

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: July 28, 2005

Locator No: OSER-0069-CLR/LR/PP

Subject: Information Necessary to Process FY 2004-2005 Pay Adjustments for Employees Represented by the WSEU Administrative Support, Blue Collar, Security and Public Safety, and Technical Bargaining Units

This information is provided to assist appointing authorities in determining FY 2004-2005 base pay adjustments and lump sum payments to employees in the Wisconsin State Employees Union (WSEU) bargaining units: Administrative Support (AS; DP Unit Code 02); Blue Collar and Non-Building Trades (BC; DP Unit Code 03); Security and Public Safety (SPS; DP Unit Code 05); Technical (T; DP Unit Code 06). These base pay adjustments and lump sum payments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU bargaining units and are effective July 24, 2005. The pay adjustments in this bulletin are to be applied in the order set forth in this bulletin.

SECTION 1. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Use the FY 2003-2004 transaction grids for transactions 1. through 7., if the multiple pay adjustments are effective July 24, 2005.

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Promotion/upward movement adjustment
4. Demotion/downward movement adjustment
5. Transfer/lateral movement adjustment
6. Reinstatement
7. Restoration
8. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin
9. Original appointment

Note: Definition of 'in pay status' includes employees who retired, died or were laid off on or after June 12, 2005. These employees are eligible for all wage provisions identified in the bulletin including the \$100 GWA lump sum payment provision.

Note: Employees who have previously been considered for or received a FY 2004-2005 corresponding wage adjustment or corresponding lump sum payment and did not lose the increase due to grid placement will not be eligible for the following FY 2004-2005 wage adjustments: 1% GWA, the \$0.10 GWA, and \$100.00 Lump Sum GWA.

SECTION 2. FY 2004-2005 GENERAL WAGE ADJUSTMENT (AS)

Effective July 24, 2005, eligible employees in pay status on that date will receive a General Wage Adjustment (GWA) in an amount equal to one percent (1.0%) of the employee's current base pay rate.

SECTION 3. MARKET ADJUSTMENT (AS)

Effective July 24, 2005, eligible employees in pay status on that date whose base pay rate is less than thirteen dollars (\$13.00) per hour, will receive an increase of not more than twenty-five cents (\$0.25) per hour, subject to a maximum base pay rate of thirteen dollars (\$13.00) per hour, except that no employee will receive less than ten cents (\$0.10) per hour.

SECTION 4. GENERAL WAGE ADJUSTMENT (AS)

Effective July 24, 2005, eligible employees in pay status on that date who were not eligible for an adjustment under Section 3., above, will receive a base pay increase in the amount of ten cents (\$0.10) per hour.

SECTION 5. IMPLEMENTATION OF PAY SCHEDULE (AS)

Effective July 24, 2005, the pay schedule in Appendix #1 will be implemented. Upon implementation of this pay schedule, the pay administration language in Article 12, Section 9 of the Agreement is effective.

SECTION 6. PERSONNEL MANAGEMENT SURVEY & PROGRESSION IMPLEMENTATION (AS)

Effective July 24, 2005, the Administrative Support Survey and the pay progression provisions in Negotiating Note #82 will be implemented.

SECTION 7. MARKET STRATIFICATION (AS)

Effective July 24, 2005, eligible employees in pay status on that date in positions allocated to the Medical Program Assistant, Dean Assistant, or Medical Staff Assistant classifications **and who did not receive an adjustment under a similar stratification effective May 18, 2003**, will receive the following market stratification.

<u>Full Years of Seniority as of June 12, 2005</u>	<u>Per Hour Increase</u>
Zero through 9	\$0.00
10 through 14	\$0.10
15 through 19	\$0.20
20 through 24	\$0.25
25 through 29	\$0.30
30 through 34	\$0.35
35 through 39	\$0.40
40 through 44	\$0.45
45 or more	\$0.50

SECTION 8. ADMINISTRATIVE SUPPORT SURVEY RELATED MARKET STRATIFICATION (AS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the classifications listed in a., below, will receive the market stratification provided in b., below.

- a. Administrative Support Survey Related Market Stratification

<u>Classification</u>	<u>Class Code</u>
Document Production Assistant	17401

Document Production Assistant Lead	17402
Financial Clerk	21000
Job Services Associate 1	19601
Job Services Associate 2	19602
Library Services Assistant	57761
Library Services Assistant-Snr	57762
Library Services Assistant-Adv/lead	57763
Payroll and Benefits Specialist 1	21301
Payroll and Benefits Specialist 2	21302
Payroll and Benefits Specialist 3	21303
Payroll and Benefits Specialist 4	21304
Payroll and Benefits Specialist 5	21305
Tax Representative 1	21271
Tax Representative 2	21272
Tax Representative 3	21273
Technical Typist	17361
Technical Typist-Senior	17362
Typesetting Input Operator	17100

b. Market Seniority Stratification

<u>Full Years of Seniority as of June 12, 2005</u>	<u>Per Hour Increase</u>
Zero through 9	\$0.00
10 through 14	\$0.10
15 through 19	\$0.20
20 through 24	\$0.25
25 through 29	\$0.30
30 through 34	\$0.35
35 through 39	\$0.40
40 through 44	\$0.45
45 or more	\$0.50

SECTION 9. PAY RANGE REASSIGNMENTS (AS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Tourism Information Assistant 1 (PR 02-08) or Tourism Information Assistant 2 (PR 02-09) classifications, will be reassigned to the following classifications and pay ranges:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Tourism Information Assistant 1	02-08	02-09
Tourism Information Assistant 2	02-09	02-10

SECTION 10. GENERAL WAGE LUMP SUM PAYMENT (AS)

Effective July 24, 2005, eligible employees in pay status on that date will receive a lump sum payment of one hundred dollars (\$100.00), pro-rated by FTE on that date.

SECTION 11. FY 2004-2005 GWA (BC)

Effective July 24, 2005, eligible employees in pay status on that date will receive a GWA in an amount equal to one percent (1.0%) of the employee's current base pay rate.

SECTION 12. MARKET ADJUSTMENT (BC)

Effective July 24, 2005, eligible employees in pay status on that date whose base pay rate is less than thirteen dollars (\$13.00) per hour, will receive an increase of not more than twenty-five cents (\$0.25) per hour, subject to a maximum base pay rate of thirteen dollars (\$13.00) per hour, except that no employee will receive less than ten cents (\$0.10) per hour.

SECTION 13. GENERAL WAGE ADJUSTMENT (BC)

Effective July 24, 2005, eligible employees in pay status on that date who were not eligible for an adjustment under Section 12., above, will receive a base pay increase in the amount of ten cents (\$0.10) per hour.

SECTION 14. IMPLEMENTATION OF TRANSACTION GRID (BC)

Effective July 24, 2005, the transaction grid in Appendix #2 will be implemented.

SECTION 15. MARKET ADJUSTMENT (BC)

Effective July 24, 2005, eligible employees in pay status on that date in positions allocated to the Biotron Operator, Facilities Repair Worker 1-4, HVAC/Refrigeration Specialist, and Maintenance Mechanic 1-3 classifications, will receive a market adjustment in the amount of thirty cents (\$0.30) per hour.

SECTION 16. COMPRESSION EQUITY ADJUSTMENT (BC)

Effective July 24, 2005, the Compression Equity Adjustment provided below, will be provided to eligible employees in pay status on that date.

<u>Classification Title</u>	<u>Class Code</u>	<u>Per Hour Increase</u>
Farm Laborer Lead	90160	\$0.28
Food Service Assistant 2	84802	\$0.28
Food Service Assistant 3	84803	\$0.34
Food Service Assistant 4	84804	\$0.52
Laundry Worker Lead	86502	\$0.28
Motor Vehicle Operator-Heavy	80402	\$0.28
Seamstress or Seamer 2	88802	\$0.28
Shipping and Mailing Clerk 2	20162	\$0.28
Shipping and Mailing Clerk 3	20163	\$0.34

SECTION 17. GENERAL WAGE LUMP SUM PAYMENT (BC)

Effective July 24, 2005, eligible employees in pay status on that date will receive a lump sum payment of one hundred dollars (\$100.00), pro-rated by FTE on that date.

SECTION 18. REALLOCATION AND CLASSIFICATION IMPLEMENTATION (BC)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Dairy Plant Assistant – Adv. (03-11) classification, will be reassigned to the following classification and pay range:

Classifications	New Pay Range
Cheesemaker	03-15

SECTION 19. NEGOTIATING NOTE #61 ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date whose pay rate was set at the minimum of the pay range on or after May 18, 2003, in accordance with Negotiating Note #61, who otherwise would have been placed at the grid seniority point, will be placed at the appropriate grid point on the May 18, 2003 – June 30, 2003 transaction grid in Appendix 5.

SECTION 20. GRID PLACEMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to classifications listed in Negotiating Note 61, will receive an adjustment in accordance with Negotiating Note 81.

SECTION 21. FY 2004-2005 GWA (SPS)

Effective July 24, 2005, eligible employees in pay status on that date will receive a GWA in an amount equal to one percent (1.0%) of the employee's current base pay rate.

SECTION 22. MARKET ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date whose base pay rate is less than thirteen dollars (\$13.00) per hour will receive a base increase of not more than twenty-five cents (\$0.25) per hour, subject to a maximum base pay rate of thirteen dollars (\$13.00) per hour, except that no employee will receive less than ten cents (\$0.10) per hour.

SECTION 23. GENERAL WAGE ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date who were not eligible for an adjustment under Section 22., above, will receive a base pay increase in the amount of ten cents (\$0.10) per hour.

SECTION 24. IMPLEMENTATION OF TRANSACTION GRIDS (SPS)

Effective July 24, 2005, the transaction grids in Appendix #3 will be implemented. Upon implementation of the grids, the pay administration language in Appendix #5 of the Agreement is effective.

SECTION 25. PAY RANGE REASSIGNMENTS (SPS)

Effective July 24, 2005, the following classifications will be reassigned to the pay ranges specified below:

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Animal Health Inspector - Entry</u>	<u>05-09</u>	<u>05-13</u>
<u>Animal Health Inspector – Objective</u>	<u>05-11</u>	<u>05-14</u>
<u>Animal Health Consultant</u>	<u>05-12</u>	<u>05-15</u>
<u>Food Safety Consultant</u>	<u>05-14</u>	<u>05-15</u>
<u>Meat Safety Consultant</u>	<u>05-14</u>	<u>05-15</u>
<u>Food Safety Inspector – Entry</u>	<u>05-12</u>	<u>05-13</u>
<u>Food Safety Inspector – Obj</u>	<u>05-13</u>	<u>05-14</u>
<u>Meat Safety Inspector – Entry</u>	<u>05-12</u>	<u>05-13</u>
<u>Meat Safety Inspector – Obj</u>	<u>05-13</u>	<u>05-14</u>
<u>Multiple Products Grader – Entry</u>	<u>05-12</u>	<u>05-13</u>
<u>Multiple Products Grader – Obj</u>	<u>05-13</u>	<u>05-14</u>
<u>Weights & Measures Inspector – Dev</u>	<u>05-12</u>	<u>05-13</u>
<u>Weights & Measures Inspector – Obj</u>	<u>05-13</u>	<u>05-14</u>
<u>Weights & Measures Tech Specialist</u>	<u>05-14</u>	<u>05-15</u>

SECTION 26. EQUITY ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Correctional Sergeant or Youth Counselor – Advanced classifications, will receive an equity adjustment in the amount of five cents (\$0.05) per hour.

SECTION 27. MARKET ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Correctional Officer, Correctional Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor – Advanced classifications, will receive an equity adjustment of twenty cents (\$0.20) per hour.

SECTION 28. IMPLEMENTATION OF PAY SCHEDULE (SPS)

Effective July 24, 2005, the pay schedule in Appendix #3 will be implemented. Upon implementation of the pay schedule, pay administration language in Article 12, Section 9 of the Agreement is effective.

SECTION 29. GENERAL WAGE LUMP SUM PAYMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date will receive a lump sum payment of one hundred dollars (\$100.00), pro-rated by FTE on that date.

SECTION 30. MARKET ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Conservation Warden, Safety Specialist Warden, Special Investigative Warden, or Environmental Warden classifications, will receive the following market adjustment:

<u>Full Years of Seniority as of June 30, 2004</u>	<u>Adjustment</u>
<u>Less than 9</u>	<u>Placed on grid point</u>
<u>9 or more</u>	<u>\$0.20 per hour</u>

SECTION 31. MARKET ADJUSTMENT (SPS)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Ranger – Assistant Property Manager, Ranger – Enforcement, or Ranger – Operations classifications, will receive a market adjustment in the amount of twenty cents (\$0.20) per hour.

SECTION 32. PAY RANGE REASSIGNMENTS (T)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Research Technician 3 (PR 6-12) and Research Technician 4 (PR 6-13) classifications, will be reassigned to the following classifications and pay ranges:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Research Vessel Crew Leader	<u>06-12</u>	<u>06-13</u>
Research Vessel Captain	<u>06-13</u>	<u>06-14</u>

SECTION 33. PERSONNEL MANAGEMENT SURVEY (T)

Effective July 24, 2005 the DNR Equipment Fabricator Survey will be implemented.

SECTION 34. MARKET ADJUSTMENT (T)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Fingerprint Technician 1 – 4 classifications, will receive a market adjustment of one dollar (\$1.00) per hour.

SECTION 35. FY 2004-2005 GWA (T)

Effective July 24, 2005, eligible employees in pay status will receive a GWA in an amount equal to one percent (1.0%) of the employee's current base pay rate.

SECTION 36. IMPLEMENTATION OF PAY SCHEDULE (T)

Effective July 24, 2005, the Pay Schedule in Appendix #4 will be implemented. Upon implementation of the pay schedule, pay administration language in Article 12, Section 9 of the Agreement is effective.

SECTION 37. HEALTHCARE RELATED MARKET STRATIFICATION (T)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the classifications listed in a., below, will receive the market stratification provided in b., below. Employees previously considered for a \$0.10 GWA in a nonrepresented position or under a different collective bargaining agreement will have the amount of their Market Stratification reduced by \$0.10.

a. Healthcare Related Market Stratification

<u>Classification Title</u>	<u>Class Code</u>
Dental Assistant	39200
Dental Hygienist	40200
Diagnostic Radiologic Tech – Adv	35603
Diagnostic Radiologic Tech – Ent	35601
Diagnostic Radiologic Tech – Obj	35602
Dietetic Tech - Clinical	37301
Dietetic Tech – Administrative	37302
DNA Tech – Ent	34721
DNA Tech – Obj	34722
DNA Tech – Snr	34723
Electroencephalograph Tech	35100
Experimental Surgery Tech- Ent	34751
Experimental Surgery Tech – Obj	34752
Experimental Surgery Tech – Snr	34753
Health Information Tech 1	35101
Health Information Tech 2	35102
Hemodialysis Tech	35500
Licensed Practical Nurse	38500
Medical Assistant 1	35661
Medical Assistant 2	35662
Medical Lab Tech – Ent	34801
Medical Lab Tech – Obj	34802
Microbiology Lab Tech – Ent	34401
Microbiology Lab Tech – Obj	34402
Microbiology Lab Tech – Snr	34403
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103
Occupational Therapy Assistant – Entry	39801
Occupational Therapy Assistant –Obj.	39802
Ophthalmic Assistant	35070
Pharmacy Tech – Ent	36401
Pharmacy Tech – Obj	36402
Phlebotomist	35400
Physical Therapy Assistant	39860
Resident Care Technician 1	38561

<u>Resident Care Technician 2</u>	<u>38562</u>
<u>Respiratory Therapist 1</u>	<u>35901</u>
<u>Respiratory Therapist 2</u>	<u>35902</u>
<u>Respiratory Therapist 3</u>	<u>35903</u>
<u>Respiratory Therapist 4</u>	<u>35904</u>
<u>Respiratory Therapist 5</u>	<u>35905</u>
<u>Therapy Assistant – Entry</u>	<u>39821</u>
<u>Therapy Assistant - Obj.</u>	<u>39822</u>
<u>Ultrasound Tech</u>	<u>35060</u>

b. Market Seniority Stratification

<u>Full Years of Seniority as of June 12, 2005</u>	<u>Per Hour Increase</u>
<u>0 through 9</u>	<u>\$0.25</u>
<u>10 through 14</u>	<u>\$0.35</u>
<u>15 or more</u>	<u>\$0.45</u>

SECTION 38. MARKET ADJUSTMENT (T)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Teacher Assistant classification, will receive a market adjustment of fifty two and one-half cents (\$0.525) per hour.

SECTION 39. PAY RANGE REASSIGNMENTS (T)

Effective July 24, 2005, eligible employees in pay status on that date, in positions allocated to the Experimental Farm Laborer (03-07), Experimental Herd Assistant Obj (03-08), Experimental Herd Assistant Sr (03-10), Laboratory Animal Technician 1 (06-07), Laboratory Animal Technician 2 (06-08), or Laboratory Animal Technician 3 (06-10) classifications, will be reassigned to the following classifications and pay ranges:

<u>Classifications</u>	<u>New Pay Range</u>
Animal Research Technician	06-09
Animal Research Technician - Obj.	06-10
Animal Research Technician - Sr.	06-11
Animal Research Technician - Adv.	06-12

SECTION 40. GENERAL WAGE LUMP SUM PAYMENT (T)

Effective July 24, 2005, eligible employees in pay status on that date will receive a lump sum payment of one hundred dollars (\$100.00), pro-rated by FTE on that date.

SECTION 41. NON HEALTHCARE RELATED MARKET STRATIFICATION (T)

Effective July 24, 2005, eligible employees in positions allocated to Technical bargaining unit classifications not listed in Section 37., above, will receive the following market stratification. Employees previously considered for a \$0.10 GWA in a nonrepresented position or under a different collective bargaining agreement will have the amount of their Market Stratification reduced by \$0.10.

<u>Full Years of Seniority as of June 12, 2005</u>	<u>Per Hour Increase</u>
<u>0 through 9</u>	<u>\$0.20</u>
<u>10 through 14</u>	<u>\$0.30</u>
<u>15 or more</u>	<u>\$0.40</u>

SECTION 42. IMPLEMENTATION OF PILOTS TRANSACTION GRID (T)

Effective July 24, 2005, the Pilots Transaction Grid in Appendix #4 will be implemented.

SECTION 43. PILOT GRID PLACEMENT (T)

Effective July 24, 2005, eligible employees in positions allocated to the Aircraft Pilot classification, will be placed on the grid in Appendix #4 based on full years of seniority as of June 30, 2004. Employees above the grid endpoint will keep their current rates of pay.

SECTION 44. PROVISIONS FOR DETERMINING PAY UPON PERSONNEL TRANSACTIONS

All personnel transaction pay adjustments for WSEU- AS, BC, SPS, TECH employees covered by the 2003-2005 WSEU-AS, BC, SPS, TECH collective bargaining agreements will be determined in accordance with the provisions set forth in Article 12, Section 9 for pay schedules or Appendix 5 of the Agreement for transaction grids. Personnel transaction pay adjustments for project employees (**employment type 05**) shall be determined in accordance with Section E of the 2005-2007 Compensation Plan.

SECTION 45. 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 2005-2007 Compensation Plan, (i.e., remain at the same number of within range pay steps below the pay range minimum as prior to the adjustment). Trainees subject to Section E of the Compensation Plan are not eligible for any lump sum payments.

SECTION 46. LUMP SUM PAYMENTS FOR DELAY IN IMPLEMENTING WAGE ADJUSTMENTS

A. Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under Sections 32, 33 and 34 multiplied by the number of his/her hours in pay status in the bargaining unit(s) during the period June 27, 2004, through July 23, 2005. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on July 24, 2005 who receive an adjustment under Sections 32, 33, or 34.
2. Former employees of the bargaining unit(s) who retired from, were laid off or died while serving in a bargaining unit(s) position between June 12, 2005, through July 23, 2005, who would have received an adjustment under Sections 32, 33, or 34.
3. Employees in the bargaining unit(s) who began a leave of absence after June 26, 2004, and before July 24, 2005, and who would have received an adjustment under Sections 32, 33, or 34. Employees on a leave of absence will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

B. Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under Section 19., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between the effective date of the transaction that placed the employee at the minimum of the pay range in accordance with Negotiating Note 61. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on July 24, 2005, who receive an adjustment under section 19.
2. Former employees of the bargaining unit(s) who retired from, were laid off or died while serving in a bargaining unit(s) position between May 18, 2003, and July 23, 2005, who would have received an adjustment under Section 19.
3. Employees in the bargaining unit(s) who began a leave of absence after May 18, 2003, and before the July 24, 2005 effective date and who would have received an adjustment under Section 19. Employees on a leave of absence will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

- C. Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives in all Sections **excluding** 19, 32, 33, and 34, multiplied by the number of his/her hours in pay status in the bargaining unit(s) from June 12, 2005, through July 23, 2005. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on July 24, 2005 who receive an adjustment under any Section excluding 19, 32, 33, and 34.
2. Former employees of the bargaining unit(s) who retired from, were laid off or died while serving in a bargaining unit(s) position from June 12, 2005, through July 23, 2005, and who would have received an adjustment under any Section excluding, 19, 32, 33, and 34.
3. Employees in the bargaining unit(s) who began a leave of absence after June 12, 2005 , and before the July 24, 2005 effective date and who would have received an adjustment in any Section excluding 19, 32, 33, and 34. Employees on a leave of absence will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

SECTION 47. VACATION

Effective calendar year 2005, eligible employees will earn paid annual leave of absence (vacation) according to the following schedule. For Fire Crash Rescue employees, see Negotiating Note # 29. Employees will have until December 31, 2006, to use the additional hours of paid annual leave earned under the new schedule for calendar year 2005.

<u>Years of Service</u>	<u>Hours Earned Each Year</u>	<u>Change</u>
During First 5	104	+ 3 Days
5+ to 10	144	+ 3 Days
10+ to 15	160	+ 3 Days
15+ to 20	184	+ 3 Days
20+ to 25	200	+ 3 Days
25+	216	+ 2 Days

SECTION 48. PERSONAL HOLIDAY

Effective calendar year 2004, eligible employees will earn one (1) personal holiday each calendar year, in recognition of Veterans Day. Employees will have until December 31, 2006, to use the additional personal holidays earned for calendar years 2004 and 2005.

SECTION 49. 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: Tim Borchert at (608) 266-3381; e-mail Tim.Borchert@oser.state.wi.us or, Doug Thayer at (608)266-2052; email Douglas.Thayer@oser.state.wi.us

Employer questions regarding **other provisions of the WSEU AS, BC, SPS, and TECH Agreement** should be referred to Mark Wild at (608) 266-9564; e-mail Mark.Wild@oser.state.wi.us; or Wil Mickelson at (608) 267-5169; e-mail Wil.Mickelson@oser.state.wi.us.

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

TB/DLT

Attachment: Appendix #1 – FY 2004-05 WSEU-AS Pay Schedule
Appendix #2 – FY 2004-05 WSEU BC Seniority Based Transaction Grid
Appendis #3 – FY 2004-05 WSEU SPS Pay Schedule and Seniority Based Transaction Grids
Appendix #4 – FY 2004-05 WSEU TECH Pay Schedule and Seniority Based Transaction Grid
Appendix #5 – FY 2003-04 WSEU SPS Seniority Based Transaction Grid

Appendix #1

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT PAY SCHEDULE

Effective July 24, 2005

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
7	\$9.917	\$15.812	\$0.298	\$0.800
8	\$10.694	\$16.635	\$0.321	\$0.870
9	\$11.559	\$17.648	\$0.347	\$0.940
10	\$12.494	\$19.083	\$0.375	\$1.020
11	\$13.510	\$20.636	\$0.406	\$1.080
12	\$14.612	\$22.323	\$0.439	\$1.160
13	\$15.802	\$24.145	\$0.475	\$1.240
14	\$17.089	\$26.116	\$0.513	\$1.300
15	\$18.480	\$28.254	\$0.555	\$1.410

Appendix #2

PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY BASED TRANSACTION GRID*

Effective July 24, 2005

	<u>Grid Point</u>	7	8	9	10	11	12	13	14	15
Minimum	0	9.845	10.361	10.995	11.894	12.868	13.924	15.067	16.302	17.641
	1	9.894	10.412	11.049	11.953	12.932	13.994	15.142	16.383	17.729
	2	9.994	10.512	11.149	12.053	13.032	14.094	15.242	16.483	17.829
	3	10.093	10.615	11.259	12.172	13.160	14.233	15.392	16.646	18.004
	4	10.142	10.669	11.315	12.231	13.225	14.303	15.469	16.728	18.092
	5	10.516	11.062	11.733	12.685	13.714	14.834	16.040	17.310	18.684
	6	10.726	11.281	11.966	12.937	13.989	15.127	16.359	17.630	19.004
	7	11.072	11.632	12.315	13.264	14.292	15.398	16.625	17.893	19.268
	8	11.225	11.785	12.467	13.423	14.460	15.574	16.811	18.082	19.456
	9	11.377	11.935	12.620	13.580	14.630	15.748	16.999	18.268	19.641
	10	11.529	12.090	12.770	13.738	14.799	15.925	17.184	18.454	19.826
* Years	11	11.683	12.241	12.924	13.898	14.969	16.097	17.371	18.640	20.013
	12	11.835	12.393	13.075	14.054	15.137	16.273	17.556	18.826	20.199
	13	11.988	12.545	13.229	14.213	15.309	16.448	17.743	19.012	20.386
	14	12.138	12.699	13.382	14.369	15.477	16.622	17.929	19.198	20.571
	15	12.292	12.849	13.534	14.530	15.646	16.797	18.115	19.384	20.758
	16	12.443	13.002	13.687	14.687	15.816	16.973	18.300	19.570	20.943
	17	12.596	13.155	13.838	14.846	15.983	17.148	18.486	19.757	21.130
	18	12.748	13.308	13.992	15.004	16.154	17.324	18.674	19.943	21.316
	19	12.902	13.460	14.142	15.161	16.323	17.498	18.859	20.128	21.502
	20	13.053	13.612	14.295	15.319	16.491	17.672	19.045	20.314	21.688
	21	13.206	13.764	14.448	15.477	16.661	17.848	19.231	20.501	21.875
	22	13.358	13.916	14.600	15.636	16.830	18.021	19.417	20.688	22.060
	23	13.509	14.068	14.752	15.793	17.001	18.195	19.603	20.873	22.246
	24	13.662	14.221	14.905	15.950	17.170	18.373	19.789	21.059	22.432

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as June 30, 2004.**

Appendix #3

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY PAY SCHEDULE

Effective July 24, 2005

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
7	\$9.521	\$16.286	\$0.286	\$1.200
8	\$10.266	\$17.553	\$0.308	\$1.250
9	\$11.095	\$18.962	\$0.333	\$1.300
10	\$11.994	\$20.490	\$0.360	\$1.350
11	\$12.968	\$22.146	\$0.390	\$1.400
12	\$14.025	\$23.943	\$0.421	\$1.450
13	\$15.167	\$25.884	\$0.456	\$1.500
14	\$16.404	\$27.987	\$0.493	\$1.550
15	\$17.746	\$30.269	\$0.533	\$1.600
16	\$18.981	\$32.368	\$0.570	\$1.650
31	\$13.242	\$22.472	\$0.398	(1) 1.400
32	\$13.889	\$23.572	\$0.417	(1) 1.450

(1) Movements between 05-31 and 05-32 will be in accordance with Negotiating Note 61

Appendix #3

Conservation Warden 05-40

Effective July 24,
2005

0	16.664
1	17.542
2	18.216
3	18.892
4	19.568
5	20.244
6	20.919
7	21.596
8	22.283

Placement based
on 6/30/04
Seniority

This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

Appendix #3

**Safety Specialist Warden, Special Investigative Warden,
Environmental Warden 05-41**

Effective July 24,
2005

0	18.272
1	19.225
2	19.959
3	20.693
4	21.425
5	22.159
6	22.893
7	23.626
8	24.358

Placement based
on 6/30/04
Seniority

This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

Appendix #4
 PAY SCHEDULE 06: TECHNICAL PAY SCHEDULE

Effective July 24, 2005

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
5	\$9.127	\$13.691	\$0.274	\$0.340
6	\$9.493	\$14.240	\$0.285	\$0.500
7	\$9.894	\$14.841	\$0.297	\$0.670
8	\$10.413	\$15.620	\$0.313	\$0.840
9	\$10.621	\$15.932	\$0.319	\$1.010
10	\$11.488	\$17.232	\$0.345	\$1.050
11	\$12.431	\$18.647	\$0.373	\$1.400
12	\$13.451	\$20.177	\$0.404	\$1.600
13	\$14.555	\$21.833	\$0.437	\$1.700
14	\$15.750	\$23.625	\$0.473	\$1.900
15	\$17.044	\$25.566	\$0.512	\$2.000
16	\$18.447	\$27.671	\$0.554	\$2.200
17	\$19.965	\$29.948	\$0.599	\$2.250
18	\$21.608	\$32.412	\$0.649	\$2.300

Appendix #4
**PAY SCHEDULE 6-25 TECHNICAL BARGAINING
UNIT (PILOTS)**

Effective July 24, 2005

06-25

0	19.355
1	20.075
2	20.696
3	21.317
4	21.937
5	22.558
6	23.178
7	23.799
8	24.420
9	25.041
10	25.661

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. Placement based on years of seniority as of June 30, 2004.

**Appendix #5
PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID**

April 6, 2003 through June 30, 2003

		Officer Ranges													
								**							**
	Grid Point	7	8	9	10	11	12	13	14	15	16	31	32		
Minimum	0	9.327	10.065	10.886	11.776	12.740	13.787	14.917	16.142	17.471	18.694	12.813	13.454		
	1	9.419	10.164	10.994	11.893	12.866	13.923	15.065	16.302	17.644	18.880	12.813	13.454		
	2	9.514	10.267	11.104	12.011	12.995	14.062	15.217	16.465	17.820	19.069	14.658	16.124		
	3	9.868	10.649	11.518	12.460	13.479	14.588	15.782	17.079	18.485	19.780	15.223	16.696		
	4	10.067	10.862	11.749	12.710	13.751	14.878	16.098	17.421	18.855	20.176	15.370	16.859		
	5	10.451	11.245	12.114	13.225	14.219	15.292	16.422	17.759	18.938	20.264	15.784	17.315		
	6	10.765	11.545	12.407	13.585	14.500	15.631	16.666	17.993	19.080	20.416	16.123	17.686		
	7	11.094	11.860	12.697	13.864	14.962	15.957	16.911	18.238	19.323	20.676	16.449	18.044		
	8	11.231	12.035	12.883	14.048	15.147	16.142	17.094	18.424	19.519	20.885	16.634	18.250		
	9	11.371	12.209	13.069	14.244	15.344	16.330	17.282	18.608	19.702	21.083	16.822	18.456		
* Years	10	11.511	12.385	13.257	14.428	15.535	16.514	17.470	18.793	19.887	21.279	17.006	18.659		
	11	11.651	12.557	13.443	14.615	15.739	16.701	17.656	18.992	20.084	21.491	17.193	18.863		
	12	11.791	12.732	13.628	14.800	15.934	16.888	17.842	19.177	20.267	21.685	17.380	19.070		
	13	11.929	12.907	13.814	14.985	16.131	17.073	18.026	19.363	20.452	21.884	17.565	19.273		
	14	12.070	13.084	14.002	15.194	16.330	17.259	18.214	19.546	20.636	22.081	17.751	19.478		
	15	12.220	13.257	14.188	15.390	16.525	17.445	18.400	19.732	20.809	22.266	17.937	19.682		
	16	12.372	13.431	14.374	15.587	16.710	17.632	18.586	19.929	21.018	22.490	18.124	19.887		
	17	12.523	13.605	14.559	15.783	16.896	17.817	18.773	20.114	21.201	22.685	18.309	20.092		
	18	12.676	13.781	14.746	15.970	17.080	18.005	18.959	20.300	21.385	22.882	18.497	20.297		
	19	12.826	13.954	14.933	16.179	17.267	18.190	19.145	20.482	21.570	23.080	18.682	20.502		
	20	12.978	14.128	15.119	16.376	17.462	18.375	19.332	20.670	21.754	23.277	18.867	20.704		
	21	13.129	14.327	15.304	16.571	17.648	18.563	19.516	20.855	21.949	23.486	19.055	20.912		
Grid Endpoint	22	13.278	14.524	15.490	16.768	17.833	18.749	19.702	21.052	22.145	23.695	19.241	21.117		

* Full years of seniority as of
June 30, 2002

** Time in classification series is considered for second year of seniority
placement in PR 05-31 & 05-32.