

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- CLASSIFICATION & COMPENSATION BULLETIN -

Date: October 12, 1998

Locator No: CC/PP-152

Subject: Establishing Blanket Approval of Hiring Above the Minimum for LTE - Information Systems Professionals

With the broadbanding of the Information Systems (IS) Professionals at the Senior, Specialist and Consultant/Administrator levels and the application of the appointment maximum hiring pay concept for permanent positions, questions have arisen as to hiring pay flexibility for LTE counterparts. Similar questions have arisen relating to the Information Systems Entry and Intermediate levels. To address these questions and resolve hiring pay issues, the following guidance is provided:

1. It has been determined that the appointment maximum provisions of the Compensation Plan or Collective Bargaining Agreement do not meet the technical definition of HAM for purposes of pay administration. Therefore, for Information Systems LTEs at the Senior, Specialist and Consultant/Administrator levels, state-wide blanket Hiring Above the Minimum (HAM) has been approved up to the applicable Appointment Maximum for the counterpart permanent classification. The criteria for application is the same as that which would be applied for a permanent hire using the appointment maximum flexibility. Agencies will not be required to complete a HAM hiring form, but are advised that rationale for the HAM rate should be maintained in the same manner as hiring recommendations for other LTE classifications where HAM was applied.
2. For Information Systems LTEs at the Entry or Intermediate levels, state-wide blanket Hiring Above the Minimum (HAM) has been approved up to two steps above the minimum for each respective classification similar to that approved for these levels under the Entry Professional Program (EPP).

Questions regarding this bulletin may be addressed to Michael Soehner at (608) 267-9462; e-mail msoehner@mail.state.wi.us; FAX (608) 267-1020; or Inter-D/US mail at Department of Employment Relations, 137 E. Wilson Street, P.O. Box 7855, Madison, WI 53707-7855.

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