

Wisconsin Human Resources Handbook

Chapter 552

Discretionary Equity or Retention Adjustment (DERA) Program Guidelines

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Sec. 552.010 Introduction

This handbook chapter provides general policy assistance and information to agencies processing base-building and lump sum Discretionary Equity or Retention Adjustments (DERA) for eligible classified and unclassified employees.

The DERA provisions contained in the Compensation Plan and this chapter provides guidance to appointing authorities for awarding increases to eligible employees covered by the Compensation Plan, to address equity or retention needs. (See the criteria in Sec. 552.090)

The chart provided as Attachment #3 to this chapter describes DERA eligibility in general terms and notes exceptions to eligibility by pay schedule.

Generally, DERA may be granted to any broadbanded employee covered by Section I of the Compensation Plan, except attorneys covered by s. 230.12(10) to (12), Wis. Stats., or Section C, 3.00, of the Compensation Plan. DERA adjustments may be granted as a base pay increase, a lump sum payment, or a combination of both. Detailed information about eligibility and limits of the DERA amount are provided within this chapter.

Basic DERA Information:

- DERA amounts are normally limited to four within range pay steps (WRPS) per fiscal year. The specific details regarding limitations are provided later in this chapter.
- All base pay DERA increases are subject to the maximum of the employee's pay range.
- All lump sum DERA must be converted to a base pay equivalent by dividing the lump sum amount by 2080; this will ensure the fiscal year WRPS limitation is not exceeded.
- The granting, denial, amount, and type (base building or lump sum) of DERA are not grievable.

This chapter is based on provisions contained in Section I of the current Compensation Plan, which may be found on the Department of Administration, Division of Personnel Management (DPM) website at <https://dpm.wi.gov/Pages/Employees/CompensationPlan.aspx>, or at the following hyperlink: [2017 - 2019 Compensation Plan](#)

Sec. 552.020 Statutory Authority

1. "The compensation plan may, when applicable, include provisions for supplemental pay and pay adjustments, and other provisions required to implement the plan or amendments thereto."
s. 230.12(1)(a)2, Wis. Stats.
2. "Provisions for administration of the compensation plan and salary transactions shall be provided, as determined by the administrator, in either the rules of the administrator or the compensation plan."
s. 230.12(1)(a)3, Wis. Stats.

Sec. 552.030 Eligibility and Coverage

All classified employees in pay status assigned to a classification in a **broadbanded pay schedule**, whose pay administration is covered by the Compensation Plan, are eligible to be considered for DERA except the following employees, who are considered **ineligible** to receive DERA:

1. Any employee whose job performance in the previous 12 months was rated below satisfactory.
2. Any employee who received any form of formal discipline in the past 24 months which was not subsequently overturned through a grievance process.
3. Supervisors who did not complete formal performance evaluations on all subordinate employees for whom performance evaluations are required.
4. Any employee paid at or above the applicable pay range maximum may not receive a base-building DERA.
5. Trainees eligible for scheduled trainee increases.
6. Any employee serving the first 12 months of an original probationary period, or the first year of a career executive trial period which is also the employee's original probationary evaluation.
7. Any Attorney who is covered by pay progression provisions under s. 230.12(10) to (12), Wis. Stats., or Section C, 3.00, of the Compensation Plan, which include the following classifications:

Assistant Attorney General
Assistant Attorney General Confidential
Assistant Attorney General Management
Assistant Attorney General Supervisor
Assistant State Public Defender Attorney
Assistant State Public Defender Attorney Confidential
Assistant State Public Defender Attorney Confidential/Supervisor
Assistant State Public Defender Attorney Management
Assistant State Public Defender Attorney Supervisor
Assistant District Attorney
Deputy District Attorney
Deputy District Attorney Supervisor

Sec. 552.040 DERA Amounts

An eligible employee may receive more than one DERA during the fiscal year; however, the total amount granted in the form of base pay adjustments or lump sum payments (or a combination of both) during a fiscal year may not exceed an increase amount equal to the four WRPS limit, except as provided in Sec 552.070. The WRPS per fiscal year per employee limit includes any DERA granted by a single agency or by multiple agencies. It does *not* include adjustments granted under Discretionary Merit Compensation (DMC) provisions.

All base pay DERA are subject to the maximum of the applicable pay range. All lump sum DERA must be converted to a base pay equivalent by dividing the lump sum amount by 2080 to ensure the fiscal year WRPS limitation is not exceeded.

Sec. 552.050 DERA Effective Dates

DERA may be granted at any time during the fiscal year in accordance with approved agency DERA policies and DPM guidelines. The effective date of base building or lump sum DERA is the beginning of the first pay period on or following the date of effective receipt of the recommendation. If multiple base pay adjustments have identical effective dates, the DERA will be applied to the employee's base pay rate using the guidelines outlined in Section 552.060 of this chapter. No DERA may be retroactive. No DERA may be granted on the effective date of an appointment.

“Effective receipt” is defined as the date on which a recommendation is received by the office within the agency that has been delegated, in writing, effective receipt authority by the appointing authority.

Sec. 552.060 Multiple Base Pay Adjustments Effective on the Same Date

Pursuant to Section I, 4.01 of the Compensation Plan, if multiple base pay adjustments have the same effective date, DERA will be applied to an employee's base pay according to the order of adjustments provided below.

1. Reallocation regrade adjustment
2. Reclassification regrade adjustment
3. Progression adjustment
4. Promotion upward movement adjustment, except when considered a return to previous level
5. Career executive voluntary movement to a higher classification
6. Demotion downward movement adjustment
7. Career executive reassignment or voluntary movement to a lower classification
8. Transfer lateral movement adjustment
9. Career executive assignment or voluntary movement to a position allocated to a classification in the same pay range
10. Reinstatement and return to previous level
11. Restoration
12. Compensation Plan adjustments pursuant to s. 230.12, Wis. Stats.
13. Compensation Plan schedule adjustments under s. 230.12, Wis. Stats.
14. Progression adjustments other than those provided for in (4), above
15. Establishment of a raised minimum rate
16. **Discretionary Equity or Retention Adjustment (DERA)**
17. Discretionary Merit Compensation (DMC)
18. Original Appointment, except when considered a return to a previous level

NOTE: DERA may *not* be included when calculating pay on reinstatement, return to previous level, or restoration.

Sec. 552.070 DERA Limitation Exceptions

The basic limitations on the number of WRPS and the type (base pay adjustment or lump sum payment) are provided in Sections 552.040 of this chapter. Under exceptional circumstances, an appointing authority may submit a request to the DPM Administrator to exceed the specified WRPS limit, up to an additional 2 WRPS. This request must be accompanied by a comprehensive justification.

NOTE: The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., for classified employees does not apply to DERA outlined in this chapter.

DPM approval is *required* for all DERA recommended by an agency, unless delegation is granted in accordance with section 552.110. DPM's review will include confirming that certain eligibility requirements are met, the appropriate limitations have not been exceeded, and that proper justification has been provided.

Sec. 552.080 Agency DERA Administrative Procedures

DERA provisions allow appointing authorities to provide monetary recognition to eligible employees to address equity and retention issues.

Prior to recommending DERA, agencies must develop DERA administrative procedures which must be reviewed and approved by DPM's Classification and Compensation Section (CCS). Administrative procedures are defined as written protocols that detail how employees may qualify for and receive DERA. No agency may recommend DERA until its administrative procedures have been reviewed and approved by CCS. Agencies wishing to amend their DERA administrative procedures should submit updated copies for review and approval to CCS.

All DERA administrative procedures must explain the agency DERA recommendation and approval process. At a minimum, the administrative procedure section should include: (1) what office or individual within the agency constitutes DERA effective receipt (as defined in Section I., 3.00, of the Compensation Plan), and (2) the process to be followed by nominating supervisors and administrators to submit DERA recommendations for approval, including timing of submittals. Effective receipt is based on when a request is received, not signed. DPM recommends that agency administrative procedures also include (1) a list of criteria that justify DERA (or reference the core criteria on the Justification for DERA form); (2) an explanation of any funding limitations; and (3) details regarding fiscal year award maximums.

Sec. 552.090 Agency Procedure for Obtaining DPM Approval of DERA Recommendations

DPM approval is *required* for all DERA recommendations, unless delegation is granted in accordance with section 552.110, of this chapter. Except in unique situations (such as requests to exceed the normal WRPS limit), please limit the criteria for the DERA to only one of the criteria available. The information listed below is necessary for each DERA recommended. The complete package of required DERA items described below must be attached and sent electronically to the DPM designated DMC/DERA mailbox for each DERA recommendation:

DOADPMBCLRDMCDERAREquests@wisconsin.gov. Agencies with multiple recommendations may combine all requests into one e-mail. ***Incomplete requests will be returned to the agency for completion and resubmittal.***

Required Form – When submitting a DERA recommendation to DPM, agencies must complete the [DMC/DERA Justification form](#) (DOA-15330), sample shown in Attachment 1) filling in all areas of the form including the reason for the DERA, a description of criteria met that are applicable to the DERA recommendation, the DERA type (base building or lump sum), and DERA amount to be granted. The form must also include the applicable agency approvals (including appointing authority or designee signature). For DERA effective after February 18, 2018, the following criteria from Section I, 6.00(6)(h), (i), and (j) of the Compensation Plan, must be used:

- (h) Equity DERA will only be approved if the employee's salary has been determined to be lower than that of other state employees performing the same or similar duties at the same level of proficiency and who have comparable years of state service or if there is significant pay compression between the employee and the subordinates supervised. Limitations to these criteria will include:
1. External labor market factors will not be used.
 2. Salary averages will not be used for comparison purposes.
 3. Salary targets will not be used.
 4. The comparison group for determining equity will be all employees in the same classification, either in the entire agency or statewide, unless otherwise approved by DPM in advance of submission to DPM. With advance approval by DPM, an official subtitle or a working title within a classification may also be used as the comparison group.
 5. "Peer groups" based on agency-determined segments of state years of service or pay groupings within a classification will not be used for comparison purposes.
 6. The equity adjustment will not create a larger equity issue than the one being resolved.
 7. In determining compression, the supervisor must be able to perform the functions of, or provide technical expertise to, the employee(s) used to make the compression comparison.
- (i) Retention DERA will only be approved if the employee has a job offer in hand and the resultant loss of the employee's knowledge and experience would be a detriment to the agency.
- (j) Retention DERA will not be approved for potential movements within an agency or to another executive branch, non-UW agency.

Required Spreadsheet – Attach the formatted [DMC/DERA Report Form spreadsheet](#) (DOA-15331), sample shown in Attachment 2) completing all areas listed below for each DERA approval request. If multiple DERA recommendations are included in the same e-mail, all entries may be shown on a single Excel spreadsheet.

- a. Agency name
- b. Employee ID
- c. Employee name (Last name, First Name)
- d. Adjusted Continuous Service Date (mm/dd/yyyy)
- e. DERA Effective Date (mm/dd/yyyy)
- f. Employee Classification
- g. Pay Schedule
- h. Pay Range
- i. Base Rate prior to DERA
- j. DERA base increase amount
- k. Base Rate after DERA
- l. DERA lump sum amount
- m. DERA award type (base or lump sum)
- n. DERA criteria code (2 for equity or 3 for retention)
- o. Number of Within Range Pay Steps
- p. Position fund source and percentage of distribution

Upon approval/denial by DPM – Agency will receive an e-mail from DPM with the decision.

Retention DERA requests - DPM will respond to retention DERA recommendations within one work day of receipt of the request.

Sec. 552.100 Recordkeeping

Agencies must retain a copy of all records pertaining to recommended DERA (whether approved or denied by DPM) for a period of three years (one biennium plus one year) and furnish materials upon DPM’s request. DERA records to be retained include all DERA nominations, DERA approvals and denials, and DERA related documents sent to and received from DPM.

Sec. 550.110 DERA Approval Delegation

Per Section I, 6.00(5) of the Compensation Plan, all DERA must be approved by DPM prior to being awarded unless delegation is granted to the appointing authority. If DPM delegates authority, an agency will still be required to send the completed DMC/DERA excel report form to the designated DERA mailbox at DOADPMBCLRDMC-DERARequests@wisconsin.gov. The agency must also retain a copy of all records pertaining to the DERA request (whether approved or denied) for a period of three years (one biennium plus one year) and furnish those materials upon DPM’s request. DERA records to be retained include all DERA nominations, DERA approvals and denials, DERA related documents sent to and received from DPM, and documents that would have been sent to DPM if delegation had not been granted.

DERA approval delegation may be rescinded at any time,

DPM may issue additional guidelines at any point during the fiscal year.

Sec. 552.120 Referral of Questions

Questions regarding information included in this chapter may be directed to DPM’s Classification & Compensation Section.

Questions concerning payroll processing or file maintenance procedures may be sent to:

DOA Central Payroll:
Nancy Krueger.....(608) 264-9571

Sec. 552.130 Administrative Information

This chapter provides implementation and administration information for the Discretionary Equity or Retention Adjustment (DERA) program, created in the 2013-2015 Compensation Plan.

This chapter was updated in July of 2015 to reflect language amended in the 2015-2017 Compensation Plan. Updates include DERA criteria provided in the Compensation Plan and annual rate calculation change (2080 factor instead of 2088).

This chapter was updated in February 2016. Pursuant to the changes introduced by 2015 Wisconsin Act 55, in July 2015, the Office of State Employment Relations was eliminated, and the functions were transferred into the newly created Department of Administration, Division of Personnel Management. This chapter was updated to reflect the changes in terminology that resulted from the organizational restructuring.

This chapter was updated in March of 2018 to reflect language amended in the 2017-2019 Compensation Plan. Updates include clarification that employees who have received formal discipline in the past 24 months or employees who are on the first 12 months of an original probation period are ineligible, clarification on the maximum number of WRPS that may be approved as an exception, and removal of the provision requiring that employees be allowed to self-nominate for DERA.

JUSTIFICATION FOR DISCRETIONARY MERIT, EQUITY, OR RETENTION AWARD (DMC/DERA)
Sample Form

AGENCY:	EMPLOYEE NAME:	EMPLOYEE ID#	CLASSIFICATION TITLE:	PAY SCHEDULE & RANGE:	
DOA	Worker, Joe R.	100099999	Accountant-Senior	07-03	
CRITERIA (Choose One Only)			JUSTIFICATION	INCREASE AMOUNT	NUMBER OF WRPS OR EQUIVALENT
Merit: Employee recognition for superior or meritorious performance. Justification should be supported by criteria outlined in Section J, 2.00(5) of the Compensation Plan.			Provide on page 2 of this document or attach		
Pay Equity: Justification should be supported by criteria outlined in Section I, 6.00(6) of the Compensation Plan.			Provide on page 2 of this document or attach	\$1.36	2.0
Retention: Retention DMC/DERA will only be approved if the employee has a job offer in hand and the resultant loss of the employee's knowledge and experience would be a detriment to the agency. Retention DMC/DERA will not be approved for potential movements within an agency or to another executive branch, non-UW agency.			Provide on page 2 of this document or attach		
DMC/DERA RECOMMENDATION					
Old Base Salary	New Base Salary	Funding Source(s):	Award Effective Date:	# Prior WRPS in Same FY:	Broadband PUA in last 12 months:
28.00	29.36	GPR	4/15/2018	0	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes Effective Date:
Recommended By (Supervisor):	Date:	Budget Approval (Funding approval only):	Date:	Division Administrator Approval:	Date:

AGENCY HEAD APPROVAL (signature):	<input type="checkbox"/> APPROVED: Base Pay Adjustment: \$1.36	<input type="checkbox"/> DENIED Lump Sum:	DATE:
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DPM APPROVAL:	<input type="checkbox"/> APPROVED: Base Pay Adjustment:	<input type="checkbox"/> DENIED Lump Sum:	DATE:
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AGENCY CONTACT NAME:	CONTACT PHONE NO:

JUSTIFICATION:

PERFORMANCE CRITERIA (Check all that apply):

- Employee is not serving the first 12 months of an original probationary period on the award effective date
- Employee received satisfactory performance evaluation within last 12 months
- Employee has not received any form of formal discipline in the past 24 months
- Employee is a supervisor and has completed required performance evaluations for all subordinates

JUSTIFICATION NARRATIVE (Provide specifics and supporting documentation below):

Equity DERA: As shown in the table below, Joe Worker is paid below other Accountants-Senior in the Department of Administration with fewer years of state service. Mr. Worker's performance is comparable or superior to the other Accountants-Senior.

Employee Name	Employee Classification	Current Base Pay Rate	Company Seniority Date
Employee A	Accountant-Senior	31.00	12/25/1990
Employee B	Accountant-Senior	29.25	1/29/2013
Employee C	Accountant-Senior	29.00	6/10/2014
Worker, Joe R.	Accountant-Senior	28.00	4/20/2002
Employee D	Accountant-Senior	27.50	8/6/2015

INSTRUCTIONS FOR DMC/DERA JUSTIFICATION FORM COMPLETION

All areas of the form *must* be completed by the agency; incomplete forms will be returned to the sending agency for completion and resubmittal. Below is the list of boxes contained on this DMC/DERA form with instructions for completion.

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1. **Agency** -- Agency name or agency acronym
2. **Employee Name** – Employee last name, first name, and middle initial
3. **Employee ID#** -- Employee identification number
4. **Classification Title** – Employee’s full classification title (not working title); position title for unclassified employees
5. **Pay Schedule & Range** -- Numerical pay schedule and range
6. **Increase Amount** – Amount to be provided as a lump sum payment or the base pay increase amount
7. **Number of WRPS or Equivalent** - Calculate the number of Within Range Pay Steps (WRPS) or equivalent. For lump sum awards, calculate the number of WRPS by dividing the award by 2080, then divide that amount by the applicable WRPS amount from the pay schedule (or 3% of minimum for pay ranges not having a listed WRPS).
8. **Old Base Salary** – Employee’s base pay rate prior to the award
9. **New Base Salary** -- Employee’s base pay rate after the award (please include even if the award is a lump sum payment)
10. **Funding Source(s)** -- List source(s) of agency funds used to pay for the DMC/DERA, e.g., GPR, PRO, SEG, etc.
11. **Award Effective Date** – Show the first day of the pay period following the “effective date of receipt by agency” as the effective date.
12. **# of Prior WRPS in Same FY** – Show total WRPS of any previous DMC or DERA, whichever is applicable, in the same fiscal year.
13. **Broadband PUA in last 12 months** – Show any broadband appointment date(s) in last twelve months, even if pay did not change. Leave space blank if no appointment in past 12 months.
14. **Recommended By; Budget Approval; Division Administrator Approval** -- This yellow-shaded area may be modified consistent with the agency’s internal approval process.
15. **Agency Head Approval** -- Appointing Authority or designee (Deputy or Executive Assistant only): This signature line may not be modified and every DMC/DERA recommendation form must include this signature.
16. **DPM Approved/Denied** -- DPM completes
17. **Agency Contact Name** – Identify agency staff who will respond to DPM questions about the DMC recommendation and to whom DPM’s review results will be returned.

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18. **Performance Criteria** – Check each box as applicable. All DMC/DERA recommendations must show that the employee has had a satisfactory performance evaluation in the past 12 months, is not serving the first 12 months of an original probationary period, and does not have any form of formal discipline in the past 24 months which was not subsequently overturned through a grievance process. If the employee is a supervisor, the employee must have completed required performance evaluations for all subordinates.
19. **Justification** -- Provide narrative supporting the merit, equity, or retention award. Documentation may be provided as an attachment.

General

- 20. Submit the completed and approved Justification form, along with the DMC/DERA Report spreadsheet form** to the DPM BCLR DMC-DERA Request mailbox at [DOA DPM BCLR DMC-DERA Requests@wisconsin.gov](mailto:DOA_DPM_BCLR_DMC-DERA_Requests@wisconsin.gov).
- 21. Payroll Processing of DMC Lump Sums --** Prior to entering any lump sum amount into the payroll system, DOA Central Payroll requires documentation of DPM approval. As documentation, agencies may either: (1) Attach the *first page* of the DPM-approved (signed) Justification Form or (2) attach a DPM approval e-mail that includes the employee name(s) and lump sum amount(s).

Attachment #2

Discretionary Merit Compensation (DMC) / Discretionary Equity or Retention (DERA) Report Form																											
Use these samples as a guide; please use cell formatting in these samples for all DMC/DERA requests.																											
*PUA=Pay Upon Appointment. Include date of PUA only if employee received broadband PUA within 12 months of the DMC effective date. Not needed for DERA requests.																											
Agency	Employee ID	Employee Name	Adjusted Continuous Service Date	DMC/DERA Effective Date	Date of last broadband PUA*	Class Code	Classification Title	Pay Sched	Pay Range	Pay Rate Prior to Increase	Base Pay Award Amount	Pay Rate Following Increase	Lump Sum Award Amount	Award Type (Base pay or Lump sum)	Criteria Code 1-Merit, 2-Equity, 3-Retention	# of WRPS	GPR %	GPR, GPR %	PR %	PR, PR %	PR-F %	PR-S %	SEG %	SEG-F %	SEG-F, SEG-F %	SEG-S %	
Administration	100000000	Doe, Jane	1/25/1994	4/15/2018		161	Financial Specialist	2	11	19.33		19.33	1000.00	Lump Sum	1	1.02	50%									50%	
Administration	100099999	Worker, Joe	12/2/2002	4/15/2018		26273	Architect-Advanced	14	13	34.50	2.50	37.00		Base Pay	2	3.68	100%										
Field Control Notes																											
Column Heading Column Formatting																											
Agency Has to be picked from drop down																											
Employee ID All fields in Yellow are agency editable Must be 9 characters																											
Employee Name All fields in Yellow are agency editable Must be alpha and greater than blank																											
Adjusted Service All fields in Yellow are agency editable Must be date format and greater than 01/01/1900																											
Effective Date Has to be picked from drop down																											
Date of PUA All fields in Yellow are agency editable																											
Class Code All fields in Yellow are agency editable Must be numeric and greater than 1																											
Class title All fields in Yellow are agency editable Must be alpha and greater than blank																											
Pay Schedule All fields in Yellow are agency editable Must be numeric and greater than or equal to 0																											
Pay Range All fields in Yellow are agency editable Must be numeric and greater than or equal to 0																											
Pay Rate Prior to Increase All fields in Yellow are agency editable Must be numeric and greater than 1																											
Base Pay Award Amount All fields in Yellow are agency editable																											
Pay Rate Following Increase Formula Can not be edited																											
Lump Sum Award Amount All fields in Yellow are agency editable																											
Award Type Has to be picked from drop down																											
Criteria Has to be picked from drop down																											
# of WRPS If value is less than 0 or greater than 4 it will turn red																											
Funding Source(s) (GPR, PR, etc.) Enter whole number as % for each funding source																											
Populating values outside of these field parameters will result in error messages.																											
This instructional box should be deleted prior to spreadsheet completion.																											

2017-2019 Compensation Plan DERA Eligibility Chart
Eligibility by Pay Schedule or Range with Exceptions Noted

Pay Schedule or Range	DERA WRPS fiscal year limit	Eligible Criteria	Base Pay DERA	Lump Sum DERA	Exceptions Explanation
Classified 01	Not eligible	none	none	none	Ineligible: not a broadband pay schedule
02	Not eligible	none	none	none	Ineligible: not a broadband pay schedule
03	Not eligible	none	none	none	Ineligible: not a broadband pay schedule
04	Not eligible	none	none	none	Ineligible: not a broadband pay schedule
05-nonbroadband	Not eligible	none	none	none	Only broadbanded Schedule 05 are eligible
05 broadband	4WRPS	Equity/Retention	yes	yes	
06-nonbroadband	Not eligible	none	none	none	Only broadbanded schedule 06 are eligible
06 broadband	4WRPS	Equity/Retention	yes	yes	
07	4WRPS	Equity/Retention	yes	yes	
08	4WRPS	Equity/Retention	yes	yes	
09-75	4WRPS	Equity/Retention	yes	yes	Ineligible: Assistant Attorney General
10	4WRPS	Equity/Retention	yes	yes	
11	4WRPS	Equity/Retention	yes	yes	
12 broadband	4WRPS	Equity/Retention	yes	yes	
12 nonbroadband	Not eligible	none	none	none	Only broadbanded Schedule 12 are eligible
13	4WRPS	Equity/Retention	yes	yes	
14	4WRPS	Equity/Retention	yes	yes	
15	4WRPS	Equity/Retention	yes	yes	
20	Not eligible	none	none	none	Ineligible attorneys
21	Not eligible	none	none	none	Ineligible attorneys
36	4 WRPS	Equity/Retention	yes	yes	
50	4WRPS	Equity/Retention	yes	yes	
63	Not eligible	none	none	none	Ineligible: not negotiated for this pay schedule
70	4WRPS	Equity/Retention	yes	yes	
71-01	4WRPS	Equity/Retention	yes	yes	Ineligible: Assistant Attorney General (AAG)-Confidential, AAG-Management; AAG-Supervisor
81	4WRPS	Equity/Retention	yes	yes	
90	Not eligible	none	none	none	Ineligible: not a broadband pay schedule
95	Not eligible	none	none	none	Ineligible: not a broadband pay schedule
One unclassified attorney position established under s. 569.015(2) Wis. Stats., covered by Section C of the Compensation Plan.	4 WRPS	Equity/Retention	yes	yes	
Unclassified employees covered by Section B of the Comp Plan	Not eligible	none	none	none	Not eligible