

## DOA – DIVISION OF PERSONNEL MANAGEMENT

### - COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** August 11, 2015

**Locator No:** DPM-0406-CLR

**Subject:** **REPLACEMENT BULLETIN:**  
Definitions of Upward Classification  
Movements for Reallocation and  
Reclassification within Broadbanded  
Classification Series

The purpose of this bulletin is to define upward classification movements for reallocation and reclassification within broadbanded classification series, effective August 9, 2015. **This bulletin replaces Bulletin OSER-0400-CLR dated July 13, 2015, which should be discarded.** This bulletin has been updated to include additional classifications for Schedule 12.

#### SECTION I. APPLICABLE PROVISIONS

Section I of the Compensation Plan entitled “Pay Administration for Broadband Pay Schedules” contains references to employees’ movements to a “higher classification series level” under I, 4.10 (2), which states:

##### **4.10 Pay on Regrade for Reallocation or Reclassification to a Classification in the Same or Counterpart Pay Range**

- (2) Regraded employees, except trainees, whose positions are reallocated or reclassified to a higher classification series level within the same pay range, will receive an increase in the amount of 8.0% of the pay range minimum. **This applies only if an employee has not held, within five years of the reclassification or reallocation effective date, permanent status in class at the same level of the reclassification or reallocation.** The appointing authority may provide an additional pay adjustment under this section allowing for a total pay adjustment of no more than 12% of the new pay range minimum or to the minimum of the pay range, whichever is greater. However, for reallocations that do not solely involve a change in duties, such as pay range reassignments, title changes, or as a result of a survey, the increase may be at the discretion of the OSER Director. (Underlining added for emphasis.)

#### SECTION II. BROADBAND PAY RANGE GROUPINGS

In ascending order, the professional fiscal classifications are Groups A and B in pay range 07-04; Groups C, D, and E in pay range 07-03; and Groups F, G, and H in pay range 07-02. In pay range 07-04, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications.

| 07-04 Group A   | 07-04 Group B   |
|---|---|
| Criminal Analyst<br>Lottery Customer Service Specialist<br>Purchasing Agent | Criminal Analyst-Senior<br>Lottery Customer Service Specialist-Senior<br>Purchasing Agent-Objective |

In pay range 07-03, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications; and Group E classifications are higher than Group D classifications.

| 07-03 Group C  | 07-03 Group D   | 07-03 Group E  |
|--|---|--|
| Accountant-Journey<br>Agriculture Auditor 3<br>Auditor-Journey<br>Consumer Credit Examiner-Journey<br>Emergency Government Specialist-Senior<br>Excise Tax Agent<br>Financial Examiner- Journey<br>Health Care Rate Analyst-Senior<br>Insurance Examiner-Journey<br>Insurance Financial Examiner-Journey<br>Insurance Program Specialist-Obj<br>Procurement Specialist-Objective<br>Property Assess Practices Spec-Jrny<br>Property Assess Specialist-Journey<br>Public Utility Fin Analyst-Journey<br>Real Estate Specialist-Senior<br>Revenue Agent 3<br>Revenue Auditor 3<br>Revenue Field Agent 3<br>Revenue Tax Specialist 1<br>Securities Examiner-Journey<br>Special Agent<br>Tax Resolution Officer – Office Audit-Objective<br>Tourism Coordinator<br>Trust Fund Specialist-Objective | Accountant-Senior<br>Agriculture Auditor 4<br>Auditor-Senior<br>Consumer Credit Examiner-Senior<br>Emergency Government Specialist-Adv<br>Excise Tax Agent-Senior<br>Financial Examiner- Senior<br>Health Care Rate Analyst-Advanced<br>Insurance Examiner-Senior<br>Insurance Financial Examiner-Senior<br>Insurance Program Specialist-Senior<br>Procurement Specialist-Senior<br>Property Assess Practices Spec-Sr<br>Property Assess Specialist-Adv<br>Public Utility Fin Analyst-Senior<br>Real Estate Specialist-Advanced<br>Revenue Agent 4<br>Revenue Auditor 4<br>Revenue Field Agent 4<br>Revenue Field Auditor 4<br>Revenue Tax Specialist 2<br>Securities Examiner-Senior<br>Special Agent-Senior<br>Tax Resolution Officer – Office Audit Senior<br>Tourism Coordinator-Senior<br>Transportation Fiscal Analyst 1<br>Trust Funds Specialist-Advanced | Property Assess Chief<br>Training Officer<br>Revenue Field Agent 5<br>Revenue Field Auditor 5<br>Transportation Fiscal Analyst 2 |

In pay range 07-02, Group F is the first broadbanded classification level. Group G classifications are higher than Group F classifications; and Group H classifications are higher than Group G classifications.

| 07-02 Group F  | 07-02 Group G  | 07-02 Group H   |
|--|--|---|
| Accountant-Advanced<br>Agriculture Auditor 5<br>Auditor-Advanced<br>Consumer Credit Examiner-Advanced<br>Financial Examiner-Advanced<br>Insurance Financial Examiner-Advanced<br>Public Utility Auditor-Adv<br>Public Utility Fin Analyst- Advanced<br>Revenue Auditor 5<br>Revenue Field Auditor 6<br>Revenue Tax Specialist 3<br>Tax Resolution Officer – Corporation Office Audit | Accountant (UTF Systems)<br>Auditor (School Finance)<br>Auditor (Transp Plan & Review)<br>Auditor-Senior (DHFS)<br>Public Utility Auditor-Princ<br>Public Utility Fin Analyst- Princ<br>Revenue Auditor 6<br>Revenue Field Auditor 7<br>Revenue Tax Specialist 4<br>Tax Resolution Officer – Field Audit | Public Utility Auditor-Consultant<br>Revenue Field Auditor 8<br>Revenue Tax Specialist 5<br>Tax Resolution Officer – Large Case |

In pay range 07-35, Group I is the first broadbanded classification level. Group J classifications are higher than Group I classifications; and Group K classifications are higher than Group J classifications.

| 07-35 Group I                   | 07-35 Group J                   | 07-35 Group K                      |
|---------------------------------|---------------------------------|------------------------------------|
| IS Professional in-Training (A) | IS Professional in-Training (B) | IS Analyst or Professional classes |

In ascending order, the research, statistics and analysis classifications are Groups A and B in pay range 08-03. In pay range 08-03, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

| 08-03 Group A   | 08-03 Group B  |
|---|--|
| Public Utility Rate Analyst-Senior<br>Research Analyst-Senior | Public Utility Rate Analyst-Principal<br>Research Analyst-Advanced |

In ascending order, the patient care classifications are Groups A and B in pay range 11-04. In pay range 11-04, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

| 11-04 Group A          | 11-04 Group B                   |
|------------------------|---------------------------------|
| Public Health Educator | Public Health Educator - Senior |

In ascending order, the patient care classifications are Groups A and B in pay range 11-01. In pay range 11-01, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

| 11-01 Group A                                    | 11-01 Group B     |
|--|-------------------|
| Nurse Clinician 3<br>Nurse Clinician 3 - Weekend | Nurse Clinician 4 |

In ascending order, the professional social services classifications are Groups A, B, and C in pay range 12-64, Groups D, E, and F in pay range 12-63, and Groups G, H, and I in pay range 12-80. In pay range 12-64, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

| 12-64 Group A   | 12-64 Group B  | 12-64 Group C  |
|---|--|--|
| Cadet Specialist Entry<br>Child Care Subsidy<br>Specialist<br>Disability Determination<br>Specialist – Entry<br>Member Finance Specialist<br>Unemployment Benefits<br>Specialist<br>Unemployment Insurance<br>Collections Specialist<br>Unemployment Tax &<br>Accounting Specialist<br>Workers Compensation<br>Specialist | Cadet Specialist Objective<br>Child Care Subsidy<br>Specialist - Objective<br>Disability Determination<br>Specialist – Objective<br>Member Finance Specialist –<br>Senior<br>Unemployment Benefits<br>Specialist-Inter<br>Unemployment Insurance<br>Collections Specialist-Inter<br>Unemployment Tax &<br>Accounting Specialist-Inter<br>Workers Compensation<br>Specialist - Senior | Child Care Subsidy<br>Specialist - Senior<br>Unemployment Insurance<br>Collections Specialist-<br>Senior<br>Unemployment Tax &<br>Accounting Specialist - Sr |

In ascending order, the broadbanded groups in pay range 12-63 are Groups D, E, and F. In pay range 12-63, Group D is the first broadbanded class level; Group E classifications are higher than Group D classifications, and Group F classifications are higher than Group E classifications.

| 12-63 Group D   | 12-63 Group E   | 12-63 Group F            |
|---|---|--------------------------|
| School Psychologist<br>Social Worker - Senior<br>Unemployment Benefits<br>Analyst | School Psychologist-Senior<br>Social Worker - Advanced<br>Unemployment Benefits<br>Analyst-Senior | Social Worker - Clinical |

In ascending order, the broadbanded groups in pay range 12-80 are Groups G, H and I. In pay range 12-80, Group G is the first broadbanded class level. Group H classifications are higher than Group G classifications; and Group I classifications are higher than Group H classifications.

| 12-80 Group G                         | 12-80 Group H                                | 12-80 Group I                          |
|---------------------------------------|--|--|
| Treatment Provider-Ch.<br>980 - Entry | Treatment Provider-Ch. 980 -<br>Intermediate | Treatment Provider-Ch. 980 -<br>Senior |

In ascending order, the professional engineering classifications are Groups A and B in pay range 14-14 and Groups C and D in 14-13. In pay range 14-14, Group A is the first level of broadbanded professional engineering classifications; Group B professional engineering classifications are higher than Group A classifications.

| 14-14 Group A                       | 14-14 Group B                           |
|-------------------------------------|---|
| CADD Specialist-Senior              | CADD Specialist-Advanced                |
| Engineering Specialist-Senior       | Engineering Specialist-Advanced 1       |
| Envir Engineering Specialist-Senior | Envir Engineering Specialist-Advanced 1 |
| Radiation Engineering Spec-Senior   | Radiation Engineering Spec-Advanced 1   |

In ascending order, the professional engineering classifications are Groups C and D in pay range 14-13. In pay range 14-13, Group C is the first level of broadbanded professional engineering classifications; Group D professional engineering classifications are higher than Group C classifications.

| 14-13 Group C                             | 14-13 Group D                               |
|---|---|
| Agricultural Engineer-Senior              | Agricultural Engineer-Advanced              |
| Air Management Engineer-Senior            | Air Management Engineer-Advanced            |
| Architect-Senior                          | Architect-Advanced                          |
| Civil Engineer-Senior                     | Civil Engineer-Advanced                     |
| Civil Engineer-Transportation-Senior      | Civil Engineer-Transportation-Advanced      |
| Communications Engineer-Senior            | Communications Engineer-Advanced            |
| Electrical Engineer-Senior                | Electrical Engineer-Advanced                |
| Electronic Engineer-Senior                | Electronic Engineer-Advanced                |
| Eng Conslt-Building Systems-Senior        | Eng Conslt-Building Systems-Advanced        |
| Eng Conslt-Elec Systems-Senior            | Eng Conslt-Elec Systems-Advanced            |
| Eng Conslt-Fire Suppr Systems-Senior      | Eng Conslt-Fire Suppr Systems-Advanced      |
| Eng Conslt-HVAC-Senior                    | Eng Conslt-HVAC-Advanced                    |
| Eng Conslt-Plumbing Prod Rev-Senior       | Eng Conslt-Plumbing Prod Rev-Advanced       |
| Eng Conslt-Refrig Systems-Senior          | Eng Conslt-Refrig Systems-Advanced          |
| Eng Conslt-Uniform Dwelling-Senior        | Eng Conslt-Uniform Dwelling-Advanced        |
| Envir Civil Engineer-Senior               | Envir Civil Engineer-Advanced               |
| Landscape Architect-Senior                | Landscape Architect-Advanced                |
| Mechanical Engineer-Senior                | Mechanical Engineer-Advanced                |
| Natural Resources Engineer-Senior         | Natural Resources Engineer-Advanced         |
| Nuclear Engineer-Senior                   | Nuclear Engineer-Advanced                   |
| Preservation Architect-Senior             | Preservation Architect-Advanced             |
| Public Service Engineer-Senior            | Public Service Engineer-Advanced            |
| Structural Engineer-Transportation-Senior | Structural Engineer-Transportation-Advanced |
| Waste Management Engineer-Senior          | Waste Management Engineer-Advanced          |
| Wastewater Engineer-Senior                | Wastewater Engineer-Advanced                |
| Water Reg & Zoning Engineer-Senior        | Water Reg & Zoning Engineer-Advanced        |
| Water Supply Engineering-Senior           | Water Supply Engineering-Advanced           |

In ascending order, the professional science classifications are Groups A and B in pay range 15-03. In pay range 15-03, Group A is the first level of broadbanded professional science classifications; Group B professional science classifications are higher than Group A classifications.

| 15-03 Group A                               | 15-03 Group B                              |
|---|--|
| Agricultural Marketing Consultant-Senior    | Agriculture Marketing Consultant-Advanced  |
| Air Management Specialist-Senior            | Air Management Specialist-Advanced         |
| Chemist-Senior                              | Chemist-Advanced                           |
| Conservation Biologist-Senior               | Conservation Biologist-Advanced            |
| Controlled Substance Analyst-Senior         | Controlled Substance Analyst-Advanced      |
| Cytotechnologist-Senior                     | Cytotechnologist-Advanced                  |
| DNA Analyst-Senior                          | DNA Analyst-Advanced                       |
| Environmental Enforcement Specialist-Senior | Environmental Enforcement Specialist-Adv   |
| Environmental Health Specialist-Senior      | Environmental Health Specialist-Advanced   |
| Environmental Toxicologist-Senior           | Environmental Toxicologist-Advanced        |
| Examiner of Questioned Documents-Senior     | Examiner of Questioned Documents-Advanced  |
| Fingerprint and Footwear Examiner-Senior    | Fingerprint and Footwear Examiner-Advanced |
| Firearm and Toolmark Examiner-Senior        | Firearm and Toolmark Examiner-Advanced     |
| Fisheries Biologist-Senior                  | Fisheries Biologist-Advanced               |
| Forensic Imaging Specialist-Senior          | Forensic Imaging Specialist-Advanced       |
| Forester-Senior                             | Forensic Science Training Coordinator-Adv  |
| Health Physicist-Senior                     | Forester-Advanced                          |
| Hydrogeologist-Senior                       | Health Physicist-Advanced                  |
| Medical Technologist-Senior                 | Hydrogeologist-Advanced                    |
| Microbiologist-Senior                       | Medical Technologist-Advanced              |
| Natural Resources Educator-Senior           | Microbiologist-Advanced                    |
| Natural Resources Research Scientist-Senior | Natural Resources Educator-Advanced        |
| Parks & Recreation Specialist-Senior        | Natural Resources Research Scientist-Adv   |
| Plant Pest & Disease Specialist-Senior      | Parks & Recreation Specialist-Advanced     |
| Public Health Sanitarian-Senior             | Plant Pest & Disease Specialist-Advanced   |
| Toxicologist-Senior                         | Public Health Sanitarian-Advanced          |
| Trace Evidence Examiner-Senior              | Toxicologist-Advanced                      |
| Veterinarian-Objective                      | Trace Evidence Examiner-Advanced           |
| Veterinarian Specialist-Senior              | Veterinarian-Senior                        |
| Waste Management Specialist-Senior          | Veterinarian Specialist-Advanced           |
| Wastewater Specialist-Senior                | Waste Management Specialist-Advanced       |
| Water Regulation & Zoning Specialist-Senior | Wastewater Specialist-Advanced             |
| Water Resources Management Specialist-Sr    | Water Regulation & Zoning Specialist-Adv   |
| Water Supply Specialist-Senior              | Water Resources Management Specialist-Adv  |
| Wildlife Biologist-Senior                   | Water Supply Specialist-Advanced           |
|   | Wildlife Biologist-Advanced                |

In ascending order, the broadbanded groups in pay range 81-03 are Groups A, B, C, and D. In pay range 81-03, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; Group C classifications are higher than Group B classifications; and Group D classifications are higher than Group C classifications.

| <b>81-03 Group A</b>   | <b>81-03 Group B</b>  |
|--|---|
| Accountant Journey-Confidential<br>Executive Human Resources Specialist-Senior<br>Executive Policy and Budget Analyst-Entry<br>Human Resources Specialist-Senior<br>Police Sergeant<br>Revenue Economist-Confidential-Senior | Accountant Senior-Confidential<br>Accountant Senior-Management<br>Executive Human Resources Specialist-Advanced<br>Executive Policy and Budget Analyst-Journey<br>Human Resources Specialist-Advanced<br>Police Lieutenant<br>Revenue Economist-Confidential-Advanced |

| <b>81-03 Group C</b>   | <b>81-03 Group D</b>              |
|--|-----------------------------------|
| Accountant Advanced-Management<br>Executive Policy and Budget Analyst-Senior<br>Labor Relations Specialist | Labor Relations Specialist-Senior |

In ascending order, the broadbanded groups in pay range 81-04 are Groups A and B. In pay range 81-04, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

| <b>81-04 Group A</b>               | <b>81-04 Group B</b>                      |
|------------------------------------|---|
| IS Support Technician-Confidential | IS Support Technician-Confidential-Senior |

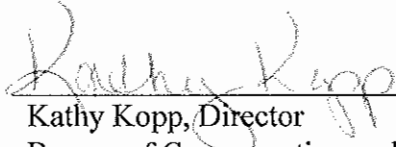
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

| <b>81-05 Group A</b>           | <b>81-05 Group B</b>                    |
|--------------------------------|---|
| Program Assistant-Confidential | Program Assistant-Advanced-Confidential |

### SECTION III. REFERRAL OF QUESTIONS

**Employee Questions:** Individual employees with questions regarding the information provided in this bulletin should contact their agency Human Resources Office or Payroll Office directly.

**Employer Questions:** Employer questions regarding the information provided in this bulletin may be directed to Paul Ostrowski by e-mail at [Paul.Ostrowski@Wisconsin.gov](mailto:Paul.Ostrowski@Wisconsin.gov) or by phone at (608) 267-0343.



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