

## DOA - Division of Personnel Management

### - COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** 07/27/2015

**Locator No:** DPM-403-CLR/LR/PP

**Subject:** Information Necessary to Process FY 2013-2015 Pay Adjustments and Health Insurance Changes for Employees in the Public Safety Bargaining Unit (Unit 63).

This information is provided to assist appointing authorities in determining FY 2013-2015 base pay adjustments and lump sum payments, and future health insurance premiums, for employees in the public safety bargaining unit (DP code 63). These adjustments are made in accordance with the provisions in the Agreement between the State and the Wisconsin Law Enforcement Association (WLEA). The pay adjustments in this bulletin will be applied in the order set forth below.

All permanent employees (**employment types 01, 02 and 06**) in the public safety bargaining unit (DP code 63) are covered by this bulletin.

#### **SECTION I. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION**

Use the *Prior to Implementation of GWA* pay schedule 63-40 transaction grid found in Attachment 1 to this bulletin, for all personnel transactions processed prior to the General Wage Adjustments under number 12.

Following implementation of the General Wage Adjustments under number 12., use the *Grid for Implementation of FY 2014-15 3.0% GWA, through June 30, 2015*, also found in Attachment 1.

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Progression adjustment
4. Promotion/upward movement adjustment
5. Career executive voluntary movement to a higher class
6. Demotion/downward movement adjustment
7. Career executive reassignment or voluntary movement to a lower class
8. Transfer/lateral movement adjustment
9. Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range
10. Reinstatement
11. Restoration
12. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin
13. Establishment of a Raised minimum rate
14. Original appointment

**SECTION II. GENERAL WAGE ADJUSTMENT (GWA) - FY 2014**

**A. Effective Date.** The GWA is effective July 26, 2015.

**B. Eligibility.**

**Eligible.** All employees in pay status on July 26, 2015, are eligible to receive a GWA.

**C. Amount.** A GWA in an amount equal to 3.0% of the employee's base pay rate shall be granted to each eligible employee.

**SECTION III. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE FY 2014 GWA**

Eligible employees will receive a lump sum payment in an amount equal to the GWA increase an employee receives under Section II., above, multiplied by the number of hours in pay status in the bargaining unit from June 30, 2013, through July 25, 2015.

The following employees will be eligible:

1. Employees in pay status on July 26, 2015, who receive a GWA under Section II., above.
2. Employees on a leave of absence from a bargaining unit position who return during the life of the Agreement and receive the FY 2014 GWA upon restoration.

**SECTION IV. GENERAL WAGE ADJUSTMENT (GWA) - FY 2015**

**A. Effective Date.** The GWA is effective July 26, 2015.

**B. Eligibility.**

**Eligible.** All employees in pay status on July 26, 2015, are eligible to receive a GWA.

**C. Amount.** A GWA in an amount equal to 3.0% of the employee's base pay rate shall be granted to each eligible employee.

**SECTION V. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE FY 2015 GWA**

Eligible employees will receive a lump sum payment in an amount equal to the GWA increase an employee receives under Section IV., above, multiplied by the number of hours in pay status in the bargaining unit from June 29, 2014, through July 25, 2015.

The following employees will be eligible:

1. Employees in pay status on July 26, 2015, who receive a GWA under Section IV., above.
2. Employees on a leave of absence from a bargaining unit position who return during the life of the Agreement and receive the FY 2015 GWA upon restoration.

**SECTION VI. IMPLEMENTATION OF TRANSACTION GRID**

Effective immediately after implementation of the General Wage Adjustments, above, the pay range 63-40 transaction grid titled *Grid for Implementation of FY 2014-15 3.0% GWA, through June 30, 2015*, is implemented. The Grid can be found in Attachment 1.

Note. There is no need to implement the pay range 63-40 transaction grid titled *Grid for Implementation of FY 2013-14 3.0% GWA*, as it has no administrative function.

**SECTION VII. IMPLEMENTATION OF NEW PAY RANGES**

Effective July 26, 2015, pay ranges 63-41 through 63-48 are implemented. These pay ranges are found in Attachment 2.

**SECTION VIII. HEALTH INSURANCE PREMIUMS**

1. Effective with the first monthly health insurance payroll deductions following the effective date of the Agreement, which will be August payroll deductions for September coverage, all bargaining unit employees will pay the same monthly premiums as nonrepresented general employees, as determined by the Division of Personnel Management for each year of coverage. Premium rates for employees appointed to work 1,044 hours or more are:

Employee Monthly Premium\* for 2015  
Uniform Benefit Coverage

	Single	Family
Tier 1	\$92	\$230
Tier 2	\$136	\$341
Tier 3	\$267	\$666

Employee Monthly Premium\* for 2015  
HDHP Uniform Benefit Coverage

	Single	Family
Tier 1	\$32	\$81
Tier 2	\$76	\$192
Tier 3	\$207	\$517

\*These premiums are effective prospectively only for bargaining unit members, and will be subject to change along with premiums for nonrepresented general employees.

2. In addition to represented employees; employees within the classifications of State Patrol Captain, State Patrol Colonel, State Patrol Lieutenant, State Patrol Lieutenant Colonel, State Patrol Major, and State Patrol Sergeant will also realize the same health insurance premium increase in accordance with s. 40.05 (4)(at), Wis. Stats.

**SECTION IX. WISCONSIN RETIREMENT SYSTEM (WRS)**

There is no change to the administration of WRS contributions under this Agreement.

**SECTION X. DETERMINING HOURS IN PAY STATUS**

1. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated above.
2. Hours excluded from hours in pay status:
  - a. Work hours for which holiday or compensatory time-off credits were earned but not used;
3. For purposes of calculating employee benefits, any lump sum wage payment received under Section III and/or Section V, above, for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period.

**SECTION XI. REFERRAL OF QUESTIONS**

**Employee questions** regarding pay or benefit adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

**Agency questions** regarding the *pay adjustments and lump sum payments and health insurance rates* included in this bulletin should be referred to the Classification and Compensation Section: John Wiesman at (608) 266-1418; email [john.wiesman@wisconsin.gov](mailto:john.wiesman@wisconsin.gov).

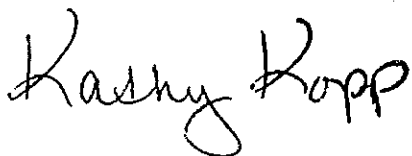
**Questions** regarding *all other provisions of the WLEA Agreement* should be referred to Doug Thayer at (608) 266-2052; e-mail [Douglas.Thayer@wisconsin.gov](mailto:Douglas.Thayer@wisconsin.gov).

Questions regarding payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll

Nancy Krueger

(608) 264-9571



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Kathy Kopp  
Bureau of Compensation and Labor Relations

LMT

## Attachment 1

### Pay Schedule 63-40

### LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID\*

Prior to implementation of GWAs		Grid for Implementation of FY 2013-14 3.0% GWA		Grid for Implementation of FY 2014-15 3.0% GWA, through June 30, 2015	
Full Years Seniority as of June 30, 2008	Hourly Rate	Full Years Seniority as of June 30, 2008	Hourly Rate	Full Years Seniority as of June 30, 2008	Hourly Rate
0	19.951	0	20.550	0	21.17
1	20.045	1	20.647	1	21.27
2	20.259	2	20.867	2	21.50
3	20.871	3	21.498	3	22.15
4	21.659	4	22.309	4	22.98
5	22.447	5	23.121	5	23.82
6	23.393	6	24.095	6	24.82
7	23.899	7	24.616	7	25.36
8	24.322	8	25.052	8	25.81
9	24.745	9	25.488	9	26.26
10	25.207	10	25.964	10	26.75
11	25.799	11	26.573	11	27.38
12	26.385	12	27.177	12	28.00
13	26.962	13	27.771	13	28.61
14	27.385	14	28.207	14	29.06
15	27.854	15	28.690	15	29.56
16	28.387	16	29.239	16	30.12
17+	28.955	17+	29.824	17+	30.72

\*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on June 30, 2008 years of seniority.

**Attachment 2**

**Pay Schedule 63**

**Effective the first pay period following the Agreement  
effective date through June 30, 2015**

<b>Pay Schedule</b>	<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>
63	41	21.00	22.00	0.63
63	42	22.00	23.00	0.66
63	43	23.00	24.50	0.69
63	44	24.50	26.00	0.74
63	45	26.00	28.00	0.78
63	46	28.00	30.00	0.84
63	47	31.00	32.25	0.93
63	48	28.26	34.88	0.85