

SECTION L – MARKET AND PARITY PROVISIONS

1.00 Coverage

2.00 Market and/or Parity Adjustments

- 2.01 Eligibility
- 2.02 Funded Market and/or Parity Adjustments
- 2.03 OSPD-Funded Public Defender Investigator Market Equity Adjustment
- 2.04 DHS-Funded Resident Care Supervisor Market Equity Adjustment
- 2.05 DHS, DVA, DOC-Funded Adv Practice Nurse-Prescriber Market Equity Adjustment
- 2.06 DHS, DVA, DOC-Funded Dental Assistant Market Adjustment
- 2.07 DHS, DVA, DOC-Funded Licensed Practical Nurse Market Equity Adjustment
- 2.08 DHS, DVA, DOC-Funded Nurse Clinician Market Equity Adjustment
- 2.09 DHS, DPI-Funded Occupational and Physical Therapist Market Equity Adjustment
- 2.10 DHS, DVA-Funded Occupational Therapy Assistant Market Adjustment
- 2.11 DHS, DVA, DOC-Funded Pharmacy Technician Market Adjustment
- 2.12 DHS, DVA-Funded Phlebotomist Market Adjustment
- 2.13 DHS, DVA-Funded Respiratory Therapist Market Equity Adjustment
- 2.14 DOC-Funded Probation and Parole Agents Market Adjustment

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 unsatisfactory 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 enhanced pay progression tables in Section A, 2.06. Such positions will be included only upon an agency recommendation and DPM approval. Any such parity adjustments must be funded by the agencies.
 - (6) The Department of Transportation may request and DPM may approve parity for 2019-21 and/or 2021-23 labor agreements reached with the public safety bargaining unit. Any such parity may only be provided to employees in the following classifications:
 - State Patrol Sergeant
 - State Patrol Sergeant-DPU
 - State Patrol Lieutenant
 - State Patrol Captain
 - (7) The Department of Corrections, Department of Health Services, Department of Military Affairs, Department of Public Instruction and Department of Veteran Affairs may request and DPM may approve parity for the Nurse Clinician series pay structure and market increases. Any such parity may only be provided to employees in the following classification:
 - Nursing Supervisor
 - (8) The Department of Corrections, Department of Health Services, and Department of Veteran Affairs may request and DPM may approve parity for the Nursing Assistant

and Resident Care Technician Market Placement under Section A-2.11. Any such parity may only be provided to employees in the following classification:

- Resident Care Supervisor

- (9) 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 January 2, 2022.
- (2) Eligible Classifications. All employees in classifications assigned to pay schedules 02 and 03 are eligible.
- (3) Amount. Each eligible employee in pay status will receive a market pay adjustment based on full years of adjusted continuous service as of January 2, 2022, as follows:

<u>Years of Service</u>	<u>Pay Increase</u>
1 to 2	\$0.10
3 to 4	\$0.20
5 to 6	\$0.30
7 or more	\$0.40

- (4) Funding. Costs of pay adjustments under (3) 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.

2.03 OSPD-Funded Public Defender Investigator Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.
- (a) Subject to 1 through 4 below, the Office of the State Public Defender 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 January 2, 2022, each employee in the following classifications at the Office of the State Public Defender will generate \$1.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
67461	Public Defender Investigator
67462	Public Defender Investigator-Sen

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

2.04 DHS-Funded Resident Care Supervisor Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.
 - (a) Subject to 1 through 4 below, the Department of Health Services will generate funding for each employee in positions allocated to the classification 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 January 2, 2022, each employee in the following classification at the Department of Health Services will generate \$1.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
38581	Resident Care Supervisor

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

2.05 DHS, DVA, DOC-Funded Adv Practice Nurse-Prescriber Market Equity Adjustment

(1) Effective Date. The adjustments will be effective January 2, 2022.

(2) Amount.

(a) Subject to 1 through 4 below, the Department of Health Service, Department of Veteran Affairs and Department of Corrections will generate funding for each employee in positions allocated to the classification 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 January 2, 2022, each employee in the following classification at the Department of Department of Health Service, Department of Veteran Affairs and Department of Corrections will generate \$1.20 per hour for distribution.

<u>Code</u>	<u>Classification</u>
38470	Advanced Practice Nurse-Prescriber

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

2.06 DHS, DVA, DOC-Funded Dental Assistant Market Adjustment

(1) Effective Date. The adjustments will be effective January 2, 2022.

(2) Amount.

Each employee in positions allocated to the classification listed below will receive \$0.60 per hour.

<u>Code</u>	<u>Classification</u>
39200	Dental Assistant

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

2.07 DHS, DVA, DOC-Funded Licensed Practical Nurse Market Equity Adjustment

(1) Effective Date. The adjustments will be effective January 2, 2022.

(2) Amount.

(a) Subject to 1 through 4 below, the Department of Health Services, Department of Veteran Affairs, and Department of Corrections will generate funding for each employee in positions allocated to the classification 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 January 2, 2022, each employee in the following classification at the Department of Health Services, Department of Veteran Affairs, and Department of Corrections will generate \$1.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
38500	Licensed Practical Nurse

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

2.08 DHS, DVA, DOC-Funded Nurse Clinician Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.
 - (a) Subject to 1 through 4 below, the Department of Health Services, Department of Veteran Affairs, and Department of Corrections 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 January 2, 2022, each employee in the following classifications at the Department of Health Services, Department of Veteran Affairs, and Department of Corrections will generate \$3.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
38303	Nurse Clinician 3
38863	Nurse Clinician 3-Weekend
38304	Nurse Clinician 4

- (c) Effective January 2, 2022, each employee in the following classifications at the Department of Health Services, Department of Veteran Affairs, and Department of Corrections will generate \$2.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
38303	Nurse Clinician 3
38863	Nurse Clinician 3-Weekend
38304	Nurse Clinician 4

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

2.09 DHS, DPI-Funded Occupational and Physical Therapist Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.
 - (a) Subject to 1 through 4 below, the Department of Health Services and Department of Public Instruction 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 January 2, 2022, each employee in the following classifications at the Department of Health Services and Department of Public Instruction will generate \$1.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
38903	Occupational Therapist
38904	Physical Therapist

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

2.10 DHS, DVA-Funded Occupational Therapy Assistant Market Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.

Each employee in positions allocated to the classifications listed below will receive \$1.00 per hour.

<u>Code</u>	<u>Classification</u>
39801	Occupational Therapy Assistant-Ent
39802	Occupational Therapy Assistant-Obj

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

2.11 DHS, DVA, DOC-Funded Pharmacy Technician Market Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.

Each employee in positions allocated to the classifications listed below will receive \$1.00 per hour.

<u>Code</u>	<u>Classification</u>
36401	Pharmacy Technician-Ent
36402	Pharmacy Technician-Obj

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

2.12 DHS, DVA-Funded Phlebotomist Market Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.

Each employee in positions allocated to the classifications listed below will receive \$1.00 per hour.

<u>Code</u>	<u>Classification</u>
35400	Phlebotomist

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

2.13 DHS, DVA-Funded Respiratory Therapist Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective January 2, 2022.
- (2) Amount.
 - (a) Subject to 1 through 4 below, the Department of Health Services and Department of Veteran Affairs 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 January 2, 2022, each employee in the following classifications at the Department of Health Services and Department of Veteran Affairs will generate \$2.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
35903	Respiratory Therapist
35905	Respiratory Therapist-Adv
35904	Respiratory Therapist-Sen

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

2.14 DOC-Funded Probation and Parole Agents Market Adjustment

- (1) Effective Date. The adjustments will be effective June 19, 2022.
- (2) Amount. Each employee in positions allocated to the classifications listed below will receive \$1.00 per hour.

<u>Code</u>	<u>Classification</u>
49501	Probation and Parole Agent
49502	Probation and Parole Agent-Sen

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