# **State of Wisconsin**

# **OFFICE OF STATE EMPLOYMENT RELATIONS**

- COMPENSATION AND LABOR RELATIONS BULLETIN-

**Date:** June 8, 2004

Locator No: OSER-0033-CLR/LR/PP

Subject: Information Necessary to Process FY 2003-2004 Pay Adjustments for Employees Represented by the WSEU- Professional Social Services Bargaining Unit

This information is provided to assist appointing authorities in determining FY 2003-2004 base pay adjustments to employees in the Professional Social Services (**PSS**)(**DP Unit Code 12**) bargaining unit of the Wisconsin State Employees Union (WSEU). These base pay adjustments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU-PSS bargaining unit and are effective May 30, 2004. The pay adjustments in this bulletin are to be applied in the order set forth.

### SECTION I. GENERAL WAGE ADJUSTMENTS

There will be no General Wage Adjustments provided to covered employees. In addition, the FY 2003-2004 pay schedule will remain the same as those in effect at the end of the 2001-2003 agreement.

#### SECTION II. MILITARY & PUBLIC HEALTH LEAVE PROVISIONS

Various changes were made to the provisions regarding military and public health services leave. These provisions were covered in a separate bulletin (OSER-0019-CLR/LR).

#### SECTION III. PERSONAL HOLIDAY LEAVE IN RECOGNITION OF VETERANS DAY

Beginning in calendar year 2004, employees will be granted one additional day of personal holiday leave in recognition of Veterans Day. The additional personal holiday need not be taken on Veterans Day, and shall be administered in the same manner as the other personal holidays.

#### SECTION IV. SUPPLEMENTAL HEALTH INSURANCE CONVERSION CREDIT (SHICC) REVISIONS

Effective May 29, 2004, the following revisions were made to the SHICC provisions:

- 1. SHICC conversion rates will be based on the highest pay rate received as a state employee.
- 2. SHICC will be provided to laid off employees until credits are exhausted, the employee accepts other employment in a position offering a comparable health insurance plan, or five years have elapsed from the date of layoff, whichever occurs first. SHICC will also be provided to the surviving insured dependents if the employee dies during the layoff eligibility period.
- 3. SHICC will be provided to the surviving insured dependents if the employee dies while employed by the state.

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The revisions are provided to mirror those in Chapter 40, Wis. Stats., regarding Accumulated Sick Leave Conversion Credits (ASLCC). However, SHICC will be provided under 2. or 3., above, only if the employee would have met other SHICC eligibility requirements, such as having attained 15 years of adjusted continuous state service. Also, the SHICC will be provided only after all ASLCC have been exhausted.

### SECTION V. THREE-TIER HEALTH INSURANCE EMPLOYEE CONTRIBUTIONS

Effective with collection for the January 2004 health insurance premiums, employee contributions will be as follows:

#### **2004 Employee Monthly Contribution**

	Single	Family
Tier 1	\$18.00	\$45.00
Tier 2	\$47.00	\$117.50
Tier 3	\$100.00	\$250.00

#### 2005 Employee Monthly Contribution

	Single	<b>Family</b>
Tier 1	\$22.00	\$55.00
Tier 2	\$50.00	\$125.00
Tier 3	\$100.00	\$250.00

Part-time employees appointed to work 1044 hours or more per year will be subject to the same schedules shown above, and part-time employees appointed to work less than 1044 hours per year will be required to pay a monthly contribution amount equal to 50% of the total monthly premium.

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

Multiple adjustments occurring on the same date shall be made in accordance with s. ER 29.04, Wis. Adm. Code.

#### SECTION VII. FY 2003-2004 GRID IMPLEMENTATION

A. Effective May 30, 2004, the grid in Attachment A was implemented. It is identical to the grid in effect at the end of the 2001-03 WSEU Agreement.

# B. IMPLEMENTATION OF PSYCHOLOGIST-LICENSED CLASSIFICATION EFFECTIVE MAY 30, 2004

Effective May 30, 2004, employees in positions allocated to the Psychologist classification series who are licensed as a Psychologist by the Department of Regulation & Licensing will be reallocated to the Psychologist-Licensed classification, pay range 12-09 (class code 52160).

#### C. IMPLEMENTATION OF PROGRESSION CLASSIFICATIONS EFFECTIVE MAY 30, 2004

1. Effective May 30, 2004, progressions for Psychological Associate were implemented in accordance with Negotiating Note 73.

2. Effective May 30, 2004, progressions for Medigap Insurance Specialist were implemented in accordance with Negotiating Note 77.

#### SECTION VIII. PROVISIONS FOR DETERMINING PAY UPON PERSONNEL TRANSACTIONS

All personnel transaction pay adjustments for WSEU-PSS employees covered by the 2003-2005 WSEU-PSS collective bargaining agreement will be determined in accordance with the provisions set forth in Appendix 5 of the Agreement. Pay upon pay range reassignment and reallocation in this bulletin is determined according to Appendix 5, unless otherwise specified. Personnel transaction pay adjustments for project employees (employment type 05) shall be determined in accordance with Section E of the 2003-2005 Compensation Plan.

#### SECTION IX. TRAINEE INCREASES

Except for trainees being paid at or above the minimum of the applicable pay range (due to prior permanent state service), trainees will receive wage adjustments under the Agreement only as allowed in accordance with the provisions of Section E, 1.04 of the 2003-2005 Compensation Plan. Trainees below the minimum will not be eligible for any lump sum payments for delay in effective dates for any adjustment they may receive. Trainees above the minimum will receive only the GWAs, and the lump sum payments associated with them.

#### SECTION X. REFERRAL OF QUESTIONS

#### **Employee Questions:**

Individual employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources Office or Payroll Office directly.

#### **Employer Questions:**

Employer questions regarding the **pay adjustments and lump sum payments** contained in this bulletin should be referred to the Division of Compensation and Labor Relations: Brian Fusie at (608) 266-1418; e-mail Brian.Fusie@oser.state.wi.us.

Employer questions regarding **other provisions of the WSEU Agreement** should be referred to Mark Wild at (608) 266-9564; e-mail <u>Mark.Wild@oser.state.wi.us</u>; fax at (608) 267-1020; or Durell Vieau at (608) 267-5169; e-mail at <u>Durell.Vieau@oser.state.wi.us</u>.

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

DOA Central Payroll UW Processing Center

Shelley Schwartz	(608) 264-9571
Payroll and Financial Svcs.	(608) 262-3558

James A. Pankratz, Administrator Division of Compensation and Labor Relations

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Attachment: Attachment A -2003-04 WSEU-PSS Transaction Grid

## Attachment

Attachment A –2003-04 WSEU-PSS Transaction Grid

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES SENIORITY-BASED TRANSACTION GRID																
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					Ef	ective M	lay 30, 2	<u>004 thro</u>	ugh June	e 26, 200	4					
		27	20	1		2	4		(	7	0	0	10	11	10	1
		27	28	1	2	3	4	5	6	7	8	9	10	11	12	1
Gri	id Point															
<b>/</b> linimu	0	9.374	10.115	10.940	11.835	12.804	13.855	14.992	16.223	17.559	19.001	20.550	22.220	23.926	25.759	27.73
m																
	1	9.467	10.216	11.049	11.952	12.931	13.993	15.141	16.384	17.733	19.190	20.753	22.441	24.163	26.014	28.00
	2	9.514	10.267	11.104	12.011	12.995	14.062	15.217	16.465	17.820	19.284	20.856	22.553	24.283	26.144	28.14
	3	9.868	10.649	11.518	12.460	13.479	14.588	15.782		18.485	20.002	21.633	23.392	25.187	27.117	29.19
	4	10.067	10.862	11.749	12.710	13.751	14.878	16.098	17.421	18.855	20.404	22.067	23.861	25.692	27.661	29.78
	5	10.172	10.983	12.048	13.033	14.196	15.350	16.592	17.938	19.372	20.926	22.673	24.374	26.220	27.907	30.02
	6	10.274	11.098	12.186	13.181	14.389	15.553	16.806	18.163	19.604	21.163	22.913	24.620	26.476	28.174	30.29
	7	10.376	11.212	12.323	13.331	14.580	15.757	17.024	18.391	19.838	21.402	23.155	24.867	26.735	28.442	30.57
	8	10.477	11.325	12.461	13.480	14.773	15.962	17.238		20.070	21.639	23.395	25.113	26.993	28.707	30.85
	9	10.581	11.437	12.597	13.629	14.964	16.165	17.451	18.845	20.304	21.879	23.637	25.358	27.250	28.973	31.12
	10	10.682	11.551	12.734	13.778	15.158	16.368	17.668	19.072	20.534	22.116	23.877	25.605	27.508	29.240	31.40
* Years	11	10.783	11.664	12.872	13.927	15.351	16.572	17.884	19.298	20.767	22.356	24.117	25.850	27.766	29.507	31.68
	12	10.887	11.778	13.010	14.076	15.544	16.776	18.098	19.525	21.000	22.591	24.359	26.098	28.023	29.772	31.96
	13	10.987	11.890	13.148	14.224	15.733	16.978	18.314	19.751	21.233	22.831	24.597	26.344	28.280	30.038	32.24
	14	11.089	12.004	13.284	14.373	15.927	17.184	18.528	19.980	21.465	23.068	24.839	26.590	28.538	30.305	32.51
	15	11.192	12.116	13.423	14.521	16.121	17.388	18.746	20.204	21.698	23.307	25.078	26.836	28.795	30.572	32.79
	16	11.294	12.230	13.560	14.669	16.312	17.591	18.960	20.431	21.929	23.544	25.320	27.082	29.054	30.839	33.07
	17	11.395	12.345	13.699	14.819	16.505	17.796	19.175	20.657	22.161	23.784	25.561	27.328	29.310	31.102	33.34
	18	11.496	12.456	13.834	14.968	16.697	17.999	19.391	20.884	22.395	24.023	25.800	27.575	29.568	31.372	33.62
	19	11.598	12.571	13.972	15.117	16.890	18.202	19.606	21.110	22.627	24.260	26.043	27.822	29.826	31.638	33.90
	20	11.702	12.685	14.109	15.267	17.081	18.407	19.821	21.339	22.861	24.498	26.280	28.067	30.084	31.903	34.18
	21	11.803	12.798	14.248	15.414	17.275	18.610	20.036	21.565	23.093	24.737	26.523	28.313	30.343	32.169	34.46
	22	11.906	12.910	14.385	15.564	17.466	18.814	20.251	21.792	23.324	24.976	26.762	28.560	30.600	32.437	34.73
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