

## 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 12-month period ending February 17, 2018.
  - (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 February 17, 2018. If the required performance evaluations are performed by March 31, the supervisor may be provided with the delayed adjustment effective April 1, 2018, 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.**
- (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 2.03 below. Such positions will be included only upon an agency recommendation and DPM approval.
- (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 February 18, 2018.
- (2) Amount.

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

<b>Code</b>	<b>Classification</b>	<b>Amount</b>
83102	Automotive/Equipment Tech-Dev	\$0.30
83101	Automotive/Equipment Tech-Entry	\$0.30
87100	Barber	\$0.30

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87400	Beautician	\$0.30
16100	Clerical Asst	\$0.30
89161	Custodian	\$0.30
89162	Custodian Lead	\$0.30
19031	Employment Security Asst 1	\$0.30
84801	Food Service Asst 1	\$0.30
84802	Food Service Asst 2	\$0.30
91050	Groundskeeper	\$0.30
20500	Inventory Control Asst	\$0.30
91300	Laborer	\$0.30
86501	Laundry Worker	\$0.30
20472	Material Reprocessing Asst-Obj	\$0.30
62102	Microfilm Tech-Sr	\$0.30
80401	Motor Vehicle Operator-Light	\$0.30
35070	Ophthalmic Asst	\$0.30
46001	Research Tech 1	\$0.30
21201	Revenue Tax Asst-Entry	\$0.30
88802	Seamer 2	\$0.30
65512	Security Officer 2	\$0.30
20171	Shipping and Mailing Assoc	\$0.30
83104	Automotive/Equipment Tech-Master	\$0.50
83103	Automotive/Equipment Tech-Senior	\$0.50
76020	Building/Grounds Supv	\$0.50
34003	Chemistry Lab Tech-Senior	\$0.50
54301	Child Care Subsidy Spec	\$0.50
54302	Child Care Subsidy Spec-Obj	\$0.50
54303	Child Care Subsidy Spec-Sr	\$0.50
07601	Community Services Spec	\$0.50
26362	Construction Rep-Journey	\$0.50
74701	Consumer Protection Investigator	\$0.50
74703	Consumer Protection Investigator-Adv	\$0.50
74702	Consumer Protection Investigator-Sr	\$0.50
04371	Contracts Spec	\$0.50
04372	Contracts Spec-Sr	\$0.50
84202	Corrections Food Service Leader 2	\$0.50
84203	Corrections Food Service Leader 3	\$0.50
84204	Corrections Food Service Leader 4	\$0.50
54071	Economist	\$0.50
93001	Electronics Tech Agency	\$0.50
93172	Electronics Tech Media-Int	\$0.50
93173	Electronics Tech Media-Sr	\$0.50
93071	Electronics Tech Security	\$0.50
19032	Employment Security Asst 2	\$0.50
19033	Employment Security Asst 3	\$0.50
19034	Employment Security Asst 4	\$0.50
76101	Facilities Maintenance Spec	\$0.50
76102	Facilities Maintenance Spec-Adv	\$0.50
76125	Facilities Repair Worker	\$0.50

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76126	Facilities Repair Worker-Adv	\$0.50
84901	Food Retail/Catering Leader 1	\$0.50
04271	Grants Spec	\$0.50
77261	HVAC/Refrigeration Spec	\$0.50
77262	HVAC/Refrigeration Spec-Adv	\$0.50
55111	Hydrogeologist	\$0.50
20501	Inventory Control Coord	\$0.50
20502	Inventory Control Coord-Adv	\$0.50
20520	Inventory Control Supv	\$0.50
18401	Legal Secretary	\$0.50
91302	Locksmith-Journey	\$0.50
70401	Meat Safety Inspector-Entry	\$0.50
70402	Meat Safety Inspector-Obj	\$0.50
70420	Meat Safety Supv	\$0.50
41061	Microbiologist	\$0.50
80402	Motor Vehicle Operator-Heavy	\$0.50
27771	Nuclear Engineer	\$0.50
21105	Payroll & Benefits Systems Coord	\$0.50
21312	Payroll & Benefits Spec-Adv	\$0.50
21311	Payroll & Benefits Spec	\$0.50
56271	Plant Pest & Disease Spec	\$0.50
77101	Power Plant Operator	\$0.50
77102	Power Plant Operator-Sr	\$0.50
12262	Publications Editor 3	\$0.50
46002	Research Tech 2	\$0.50
46003	Research Tech 3	\$0.50
46004	Research Tech 4	\$0.50
54161	Revenue Economist-Conf	\$0.50
04361	Risk Management Spec	\$0.50
92200	Sales and Marketing Spec	\$0.50
80470	Semi Driver	\$0.50
24906	Urban and Regional Planner	\$0.50
77700	Utility Plan Operator	\$0.50
50771	Veterans Claims Officer 1	\$0.50
23700	Volunteer Coord	\$0.50
19992	Workers Comp Asst 2	\$0.50
19993	Workers Comp Asst 3	\$0.50
47801	Workers Comp Spec	\$0.50
47802	Workers Comp Spec-Sr	\$0.50
28363	Agricultural Engineer-Adv	\$0.70
28362	Agricultural Engineer-Sr	\$0.70
80300	Aircraft Pilot	\$0.70
26040	Architect/Engineer Mgmt	\$0.70
26020	Architect/Engineer Supv	\$0.70
76120	Building/Grounds Superintendent	\$0.70
41520	Chemist Supv	\$0.70
41563	Chemist-Adv	\$0.70
41562	Chemist-Sr	\$0.70

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06630	Chief of Central Payroll	\$0.70
54304	Child Care Subsidy-Adv	\$0.70
26563	Civil Engineer-Adv	\$0.70
07602	Community Services Spec-Sr	\$0.70
07420	Community Services Supv	\$0.70
26363	Construction Rep-Sr	\$0.70
74820	Consumer Protection Supv	\$0.70
04373	Contracts Spec-Adv	\$0.70
54072	Economist-Adv	\$0.70
29363	Electrical Engineer-Adv	\$0.70
29263	Electronic Engineer-Adv	\$0.70
29262	Electronic Engineer-Sr	\$0.70
93002	Electronics Tech Agency-Sr	\$0.70
93072	Electronics Tech Security-Sr	\$0.70
73025	Elevator Safety Inspector-Obj	\$0.70
24263	Engineering Conslt-Bldg Systems-Adv	\$0.70
24262	Engineering Conslt-Bldg Systems-Sr	\$0.70
24363	Engineering Conslt-Elec Systems-Adv	\$0.70
24563	Engineering Conslt-Fire Suppr Systems-Adv	\$0.70
24463	Engineering Conslt-HVAC-Adv	\$0.70
24462	Engineering Conslt-HVAC-Sr	\$0.70
24663	Engineering Conslt-Plumbing Prod Rev-Adv	\$0.70
24473	Engineering Conslt-Refrigeration Systems-Adv	\$0.70
24472	Engineering Conslt-Refrigeration Systems-Sr	\$0.70
24763	Engineering Conslt-Uniform Dwelling-Adv	\$0.70
24762	Engineering Conslt-Uniform Dwelling-Sr	\$0.70
26080	Entrprs Architect/Engineer Supv	\$0.70
27030	Envir Engineer Supv	\$0.70
41403	Envir Toxicologist-Adv	\$0.70
40801	Epidemiologist	\$0.70
40802	Epidemiologist-Adv	\$0.70
04272	Grants Spec-Adv	\$0.70
04280	Grants Supv	\$0.70
55110	Hydrogeologist Program Coord	\$0.70
55113	Hydrogeologist-Adv	\$0.70
55112	Hydrogeologist-Sr	\$0.70
70330	Metrologist	\$0.70
41063	Microbiologist-Adv	\$0.70
41062	Microbiologist-Sr	\$0.70
73103	Mining Safety Inspector 3	\$0.70
27163	Nat Res Engineer-Adv	\$0.70
27773	Nuclear Engineer-Adv	\$0.70
27772	Nuclear Engineer-Sr	\$0.70
21107	Payroll & Benefits Systems Coord-Adv	\$0.70
21106	Payroll & Benefits Systems Coord-Sr	\$0.70
21140	Payroll & Benefits Program Officer	\$0.70
21120	Payroll & Benefits Program Supv	\$0.70
56250	Plant Pest & Disease Mgr	\$0.70

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56273	Plant Pest & Disease Spec-Adv	\$0.70
56272	Plant Pest & Disease Spec-Sr	\$0.70
77103	Power Plant Operator-in-Charge	\$0.70
25603	Public Service Engineer-Adv	\$0.70
25602	Public Service Engineer-Sr	\$0.70
12263	Publications Editor 4	\$0.70
12220	Publications Supv	\$0.70
54163	Revenue Economist-Conf-Adv	\$0.70
54162	Revenue Economist-Conf-Sr	\$0.70
04380	Risk Mgmt Mgr	\$0.70
04320	Risk Mgmt Officer	\$0.70
04362	Risk Mgmt Spec-Sr	\$0.70
52461	School Psychologist	\$0.70
52462	School Psychologist-Sr	\$0.70
26803	Structural Engineer-Transpr-Adv	\$0.70
26802	Structural Engineer-Transpr-Sr	\$0.70
26820	Structural Engineer-Transpr-Supv	\$0.70
58200	Teacher	\$0.70
24907	Urban & Regional Planner-Adv	\$0.70
24920	Urban & Regional Planner Supv	\$0.70
50772	Veterans Claims Officer 2	\$0.70
33262	Veterinarian Spec-Adv	\$0.70
33261	Veterinarian Spec-Sr	\$0.70
33202	Veterinarian-Sr	\$0.70
33640	Veterinary Program Mgr	\$0.70
33620	Veterinary Supv	\$0.70
27863	Waste Mgmt Engineer-Adv	\$0.70
27862	Waste Mgmt Engineer-Sr	\$0.70
27263	Wastewater Engineer-Adv	\$0.70
27262	Wastewater Engineer-Sr	\$0.70
27963	Water Reg & Zoning Engineer-Adv	\$0.70
27962	Water Reg & Zoning Engineer-Sr	\$0.70
55833	Water Reg & Zoning Spec-Adv	\$0.70
55832	Water Reg & Zoning Spec-Sr	\$0.70
28063	Water Resources Engineer-Adv	\$0.70
28062	Water Resources Engineer-Sr	\$0.70
55973	Water Resources Mgmt Spec-Adv	\$0.70
55972	Water Resources Mgmt Spec-Sr	\$0.70
27463	Water Supply Engineer-Adv	\$0.70
27462	Water Supply Engineer-Sr	\$0.70
55883	Water Supply Spec-Adv	\$0.70
55882	Water Supply Spec-Sr	\$0.70
47803	Workers Comp Spec-Adv	\$0.70
73901	Wts & Measures Petro Systems Spec-Entry	\$0.75
73902	Wts & Measures Petro Systems Spec-Sr	\$0.75
73920	Wts & Measures Petro Systems Supv	\$0.75

- (3) Funding. Costs of pay adjustments under (2) above and parity adjustments under 2.01 (4) and (5) 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 DHS-Funded Pay Range 05-31 and 05-32 Adjustment**

- (1) Effective Date. The adjustment will be effective February 18, 2018.
- (2) Amount.
  - (a) Subject to 1) and 2) below, the Department of Health Services (DHS) will provide employees in classifications assigned to pay ranges 05-31 and 05-32 an adjustment of \$0.80 per hour.
    - 1) DHS employees who were employed by the Department of Corrections on or after June 26, 2016, and received a Corrections Security Pay System adjustment on June 26, 2016, or after that date had pay set according to the Corrections Security Pay System, are not eligible for this adjustment, unless the Corrections Security pay rate was not retained for any reason.
    - 2) DHS employees who received a pay increase on February 18, 2018, due to the implementation of the new progression amounts in Section A, 2.06 of this Plan, are not eligible for this adjustment except if they received less than \$0.80 per hour they will receive an adjustment equal to the difference between \$0.80 per hour and the amount received upon implementation of the progression.
- (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.

### **2.04 DATCP-Funded Meat Safety Adjustment**

- (1) Effective Date. The adjustment will be effective February 18, 2018.
- (2) Amount. The Department of Agriculture, Trade and Consumer Protection will provided provide employees whose positions are allocated to Meat Safety Inspector-Entry, Meat Safety Inspector-Objective and Meat Safety Supervisor an adjustment of \$0.50 per hour.
- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DATCP will be required to provide the necessary funding.

## **2.05 DOJ-Funded Special Agent Equity Adjustments**

- (1) Effective Date. The equity adjustments will be effective February 18, 2018.
- (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.
    - 5) Employees whose performance was less than satisfactory on the most recent performance review may not receive an equity adjustment.
  - (b) Effective February 18, 2018, each employee in the following classifications at the Department of Justice will generate \$4.00 per hour for distribution.

### **Code Classification**

67561 Special Agent  
67562 Special Agent-Senior  
67580 Special Agent In-Charge

- (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.

## **2.06 ETF-Funded Employee Benefit Plan Policy Advisor Equity Adjustments**

- (1) Effective Date. The equity adjustments will be effective February 18, 2018.

(2) Amount.

(a) Pay Adjustments. Subject to 1) through 4) below, the Department of Employee Trust Funds 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.
- 5) Employees whose performance was less than satisfactory on the most recent performance review may not receive an equity adjustment.

(b) Effective February 18, 2018, each employee in the following classification at the Department of Employee Trust Funds will generate \$1.50 per hour for distribution.

<b>Code</b>	<b>Classification</b>
08611	Employee Benefit Plan Policy Advisor - Entry
08612	Employee Benefit Plan Policy Advisor - Advanced

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