

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** June 17, 2008

**Locator No:** OSER-0192-CLR/LR/PP

**Subject:** Information for Processing Negotiated Base Pay Adjustments for FY 2007-2008 for Employees in the Professional Patient Care Bargaining Unit, SEIU Healthcare 1199 Wisconsin

This information is provided to assist appointing authorities in determining and processing FY 2007-2008 base pay adjustments, according to the 2007-2009 collective bargaining agreement for current employees in the Professional Patient Care Bargaining Unit, SEIU Healthcare 1199 Wisconsin (BU 11).

### **SECTION I. MULTIPLE BASE PAY ADJUSTMENTS EFFECTIVE ON JUNE 8, 2008, ORDER OF APPLICATION**

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2007-2009 Agreement with the Professional Patient Care bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

**Use the current FY 2006-2007 pay schedule (Attachment B. I.) for adjustments 1. through 9., on June 8, 2008.**

**Use the new FY 2007-2008 pay schedule (Attachment B. II.) for adjustment 10., on June 8, 2008.**

**Use the new FY 2007-2008 pay schedule (Attachment B. III.), for adjustments 11. through 13., and for all adjustments on or after June 8, 2008.**

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. Anniversary Adjustments effective June 8, 2008 for FY 2007-2008
10. Grid implementation effective June 8, 2008 (for June 24, 2007)
11. All other Negotiated Base Pay Adjustments for the 2007-2008 Fiscal Year (in the order provided in Section II of this bulletin)
12. Establishment of a raised minimum rate (RMR)
13. Original appointment

## SECTION II. FY 2007-2008 WAGE ADJUSTMENTS

FY 2007-2008 wage adjustments will be provided to eligible employees or former employees who have retired or were laid off prior to the effective date of the adjustments, subject to the applicable pay range maximums. For any adjustments effective on the same date, adjustments will be applied in the order specified below.

### A. FY 2007-2008 Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments

#### 1. Effective Date.

**NOTE:** For purposes of this bulletin, "anniversary date" means the day on which an employee attains another year of continuous service, as determined by the month and day of the employee's adjusted continuous service date.

Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments are effective the first day of the pay period following the employee's anniversary date. If the employee's anniversary date occurs on the first day of a pay period, the anniversary adjustment or payment will be effective on that date.

2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on the effective date of the anniversary adjustment, whose base pay rate is at or above the minimum of the applicable pay range, are eligible for an Anniversary Date Adjustment or Anniversary Date Adjustment Payment, as provided in 3., below.

**NOTE:** Per 5/3/1 of the Agreement, beginning December 28, 2003, any employee hired with HAM on or after December 28, 2003, is not eligible to receive an anniversary adjustment unless the employee's base pay rate is less than or equal to the grid level corresponding to the employee's seniority. See the list of examples below to determine the association of the grid level to seniority for this provision:

<u>Employees Grid Level</u>	<u>Years of Seniority</u>
Grid level A (for Nurse Clinicians level C)	< 1 year of seniority.
Grid level B (for Nurse Clinicians level D)	1 year but less than 2 years
Grid level C (for Nurse Clinicians level E)	2 years but less than 3 years

#### 3. Amount.

##### a. Anniversary Date Adjustments:

Use the appropriate Attachment A. I. or A. II., grid depending on the effective date of the FY 2007-2008 Anniversary Adjustment, and subject to the Note above. Use the Attachment A. III. grid for all adjustments with effective dates from June 8, 2008 through July 5, 2008.

- 1) *Any employee whose base pay rate is at or above the applicable pay range minimum and less than the applicable grid endpoint of the applicable pay range will receive a pay adjustment to the grid point in the employee's pay range that is closest to but greater than the employee's current base pay rate.*
- 2) *Any employee whose base pay rate is at or above the Attachment A. I. grid endpoint but less than the pay range maximum will receive an increase equal to 1.5% of the employee's base pay rate, subject to the applicable pay range maximum.*

**b. Annualized Anniversary Date Adjustment Payments:**

- 1) Any employee who receives an Anniversary Date Adjustment under 3.a.2), above, of less than 1.5% of his/her base pay rate, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Date Adjustment Payment equal to the difference between the value of 1.5% of the employee's base pay rate prior to application of the Anniversary Date Adjustment and the amount the employee actually receives, multiplied by the number of work hours remaining in the fiscal year.
- 2) Any employee who does not receive an Anniversary Date Adjustment under 3.a.2), above, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Date Adjustment Payment equal to 1.5% of the employee's base pay rate, multiplied by the number of work hours remaining in the fiscal year.
- 3) The Annualized Anniversary Date Adjustment Payments provided under 1) and 2), above, will be prorated based on the employee's budgeted FTE on the effective date of the adjustment.
- 4) Annualized Anniversary Date Adjustment Payments will be made as soon after the effective date of the payment as is administratively feasible. Employees who are not in pay status on the effective date of the Annualized Anniversary Date Adjustment Payment and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Anniversary Date Adjustment Payment for which they would otherwise have been eligible. (See Section IV., of this bulletin, regarding Reinstatement or Restoration.)

**B. Grid Implementation Adjustment (Attachment A. II.) Effective June 8, 2008 (for June 24, 2007)**

1. **Effective Date.** The grid provided in **Attachment A. II.** is implemented effective June 8, 2008.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on June 8, 2008, whose base pay rate is at or below the Attachment A. I. grid endpoint in the applicable pay range, are eligible for a Grid Implementation Adjustment as provided in 3., below.
3. **Grid Implementation Adjustment Amount.** Provided as follows:
  - a) Eligible employees are placed on the grid provided in **Attachment A. II.** at the grid level in their associated pay range that corresponds to their current grid level. *Any employee whose base pay rate falls below the Attachment A. II. grid level A will have their base pay rate increased to the Attachment A. II. grid level A rate.*
  - b) *For purposes of grid implementation only, employees whose current base pay rate falls between two levels, the grid level assigned on the **Attachment A. II.** grid will be the lower of the two grid levels. Note: Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.*

**4. Over the Grid Endpoint Amount.** All eligible employees whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment A. I.** are eligible to receive a base pay increase of 0.50% of base pay subject to the pay range maximum in Attachment A. II. Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:

- a) Any employee who is eligible to receive an adjustment but does not receive the full 0.50% GWA due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment A. II. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 0.50% of the employee's base pay rate prior to application of the grid adjustment and the amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 8, 2008.
- b) Any eligible employee who does not receive a grid adjustment, solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to 0.50% of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 8, 2008.
- c) The annualized payment will be made as soon after June 8, 2008, as is administratively feasible.
- d) Employees who are not in pay status on June 8, 2008, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section IV., of this bulletin, regarding Reinstatement or Restoration.)

**C. Implementation of the FY 2007-2008 Pay Schedule (Attachment B. II.) Effective June 8, 2008 (for June 24, 2007)**

The FY 2007-2008 pay schedule provided in **Attachment B. II.** will be implemented effective June 8, 2008. Any employee whose current base pay rate is less than the applicable new pay range minimum will receive an increase to the new pay range minimum effective June 8, 2008.

**D. Market Adjustment Grid Implementation (Attachment A. III.) Effective June 8, 2008 ( for December 23, 2007)**

1. **Effective Date.** The grid provided in **Attachment A. III.** is implemented effective June 8, 2008.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**) on June 8, 2008, whose base pay rate is at or below the Attachment A. II. grid endpoint in the applicable pay range, are eligible for a Grid Implementation Adjustment as provided in 3., below.
3. **Market Adjustment Grid Implementation Amount.** Provided as follows:
  - a) Eligible employees are placed on the grid provided in **Attachment A. III.**, at the grid level in their associated pay range that corresponds to their current grid level. *Any employee whose base pay rate falls below the Attachment A. III. grid level A will have their base pay rate increased to the Attachment A. III. grid level A rate.*
  - b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. III.** grid will be the lower of the two grid levels. *Note: Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.*

4. **Market Adjustment – Over the Grid Endpoint Amount.** All eligible employees in classifications listed below whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment A. II.** are eligible to receive a base pay increase equal to the applicable percentage shown below, subject to the applicable pay range maximum in **Attachment B. III.** Any eligible employee who does not receive all or part of this Market Adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:

Classification Title	Class Code	Grid Placement Percentage increase
Nurse Clinician 2	38302	3.0%
Nurse Clinician 2 Weekend	38862	3.0%
Nurse Clinician 3	38303	3.0%
Nurse Clinician 3 Weekend	38863	3.0%
Nurse Clinician 4	38304	3.0%
Nurse Practitioner	38360	3.5%
Physician Assistant	38000	3.5%
All other Bargaining Unit Classifications		1.0%

- a) Any employee who is eligible to receive a Market Adjustment but does not receive the full amount shown in the applicable percentage column above, due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment A. II. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of percentage increase of the employee's base pay rate prior to application of the Market Adjustment and the amount the employee actually receives, multiplied by 1120, prorated by the employee's budgeted FTE on June 8, 2008.
- b) Any eligible employee who does not receive a Market Adjustment solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to the value of the applicable percentage above, of the employee's base pay rate multiplied by 1120, prorated by the employee's budgeted FTE on June 8, 2008.
- c) The Annualized Lump Sum Payment will be made as soon after June 8, 2008, as is administratively feasible.
- d) Employees who are not in pay status on June 8, 2008, but return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section IV., of this bulletin, regarding Reinstatement or Restoration.)

**F. Implementation of the FY 2007-2008 Pay Schedule (Attachment B. III.) Effective June 8, 2008**

The FY 2007-2008 pay schedule provided in **Attachment B. III.** will be implemented effective June 8, 2008.

### SECTION III. LUMP SUM PAYMENTS

#### A. Lump Sum Payment for Delay in Implementation of the FY 2007-2008 Wage Adjustments

1. **Granting Date.** The lump sum payment will be made as soon as administratively feasible after June 8, 2008.

2. **Eligibility.**

a. Except as provided in b., below, the following employees are eligible to receive a lump sum wage payment, under 3. below:

- 1) Employees who were at all times in the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- 2) Employees hired into the bargaining unit on or after June 24, 2007.
- 3) Employees who retired or were laid off from the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- 4) Employees who returned from layoff to the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- 5) Employees who returned from leave of absence during the period from June 24, 2007 through June 8, 2008.

**NOTE:** Employees who went on leave of absence from a position in the bargaining unit on or after June 24, 2007, and have not returned to pay status as of June 8, 2008, will receive no payment until they return to pay status in the bargaining unit during the term of the Agreement.

b. **Ineligible.**

- 1) Any employee who began a leave of absence from a position in the bargaining unit on or after June 24, 2007, and who fails to return from leave during the term of this Agreement.
- 2) Any employee who left the bargaining unit prior to June 8, 2008.
- 3) Any former employee who has separated from state employment prior to June 8, 2008.

3. **Amount.** Eligible employees shall receive a lump sum payment equal to the sum of the following:

- a. The hourly amount received by an eligible employee under the **GWA Grid adjustment under Section II. B.**, multiplied by the employee's hours in pay status in the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- b. The hourly amount received by an eligible employee under the **Market Adjustment under Section II. D.**, multiplied by the employee's hours in pay status in the bargaining unit during the period from December 23, 2007 through June 7, 2008.

### SECTION IV. REINSTATEMENT OR RESTORATION

A. **FY 2007-2008 Base Pay Adjustments:** Per Appendix C of the 2007-2009 Agreement, the base pay adjustments provided in Section II., above, **must be included** in determining pay on *reinstatement or restoration* of an employee whose eligibility is derived from a position represented by the Professional Patient Care bargaining unit, subject to the pay range maximums applicable for each adjustment. Any adjustment applied upon reinstatement or restoration will be that of the appropriate pay schedule and classification from which the reinstatement eligibility or restoration rights are derived.

B. **Annualized Anniversary Date Adjustment Payments:** Annualized Anniversary Date Adjustment Payments

provided under Section II., above, for which the employee would otherwise have been eligible, will be granted to employees upon *restoration* to a Professional Patient Care bargaining unit position during the term of the Agreement. Employees who *reinstate* to a bargaining unit position after June 7, 2008, are not eligible for this payment.

#### **SECTION V. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS**

All personnel transaction pay adjustments for employees in the Professional Patient Care bargaining unit will be determined in accordance with the provisions set forth in Appendix C of the 2007-2009 Professional Patient Care collective bargaining agreement.

#### **SECTION VI. REFERRAL OF QUESTIONS**

##### **Employee Questions:**

Employees with questions regarding their pay rates or pay adjustments included in this bulletin should contact their agency Human Resources or Payroll Office directly.

##### **Employer Questions:**

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Lynn Maulbetsch by phone at (608) 267-5164, by e-mail at [Lynn.Maulbetsch@wisconsin.gov](mailto:Lynn.Maulbetsch@wisconsin.gov) or Paul Ostrowski by phone at (608) 267-0343, by e-mail at [Paul.Ostrowski@wisconsin.gov](mailto:Paul.Ostrowski@wisconsin.gov).

Employer questions regarding *all other contract provisions* should be directed to Jill Thomas by phone at (608) 266-6435, or e-mail at [BarbaraJill.Thomsa@wisconsin.gov](mailto:BarbaraJill.Thomsa@wisconsin.gov).

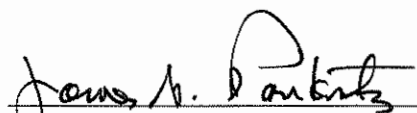
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

**DOA Central Payroll:**

**Shelley Schwartz at (608) 264-9571**

**UW-Processing Center:**

**Payroll and Financial Services (608) 262-3558**



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

JAP:ldm

##### **Attachments:**

Attachment A: Pay Grids BU 11 Eff. June 8, 2008, through July 5, 2008

Attachment B: Pay Schedule BU 11 Eff. June 8, 2008, through July 5, 2008

**2007-09 BU 11 SEIU Healthcare 1199 Wisconsin Grid Attachment A.I**

Current  
05-07

**Effective prior to June 8, 2008**

<b>Grid Level</b>	<b>11-06</b>	<b>11-07</b>	<b>11-08</b>	<b>11-09</b>	<b>11-10</b>	<b>11-11</b>	<b>11-12</b>	<b>11-22</b>	<b>11-40</b>	<b>11-41</b>	<b>11-42</b>
<b>A</b>	18.239	19.424	20.689	22.032	23.465	24.990	28.782	34.234			
<b>B</b>	18.513	19.716	21.000	22.363	23.817	25.365	29.214	34.748			
<b>C</b>	18.791	20.012	21.315	22.699	24.175	25.746	29.653	35.270	26.245	27.952	29.768
<b>D</b>	19.073	20.313	21.635	23.040	24.538	26.133	30.098	35.800	26.639	28.372	30.215
<b>E</b>	19.360	20.618	21.960	23.386	24.907	26.525	30.550	36.337	27.039	28.798	30.669
<b>F</b>	19.651	20.928	22.290	23.737	25.281	26.923	31.009	36.883	27.445	29.230	31.130
<b>G</b>	19.946	21.242	22.625	24.094	25.661	27.327	31.475	37.437	27.857	29.669	31.597
<b>H</b>	20.246	21.561	22.965	24.456	26.046	27.737	31.948	37.999	28.275	30.115	32.071
<b>I</b>	20.550	21.885	23.310	24.823	26.437	28.154	32.428	38.569	28.700	30.567	32.553
<b>J</b>	20.859	22.214	23.660	25.196	26.834	28.577	32.915	39.148	29.131	31.026	33.042
<b>K</b>	21.172	22.548	24.015	25.574	27.237	29.006	33.409	39.736	29.568	31.492	33.538
<b>L</b>	21.490	22.887	24.376	25.958	27.646	29.442	33.911	40.333	30.012	31.965	34.042
<b>M</b>	21.813	23.231	24.742	26.348	28.061	29.884	34.420	40.938	30.463	32.445	34.553
<b>N</b>	22.141	23.580	25.114	26.744	28.482	30.333	34.937	41.553	30.920	32.932	35.072
<b>O</b>	22.474	23.934	25.491	27.146	28.910	30.788	35.462	42.177	31.384	33.426	35.599
<b>P</b>	22.812	24.294	25.874	27.554	29.344	31.250	35.994	42.810	31.855	33.928	36.133
<b>Q</b>	23.155	24.659	26.263	27.968	29.785	31.719	36.534	43.453	32.333	34.437	36.675
<b>R</b>	23.503	25.029	26.657	28.388	30.232	32.195	37.083	44.105	32.818	34.954	37.226
<b>S</b>	23.856	25.405	27.057	28.814	30.686	32.678	37.640	44.767	33.311	35.479	37.785
<b>T</b>	24.214	25.787	27.463	29.247	31.147	33.169	38.205	45.439	33.811	36.012	38.352
<b>U</b>	24.578	26.174	27.875	29.686	31.615	33.667	38.779	46.121	34.319	36.553	38.928
<b>Range Max</b>	32.336	34.436	36.680	39.062	41.602	44.308	47.409	56.387	43.228	46.038	49.031



**2007-09 BU 11 SEIU Healthcare 1199 Wisconsin Grid Attachment A.II.**

6/24/07

**Effective June 8, 2008**

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<b>Grid Level</b>	<b>11-06</b>	<b>11-07</b>	<b>11-08</b>	<b>11-09</b>	<b>11-10</b>	<b>11-11</b>	<b>11-12</b>	<b>11-22</b>	<b>11-40</b>	<b>11-41</b>	<b>11-42</b>
<b>A</b>	18.331	19.522	20.793	22.143	23.583	25.115	28.926	34.406			
<b>B</b>	18.606	19.815	21.105	22.476	23.937	25.492	29.360	34.923			
<b>C</b>	18.886	20.113	21.422	22.814	24.297	25.875	29.801	35.447	26.377	28.092	29.917
<b>D</b>	19.170	20.415	21.744	23.157	24.662	26.264	30.249	35.979	26.773	28.514	30.366
<b>E</b>	19.458	20.722	22.071	23.505	25.032	26.658	30.703	36.519	27.175	28.942	30.822
<b>F</b>	19.750	21.033	22.403	23.858	25.408	27.058	31.164	37.067	27.583	29.377	31.285
<b>G</b>	20.047	21.349	22.740	24.216	25.790	27.464	31.632	37.624	27.997	29.818	31.755
<b>H</b>	20.348	21.670	23.082	24.580	26.177	27.876	32.107	38.189	28.417	30.266	32.232
<b>I</b>	20.654	21.996	23.429	24.949	26.570	28.295	32.589	38.762	28.844	30.720	32.716
<b>J</b>	20.964	22.326	23.781	25.324	26.969	28.720	33.078	39.344	29.277	31.181	33.207
<b>K</b>	21.279	22.661	24.138	25.704	27.374	29.151	33.575	39.935	29.717	31.649	33.706
<b>L</b>	21.599	23.001	24.501	26.090	27.785	29.589	34.079	40.535	30.163	32.124	34.212
<b>M</b>	21.923	23.347	24.869	26.482	28.202	30.033	34.591	41.144	30.616	32.606	34.726
<b>N</b>	22.252	23.698	25.243	26.880	28.626	30.484	35.110	41.762	31.076	33.096	35.247
<b>O</b>	22.586	24.054	25.622	27.284	29.056	30.942	35.637	42.389	31.543	33.593	35.776
<b>P</b>	22.925	24.415	26.007	27.694	29.492	31.407	36.172	43.025	32.017	34.097	36.313
<b>Q</b>	23.269	24.782	26.398	28.110	29.935	31.879	36.715	43.671	32.498	34.609	36.858
<b>R</b>	23.619	25.154	26.794	28.532	30.385	32.358	37.266	44.327	32.986	35.129	37.411
<b>S</b>	23.974	25.532	27.196	28.960	30.841	32.844	37.825	44.992	33.481	35.656	37.973
<b>T</b>	24.334	25.915	27.604	29.395	31.304	33.337	38.393	45.667	33.984	36.191	38.543
<b>U</b>	24.700	26.304	28.019	29.836	31.774	33.838	38.969	46.353	34.494	36.734	39.122
<b>Range Max</b>	32.986	35.129	37.417	39.847	42.439	45.198	48.361	57.519	44.096	46.963	50.016

**2007-09 BU 11 SEIU Healthcare 1199 Wisconsin Grid Attachment A.III.**

12/23/07

**Effective June 8, 2008 through July 5, 2008**

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<b>Grid Level</b>	<b>11-06</b>	<b>11-07</b>	<b>11-08</b>	<b>11-09</b>	<b>11-10</b>	<b>11-11</b>	<b>11-12</b>	<b>11-22</b>	<b>11-40</b>	<b>11-41</b>	<b>11-42</b>
<b>A</b>	18.515	19.718	21.001	22.365	23.819	25.367	29.939	35.611			
<b>B</b>	18.793	20.014	21.317	22.701	24.177	25.748	30.389	36.146			
<b>C</b>	19.075	20.315	21.637	23.042	24.540	26.135	30.845	36.689	27.169	28.935	30.815
<b>D</b>	19.362	20.620	21.962	23.388	24.909	26.528	31.308	37.240	27.577	29.370	31.278
<b>E</b>	19.653	20.930	22.292	23.739	25.283	26.926	31.778	37.799	27.991	29.811	31.748
<b>F</b>	19.948	21.244	22.627	24.096	25.663	27.330	32.255	38.366	28.411	30.259	32.225
<b>G</b>	20.248	21.563	22.967	24.458	26.048	27.740	32.739	38.942	28.838	30.713	32.709
<b>H</b>	20.552	21.887	23.312	24.825	26.439	28.157	33.231	39.527	29.271	31.174	33.200
<b>I</b>	20.861	22.216	23.662	25.198	26.836	28.580	33.730	40.120	29.711	31.642	33.698
<b>J</b>	21.174	22.550	24.017	25.576	27.239	29.009	34.236	40.722	30.157	32.117	34.204
<b>K</b>	21.492	22.889	24.378	25.960	27.648	29.445	34.750	41.333	30.610	32.599	34.718
<b>L</b>	21.815	23.233	24.744	26.350	28.063	29.887	35.272	41.953	31.070	33.088	35.239
<b>M</b>	22.143	23.582	25.116	26.746	28.484	30.336	35.802	42.583	31.537	33.585	35.768
<b>N</b>	22.476	23.936	25.493	27.148	28.912	30.792	36.340	43.222	32.011	34.089	36.305
<b>O</b>	22.814	24.296	25.876	27.556	29.346	31.254	36.886	43.871	32.492	34.601	36.850
<b>P</b>	23.157	24.661	26.265	27.970	29.787	31.723	37.440	44.530	32.980	35.121	37.403
<b>Q</b>	23.505	25.031	26.659	28.390	30.234	32.199	38.002	45.198	33.475	35.648	37.965
<b>R</b>	23.858	25.407	27.059	28.816	30.688	32.682	38.573	45.876	33.978	36.183	38.535
<b>S</b>	24.216	25.789	27.465	29.249	31.149	33.173	39.152	46.565	34.488	36.726	39.114
<b>T</b>	24.580	26.176	27.877	29.688	31.617	33.671	39.740	47.264	35.006	37.277	39.701
<b>U</b>	24.949	26.569	28.296	30.134	32.092	34.177	40.337	47.973	35.532	37.837	40.297
<b>Range Max</b>	33.316	35.481	37.792	40.246	42.864	45.650	50.054	59.533	45.419	48.372	51.517

**2007-09 Pay Schedule 11 SEIU Healthcare 1199 Wisconsin Attachment B.I**

**Effective June 8, 2008**

Pay Range	<u>Official Hourly Basis</u>		Within Range Step	<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
11-06	\$18.239	\$32.336	\$0.548	\$3,174	\$5,626	\$38,083	\$67,518
11-07	\$19.424	\$34.436	\$0.583	\$3,380	\$5,992	\$40,557	\$71,902
11-08	\$20.689	\$36.680	\$0.621	\$3,600	\$6,382	\$43,199	\$76,588
11-09	\$22.032	\$39.062	\$0.661	\$3,834	\$6,797	\$46,003	\$81,561
11-10	\$23.465	\$41.602	\$0.704	\$4,083	\$7,239	\$48,995	\$86,865
11-11	\$24.990	\$44.308	\$0.750	\$4,348	\$7,710	\$52,179	\$92,515
11-12	\$28.782	\$47.409	\$0.864	\$5,008	\$8,249	\$60,097	\$98,990
11-22	\$34.234	\$56.387	\$1.028	\$5,957	\$9,811	\$71,481	\$117,736
11-40	\$26.245	\$43.228	\$0.788	\$4,567	\$7,522	\$54,800	\$90,260
11-41	\$27.952	\$46.038	\$0.839	\$4,864	\$8,011	\$58,364	\$96,127
11-42	\$29.768	\$49.031	\$0.894	\$5,180	\$8,531	\$62,156	\$102,377

\* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

**2007-09 Pay Schedule 11 SEIU Healthcare 1199 Wisconsin Attachment B.II**

**Effective June 8, 2008 - effective for Specific Transactions**

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
11-06	\$18.331	\$32.986	\$0.550	\$3,190	\$5,740	\$38,275	\$68,875
11-07	\$19.522	\$35.129	\$0.586	\$3,397	\$6,112	\$40,762	\$73,349
11-08	\$20.793	\$37.417	\$0.624	\$3,618	\$6,511	\$43,416	\$78,127
11-09	\$22.143	\$39.847	\$0.665	\$3,853	\$6,933	\$46,235	\$83,201
11-10	\$23.583	\$42.439	\$0.708	\$4,103	\$7,384	\$49,241	\$88,613
11-11	\$25.115	\$45.198	\$0.754	\$4,370	\$7,864	\$52,440	\$94,373
11-12	\$28.926	\$48.361	\$0.868	\$5,033	\$8,415	\$60,397	\$100,978
11-22	\$34.406	\$57.519	\$1.033	\$5,987	\$10,008	\$71,840	\$120,100
11-40	\$26.377	\$44.096	\$0.792	\$4,590	\$7,673	\$55,075	\$92,072
11-41	\$28.092	\$46.963	\$0.843	\$4,888	\$8,172	\$58,656	\$98,059
11-42	\$29.917	\$50.016	\$0.898	\$5,206	\$8,703	\$62,467	\$104,433

\* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

**2007-09 Pay Schedule 11 SEIU Healthcare 1199 Wisconsin Appendix B.III**

**Effective June 8, 2008 through July 5, 2008**

<u>Pay Range</u>	<u>Official Hourly Basis</u>		<u>Within Range Step</u>	<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
11-06	\$18.515	\$33.316	\$0.556	\$3,222	\$5,797	\$38,659	\$69,564
11-07	\$19.718	\$35.481	\$0.592	\$3,431	\$6,174	\$41,171	\$74,084
11-08	\$21.001	\$37.792	\$0.631	\$3,654	\$6,576	\$43,850	\$78,910
11-09	\$22.365	\$40.246	\$0.671	\$3,892	\$7,003	\$46,698	\$84,034
11-10	\$23.819	\$42.864	\$0.715	\$4,145	\$7,458	\$49,734	\$89,500
11-11	\$25.367	\$45.650	\$0.762	\$4,414	\$7,943	\$52,966	\$95,317
11-12	\$29.939	\$50.054	\$0.899	\$5,209	\$8,709	\$62,513	\$104,513
11-22	\$35.611	\$59.533	\$1.069	\$6,196	\$10,359	\$74,356	\$124,305
11-40	\$27.169	\$45.419	\$0.816	\$4,727	\$7,903	\$56,729	\$94,835
11-41	\$28.935	\$48.372	\$0.869	\$5,035	\$8,417	\$60,416	\$101,001
11-42	\$30.815	\$51.517	\$0.925	\$5,362	\$8,964	\$64,342	\$107,567

\* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes