payment equal to the amount of the increase limited by the pay range maximum multiplied by 2,080.

An employee may receive only one market adjustment during this eligibility period. Once an employee has received the applicable market adjustment or a portion of it if limited by the appointment maximum, they will keep it and not be eligible for the \$5.00 add-on regardless of movement to an otherwise eligible institution.

Note. Pay progression tables for these pay ranges are found at Section A, 2.06.

- (3) Funding. Costs of market adjustments under this provision will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

**2.10 Market Stratification Pay Schedules 02, 03, 05, 06**

- (1) Effective Date. The market stratification adjustments will be effective December 22, 2019.
- (2) Eligible Classifications. All employees in classifications assigned to pay schedules 02, 03, 05, and 06 are eligible except:
- (a) Classifications in broadband pay ranges 05-63, 05-64, 06-05, 06-63, or 06-64.
  - (b) Classifications assigned to pay ranges 05-31 or 05-32.
- (3) Amount. Each employee in pay status will receive a market pay adjustment based on full years of adjusted continuous service as of December 22, 2019, as follows:

<u>Years of Service</u>	<u>Pay Increase</u>
0 to 2	\$0.20
3 to 4	\$0.30
5 to 6	\$0.40
7 to 9	\$0.50
10 or more	\$0.60

- (4) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.