

SECTION L – MARKET AND PARITY PROVISIONS

1.00 Coverage

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1.00 Coverage

The provisions of this Section (Section L) apply to permanent or project employees in the classified service who are not covered by the public safety collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Market and/or Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02 of this Section (Section L) who is in pay status on the effective date indicated for a market and/or parity adjustment is eligible to be considered for that particular adjustment.
 - (a) For adjustments in FY 2015-2016, any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 27, 2015.
 - (b) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 27, 2015. If the required performance evaluations are performed by September 30, 2015, the supervisor may be provided with the delayed adjustment effective October 4, 2015 for adjustments with an effective date of June 28, 2015, with no retroactive pay or lump sum payment for the delay. There will be no delay for adjustments effective after September 30.

- (c) Any employee paid at or above the pay range maximum.
- (2) All market and/or parity adjustments granted are subject to the applicable pay range maximum.
- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).
- (4) Permanent and project employees in positions allocated to classifications other than those listed in 2.02 below, may be included if such positions provide technical supervision, spend a majority of their time in, or are primarily responsible for duties related to those performed by employees listed in 2.02 below. **Such positions will be included only upon an agency recommendation and DPM approval.**
- (5) **Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.**

NOTE: The base pay rate adjustments provided under this Section (Section L) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on reinstatement or restoration under Sections E or I of this Plan. Required base pay rate adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

NOTE: The adjustments provided under this Section (Section L) will be applied in the order set forth below, and after all adjustments other than Equity or Retention Adjustments under Section I, Discretionary Merit Compensation under Section J, and Original Appointments, if multiple adjustments occur on the effective date.

2.02 Agency-Funded Market and/or Parity Adjustments

- (1) Effective Date. The market adjustments will be effective on the date indicated.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, agencies will generate the per hour amount indicated for each employee in positions allocated to the classifications listed in (b) through (e) below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

1) Funds generated have no bearing on the rights of individual employees to these funds.

- 2) **Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.**
 - 3) Any funds that are not distributed on the effective date will remain unspent.
 - 4) Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective June 28, 2015, each employee in the following classifications at the Department of Revenue will generate \$3.00 per hour for distribution:

Code	Classification
01600	Admr Div Income Sales & Excise Tax
01590	Revenue Administrative Manager
01020	Revenue Audit Supervisor
01500	Revenue Auditor
01563	Revenue Auditor 3
01564	Revenue Auditor 4
01565	Revenue Auditor 5
01566	Revenue Auditor 6
01571	Revenue Field Auditor
01574	Revenue Field Auditor 4
01575	Revenue Field Auditor 5
01576	Revenue Field Auditor 6
01577	Revenue Field Auditor 7
01578	Revenue Field Auditor 8
01530	Revenue Management Supervisor
01100	Revenue Tax Specialist
01101	Revenue Tax Specialist 1
01102	Revenue Tax Specialist 2
01103	Revenue Tax Specialist 3
01104	Revenue Tax Specialist 4
01105	Revenue Tax Specialist 5
01730	Tax Resolution Management Supervisor
01803	Tax Resolution Offr – Corp Off Audit
01804	Tax Resolution Offr – Field Audit
01805	Tax Resolution Offr – Large Case
01801	Tax Resolution Offr – Audit Objective
01802	Tax Resolution Offr – Audit Senior

- (c) Effective June 28, 2015, each employee in the following classifications at the Department of Financial Institutions will generate \$1.00 per hour for distribution:

Code Classification

74150 Consumer Act Director
02205 Consumer Credit Examiner – Advanced
02203 Consumer Credit Examiner – Journey
02204 Consumer Credit Examiner – Senior
02105 Financial Examiner – Advanced
02103 Financial Examiner – Journey
02104 Financial Examiner – Senior
02120 Financial Examiner Supervisor (Banking & Credit Unions only)
03205 Securities Examiner – Advanced
03203 Securities Examiner – Journey
03204 Securities Examiner - Senior

- (d) Effective June 28, 2015, each employee in the following classifications at the Department of Administration will generate \$1.00 per hour for distribution:

Code Classification

80400 Aircraft Mechanic
80320 Aircraft Mechanic Supervisor

- (e) Effective March 6, 2016, each employee in the following classifications at the Department of Employee Trust Funds will generate \$1.25 per hour for distribution:

Code Classification

08562 Trust Funds Specialist - Advanced
08563 Trust Funds Specialist – Objective
08680 Trust Funds Supervisor

- (3) **Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to provide the necessary funding.**