



STATE OF WISCONSIN COMPENSATION PLAN

2019 – 2021

**STATE OF WISCONSIN COMPENSATION PLAN
2019-2021
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INTRODUCTORY NOTES

Effective Dates

This Compensation Plan is a revision of the 2017-2019 Plan. For all employees on biweekly payroll systems, due to the delay in implementation of this Compensation Plan, the fiscal years covered will be December 22, 2019 through June 20, 2020, for fiscal year 2019-2020; and June 21, 2020 through June 19, 2021, for fiscal year 2020-2021. On the dates during which pay rates change, the revised rates become effective after processing of pay changes as the result of personnel transactions occurring on the same date in accordance with Section I, 4.01 of this Plan, unless otherwise noted.

Official Hourly Rate

All computations of pay rates for employees covered under this Plan are based on the Official Hourly Rate (OHR) rounded to two decimal places for both base and supplemental pay.

NOTE: When an OHR is affected by a pay adjustment, the following rounding procedures are used:

1. The computation is carried out to five decimal places and any digits beyond the fifth decimal place are dropped. If any digit other than zero appears in the third, fourth or fifth decimal column, the digit in the 2nd decimal column is rounded up.

Refer to Chapter 504 of the Wisconsin Human Resources Handbook for additional information relating to Official Hourly Rate Rounding.

DP UNIT CODES *

UNIT	DP UNIT CODE
Supervisory (Non-Professional)	16
Supervisory (Professional)	17
Executive & Management (Staff)	18
Executive & Management (Management)	19
Confidential/Supervisory (Non-Professional)	96
Confidential (Non-Professional)	97
Confidential/Supervisory (Professional)	98
Confidential (Professional) and Limited-Term Employment	99
Administrative Support	02
Blue Collar and Non-Building Trades	03
Building Trades Crafts	04
Security and Public Safety	05
Technical	06
Fiscal and Staff Services	07
Research, Statistics and Analysis	08
Legal	09
Patient Treatment	10
Patient Care	11
Social Services	12
Education	13
Engineering	14
Science	15
Assistant District Attorneys	20
Assistant State Public Defender Attorneys	21
Law Enforcement	36
Public Safety	63

* Included in the Plan for informational purposes only

PAY SCHEDULES

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Blue Collar & Non-Building Trades..... 03
Building Trades Crafts 04
Security & Public Safety 05
Technical 06
Fiscal & Staff Services..... 07
Research, Statistics & Analysis..... 08
Legal 09
Patient Treatment..... 10
Patient Care..... 11
Social Services 12
Education 13
Engineering 14
Science 15
Limited Term Employment..... 18
Assistant District Attorneys..... 20
Assistant State Public Defender Attorneys 21
Law Enforcement 36
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SECTION A - GENERAL COMPENSATION PROVISIONS FOR PERMANENT & PROJECT EMPLOYEES IN THE CLASSIFIED SERVICE

1.00 Coverage

2.00 Base Pay Adjustments and Lump Sum Awards for Fiscal Years 2019-2020 and 2020-2021

- 2.01 Nonrepresented General Wage Adjustment (GWA) and Annualized GWA
- 2.02 Police and Warden Progression
- 2.03 Annual Progression Adjustments
- 2.04 Excise Tax Agents and Criminal Analysts Progression
- 2.05 Law Enforcement Dispatcher Progression
- 2.06 Pay Range 05-31 and 05-32 Progressions
- 2.07 Schedule 14 and 15 Progressions
- 2.08 DMV Progression Adjustment
- 2.09 Nurse Clinician 2 and Nurse Clinician 2-Weekend Market Placement
- 2.10 Nurse Clinician 2 and Nurse Clinician 2-Weekend Pay Progression
- 2.11 Fire/Crash Rescue Specialist Progression Adjustment
- 2.12 Revenue Progression
- 2.13 Crafts Worker Pay
- 2.14 Discretionary Compensation

3.00 Pay on Regrade

- 3.01 Individual Position Reallocation or Reclassification
- 3.02 Classification and/or Compensation Surveys
- 3.03 Surveys with Different Implementation Dates
- 3.04 Intervening Adjustments

4.00 Overtime and Supplemental Pay

- 4.01 Definitions
- 4.02 General Policy
- 4.03 Overtime for Permanent Employees
- 4.04 Overtime During a Declared Emergency
- 4.05 Night Differential for Permanent Employees
- 4.06 Weekend Differential for Permanent Employees
- 4.07 Differentials for Permanent Positions in Certain Nursing-Related Classifications
- 4.08 Standby Pay
- 4.09 Call-Back/Call-In Pay
- 4.10 Supplemental Pay for Psychologists
- 4.11 Supplemental Pay for Attorney Supervisory and Managerial Positions
- 4.12 Supplemental Pay for Teachers, Teacher Supervisors, Education Directors, and Juvenile Education Directors
- 4.13 Supplemental Pay for Dentists, Physicians, and Psychiatrists
- 4.14 Supplemental Pay for Engineering Related Classifications
- 4.15 Certified Public Accountant (CPA) Add-On
- 4.16 Certified General Appraiser Add-On
- 4.17 Supplemental Pay Program for Certain Power Plant Classifications
- 4.18 Supplemental Pay for Firearms Requirement at the Department of Military Affairs
- 4.19 Supplemental Pay for Accredited and Certified Insurance Examiner Designations

- 4.20 Supplemental Pay for Specific Department of Natural Resources Assignments
- 4.21 Supplemental Pay for Financial Examiner Skills and Education
- 4.22 Supplemental Pay for Bilingual Skills
- 4.23 Flight Pay
- 4.24 Aircraft Mechanics
- 4.25 Fire Crash Rescue Relief Lead Worker
- 4.26 Plumbing Specialty Add-on
- 4.27 AODA Treatment Programs Add-on
- 4.28 Oral Surgery Add-on
- 4.29 Teacher Education Program Supplemental Pay
- 4.30 Nurse Clinician Add-on
- 4.31 Weekend Nurse Program
- 4.32 Weekend Certified Nursing Assistant Program
- 4.33 Special Agent in Charge Supplemental Pay
- 4.34 Supplemental Pay for Science Related Certifications, Licenses, and Registrations
- 4.35 Supplemental Pay for Certain Enterprise Classifications
- 4.36 Supplemental Pay for the DOT Dignitary Protection Unit
- 4.37 Certified Nursing Assistant Add-on
- 4.38 Youth Counselor Add-on
- 4.39 Pilot Supplemental Pay Provisions

5.00 Lump Sum Incentive Payments

- 5.01 Schedules 50, 70, 71 and 81 Relocation Incentive Awards
- 5.02 DPI Special Activities
- 5.03 Teacher Education Program Mentoring
- 5.04 EEN/SPED Certification
- 5.05 Sign-on Bonus
- 5.06 Revenue Sign-on Bonus
- 5.07 DOC/DHS Retention Incentive Payments

INTRODUCTION

Pursuant to s. 230.12(1)(a)3., Wis. Stats., provisions governing salary transactions for classified employees, except those in the public safety bargaining unit, are contained in this Compensation Plan. Pay provisions currently contained in this Section (Section A) of the Plan include:

- Nonrepresented General Wage Adjustments
- Nonrepresented Annualized General Wage Adjustments
- Relocation Incentive Awards
- Progression Adjustments for Certain Classifications
- Pay on Survey Regrade
- Supplemental Pay
- Overtime Compensation
- Lump Sum Incentive Payments.

General Wage Adjustments will only apply to employees who are not covered by a certified collective bargaining unit.

1.00 Coverage

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

- (a) 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.
- (b) A "**project employee**" is a person who is an employee as a result of an appointment to a project position under conditions of employment which do not provide for attainment of permanent status. All project employees in the classified service are covered by this Plan.

Except as provided in 4.04 (Overtime During a Declared Emergency) of this Section (Section A), project employees must receive the same overtime compensation and/or supplemental pay as permanent employees in the same class.

Each position is considered separately to determine the number of work hours for employees occupying more than one position, unless the FLSA requires that the work hours be considered jointly.

2.00 Base Pay Adjustments and Lump Sum Awards for Fiscal Years 2019-2020 and 2020-2021

2.01 Nonrepresented General Wage Adjustment (GWA) and Annualized GWA

GWA:

- (1) Effective Dates. The GWAs will be effective January 5, 2020, in FY 2019-2020, and January 3, 2021, in FY 2020-2021.

- (2) Eligibility. All employees who are in pay status on the effective date are eligible to receive a GWA except the following:
- (a) Employees represented by a certified collective bargaining unit on the effective date of the GWA, and Crafts Worker Supervisors whose pay is established based on represented craftworker employees.
 - (b) Employees whose job performance was rated below satisfactory as a result of formal performance evaluations conducted in the 12-month period ending on the effective date of the applicable GWA.
 - (c) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending on the effective date of the applicable GWA. If the required performance evaluations are completed by the following March 31, a supervisor shall be granted a Delayed GWA if the supervisor had been denied the GWA solely because of the failure to complete evaluations. The Delayed GWA will be effective April 12, 2020 for FY 2019-2020 or April 11, 2021 for FY 2020-2021, with no retroactive pay or lump sum payment for the delay.

NOTE: Extenuating circumstances may exist (e.g., leaves of absences) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated time frames. Contact the Division of Personnel Management (DPM) Bureau of Classification and Compensation for further assistance.

- (d) Any employee paid at or above the pay range maximum, or the new pay range maximum, if the new pay range maximum takes effect on the same date as GWA distribution. An employee who is not eligible to receive a GWA solely because the employee's base pay is at or above the pay range maximum or new pay range maximum, if applicable, may qualify for an Annualized GWA Payment.
- (e) Classified Legal and related positions (refer to Section C of this Plan).
- (f) Trainees eligible for scheduled trainee increases (refer to Section E, 1.04 of this Plan).
- (g) Any employee in a position not eligible under (a) above, who later becomes eligible and who was in employment status on the effective date of a GWA, but did not receive or was not considered for the GWA, will be granted:
 - 1. The GWA(s) or Annualized GWA(s) as provided above.
 - 2. An associated lump sum payment for all the hours in pay status from the effective date(s) of the GWA(s) provided above, to the effective date of becoming eligible.

3. Any GWA(s) received under (g) 1., above, will be granted prior to setting pay upon appointment if moving to a new position.
 - (h) Pay increases for employees classified as Fire/Crash Rescue Specialist, Fire/Crash Rescue Specialist – Crew Chief, and Fire/Crash Rescue Supervisor are subject to the federally-funded pay rates allowed for the duties performed. If the maximums are increased prior to the end of this Compensation Plan, pay increases occurring after the effective date of the new maximums will be subject to the new maximums.
- (3) Amount. All eligible employees will receive a GWA of 2.0% on January 5, 2020 and 2.0% on January 3, 2021. These increases are subject to the following restriction:

An employee's new base pay after application of the GWA must not exceed the pay range maximum, or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution. (Refer to Annualized GWA Payment provisions below.)

- (4) Ineligibility Due to Performance. Any employee who is not eligible to receive a GWA because of unsatisfactory job performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include recommendations for improvement.

Annualized GWA Payment:

- (1) Granting Date. Annualized GWA Payments will be granted as soon as administratively feasible after the effective date of the applicable GWA above.
- (2) Eligibility. Any employee will receive an Annualized GWA Payment if either of the conditions described under (a) or (b) below, apply:
 - (a) The employee was not eligible to receive a GWA solely because his or her base pay was at or above the pay range maximum, or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution.
 - (b) The employee did not receive the full GWA amount because of the pay range maximum limitation.
- (3) Amount. The amount of the Annualized GWA Payment is subject to the limitations under (a) and (b), below:
 - (a) For employees who qualify for an Annualized GWA Payment because of the condition described under (2)(a) above: The hourly amount used in calculating an Annualized GWA Payment will equal the full GWA amount (i.e., 2.0% on January 5, 2020 and 2.0% on January 3, 2021).
 - (b) For employees who qualify for an Annualized GWA Payment because of the condition described under (2)(b) above: The hourly amount used in calculating an Annualized GWA Payment will equal the difference between

the full amount (i.e., 2.0% on January 5, 2020 and 2.0% on January 3, 2021) and the partial GWA amount the employee actually received.

- (4) Calculating Annualized GWA Payments. Annualized GWA Payments for full-time employees will be calculated by multiplying the hourly amount determined to be appropriate for the employee in accordance with (3) above, by 960 for the January 5, 2020 GWA and 960 for the January 3, 2021 GWA. Annualized GWA Payments provided to permanent part-time or seasonal employees will be prorated on the basis of budgeted percentage of Full-Time Equivalency (FTE) on the GWA distribution date.
- (5) Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence. Any employee who is on an approved unpaid leave of absence as of the effective date of the GWA and who qualifies for an Annualized GWA Payment, will receive an Annualized GWA Payment, subject to the following restrictions:
 - (a) The employee must return from the leave of absence to pay status by June 19, 2021, and the employee's restoration right must be derived from a position covered by the GWA provisions of this Section (Section A), Section C of this Plan, or the employee becomes eligible under (g) of the GWA eligibility above.
 - (b) The employee will not receive an Annualized GWA Payment until he or she has returned to pay status.
 - (c) The hourly amount used in the calculation of any Annualized GWA Payment will equal the amount determined under (3) and (4) above.

2.02 Police and Warden Progression

- (1) Eligibility. All permanent and project employees in positions allocated to the classifications of Conservation Warden, Police Detective, Police Officer, Safety Specialist Warden, and Special Investigative Warden will be eligible for a base-building progression adjustment, except as follows:
 - (a) An employee whose base pay rate is equal to or greater than the amount established for the employee's time spent in the eligible classifications.
 - (b) An employee who has received an unsatisfactory performance (including those with an overall rating evaluation of "needs improvement" or "unacceptable") within twelve (12) months prior to the granting date. The denial of a progression adjustment based upon unsatisfactory performance is not grievable under s. 230.12(5)(e), Wis. Stats. Employees must be notified of the unsatisfactory performance in writing, and will receive a new performance evaluation within six (6) months. The written notification(s) will include:
 - 1) Details of each occurrence of unsatisfactory performance;
 - 2) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished; and

- 3) Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notification of satisfactory performance.
- (2) **Granting Date.** Progression adjustments for eligible employees will be awarded following the employee's 3rd, 5th, 7th, 9th, and 11th year anniversary date, based on the total time spent in any of the eligible classifications. See paragraph (4) below regarding other law enforcement experience which may be considered when determining the anniversary date for progression under this provision. The time in class(es) anniversary date will be adjusted for absence from employment of more than one hundred and seventy four (174) work hours in a six (6) month period, approved leaves of absence, layoff and resignation. Adjustment of the anniversary date for the aforementioned reasons may be waived at the sole discretion of the appointing authority.

The progression adjustments will be effective on the first day of the pay period following the employee attaining the next progression interval. If the employee attains the next progression interval on the first day of a pay period, the semi-automatic progression adjustment will be effective on that date.

An employee who is ineligible for the progression adjustment due to unsatisfactory performance will receive the progression adjustment effective the first day of the pay period following the employee's receipt of the written satisfactory performance evaluation.

- (3) **Amount.**

On the effective date of a progression adjustment, the employee's base pay rate will be increased to the applicable progression point in accordance with the Police and Warden Progression schedule provided in Section Z of this Plan. If the employee's base pay rate equals or exceeds the applicable progression point, the current rate of pay will be retained.

An employee appointed to an eligible classification who is considered to have previous service in any of the eligible classifications, will be placed at the applicable progression point for the time previously spent in the eligible classifications. All other appointments at a rate at or above the lowest progression point will be made with the approval of DPM.

- (4) **Other Experience.** Other law enforcement experience within or outside state service may be considered as time previously spent in the eligible classifications at an amount of time to be determined by DPM.
- (5) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to 2.02 of this Section (Section A).

2.03 Annual Progression Adjustments

- (1) Eligibility. All permanent and project employees in positions allocated to classifications specified in (2) below, will be eligible for a base-building progression adjustment, except as follows:
 - (a) An employee whose base pay rate is equal to or greater than the appropriate threshold stated in (2) below.
 - (b) An employee who has received an unsatisfactory performance evaluation within six (6) months prior to the granting date. The denial of a progression adjustment based upon unsatisfactory performance is not grievable under s. 230.12(5)(e), Wis. Stats. Employees must be notified of the unsatisfactory performance in writing, and will receive a new performance evaluation within six (6) months, or prior to the next scheduled progression adjustment date, whichever is sooner. The written notification(s) will include:
 - 1) Details of each occurrence of unsatisfactory performance;
 - 2) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished; and
 - 3) Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notification of satisfactory performance.
 - (c) An employee who has previously received the maximum number of possible progression adjustments in the same classification, except that progression adjustments received while in a project appointment will not count toward the progression adjustment eligibility for a permanent position or another project position.
- (2) Amount.
 - (a) An eligible employee in a position allocated to one of the following classifications will receive a two-time progression adjustment of \$1.20 per hour on the granting date, **subject to the pay range 81-03 minimum**.
 - 1) Accountant-Confidential
 - 2) Equal Opportunity Program Specialist
 - 3) Executive Equal Opportunity Specialist
 - 4) Executive Human Resources Specialist
 - 5) Human Resources Specialist
 - 6) IS Support Technician-Confidential
 - 7) IS Professional-Confidential
 - 8) Program & Policy Analyst-Confidential

- (b) An eligible employee in a position allocated to one of the following classifications will receive a one-time progression adjustment of \$1.20 per hour on the granting date, **subject to the pay range 81-03 minimum.**
 - 1) Budget and Policy Analyst-Agency
 - 2) Budget and Policy Analyst-Division
 - 3) Employee Benefit Plan Policy Advisor-Entry
 - 4) Institution Human Resources Director
 - 5) Revenue Economist-Confidential

- (c) An eligible employee in a position allocated to Payroll and Benefit Specialist will receive a two-time progression adjustment of \$1.00 per hour on the granting date, **subject to the pay range 81-04 minimum.**

- (d) An eligible employee in a position allocated to Research Analyst will receive a two-time progression adjustment of \$1.20 per hour on the granting date, **subject to the pay range 08-03 minimum.**

- (e) An eligible employee in a position allocated to Economist, Loan Analyst or Public Utility Rate Analyst will receive a one-time progression adjustment of \$1.20 per hour on the granting date, **subject to the pay range 08-03 minimum.**

- (f) An eligible employee in a position allocated to one of the following classifications will receive a two-time progression adjustment of \$1.20 per hour on the granting date, **subject to the pay range 07-03 minimum.**
 - 1) Accountant
 - 2) Agriculture Auditor
 - 3) Auditor
 - 4) Consumer Credit Examiner
 - 5) Equal Opportunity Specialist
 - 6) Financial Examiner
 - 7) Fuel Tax & Registration Auditor
 - 8) IS Business Automation Analyst
 - 9) IS Comprehensive Services Professional
 - 10) IS Data Services Professional
 - 11) IS Network Services Professional
 - 12) IS Systems Development Services Professional
 - 13) IS Technical Services Professional
 - 14) Mortgage Banking Examiner
 - 15) Motor Vehicle Program Specialist-Senior
 - 16) Program and Policy Analyst
 - 17) Public Utility Auditor
 - 18) Risk Management Specialist
 - 19) Securities Examiner
 - 20) Urban and Regional Planner

- (g) An eligible employee in a position allocated to one of the following classifications will receive a one-time progression adjustment of \$1.20 per hour on the granting date, **subject to the pay range 07-03 minimum**.
- 1) Crime Victims Claims Specialist
 - 2) DOA Program Specialist
 - 3) Elections Specialist-Entry
 - 4) Ethics Specialist-Entry
 - 5) Emergency Government Specialist
 - 6) Environmental Coordinator
 - 7) Grants Specialist
 - 8) Health Care Rate Analyst
 - 9) Human Services Program Coordinator
 - 10) Insurance Examiner
 - 11) Lottery Customer Service Specialist
 - 12) Natural Resources Bureau Data Coordinator
 - 13) Natural Resources Financial Assistance Specialist
 - 14) PECFA Program Specialist
 - 15) Printing Technician
 - 16) Public Defender Investigator
 - 17) Real Estate Specialist
 - 18) Revenue Agent
 - 19) Revenue Field Agent
 - 20) Technical Writer
 - 21) Tourism Specialist Assistant
 - 22) Trust Funds Specialist
 - 23) Workers Compensation Examiner
- (h) An eligible employee in a position allocated to Insurance Financial Examiner will receive a two-time progression adjustment of \$1.50 per hour on the granting date, **subject to the pay range 07-04 appointment maximum**.
- (i) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to progression adjustments granted pursuant to provisions of 2.03 of this Section (Section A).
- (j) An eligible employee in a position allocated to Revenue Auditor or Revenue Field Auditor will receive a two-time progression adjustment of \$1.50 per hour on the granting date, **subject to the pay range 07-04 appointment maximum**. Classification titles may be changed only upon the approval of the DPM Administrator.
- (3) Granting Date.
- (a) Progression adjustments for eligible employees will be awarded based on the employee's state service seniority date. Seniority dates will be adjusted (for progression adjustment purposes only) for absence from employment of more than one hundred and seventy four (174) work hours during the period between seniority dates, approved leaves of absence, layoff, and resignation. Adjustment of seniority for the aforementioned reasons may be waived at the discretion of the appointing authority.

- (b) Progression adjustments will be effective on the first day of the pay period following the employee's seniority date. If the employee's seniority date occurs on the first day of a pay period, the progression adjustment will be effective on that date.
- (c) An employee who is ineligible for the progression adjustment due to unsatisfactory performance will receive the progression adjustment effective the first day of the pay period following the employee's receipt of the written satisfactory performance evaluation. An employee will not be allowed to receive more than one progression adjustment on a granting date due to such a delay.

2.04 Excise Tax Agents and Criminal Analysts Progression

- (1) Eligibility: Employees in positions allocated to the classifications of Excise Tax Agents, and employees in the Criminal Analyst classification series as of February 18, 2018, are eligible for semi-automatic progression adjustments except for employees who have received an unsatisfactory performance evaluation prior to the employee attaining the next progression level and who have not received written notification that the unsatisfactory performance has been corrected.

Employees must be notified of unsatisfactory performance in writing. The written notification must include:

- (a) Details of each occurrence of unsatisfactory performance.
- (b) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished.

Employees who have received an unsatisfactory performance evaluation will receive a new performance evaluation within six (6) months, or prior to the next scheduled progression adjustment, whichever is sooner.

Upon satisfactory completion of the goals and expectations, the supervisor will, prior to the next scheduled progression adjustment, provide the employee with written notice of satisfactory performance. The employee will receive the next scheduled adjustment in accordance with (3) below.

Note: Employees hired into the Criminal Analyst series after February 18, 2018, are not eligible for pay progression.

- (2) Effective Date.

Semi-automatic progression adjustments for eligible employees will be awarded at one (1) year intervals based on the anniversary date of the start date in the class series. The time in class series anniversary date will be adjusted for absence from employment of more than one hundred and seventy four (174) work hours in a six (6) month period, approved leaves of absence, layoff, and resignation. Adjustment

of the anniversary date for the aforementioned reasons may be waived at the sole discretion of the appointing authority.

Semi-automatic progression adjustments will be effective on the first day of the pay period following the employee attaining the next progression interval. If the employee attains the next progression interval on the first day of a pay period, the semi-automatic progression adjustment will be effective on that date.

(3) Amount.

Denial of a semi-automatic progression adjustment will not be arbitrary and capricious and will be supported by documentation as specified in (1) above.

Except as provided below, on the effective date of the semi-automatic progression adjustment, an employee's base pay rate will be increased to the pay rate which is closest to but greater than the employee's current base pay rate, in accordance with the applicable progression schedule provided in Section Z of this Plan.

If eligible, an employee whose semi-automatic progression adjustment was previously denied due to circumstances described in (1) above, will receive an increase to the pay rate which the employee would have attained if the employee would have had satisfactory performance.

2.05 Law Enforcement Dispatcher Progression

- (1) Administration. Employees in positions allocated to the classification of Law Enforcement Dispatcher are eligible for a one-time \$1.00 per hour base pay progression adjustment, subject to the maximum of the pay range. Eligible employees will receive the adjustment on the first day of the pay period following a period of one year in the classification. Effective starting January 19, 2020, employees will receive an additional \$1.00 base pay progression adjustment on the first day of the pay period following a period of two years in the classification. This additional \$1.00 will also be provided effective January 19, 2020 to employees who already have more than two years in the classification as of that date. Any increases are subject to the pay range maximum.
- (2) Funding. All provisions of this progression will be agency funded.

2.06 Pay Range 05-31 and 05-32 Progressions

Effective the first day of the pay period following completion of the months of adjusted continuous service designated below, employees in positions allocated to classifications in pay ranges 05-31 and 05-32 will be paid the greater of the applicable pay rate in the following tables, or a pay rate calculated in accordance with Section E, 4.00(5):

Effective January 6, 2019	Pay Range 05-31	Pay Range 05-32
6 months	\$17.16 per hour	Not Applicable
12 months	\$17.68 per hour	Not Applicable
18 months	\$18.19 per hour	Not Applicable
24 months	\$18.70 per hour	\$20.70 per hour

Effective January 5, 2020	Pay Range 05-31	Pay Range 05-32
Minimum	\$16.99	\$17.80
6 months	\$17.51	Not applicable
12 months	\$18.04	Not applicable
18 months	\$18.56	Not applicable
24 months	\$19.08	\$21.12

Effective January 19, 2020	Employees in Academy and Employees receiving \$5 add-on		All Other Employees This Minimum Overrides the General Pay Range Minimum Listed in Section Z	
	Pay Range 05-31	Pay Range 05-32	Pay Range 05-31	Pay Range 05-32
Minimum	\$16.99	\$17.80	\$18.65	\$20.15
6 months	\$17.51	Not applicable	\$19.17	Not applicable
12 months	\$18.04	Not applicable	\$19.70	Not applicable
18 months	\$18.56	Not applicable	\$20.22	Not applicable
24 months	\$19.08	\$21.12	\$20.74	\$23.47
			The pay rates in these two columns incorporate the market adjustment indicated in Section L, 2.09.	

Effective June 21, 2020	Pay Range 05-31	Pay Range 05-32
Minimum	\$18.65	\$20.15
6 months	\$19.17	Not applicable
12 months	\$19.70	Not applicable
18 months	\$20.22	Not applicable
24 months	\$20.74	\$23.47

Effective December 6, 2020	Pay Range 05-31	Pay Range 05-32
Minimum	\$18.65	\$20.15
1 Year	\$19.70	\$23.64
2 Years	\$20.74	\$24.89
3 Years	\$21.37	\$25.65
5 Years	\$22.02	\$26.43
10 Years	\$22.69	\$27.23
15 years	\$23.38	\$28.06

Effective January 3, 2021	Pay Range 05-31	Pay Range 05-32
Minimum	\$19.03	\$20.56
1 Year	\$20.10	\$24.12
2 Years	\$21.16	\$25.39
3 Years	\$21.80	\$26.17
5 Years	\$22.47	\$26.96
10 Years	\$23.15	\$27.78
15 years	\$23.85	\$28.63

2.07 Schedule 14 and 15 Progressions

- (1) Eligible: Except as noted below, permanent and project employees in positions allocated to entry level classifications assigned to pay ranges 14-14, 14-15 and 15-04 whose base pay rate is less than the applicable threshold (Point C for Construction Representative, Facility Designer, and Hydrogeologist, Point E for all others) are eligible for semi-automatic adjustments as specified in (3) below.

Ineligible: The following employees are not eligible for a semi-automatic progression adjustment:

- (a) Employees who have received an unsatisfactory performance evaluation prior to the employee attaining the next progression level and who have not received written notification that the unsatisfactory performance has been corrected. Employees must be notified of unsatisfactory performance in writing. The written notification must include:
 1. Details of each occurrence of unsatisfactory performance.
 2. Identification of goals and expectations stated in terms that are observable and measurable and which specify how expectations are to be accomplished.

Employees who have received an unsatisfactory performance evaluation will receive a new performance evaluation within six (6) months, or prior to the next scheduled progression adjustment, whichever is sooner.

Upon satisfactory completion of the goals and expectations, the supervisor will, prior to the next scheduled progression adjustment, provide the

employee with written notice of satisfactory performance. The employee will receive the next scheduled adjustment in accordance with (3) below.

- (b) Employees who are serving the first six months of an original or promotional probationary period.

(2) Effective Date.

- (a) Except as provided in (c), below, semi-automatic progression adjustments for eligible employees will be awarded at six (6) month intervals based on the employee's time in the classification series. Time in the classification series will be adjusted for absences from employment of more than one hundred and seventy four (174) work hours per six (6) month progression interval (excluding approved annual leave), approved leaves of absence, layoff, and resignation. Adjustment of time in the classification series for the aforementioned reasons may be waived at the sole discretion of the appointing authority.
- (b) Semi-automatic progression adjustments will be effective on the first day of the pay period following the employee attaining the next progression interval. If the employee attains the next progression interval on the first day of a pay period, the semi-automatic progression adjustment will be effective on that date.
- (c) Employees whose pay rate is below point A of the applicable progression schedule will receive their adjustment to point A after one year of service in the classification series. Subsequent progression adjustments will be in accordance with (a) and (b) above.

(3) Amount.

- (a) Except as provided in (b) below, on the effective date of the semi-automatic progression adjustment, an employee's base pay rate will be increased to the pay rate which is closest to but greater than the current base pay rate, in accordance with the applicable progression schedule provided in Section Z of this Plan.
- (b) If eligible, an employee whose semi-automatic progression adjustment has been previously denied due to circumstances described in (1)(a) above, and project employees formerly ineligible for an adjustment, will receive an increase to the greater of the following rates on the effective date of the next scheduled semi-automatic progression increase: the pay rate that is closest to but greater than the employee's current base pay rate or the pay rate that corresponds to the employee's time in the classification series.

2.08 DMV Progression Adjustment

An employee who completes twelve (12) months in pay status as a DMV Customer Service Representative will receive a progression adjustment equal to \$1.40 per hour, subject to the maximum of the pay range. Pay will be effective the first day of the pay period

following the date in which the twelve (12) months in pay status is attained. In counting time in pay status, sixty (60) days will be waived per occurrence of time charged to a s. 230.36 claim or worker's compensation.

All employees in positions allocated to the DMV Customer Service Representative classification will be eligible for the base-building progression adjustment, except an employee who has previously received a \$1.40 per hour progression adjustment prior to the effective date of this Plan or an employee who has received an unsatisfactory performance evaluation prior to attaining twelve (12) months in pay status in the DMV Customer Service Representative classification.

Employees must be notified of the unsatisfactory performance in writing. The written notification will include details of each occurrence of unsatisfactory performance and must identify goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished including supervisory follow-up in intervals of not more than two (2) months. The two-month period may take absences into consideration.

An employee who has received an unsatisfactory performance evaluation will receive a new performance evaluation within six (6) months. Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notice of satisfactory performance. The employee will receive the progression adjustment effective the first day of the first pay period following the employee's receipt of the written satisfactory performance evaluation.

2.09 Nurse Clinician 2 and Nurse Clinician 2-Weekend Market Placement

Effective April 12, 2020, employees in pay status in the classifications of Nurse Clinician 2 or Nurse Clinician 2-Weekend will have their pay increased to the amount designated in the Pay Schedule 11-02 Nurse Clinician progression structure found in Section Z. Placement will be based on full years of professional nursing experience as established by the nurse license granting date. Employees whose current pay rate is equal to or greater than the designated amount will keep their current pay rate. This pay adjustment shall be applied after the \$1.00 increase provided under 4.30(B) of this Section (Section A).

The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this market placement.

Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and affected agencies will be required to provide the necessary funding.

2.10 Nurse Clinician 2 and Nurse Clinician 2-Weekend Pay Progression

(1) Eligibility. Starting April 26, 2020, all permanent and project employees in positions allocated to the classifications of Nurse Clinician 2 or Nurse Clinician 2-Weekend will be eligible for a base-building progression adjustment, except as follows:

- (a) An employee whose base pay rate is equal to or greater than the amount established for the employee's professional nursing experience.

- (b) An employee who has received an unsatisfactory performance evaluation within twelve (12) months prior to the granting date. The denial of a progression adjustment based upon unsatisfactory performance is not grievable under s. 230.12(5)(e), Wis. Stats. Employees must be notified of the unsatisfactory performance in writing, and will receive a new performance evaluation within six (6) months. The written notification(s) will include:
 - 1) Details of each occurrence of unsatisfactory performance;
 - 2) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished; and
 - 3) Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notification of satisfactory performance.

- (2) Granting Date. Progression adjustments for eligible employees will be awarded following the employee's attainment of 3, 5, 7, 9, and 11 years of professional nursing experience.

The progression adjustments will be effective on the first day of the pay period following the employee attaining the next professional experience level. If the employee attains the next progression level on the first day of a pay period, the semi-automatic progression adjustment will be effective on that date.

An employee who is ineligible for the progression adjustment due to unsatisfactory performance will receive the progression adjustment effective the first day of the pay period following the employee's receipt of the written satisfactory performance evaluation.

- (3) Amount.

On the effective date of a progression adjustment, the employee's base pay rate will be increased to the applicable progression point in accordance with the Nurse Clinician 2 progression schedule provided with pay schedule 11 in Section Z of this Plan. If the employee's base pay rate equals or exceeds the applicable progression point, the current rate of pay will be retained.

Funding. Costs of progression adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and affected agencies will be required to provide the necessary funding.

2.11 Fire/Crash Rescue Specialist Progression Adjustment

- (1) Administration. Except as noted below, employees in positions allocated to the classification of Fire/Crash Rescue Specialist will receive a one-time progression adjustment of \$1.00 per hour upon successful completion of 18 months of employment in the classification, including time as a Fire/Crash Rescue Specialist 1

(the previous classification title), subject to any federal maximum. If the maximum is increased prior to the expiration of this Compensation Plan, pay increases occurring after the effective date of the new maximum will be subject to the new maximum. Eligible employees will receive the adjustment on the first day of the pay period following completion of 18 months in the classification.

- (2) Employees who previously have held the classification title of Fire/Crash Rescue Specialist 2 or Fire/Crash Rescue Specialist 3 are **not** eligible for the \$1.00 per hour adjustment in (1) above.

2.12 Revenue Progression

- (1) Eligibility. All permanent and project employees in positions allocated to classifications in the table in (2) below, will be eligible for a base-building progression adjustment, except as follows:

An employee who has received an unsatisfactory performance evaluation within 12 month of the granting date will not be eligible. The denial of a progression adjustment based upon unsatisfactory performance is not grievable under s. 230.12(5)(e), Wis. Stats. Employees must be notified of the unsatisfactory performance in writing, and will receive a new performance evaluation within 12 months. The written notification(s) will include:

- (a) Details of each occurrence of unsatisfactory performance;
- (b) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished; and
- (c) Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notification of satisfactory performance.

Classification titles may be changed only upon the approval of the DPM Administrator.

- (2) Amount. On the granting date, an eligible employee will receive the amount that corresponds with the employee's classification and years of adjusted continuous service.

	7 year	10 years	15 years	20 years
Revenue Auditor 3 Revenue Field Auditor 4 Tax Resolution Officer-Office Audit Objective/Senior	\$1.00/hr			
Revenue Auditor 4 Revenue Field Auditor 5, 6 Tax Resolution Officer – Field Audit Tax Resolution Officer – Corp Office Audit Revenue Tax Specialist 3	\$1.00/hr	\$1.00/hr		
Revenue Auditor 5, 6 Revenue Field Auditor 7, 8 Tax Resolution Officer – Large Case Revenue Tax Specialist 4, 5	\$1.00/hr	\$1.00/hr	\$2.00/hr	\$2.00/hr

(3) Granting Date.

- (a) Progression adjustments for eligible employees will be awarded based on the employee’s adjusted continuous service date. The service date will be adjusted (for progression adjustment purposes only) for absences from employment of more than 174 work hours during the period between service dates, approved leaves of absences, layoff, and resignation. Adjustments for the aforementioned reasons may be waived at the discretion of the appointing authority.
- (b) Progression adjustments will be effective on the first day of the pay period following the employee’s service date. If that service date occurs on the first day of a pay period, the adjustment will be effective on that date.
- (c) An employee who is ineligible for the progression adjustment due to unsatisfactory performance will receive the adjustment effective the first day of the pay period following the employee’s receipt of the written satisfactory performance evaluation.

2.13 Crafts Worker Pay

- (1) Lead crafts workers will be paid in accordance with (4) below, plus they may be provided an additional base pay of fifty cents (\$0.50) per hour. Temporary lead crafts workers will be paid in accordance with (4) below, plus they may be provided an add-on of twenty cents (\$0.20) per hour.
- (2) Crafts Worker Supervisors will be paid one dollar (\$1.00) per hour more than the adjusted state rate for the highest paid Craft supervised, or one dollar (\$1.00) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.

- (3) Shop Supervisors will be paid one dollar and fifty cents (\$1.50) per hour more than the pay rate established in accordance with (2) above, for the highest paid Crafts Worker Supervisor supervised, or one dollar and fifty cents (\$1.50) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
- (4) Craft workers in pay schedule 04 will be paid in accordance with the adjusted rate schedule published on the DPM website.

NOTE: The additional pay provided under (1) through (3) above, will always be applied to the applicable state rate for the 100 hours of annual leave. The applicable state rate with the additional pay is considered to be the base pay rate for pay administration purposes. However, this state rate **without additional pay** will be used as the maximum for determining transaction type.

2.14 Discretionary Compensation

Discretionary Equity and Retention Adjustments (DERA) and Discretionary Merit Compensation (DMC) shall be granted in accordance with Sections I and J of this Plan, respectively.

3.00 Pay on Regrade

3.01 Individual Position Reallocation or Reclassification

Pursuant to s. 230.09(2)(f), Wis. Stats., the pay rate of an incumbent who is regraded as a result of position reallocation or reclassification will be adjusted as provided in this Section (Section A), and Sections E and I of this Plan. This supersedes s. ER 29.03(3), Wis. Adm. Code.

3.02 Classification and/or Compensation Surveys

The DPM Administrator may, without prior approval of the Joint Committee on Employment Relations (JCOER), establish provisions for determining the pay rate of a regraded employee whose position is reallocated as a result of a compensation survey and/or a classification survey under s. 230.09(2)(b), Wis. Stats., if such provisions are necessary to avoid the creation of pay anomalies. The DPM Administrator may also, for surveys, waive the increase for regrades due to reallocations provided in Sections E and I of this Plan. This authority is subject to the following:

- (1) The pay on regrade for survey reallocations as a result of position reallocation to the same, counterpart or higher pay range will not exceed 12.0% of the new pay range minimum, subject to the maximum of the new pay range.
- (2) The cost of any adjustments provided under (1) above, may be supplemented under s. 20.928, Wis. Stats., as appropriate, with respect to funding source.

- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to 3.02 of this Section (Section A).

3.03 Surveys with Different Implementation Dates

The provisions of 3.02 of this Section (Section A) will apply to situations where surveys of an occupational group are conducted in stages requiring different implementation dates. Any pay adjustments resulting from such application of the provisions of 3.02 shall be granted on the effective date of full survey implementation.

3.04 Intervening Adjustments

The intervening Compensation Plan adjustments pursuant to 3.02 of this Section (Section A) may be included in determining pay on return to previous level (as defined in Section I, 3.00 of this Plan), pay on reinstatement, and pay on restoration.

4.00 Overtime and Supplemental Pay

4.01 Definitions

- (1) **Base pay rate.** The official hourly rate excludes any overtime or supplemental pay. Base pay rate is limited to the pay range maximum; base pay rate plus any supplemental pay received is not limited to the pay range maximum.
- (2) **Compensatory time.** Paid time off the job which is earned and accrued by an employee in lieu of immediate cash payment for overtime. See Chapter 520 of the Wisconsin Human Resources Handbook.
- (3) **Exempt.** Exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).
- (4) **FLSA regular rate or regular rate.** The average hourly rate actually paid the employee as the straight time pay for all hours worked in the workweek, including all remuneration for employment paid to, or on behalf of, the employee except payments specifically excluded by the FLSA or federal regulations. The regular rate must be calculated on a week-by-week basis. Because the regular rate calculation includes differentials, stand-by pay, etc., it will often differ from the base hourly rate. It will also differ from the base rate during those weeks when an employee works fewer or more than 40 hours in the workweek.
- (5) **Night hours.** Work hours between the hours of 6:00 p.m. and 6:00 a.m.
- (6) **Nonexempt.** Subject to the overtime provisions of the FLSA.
- (7) **Nonstandard work period.** A regularly recurring period of 336 hours in the form of 14 consecutive 24-hour periods, which begins on a day of the week and time established by the appointing authority. Employees assigned a nonstandard work period are those employees who work a fixed schedule of more than 40 hours one week and less than 40 hours the next week.

- (8) **Overtime hours.** For employees assigned a standard workweek, work hours in excess of 40 in a standard workweek. For employees assigned a nonstandard work period except in the area of fire/crash rescue, work hours in excess of 80 hours in a nonstandard work period. Each position is considered separately in determining the number of work hours for employees occupying more than one position. (This definition applies only to employees who are exempt from the overtime provisions of the FLSA. Refer to Chapter 520 of the Wisconsin Human Resources Handbook for the definition of overtime as provided by the FLSA for nonexempt employees.)
- (9) **Premium rate.** The straight rate plus 0.5 times the regular rate paid the employee.
- (10) **Standard workweek.** A regularly recurring period of 168 hours in the form of 7 consecutive 24-hour periods which begins on a day of the week and time established by the appointing authority.
- (11) **Supplemental pay.** Pay in addition to the base rate for circumstances not reflected in the base pay rate or pay range. Such circumstances are identified below under 4.05 through 4.39.
- (12) **Weekend hours.** Work hours from 12:00 a.m. Saturday to 12:00 midnight on Sunday.
- (13) **Work hours.** Work time as directed by the appointing authority during which an employee must be on duty and at a prescribed place of work. In determining overtime hours for nonexempt employees, work hours means hours worked as defined in Chapter 520 of the Wisconsin Human Resources Handbook.

4.02 General Policy

- (1) **Usage.** Overtime and supplemental pay is to be held to a minimum consistent with the needs of the service. It is the responsibility of each agency to utilize other available alternatives before assigning employees to work hours that will require such pay.
- (2) **Records.** All cash overtime and supplemental pay will be separately recorded on payroll and will cease to be payable when no longer applicable.
- (3) **Application for Absences, Termination, or Cashing Annual Leave.**

Overtime or supplemental pay that is a base-building amount which is not automatically provided for all hours in work status or that is a lump sum payment, will not be paid to an employee absent or on leave with pay (vacation, sick leave, military leave, etc.) during the period in which the employee would otherwise be scheduled to work, or be included in computing lump sum payments for leave credit balances upon termination. **No overtime or supplemental pay** will be included for computing cash payments for employees selecting the cash option for annual leave (reference s. ER 18.02(5)(b)3., Wis. Adm. Code).

- (4) **Salaried Employees.** Employees who meet the duty and discretion test for exemption from the overtime provisions of the FLSA as professional, administrative, or executive employees must be paid on a "salary basis" as defined in the federal regulations and explained in Chapter 520 of the Wisconsin Human Resources Handbook. Exceptions to the requirement to be paid on a salary basis may be granted by the Director, Bureau of Compensation and Employment Relations.

NOTE: Refer to Section B, 3.07 of this Plan for overtime and supplemental pay for unclassified employees; and Section D, 4.00 of this Plan for overtime and supplemental pay provisions for limited term employees (LTEs).

4.03 Overtime for Permanent Employees

Employees are categorized as exempt or nonexempt in accordance with FLSA. Refer to the most current "Alphabetical Listing of Classifications" for the normal categorization of employees by "class title." Unless an exception applies, for purposes of this Section (Section A), employees in titles designated as exempt (E) will be treated as exempt and employees in titles designated as nonexempt (N) or mixed (M) will be treated as nonexempt. Refer to Chapter 520 of the Wisconsin Human Resources Handbook for an explanation of exempt and nonexempt status under the FLSA, and for information on exceptions to the normal FLSA categorization of employees by classification title.

- (1) **Overtime for Nonexempt Employees.** Overtime pay for employees who are nonexempt from the overtime provisions of the FLSA will be paid for work hours in accordance with those provisions and related federal regulations, except Fire/Crash Rescue Specialists will be paid overtime at the premium rate only after they exceed 106 hours of work hours in a biweekly pay period. Categorizing employees as exempt or nonexempt will be in accordance with the FLSA. In general, categorization is based on each employee's employment situation with an agency, regardless of the number of positions occupied by the employee in the agency. For employees functioning in an executive, administrative, or professional capacity, categorization cannot be based on the functions performed for the agency in any single workweek or work period. Temporary assignments of short duration will not normally affect the exempt or nonexempt status of employees. Refer to Chapter 520 of the Wisconsin Human Resources Handbook for specific information on the overtime provisions and record keeping requirements for nonexempt employees under the FLSA.
- (2) **Overtime for Exempt Employees.**
 - (a) The overtime pay status of permanent and project employees who are exempt from the overtime provisions of the FLSA will be determined in accordance with the following table. The table shows the overtime pay status of employee groups broken down by Data Processing (DP) Unit Code that may be paid up to 1-1/2 times the number of overtime hours in cash or compensatory time. For all other DP codes, overtime may be paid up to the straight rate in cash or compensatory hours. By May 13, 2018, agencies will provide to DPM for approval a written policy regarding the provision of overtime pay to exempt employees.

OVERTIME PAY STATUS TABLE FOR EXEMPT EMPLOYEES		
Employee Group or Unit	DP Unit Code	Overtime Pay Status
Confidential (Nonprofessional)	(97)	Up to the premium rate or up to time off at 1-1/2 times the # of overtime hours. (Permissive) See additional provisions for 'Limited Circumstances When Supervisors Must Receive Overtime Compensation,' 4.03(2)(b)2. of this Section (Section A).
Patient Care	(11)	
Supv./Conf. (Nonprofessional)	(96)	
Supervisory (Nonprofessional)	(16)	
Supv./Conf. (Professional)	(98)	
Supervisory (Professional)	(17)	
Forensic Scientist in the DOJ State Crime Lab	(15)	

***NOTE: This table applies only to employees who are exempt from the overtime provisions of the FLSA.**
See Chapter 520 of Wisconsin Human Resources Handbook for record keeping requirements pertaining to exempt employees under the FLSA.

(b) Provisions for Permanent Salaried Employees.

1. General Policy Regarding Payment for Overtime Worked by Salaried Employees.

The salaries paid to employees included in the Overtime Pay Status Table are generally intended to compensate for the total responsibilities of the position regardless of the number of hours worked. However, circumstances may exist where time off or cash payment for overtime hours is appropriate. Time off or cash payment authorization may be granted to exempt employees at the discretion of the appointing authority except where additional compensation is required. (See Limited Circumstances When Supervisors Must Receive Overtime Compensation, 4.03(2)(b)2. of this Section.)

The following factors will be used by agencies as a basis to establish practices for additional compensation for overtime hours:

- a. The number of additional hours of scheduled work required by the employer on a frequent and recurring basis (i.e., if only a few overtime hours are worked on an occasional basis, additional compensation should not normally be granted).
- b. The standards or expectations of the occupational area (i.e., in some occupations it is customary to work overtime hours without additional payment).

- c. The status of additional compensation for overtime hours paid to subordinates or comparable employees (i.e., the employee is supervising staff earning additional compensation for overtime hours, or the employee is working under similar conditions with employees comparable to employees in the category who are earning additional compensation for overtime hours).

2. Limited Circumstances When Supervisors Must Receive Overtime Compensation.

If **all** of the following conditions apply to a supervisor included in the 'Overtime Pay Status Table for Exempt Employees' (see previous page), the supervisor must be paid overtime compensation in accordance with 3. below:

- a. The supervisor's position is assigned to pay range 81-04 or a counterpart pay range in a different schedule or lower; or, the supervisor's position is allocated to one of the following classifications: Plat Review Supervisor or Transportation Specialist Supervisor;
- b. The supervisor is directed to work hours in addition to his/her normal work hours and such additional work hours result in overtime hours;
- c. The purpose of the additional work hours is to supervise employees who also are directed to work additional hours;
- d. The additional work hours of the employees supervised generate overtime compensation for that workweek or work period; and
- e. The additional work hours of both the supervisor and employees supervised are generated by the same cause or situation.

3. Calculating Overtime Compensation When Supervisors Must Receive Overtime Compensation Under the Limited Circumstances Set Forth in 2., above.

- a. Employees in professional supervisory (DP Unit Code 17) and professional confidential/supervisory (DP Unit Code 98) positions will be compensated on an hour-for-hour basis at no less than their regular rate of compensation in cash or equivalent time off.
- b. Employees in nonprofessional supervisory (DP Unit Code 16) and nonprofessional confidential/supervisory (DP Unit Code 96) positions will be compensated at the premium rate or granted time off at the number of overtime hours multiplied by 1.5.

(3) General Administrative Provisions.

- (a) Appointing authorities will have discretion to approve scheduled use of time off earned in lieu of cash payment for overtime hours.
- (b) Each year, any compensatory time not used by October 31, including compensatory time earned for working on a legal holiday, will be paid in cash in the following November at the employee's current regular rate. There will no longer be an additional period of time for the compensatory time to be used as paid leave.
- (c) Payment of overtime will be in addition to the premium rate paid for holiday work incurred during the established workweek or work period. Compensatory time off or payment at the premium rate will be granted for holiday work hours as provided in s. 230.35 (4)(b), Wis. Stats., except as noted in Section K, 5.00 of this Plan regarding Weekend Nurses, Weekend Certified Nursing Assistants, and Fire/Crash Rescue employees.

4.04 Overtime During a Declared Emergency

- (1) During a declared emergency under ss. 20.922(2) and 20.901(1)(b), Wis. Stats., employees, except project employees, who are not required to respond to declared emergencies as part of their broader job responsibilities may be temporarily assigned to perform duties which are not normally performed or which are not described in the employee's position description. When such assignments result in overtime hours which are directly attributable to the declared emergency, the employee will receive the premium rate or will be credited with compensatory time off at the rate of 1.5 hours for each overtime hour worked. For more information, refer to Chapter 520 of the Wisconsin Human Resources Handbook.
- (2) Any employee sent by an agency out of state to respond to emergencies under an interstate compact, an Emergency Management Assistance Compact (EMAC), or other equivalent mutual aid agreement, may be paid up to 1.5 times the employee's regular rate of pay.

4.05 Night Differential for Permanent Employees

(1) Eligibility.

Subject to (2) below, all permanent classified employees are eligible except for employees who are eligible to receive pay under 4.07 of this Section (Section A) or are classified as Fire/Crash Rescue Specialist, Fire/Crash Rescue Specialist – Crew Chief, or Fire/Crash Rescue Supervisor.

(2) General Administrative Provisions.

- (a) The payment of Night Differential is mandatory for all qualifying work hours of employees who are FLSA nonexempt.
- (b) The payment of Night Differential is at the discretion of the appointing authority for all qualifying work hours of employees who are FLSA exempt. Beginning May 13, 2018, this will require DPM approval.

(3) Rate.

- (a) Forty-five cents (\$0.45) per hour for all night hours worked (i.e., work hours between the hours of 6:00 p.m. and 6:00 a.m.).
- (b) Work hours are defined as work time as directed by the appointing authority during which an employee must be on duty and/or at a prescribed place of work. In determining overtime hours for nonexempt employees, work hours means hours as defined in Chapter 520 of the Wisconsin Human Resources Handbook.

4.06 Weekend Differential for Permanent Employees

(1) Eligibility.

Subject to (2) below, all permanent classified employees are eligible, except those who receive pay under 4.31 of this Section (Section A) or are classified as Fire/Crash Rescue Specialist, Fire/Crash Rescue Specialist – Crew Chief, or Fire/Crash Rescue Supervisor.

(2) General Administrative Provisions.

- (a) The payment of Weekend Differential is mandatory for all qualifying work hours of employees who are FLSA nonexempt.
- (b) The payment of Weekend Differential is at the discretion of the appointing authority for all qualifying work hours of employees who are FLSA exempt. Beginning May 13, 2018, this will require DPM approval.

- (3) Rate.
 - (a) Sixty cents (\$0.60) per hour for all weekend work hours (i.e., work hours on Saturday and Sunday).
 - (b) Work hours are defined as work time as directed by the appointing authority during which an employee must be on duty and/or at a prescribed place of work. In determining overtime hours for nonexempt employees, work hours means hours as defined in Chapter 520 of the Wisconsin Human Resources Handbook.

4.07 Differentials for Permanent Positions in Certain Nursing Related Classifications

- (1) Eligibility. Subject to (3) below, all permanent classified employees providing professional nursing care who meet the criteria in (a) and (b), below:
 - (a) Are in positions allocated to classifications assigned to Schedule 11; or
 - (b) Are classified as Director of Nursing, Health Services Nursing Coordinator, Nursing Administrator, Nursing Practitioner-Management, or Nursing Supervisor.
- (2) Definitions:
 - (a) “Work hours” are defined as work time as directed by the appointing authority during which an employee must be on duty and/or at a prescribed place of work.
 - (b) “Permanent pm/night shift rotation” means a schedule that will include both pm and night shifts, as determined by the needs of the appointing authority.
- (3) General Administrative Provisions.
 - (a) Employees eligible to receive pay under this provision are not eligible for the Night Differential provided under 4.05 of this Section (Section A).
 - (b) The differential payment is mandatory for:
 - 1. All qualifying work hours of employees who are FLSA nonexempt; and
 - 2. Employees in positions allocated to classifications in Schedule 11 for qualifying work hours providing professional nursing care.
 - (c) The differential payment is at the discretion of the appointing authority for all other eligible employees in classifications listed in (1)(b), above.
- (4) Rate. The differential rate will be determined based on the work hours as specified below:

- (a) One dollar and forty cents (\$1.40) per hour for work hours between 6:00 p.m. and 6:00 a.m.
- (b) An amount of two dollars and fifty cents (\$2.50) per hour in addition to (a) above, for hours worked between 6:00 p.m. and 6:00 a.m. for employees in positions identified by the employing unit as:
 - 1. Permanent p.m. or night shift; or
 - 2. Permanent p.m./night shift rotations; or
 - 3. Employees who commit to or are assigned to work p.m., nights or p.m./nights for a two (2) month period; and
 - 4. Weekend Nurses as defined in 4.31 of this Section (Section A), must commit to such shifts under 1 through 3 for a six (6) month period to be eligible.
- (c) An employee in the Nurse Clinician, Nursing Specialist, or Therapist classification series who is assigned shift lead responsibilities during periods when the appointing authority determines that a supervisory employee should be readily available on the premises but is not, shall be paid an additional add-on of one dollar and fifteen cents (\$1.15) per hour. The payment shall be limited to one employee in each unit who shall be designated by the Employer.

4.08 Standby Pay

- (1) Except as noted in (2) through (8) below, when the appointing authority requires that an employee be available for work and be able to report to work in less than one hour, the appointing authority may grant standby pay for each hour in standby status at the rate of \$2.25 per hour. Standby pay is mandatory (if required by the appointing authority) for FLSA nonexempt employees. Starting May 13, 2018, standby pay may be granted to FLSA exempt employees only upon the approval of DPM.
- (2) Department of Revenue lottery drawing and security staff required to be on standby for a drawing may be granted standby pay of \$20 per standby assignment.
- (3) A Department of Children and Families Initial Assessment Specialist, Initial Assessment Specialist-Senior, Initial Assessment Specialist-Advanced, and Initial Assessment Supervisor in the Division of Milwaukee Child Protective Services required to be on call during off-duty hours, shall be provided the following supplemental pay:
 - (a) A payment equal to \$125 for each regularly scheduled block shift of the work week that the employee is required to be on call to respond during off-duty hours.
 - (b) A payment equal to \$150 for each block shift that the employee is required to be on call to respond on a weekend or holiday.

This payment shall not increase an employee's hours for the purpose of overtime calculation.

- (4) A Department of Children and Families Initial Assessment Program Manager in the Division of Milwaukee Child Protective Services required to be on call during off-duty hours, shall be provided the following supplemental pay:

- (a) A payment equal to \$75 for each regularly scheduled block shift of the work week that the employee is required to be on call to respond during off-duty hours.
- (b) A payment equal to \$75 for each block shift that the employee is required to be on call to respond on a weekend or holiday.

This payment shall not increase an employee's hours for the purpose of overtime calculation.

- (5) A Clinical Service employee at the Department of Corrections required to be on call during off-duty hours shall be provided the following supplemental pay:

- (a) A fee equal to one (1) hour of pay at the employee's current hourly rate of pay for each regularly scheduled day of the work week that the employee is required to be on call during off-duty hours with a maximum of five (5) hours of pay per work week. **Only one (1) hour of pay will be granted if an unbroken period in which an employee is required to respond extends into a second calendar day.** This payment, or fee, shall not increase the employee's hours for the purpose of the calculation of overtime.
- (b) \$3.00 per hour for each hour during regularly scheduled days off that the employee is required to be on call, subject to a maximum of \$144.00 per calendar week.

- (6) The appointing authority will have the sole discretion to provide an add-on not to exceed \$14.00 per hour to on-call physicians at the Department of Corrections.

- (7) Medical Officer of the Day Pay.

Physicians or Psychiatrists assigned as Medical Officer of the Day are responsible for all aspects of the institution's medical program on weekends and from 4:30 p.m. to 7:45 a.m. on weekdays. During these time frames, the Medical Officer of the Day is assigned both on-site responsibilities (e.g., doing rounds, making medical judgments on admissions, responding to general ward problems, etc.) and off-site responsibilities (e.g., discussing changed status of patients, prescribing treatment and medications, renewing medical orders, responding to general ward problems, etc.). Compensation for Medical Officer of the Day off-site or on-site standby duties may, upon approval of the DPM Administrator, be set at a rate not to exceed the usual and customary fee for such service as reflected by appropriate pay policies in the health treatment industry.

- (8) Department of Natural Resources employees in the Conservation Biologist, Forester, Forestry Specialist, Forestry Technician, Wildlife Biologist, and Wildlife Technician

classification series who are assigned fire suppression duties, and employees who provide direct supervision of fire suppression duties, will receive one (1) hour of pay at the straight time rate as a supplemental payment for each eight (8) hour period, or portion thereof, during their non-work time on scheduled days of the week when required to be able to be reached by two-way radio, telephone, cell phone, or pager and report for fire suppression duty in less than 30 minutes.

Department of Natural Resources employees in the Conservation Biologist, Forester, Forestry Specialist, Forestry Technician, Wildlife Biologist, and Wildlife Technician classification series who are assigned fire suppression duties, and employees who provide direct supervision of fire suppression duties, will receive two (2) hours of pay at the straight time rate as a supplemental payment for each eight (8) hour period, or portion thereof, on a non-scheduled day of the week when required to be able to be reached by two-way radio, telephone, cell phone, or pager and report for fire suppression duty in less than 30 minutes.

The Employer will restore earned legal holiday leave credits used up to a maximum of eight (8) hours to employees placed on fire duty readiness status on a legal holiday. Any restored legal holiday leave must be used within the same calendar year.

- (9) A technician at the Educational Communications Board required to be on call during off-duty hours shall be provided the following supplemental pay:
 - (a) A fee equal to one (1) hour of pay at the employee's current hourly rate of pay for each regularly scheduled day of the work week that the employee is required to be on call during off-duty hours with a maximum of five (5) hours of pay per work week. Only one (1) hour of pay will be granted if an unbroken period in which an employee is required to respond extends into a second calendar day. This payment, or fee, shall not increase the employee's hours for the purpose of the calculation of overtime.
 - (b) \$1.25 per hour for each hour during regularly scheduled days off that the employee is required to be on call, subject to a maximum of \$60.00 per calendar week.

4.09 Call-Back/Call-In Pay

The appointing authority may guarantee a minimum of two hours pay when an emergency situation exists and an employee is called back for duty or called in on the employee's day off. The guaranteed minimum of two hours pay will be mandatory for:

- (1) Nonexempt employees; and
- (2) Supervisory employees when call-back/call-in work hours plus other work hours cause the employee to receive mandatory overtime pay under 4.03(2)(b)2 of this Section (Section A).

4.10 Supplemental Pay for Psychologists

- (1) Subject to the eligibility requirements of (3) below, an add-on may be provided to an employee whose position has been allocated to one of the following classifications:

Psychologist-Licensed
Psychologist-Licensed-Chapter 980
Chief Regional Psychologist
School Psychologist
School Psychologist – Senior
Psychological Associate
Psychologist Supervisor
Psychologist Supervisor – Chapter 980
Psychologist Supervisor Management
Psychologist Manager
Psychologist Chief

- (2) The appointing authority has the sole discretion to approve or deny the add-on amount based on external market conditions affecting the recruitment and retention of employees with doctorates in the psychology subspecialty required by the position. Such amounts may differ by geographic area and by subspecialty. Differences in add-on amounts may **not** be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignment of the classification. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.
- (3) In order to be eligible for the add-on, the employee must possess a recognized Doctorate in Psychology or a related field such as Behavioral Disabilities. Employees who possess an equivalent to a Doctorate, as evidenced by licensure by the Psychology Examining Board, will also be eligible.
- (4) The add-on will be an amount not to exceed \$8.00 per hour for Chapter 980 classifications and not to exceed \$6.00 per hour for all other classifications. The Psychologist add-on will be effective at the beginning of the first pay period following the appointing authority's approval of the add-on. **The amount can be subsequently changed only with DPM approval.**

4.11 Supplemental Pay for Attorney Supervisory and Managerial Positions

- (1) This supplemental pay provision applies to Attorney positions allocated to Supervisory, Confidential/Supervisory or Management classifications who supervise one or more permanent Attorney positions.
- (2) The actual responsibility add-on amount paid to an employee may be any amount up to the maximum rate. The maximum rate allowable will not exceed **\$2.75 per hour**. **The amount can be subsequently changed only with DPM approval.**

- (3) The appointing authority has the discretion to grant or adjust (subject to DPM approval) supplemental pay subject to the maximum allowable amounts based on their analysis of the organizational structure, internal and external relationships, size of staff supervised and any other reasonable criteria deemed appropriate. The agency will immediately discontinue the add-on when the Attorney is no longer employed in a position allocated to a supervisory or managerial classification. Failure to do so will result in a salary overpayment that must be recovered by the appointing authority.

4.12 Supplemental Pay for Teachers, Teacher Supervisors, Education Directors, and Juvenile Education Directors

- (1) An add-on amount may be paid to supplement the base pay of an employee whose position is allocated to the Teacher, Teacher Supervisor, Education Director, or Juvenile Education Director classifications, based on credits earned from an accredited technical college, college or university over and above those needed for basic certification as a teacher or education director, including provisional licenses, as provided in the schedule below.
- (2) In order to be eligible for the add-on, the appointing authority must make a determination that the additional credits on which the add-on is based are relevant to the duties and responsibilities of the position. The appointing authority will have the discretion to determine the relevance of the credits.
- (3) When an eligible employee successfully completes one of the following, the employee shall be eligible for a Professional Development Step as provided in the table below:
 - (a) A job-required professional development plan, pursuant to chapter PI 34, Wis. Adm. Code;
 - (b) Six credits as part of the job-required professional development plan; or
 - (c) Six job-relevant credits excluding the first six of any professional development plan.
 - (d) An employee will not receive an additional step under (a) above, if credits involved were used to receive a step under (b) above.
- (4) If granted, the add-on will be effective at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) If the incumbent moves from the position for which an add-on amount has been determined to be appropriate to a position not allocated to one of these classifications, the add-on shall cease. If the incumbent moves to another position allocated to one of these classifications, the appointing authority shall re-evaluate the additional credits beyond those needed for basic certification, including provisional licenses, and establish which are relevant to the new position. It is on these credits that any add-on to be applied will be based.

TEACHER, TEACHER SUPERVISOR, EDUCATION DIRECTOR AND JUVENILE EDUCATION DIRECTOR SUPPLEMENTAL PAY AMOUNTS										
HOURLY ADD-ON AMOUNTS										
	\$0.97	\$1.22	\$1.47	\$1.72	\$1.97	\$2.22	\$2.47	\$2.72	\$2.97	
NUMBER OF CREDITS BEYOND BACHELOR'S DEGREE										
Bachelor's Degree plus:	6	12	18	24	30	36	42	48	54	
Professional Development Plan Steps:	A	B	C	D	E	F	G	H	I	

The above add-on amounts apply only to classifications eligible for the supplemental pay add-on.

4.13 Supplemental Pay for Dentists, Physicians, and Psychiatrists

Permanent and project employees whose positions require the possession of a license to practice medicine pursuant to s. 448.05, Wis. Stats., are covered by (1) below. These positions are classified as Physician, Physician Supervisor, Physician Management, Psychiatrist, Psychiatrist Supervisor, or Psychiatrist Management. Permanent and project employees in positions classified as Dentist Supervisor, Dentist Management, Physician Supervisor, Physician Management, Psychiatrist Supervisor or Psychiatrist Management are covered by (2) below.

(1) Supplemental Pay for Board Certification and Board Certification Eligibility.

Subject to (a) through (e) below, the appointing authority has the authority to determine supplemental pay in accordance with the schedule of supplemental pay amounts provided under (f) below, for Board Certification eligibility or Board Certification.

- (a) Board Certification Eligibility. An employee in a position for which the appointing authority requires Board Certification and who has been certified by the appropriate Medical Specialty Board as having achieved the required Board Certification eligibility may be granted supplemental pay up to the amount shown in the table below, at the discretion of the appointing authority. No credit will be given for Board Certification eligibility in a specialty not directly related to the employee’s position, as determined by the appointing authority. **The amount can be subsequently changed only with DPM approval.**
- (b) Board Certification. An employee in a position for which the appointing authority requires Board Certification and who has been certified by the appropriate Medical Specialty Board for the required certification may be granted supplemental pay within the range provided in the table below. No

credit will be given for Board Certification in a specialty not directly related to the employee’s position, as determined by the appointing authority.

- (c) Supplemental pay may only be granted upon receipt of written evidence of Board Certification eligibility or Board Certification. All supplemental pay adjustments will be effective at the beginning of the pay period following the determination by the appointing authority that the employee has presented sufficient evidence of the Board Certification eligibility or Board Certification required for the position. Supplemental pay will be discontinued by the appointing authority whenever the Physician or Psychiatrist is no longer employed in a position for which the appointing authority requires the Board Certification.
- (d) Any employee who was already receiving supplemental pay for Board Certification on November 26, 1995, in an amount that was greater than fifteen percent (15%) of the minimum of the pay range that took effect on November 26, 1995, will retain at least that amount while in the position the employee occupied on that date.
- (e) Employees eligible for supplemental pay are limited to one supplemental pay amount to reflect either Board Certification Eligibility or Board Certification. There will be no pyramiding of Board Certification pay.
- (f) Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility.

Schedule of Supplemental Pay Amounts for Board Certification And Board Certification Eligibility		
Classification	Board Certification Eligibility	Board Certification
Physician Physician Supv. Physician Mgt.	NTE \$7.00/hr.	\$10.00/hr - \$21.00/hr
Psychiatrist Psychiatrist Supv. Psychiatrist Mgt.	NTE - \$8.00/hr	\$11.00/hr - \$23.00/hr

- (2) Supervisory/Management Responsibility.
 - (a) Because of the variety of existing and potential future positions assigned supervisory or management responsibility, supplemental pay will be based upon such factors as organizational status, structure of the work environment, program scope and complexity, decision-making authority, policy-setting authority or any other reasonable factors. The added supplemental pay will relate to either of the two categories listed in the table below based on the designation (i.e., Supervisor or Management) in the employee’s classification title.

Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility		
Pay Range (Classification)	Supervisory	Management
Pay Range 50-50 (Dentist Supv.) (Dentist Mgt.)	NTE - \$6.00/hr.	NTE - \$17.00/hr.
Pay Range 50-51 (Physician Supv.) (Physician Mgt.)	NTE - \$7.00/hr.	NTE - \$21.00/hr.
Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)	NTE - \$8.00/hr.	NTE - \$23.00/hr.

- (b) **The supplemental pay amount awarded by an agency can be subsequently changed only with DPM approval.** This type of change is not considered a promotion or demotion and, therefore, within range base pay increases will not be granted.
- (c) Effective Dates.

All supplemental pay adjustments will be effective at the beginning of the pay period following the determination by the appointing authority that such adjustments are warranted in accordance with this Section (Section A). Supplemental pay will cease whenever the employee is not employed in a position requiring supervisory or management responsibility.

4.14 Supplemental Pay for Engineering Related Classifications

- (1) An add-on amount of \$0.30 per hour may be paid to supplement the base pay of an employee whose position is allocated to a classification in schedule 14 or one of the management or supervisory engineering and related classifications based upon the employee's possession of a license or registration as an Agricultural Engineering Practitioner, Professional Geologist, Professional Hydrologist, Professional Soil Scientist, Petroleum Operations Engineer, or Wisconsin Registered Interior Designer. The license or registration must be recognized by the State of Wisconsin.
- (2) An add-on amount of \$0.30 per hour may be paid to supplement the base pay of an employee whose position is allocated to the Construction Coordinator Supervisor based on the employee's possession of an Asbestos Supervisor certification from the Wisconsin Department of Health Services.
- (3) An add-on of \$1.00 per hour may be paid to supplement the base pay of an employee whose position is allocated to a classification in schedule 14 or one of the management or supervisory engineering and related classifications based upon the

employee's possession of a Designer of Engineering Systems permit, an Architect registration or for licenses as a Land Surveyor, Professional Engineer, and Landscape Architect. The license, permit, or registration must be recognized by the State of Wisconsin.

- (4) The appointing authority will have the discretion to determine the relevance of the registration or permit to the position held and to authorize the hourly add-on. If granted, the add-on will be effective at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) If the incumbent moves from the position for which an add-on has been approved by the appointing authority to a position not allocated to one of the authorized classifications, the add-on will cease. If the incumbent moves to another position allocated to one of the authorized classifications, the appointing authority of the new position has the discretion to determine whether the add-on will be continued in the new position. If an employee receiving an add-on ceases to hold a current registration or permit as the result of expiration or revocation, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.
- (6) An employee may receive only one of the add-ons identified in (1) to (3), above.

4.15 Certified Public Accountant (CPA) Add-On

- (1) CPA Add-On (Pre-Certification). An add-on amount of twenty-five cents (\$0.25) per hour may be paid to supplement the base pay of an eligible employee whose position is allocated to Accountant, Auditor, agency-specific professional fiscal (schedule 07) classifications, or one of the professional confidential, supervisory, or management fiscal classifications based upon the employee's successful completion of the Certified Public Accountant (CPA) examination and possession of the CPA "Notification of Grades." To be eligible for the add-on, all three of the following criteria must be met:
 - (a) The employee must be in a position that is allocated to Accountant, Auditor, agency-specific professional fiscal (schedule 07) classifications, or one of the following professional confidential, supervisory, or management fiscal classifications: Accountant-Confidential, Auditor-Confidential, Financial Program Supervisor, Financial Officer, Financial Manager, Financial Management Supervisor, or agency-specific professional fiscal classification;
 - (b) The employee must successfully complete the CPA examination and possess the CPA "Notification of Grades" from the Department of Safety and Professional Services or another state; **and**
 - (c) The CPA-related knowledge must be relevant to the position's assigned duties and responsibilities.
- (2) CPA Add-On (Post-Certification). Upon earning the CPA certification, an additional add-on amount of twenty-five cents (\$0.25) per hour may be granted to an employee to bring the employee's total add-on amount up to fifty cents (\$0.50) per

hour. To be eligible for this additional add-on amount, all three of the following criteria must be met:

- (a) Except as indicated in (3) below, the employee must be in a position that is allocated to Accountant, Auditor, agency-specific professional fiscal (schedule 07) classifications, or one of the following professional confidential, supervisory, or management fiscal classifications: Accountant, Auditor, Financial Program Supervisor, Financial Officer, Financial Manager, Financial Management Supervisor, or agency-specific professional fiscal classification;
 - (b) The employee must possess a current certificate from the Department of Safety and Professional Services or another state as a Certified Public Accountant; **and**,
 - (c) The CPA-related knowledge must be relevant to the position's assigned duties and responsibilities.
- (3) On a case-by-case basis, an appointing authority may request DPM's approval of CPA add-on eligibility for positions not allocated to the classifications identified in (2)(a), above.
 - (4) The appointing authority will have the discretion to determine the relevance of the successful completion of the CPA examination or CPA certification to the position held and to authorize the hourly add-on.
 - (5) If an add-on is granted, it will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
 - (6) If the incumbent moves from the position for which an add-on has been approved by the appointing authority to a position not allocated to one of the authorized classifications, the add-on will cease. If the incumbent moves to another position allocated to one of the authorized classifications, the appointing authority of the new position has the discretion to determine whether the add-on will be continued in the new position, based on the criteria noted above. If an employee receiving an add-on ceases to hold a current certification as the result of expiration or revocation of such certification, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.

4.16 Certified General Appraiser Add-On

An add-on amount of thirty cents (\$0.30) per hour may be paid to supplement the base pay of an eligible employee in a position of which the primary responsibility is property assessment or real estate appraisal, based on the employee's possession of a current certification as a Certified General Appraiser from the Department of Safety and Professional Services.

- (1) To be eligible for the add-on, the following conditions must be met:
 - (a) The employee must be in a position of which the primary responsibility is property assessment or real estate appraisal;
 - (b) The employee must possess a current certification as a Certified General Appraiser from the Department of Safety and Professional Services; and
 - (c) The General Appraiser Certification must be relevant to the position's assigned duties and responsibilities.
- (2) DPM will establish and maintain the list of classifications that qualify for the Certified General Appraiser Add-On.
- (3) The appointing authority will have the discretion to determine the relevance of the certification to the position held and to authorize the hourly add-on.
- (4) If an add-on is granted to an employee, it will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (5) If the incumbent moves from the position for which an add-on has been approved by the appointing authority to a position not allocated to one of the authorized classifications, the add-on will cease. If the incumbent moves to another position allocated to one of the authorized classifications, the appointing authority of the new position has the discretion to determine whether the add-on will be continued in the new position, based on the criteria noted above. If an employee receiving an add-on ceases to hold a current certification as the result of expiration or revocation of such certification, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.

4.17 Supplemental Pay Program for Certain Power Plant Classifications

- (1) This supplemental pay program applies to employees in positions allocated to the Power Plant Operator, Power Plant Operator – Senior, Power Plant Operator – In Charge, Power Plant Manager, and Power Plant Superintendent classifications, or to employees temporarily assigned for longer than four weeks, to power plant facilities listed below.

- (2) Eligible employees may receive an add-on as follows:

DOA Capitol Heat & Power	\$1.00 per hour
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- (3) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on.
- (4) The add-on will immediately cease when the employee is no longer employed in the position for which the add-on was approved.

4.18 Supplemental Pay for Firearms Requirement at the Department of Military Affairs

Employees in the Department of Military Affairs who are qualified and regularly required to carry a firearm during the performance of security duties shall receive an add-on of \$2.00 per hour. For purposes of this provision, a firearm is defined as a pistol and/or rifle. The add-on will immediately cease if the employee is no longer qualified or regularly required to carry a firearm, or leaves the Department of Military Affairs.

4.19 Supplemental Pay for Accredited and Certified Insurance Examiner Designations

Employees at the Office of the Commissioner of Insurance who are in positions allocated to the Insurance Examiner classification series, the Insurance Financial Examiner classification series and classifications of Insurance Examiner Chief or Insurance Financial Examiner Chief shall receive an add-on of \$0.25 per hour based on the employee's designation of Accredited Insurance Examiner or Accredited Financial Examiner, respectively, after successfully meeting the requirements of an accredited program. Upon earning a Certified Insurance Examiner or Certified Financial Examiner designation appropriate for the employee's classification, an additional \$0.25 per hour will be added, bringing the total add-on amount to \$0.50 per hour. The add-on shall be effective the first day of the pay period following receipt of proof of such accreditation or certification. The employee shall no longer receive the add-on if the employee is no longer in a position allocated to one of the specified classifications or if the employee no longer meets the continuing education requirements of the designation.

4.20 Supplemental Pay for Specific Department of Natural Resources Assignments

Employees at the Department of Natural Resources who are in positions allocated to the classifications of Conservation Warden, Administrative Warden, and NR Law Enforcement Supervisor may be provided a \$1.50 per hour add-on for performing the following duties:

- (1) Field Training Officer (FTO), including time spent completing Daily Observation Reports, field training performance evaluations and other documents directly related to assessing recruit performance during the FTO assignment;
- (2) Background Investigator; or
- (3) Instructor, instructing students in Firearms, Defensive and Arrest Tactics, Vehicle Contact, Emergency Vehicle Operations, Professional Communications or Standardized Field Sobriety Testing pursuant to their Wisconsin Department of Justice instructor certification.

The add-on will be provided only for hours performing the above duties, and only if they are duties considered outside of the employee’s normal job responsibilities. Eligible hours will not include any training sessions, or travel time to or from training sessions.

4.21 Supplemental Pay for Financial Examiner Skills and Education

- (1) For the positions listed below, the Department of Financial Institutions and the Office of Credit Unions will implement a supplemental pay program for Financial Examiner Skills and Education:

- Consumer Act Director
- Consumer Credit Examiner and Consumer Credit Examiner – Journey, Senior and Advanced
- Deputy Administrator - Banking
- Deputy Administrator - Credit Unions
- Financial Examiner and Financial Examiner – Journey, Senior and Advanced
- Financial Examiner Supervisor
- Licensed Financial Services Director
- Securities Examiner and Securities Examiner – Journey, Senior and Advanced
- Securities Registration and Compliance Director

On a case-by-case basis, the appointing authority may request DPM’s approval of add-on eligibility for other positions.

- (2) The appointing authority may grant or adjust the add-on based on the following amounts and criteria developed by the appointing authority. Such criteria must be approved by the DPM Administrator prior to the granting of any add-on under these provisions:

Amounts for Each Skill and Education Level Attained:

Skill and Education Level 1	\$1.50/hour
Skill and Education Level 2	\$1.50/hour
Skill and Education Level 3	\$1.50/hour
Skill and Education Level 4	\$1.50/hour

- (3) Any add-on will immediately cease when the employee is no longer employed in the position for which the add-on was approved, unless the employee continues employment in an otherwise covered position.
- (4) Differences in add-on amounts may not be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignments of the classifications. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.

- (5) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on. The maximum add-on for an individual is \$6.00 per hour.

4.22 Supplemental Pay for Bilingual Skills

The appointing authority will have the sole discretion to provide an add-on not to exceed \$1.00 per hour to any employee whose position description requires the employee to speak or translate a language other than English, or to use American Sign Language. The amount granted will be based on the employer's assessment of the need for bilingual skills including but not limited to anticipated percentage of time devoted to this activity, estimates of the size to the client/customer base served that require bilingual services and the number of languages utilized. This add-on will immediately cease when the employee leaves the position or if the requirement is removed from the employee's position description.

4.23 Flight Pay

Any employee required to pilot an aircraft as a portion of his/her assigned duties shall receive as additional pay five dollars (\$5.00) for each hour of aircraft log time during which this duty is performed unless:

- (1) His/her current classification and job specification already includes this duty as a regularly assigned duty of the job; or
- (2) The time spent in flying the air craft is a casual occurrence solely for the purpose of arriving at a destination and not a part of a regular duty assignment.

No additional compensation shall be granted for any ground duty or preparation time even though such duties may be directly connected with the actual flying assignment. The Aircraft Pilot classification is exempt from this provision.

4.24 Aircraft Mechanics

DOA aircraft mechanics required to pilot an aircraft as a portion of his/her assigned duties shall receive additional add-on pay of five dollars (\$5.00) for each hour from the time the plane takes off (engine start) from its originating location until it returns and lands at the same location (engine stop) including wait time. If the flight involves an overnight stay, the add-on pay is only applied until engine stop at the overnight stay location and will begin the next day at engine start for the return flight back to the home base.

An add-on of fifty cents (\$0.50) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to the Aircraft Mechanic classification, based upon the employee's possession of a current Repairman's Certification under FAR part 65.103 (Specialized Services & Instrument). If an employee receiving this supplemental add-on ceases to hold a current certification or a position allocated to the Aircraft Mechanic classification, the add-on will cease effective the first day of the pay period

following termination of the current certification or from the position allocated to the Aircraft Mechanic classification.

4.25 Fire/Crash Rescue Relief Lead Worker

When a Fire/Crash Rescue Specialist – Crew Chief is not available to lead a shift, the Employer may designate an employee classified as a Fire/Crash Rescue Specialist as a relief lead worker for that shift. The employee will receive a differential of ninety cents (\$0.90) per hour for each hour assigned as relief lead worker. The differential will cease when the employee is no longer assigned as a relief lead worker.

4.26 Plumbing Specialty Add-on

Employees who have a valid Master Plumber’s license or are credentialed as a Designer of Engineering Systems with a Plumbing Specialty and who are also classified as a Plumbing Consultant or Plumbing Plan Reviewer, or employees classified as a Plumbing Plan Reviewer – Water Attraction/Swimming Pool Plan Reviewer, will receive an add-on of \$3.50 per hour. The add-on will terminate on the date such employee leaves a covered classification. An employee may only receive one add on.

4.27 AODA Treatment Programs Add-on

Department of Corrections, Department of Veterans Affairs, and Department of Health Services employees who are classified as Social Services Supervisor, Social Worker – Corrections, Social Worker – Corrections - Senior, Social Worker-Clinical, Social Worker – Senior, Social Worker-Advanced, or Treatment Specialist 1 or 2, and who hold positions identified as those assigned to AODA treatment programs with the majority of each employee’s duties being social work related may be provided an add-on corresponding to their AODA certification:

Substance Abuse Counselor – in – Training (SACIT)	\$1.00 / hour
Substance Abuse Counselor (SAC)	\$1.50 / hour
Clinical Substance Abuse Counselor (CSAC)	\$2.00 / hour

Employees in positions allocated to classifications other than those listed above may receive an add-on only upon approval of the DPM Bureau of Classification and Compensation, or by the appointing authority if delegation for approval is delegated by the bureau.

Certification must be issued by the State of Wisconsin Department of Safety and Professional Services and determined to be valid by the applicable agency.

Each eligible employee holding certification shall be eligible to receive only one add-on for verified AODA certification. Employees holding multiple certifications (of those listed above) will be eligible to receive the add-on for the highest level of certification. If an employee obtains a higher level of AODA certification (of those listed above), the employee will be eligible for the corresponding add-on. The effective date of the new add-on shall be the beginning of the pay period following receipt by the appointing

authority of proof of certification.

Any applicable add-on will end immediately if the employee leaves a covered position or if the employee loses eligibility by failure to maintain certification or obtain required re-certification

4.28 Oral Surgery Add-on

The Department of Corrections (DOC) may choose to assign regional responsibility for more advanced oral surgery procedures not considered to be part of a routine practice. Employees with assigned regional responsibility will also be expected to perform those procedures at their base location. Additional regional responsibilities include the regular performance of a specific set of oral surgery procedures, traveling to assigned institutions and working with dental staff at that location, and treating offenders from other institutions solely for their oral surgery needs. DOC will determine the number and composition of the regions, if any, and to assign regional responsibilities and make changes as needed for operational purposes. DOC will also determine selection and ongoing eligibility, based on the recommendations of the DOC Dental Director.

An hourly add-on amount not to exceed \$5.00 per hour may be granted to those employees for whom regional oral surgery responsibilities are assigned and comprise at least 25% of the duties and responsibilities as reflected on the employee's position description.

4.29 Teacher Education Program Supplemental Pay

Professional Development Plan (PDP) Team Members: A professional development team is responsible for review and approval of initial and professional educators' professional development goals. Teachers and administrators selected to serve on a PDP team will attend a one-day training conducted by DPI. Teachers and administrators participating in PDP training will do so without loss of pay. Cost of the training will be paid by the Employer. Teachers and administrators serving on a professional development team will receive their current hourly rate of pay including add-ons. The number and length of meetings with initial and professional educators will be determined by the Employer.

Master Educators: The master educator license is an optional ten year renewable license. Teachers who have been granted a master educator license by the DPI or by the National Board of Professional Teaching Standards may receive an add-on in the amount of one dollar and fifty cents (\$1.50) per hour while the license is in effect.

4.30 Nurse Clinician Add-on

(A) An add-on amount of one dollar (\$1.00) per hour shall be paid, for hours worked only, to supplement the base pay of employees meeting the following criteria. Effective April 12, 2020, employees in the classifications of Nurse Clinician 2 or Nurse Clinician 2-Weekend will no longer be eligible for this add-on.

- (1) The employee is in a position which is allocated to the Nurse Clinician classification series and is providing direct patient care.

- (2) The employee is employed by one of the following: Racine Correctional Institution, Racine Youthful Offender Correctional Facility, Mendota Mental Health Institute, Winnebago Mental Health Institute, Wisconsin Resource Center, Central Wisconsin Center, and Veteran’s Home-King. Other units may provide the add-on at the sole discretion of the appointing authority.

At the sole discretion of the appointing authority, employing units other than those listed in (2) above, may provide an add-on amount of one dollar (\$1.00) per hour to supplement the base pay of employees, subject to the following. Effective April 12, 2020, employees in the classifications of Nurse Clinician 2 or Nurse Clinician 2-Weekend will no longer be eligible for this add-on.

- (1) The employee is in a position which is allocated to the Nurse Clinician classification series and is providing direct patient care.
- (2) The employee is in a position which is allocated to a classification other than Nurse Clinician and is providing direct patient care when filling-in for a Nurse Clinician as described under (1) above.
- (3) In addition to the one dollar (\$1.00) per hour add-on, Nurse Clinicians providing direct patient care at the Milwaukee Secure Detention Facility may be paid up to an additional three dollars (\$3.00) per hour add-on.

The applicable add-on is paid for all qualifying hours worked under (1) through (3) above.

(B) Provisions effective starting April 12, 2020:

- (1) Effective April 12, 2020, the \$1.00 per hour add-on under (A), above, will no longer be paid to employees in the classifications of Nurse Clinician 2 or Nurse Clinician 2-Weekend. In lieu of the add-on, the base pay rate for each Nurse Clinician 2 or Nurse Clinician 2-Weekend shall be increased by \$1.00 per hour. This adjustment shall occur before placement on the Nurse Clinician 2 and Nurse Clinician 2-Weekend pay progression structure on the same date.
- (2) Effective April 12, 2020, employees in the classifications of Nurse Clinician 2 or Nurse Clinician 2-Weekend providing direct patient care at the Milwaukee Secure Detention Facility may be paid up to three dollars (\$3.00) per hour as an add-on for all qualifying hours worked.

4.31 Weekend Nurse Program

Employing units may establish Weekend Nursing Programs designed to recruit and retain qualified nursing personnel. Nurse Clinician 2 & 3 positions will be assigned to the Weekend Nursing Programs and will be subtitled “Weekend Nurse.” Weekend Nurses will receive a weekend add-on of \$10.00 per hour for all hours worked during qualifying periods to be determined by the employing units, but those qualifying periods are not to exceed the hours between 6:00 a.m. Friday and 11:30 p.m. Monday.

4.32 Weekend Certified Nursing Assistant Program

Employing units may establish Weekend Certified Nursing Assistant Programs designed to recruit and retain qualified certified nursing assistant personnel. Nursing Assistant 1, 2, 3 and Resident Care Technician Entry, Objective, Advanced positions will be assigned to the Weekend Programs and will be subtitled "-- Weekend" after the regular classification title. Weekend Certified Nursing Assistants will receive a weekend add-on of \$5.00 per hour for all hours worked during qualifying periods to be determined by the employing units, but those qualifying periods are not to exceed the hours between 6:00 a.m. Friday and 11:30 p.m. Monday.

4.33 Special Agent in Charge Supplemental Pay

Employees in the Department of Justice whose positions are allocated to the classification of Special Agent in Charge will be provided with an add-on of \$2.25 per hour. The add-on will immediately cease when the employee is no longer employed in the Special Agent in Charge classification.

4.34 Supplemental Pay for Science Related Certifications, Licenses, and Registrations

The appointing authority will have the sole discretion to provide an add-on not to exceed \$0.30 per hour to an employee whose position is in Schedule 15 and holds:

- (1) A Department of Safety and Professional Services certification, license or registration as a Professional Geologist, Professional Hydrologist, Sanitarian, Nutrient Management Planner or Professional Soil Scientist; or
- (2) A certification from the National Credentialing Agency or the American Society for Clinical Pathology; or
- (3) A Registered Sanitarian certification from the National Environmental Health Association for sanitarian positions.

An employee will be eligible for only one add-on regardless of how many licenses/registrations the employee holds. The add-on will immediately cease if the employee leaves the position.

4.35 Supplemental Pay for Certain Enterprise Classifications

- (1) The appointing authority will grant an add-on to certain employees of the **Department of Administration** based on the following list and criteria developed by the appointing authority. Such criteria must be approved by the DPM Administrator prior to the granting of any add-on under these provisions:

Executive Policy and Budget Analyst-Entry	\$1.00/hr
Executive Policy and Budget Analyst-Journey	\$2.00/hr
Executive Policy and Budget Analyst-Senior	\$3.00/hr
Deputy Admr, Div. of Executive Budget & Finance	\$4.00/hr

Executive Policy and Budget Analyst-Advanced	\$4.00/hr
Executive Policy and Budget Manager	\$4.00/hr
Procurement Specialist	\$1.00/hr
Procurement Specialist – Objective	\$2.00/hr
Procurement Specialist – Senior	\$3.00/hr
Procurement Specialist – Advanced	\$4.00/hr
Procurement Supervisor	\$4.00/hr

Other related supervisory or managerial positions with responsibility for directing positions in the above classifications may be included upon approval of the DPM Administrator.

- (2) Any add-on will immediately cease when the employee is no longer employed in the position for which the add-on was approved, unless the employee continues employment in an otherwise covered position.
- (3) Differences in add-on amounts may not be based on differences in the level of managerial or supervisory functions performed. These differences are reflected in the base pay range assignments of the classifications. Pursuant to s. 230.12(1)(c), Wis. Stats., supplemental pay may not be granted for circumstances reflected by the base pay rate or range.
- (4) Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority’s approval of the add-on.

4.36 Supplemental Pay for the DOT Dignitary Protection Unit

Department of Transportation employees in the classifications of State Patrol Captain, State Patrol Lieutenant, or State Patrol Sergeant who are permanently assigned to the Governor’s Dignitary Protection Unit (DPU) may be granted an add-on not to exceed \$4.00 per hour. Any add-on granted will end immediately upon leaving or being removed from the permanent assignment. Employees in the same classifications but not permanently assigned to the DPU are not eligible for the add-on.

4.37 Certified Nursing Assistant Add-on

Department of Corrections (DOC), Department of Health Services (DHS) and Department of Veterans Affairs (DVA) employees who hold a current and valid license as a Certified Nursing Assistant and who have successfully completed all required agency-specific training to provide direct care shall receive an \$1.20 add-on for hours worked under the following conditions:

- (1) The DOC employee must be in a position allocated to the classification of Nursing Assistant 1, 2, 3 at the Department of Corrections where employees are providing direct care in a health unit.
- (2) The DHS employee must be in a position allocated to the classification of Resident Care Technician – Entry, Objective, or Advanced and provides direct care at the Central Wisconsin Center – Madison; Northern Wisconsin Center for the

Developmentally Disabled – Chippewa Falls; or Southern Wisconsin Center for the Developmentally Disabled – Union Grove.

- (3) The DVA employee must be in a position allocated to the classification of Nursing Assistant 1, 2, or 3 at the Department of Veterans Affairs and provides direct care at the Wisconsin Veterans Home – King or the Wisconsin Veterans Home – Union Grove.
- (4) An employee in a position allocated to another classification who meets the specified licensing and training requirements and provides direct care at a facility named in (1), (2) or (3), may receive the \$1.20 add-on when they are assigned by facility management to provide direct care for hours worked beyond their normally scheduled work hours.
- (5) FLSA Non-Exempt: Overtime pay for employees receiving the \$1.20 add-on and who are non-exempt from the Fair Labor Standards Act (FLSA) overtime provisions shall be 1.5 times the add-on rate in accordance with the provisions of the FLSA and related federal regulations. See Chapter 520 of the Wisconsin Human Resources Handbook for an explanation of these provisions.
- (6) FLSA Exempt: Employees who are exempt from the FLSA overtime provisions and are granted this add-on for providing direct care shall receive the add-on at the rate of \$1.80 for hours worked in excess of 80 hours in a pay period.
- (7) The add-on will end immediately if the employee leaves a covered classification or does not perform direct care at a named facility.
- (8) If the employee moves from one named facility to an eligible classification at another named facility during the time period and continues to provide direct care, the add-on shall continue.

4.38 Youth Counselor Add-on

Employees in positions allocated to the classifications of Youth Counselor and Youth Counselor Advanced employed at Lincoln Hills/Copper Lake Schools, shall be provided a \$1.00 add-on for worked hours only. This add-on shall be effective February 18, 2018, and will continue through June 20, 2020. This add-on will end immediately for any employee that leaves a covered classification or leaves the named institution.

4.39 Pilot Supplemental Pay Provisions

The DPM Administrator shall have the sole discretion to create pilot add-ons for specific classifications or locations when severe recruitment, retention, or other issues necessitate implementation of such an add-on before a meeting of the Joint Committee on Employment Relations (JCOER) can be convened. Any pilot add-on will be recommended to JCOER if it is determined that the add-on should be made permanent.

5.00 Lump Sum Incentive Payments

5.01 Schedules 50, 70, 71 and 81 Relocation Incentive Awards

- (1) **Effective Dates and Amounts.** Noncumulative Relocation Incentive Awards may, at the request of the appointing authority to DPM, be granted to employees who relocate, pursuant to s. 20.917(1)(a) and (b), Wis. Stats., as a result of promotion or transfer. Noncumulative Relocation Incentive Awards will be granted in the form of one time payments in any whole dollar increment up to an amount equal to 125% of the monthly minimum for the pay range to which the employee's new position classification is assigned. The monthly minimum is calculated as the pay range minimum hourly rate multiplied by 174. The award must be approved at the time of appointment. The appointment letter will specify the amount of the award and indicate that approval is contingent upon reimbursement for his or her moving expenses. The award may be paid at any time within three months after the employee has received such reimbursement.
- (2) **Eligibility.** Permanent employees covered by this Section (Section A) whose positions are allocated to schedules 50, 70, 71, and 81 and who meet the eligibility criteria for moving expense reimbursement under s. 20.917(1)(a) and (b), Wis. Stats., are eligible for Relocation Incentive Awards provided the employing agency has written criteria approved by DPM, Bureau of Classification and Compensation. These criteria must ensure that relocation incentive awards will be distributed in a uniform manner throughout the agency or employing unit.
- (3) **Funding.** These awards are funded from each agency's salary line.

5.02 DPI Special Activities

Listed below are the flat rates by experience to be provided for specific activities to be performed at the Wisconsin Center for the Blind and Visually Impaired (WCBVI) and the Wisconsin Education Services Program for the Deaf and Hard of Hearing (WESPDHH).

The following activities will qualify for lump sum payment at the following rates:

Activity	Years of Experience in Activity	
	0 to 3	4 or more
Student Club Advisor WCBVI (2)	425	550

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Assembly/Event Coordinator WCBVI (2)	425	550
Student Trip Coordinator WCBVI (2)	425	550
ACE WESPDHH (2) MS and HS Groups	850	1100
ECA Coordinator WESPDHH	850	1100
Graduation Coordinator WCBVI	850	1100
Student Club Coordinator WCBVI	850	1100
Close Up/Space Camp Chaperone WCBVI	850	1100
Wisconsin Times Reporter WESPDHH (3)	850	1100
Wisconsin Times/Yearbook Proofreader WESPDHH	850	1100
White Cane Day Coordinator (2)	850	1100
Braille Fest Coordinator WCBVI (2)	850	1100
Art Activities Displays WESPDHH (2)	1300	1550
Battle of the Books Coach WESPDHH (2)	1300	1550
College & Career Readiness Higher Education Coordinator WCBVI	1300	1550
College & Career Readiness Vocational Educ. Coordinator WCBVI	1300	1550
Daily Living Skills Trial Coordinator WCBVI	1300	1550
Drama Club Construction Designer WESPDHH (2)	1300	1550
Family ASL Instructor WESPDHH (2)	1300	1550
Math Club Advisor WESPDHH (1) MS or HS Group	1300	1550
Middle School Assistant Coach WESPDHH (6)* WCBVI (2)*	1300	1550
National Honor Society Advisor WESPDHH	1300	1550
School Accessible Materials Production WCBVI	1300	1550
Science Club Advisor WESPDHH (1) MS or HS Group	1300	1550
Astronomy Club/Yerkes WCBVI (2)	1300	1550
Student Body Advisor – Middle School WESPDHH	1300	1550
Student Information System Support WCBVI (2)	1300	1550
Wisconsin Times Circulation WESPDHH	1300	1550
Wisconsin Times Sports Editor WESPDHH	1300	1550
Yearbook Photographer WCBVI	1300	1550
4-H Club Coordinator WCBVI	1300	1550
Archives WESPDHH	1800	2400
ASL Club Sponsor WESPDHH (2) Elem. and MS/HS Groups	1800	2400
AV Coodinator WCBVI	1800	2400
Campus Photographer WESPDHH	1800	2400
Close Up/Space Camp Coordinator	1800	2400
Drama Club Assistant WESPDHH (2)	1800	2400
Drama Club Sponsor WCBVI (2)	1800	2400
Elementary Rhythm Club Sponsor WESPDHH (2)	1800	2400
Yearbook Advisor WESPDHH	1800	2400
Academic Bowl Advisor WESPDHH (2)	2525	2950

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Band WCBVI*	2525	2950
Cheerleading Coach WESPDHH (2)	2525	2950
Curriculum Development Coordinator WCBVI (3 full time or 6 part time)	2525	2950
Curriculum Coach WESPDHH (3 full time or 6 part time)	2525	2950
Drama Club Costume Designer WESPDHH (2)	2525	2950
Drama Club Sponsor WESPDHH (2)	2525	2950
Educator Effectiveness Coach WESPDHH (2)	2525	2950
Jr. NAD Advisor WESPDHH	2525	2950
Junior/Senior Class Advisor WESPDHH (4)	2525	2950
Sign Song Dancers Coach HS WESPDHH	2525	2950
SMILES Coordinator WCBVI	2525	2950
Special Olympics Assistant Coaches HS WESPDHH (4)	2525	2950
Special Olympics Snowshoeing Head Coach HS WESPDHH	2525	2950
Student Body Government Advisor HS WESPDHH	2525	2950
Student Council Coordinator WCBVI (2)	2525	2950
Wisconsin Times Co-Editor WESPDHH (2)	2525	2950
Yearbook Coordinator WCBVI	2525	2950
Basketball Ass't Coach HS WESPDHH (2)	2750	3300
Middle School Head Coach WESPDHH (6)*, WCBVI (2)*	2750	3300
Special Olympics Basketball Head Coach HS WESPDHH	2750	3300
Special Olympics Bowling Head Coach HS WESPDHH	2750	3300
Special Olympics Track & Field Head Coach HS WESPDHH	2750	3300
Track & Field Assistant Coach HS WESPDHH (2)	2750	3300
Volleyball Assistant Coach HS WESPDHH	2750	3300
Basketball Head Coach HS WESPDHH (2)	3700	4200
Cheerleading Coach WCBVI (2)	3700	4200
Football Assistant Coach HS WESPDHH (2)	3700	4200
Forensics WCBVI (2)	3700	4200
Goal Ball Coach WCBVI (2)	3700	4200
Swimming Coach WCBVI (2)	3700	4200
Track & Field Coach WCBVI (2)	3700	4200
Track & Field Head Coach HS WESPDHH (2)	3700	4200
Volleyball Head Coach HS WESPDHH	3700	4200
Wrestling Coach WCBVI (2)	3700	4200
Athletic Director WCBVI	4200	4700
Football Head Coach HS WESPDHH	4200	4700

Timers/Scorers:

570 hours available @ \$17.68/hr WESPDHH

220 hours available @ \$17.68/hr WCBVI

Employees performing activities above which occur entirely within a single semester will receive payment of the applicable corresponding lump sum amount as soon after the conclusion of the season associated with the activity as is administratively feasible.

Employees performing activities above which occur within both semesters will receive one-half of the applicable corresponding lump sum amount as soon after the completion of each of the two school-year semesters as is administratively feasible.

Compensation for employees who begin performing activities but do not complete them will be prorated based on the number of weeks the employee has actually performed associated duties.

NOTE: Only FLSA exempt employees will be eligible for the payments under 5.02 of this Section (Section A). Employees not exempt from the FLSA are ineligible for lump sum payments under this provision.

*Unspecified coaching positions at WESPDHH and WCBVI may be used for other sports, depending on student interest.

5.03 Teacher Education Program Mentoring

To assist initial educators in acclimating to their new assignment and progressing toward licensure as a professional educator under PI 34, Rules of the Department of Public Instruction (DPI), the Employer shall provide qualified mentors to assist newly hired initial educators for a two-year period. The number and length of mentoring and observation sessions with initial educators will be determined by the Employer. Mentors may be paid up to \$2000 per year of mentoring, which may be paid in quarterly installments. If for any reason the mentor cannot complete the responsibilities for a full year, the mentor payment shall be prorated.

5.04 EEN/SPED Certification

Department of Corrections (DOC) may provide the following disbursements to Teachers for whom EEN/SPED certification is a condition of employment:

Level	Number of Credits	Disbursement
1	0-11	---
2	12-23	\$ 350
3	24 or more	\$ 500
4	Completion of Certification	\$1,000

Teachers will be placed at the level corresponding to the number of credits earned toward their EEN/SPED certification as of the date they commence their employment as a Teacher. To determine initial placement on this schedule, the employee shall provide a transcript to the Education Director, within sixty (60) days of appointment, identifying relevant EEN/SPED credits.

Initial placement on this schedule will not entitle teachers to any disbursement at the time of placement.

Upon completing the number of credits needed to move to the next higher level, teachers may be entitled to a disbursement equal to the amount corresponding to the new higher level. When an employee has completed the number of credits needed to move to the next level, it shall be the responsibility of the employee to provide to the Education Director a transcript, grade report or certificate of completion, within sixty (60) days, identifying the relevant EEN/SPED credits. Failure to provide the necessary documents to the Education Director within sixty (60) days of earning the credits will result in forfeiture of consideration for disbursement. Approved disbursement for relevant EEN/SPED credits will be made within sixty (60) days following the Education Director's receipt of the documents. DOC will be responsible for tracking and verifying relevant credits.

5.05 Sign-on Bonus

Upon the approval of the Bureau of Merit Recruitment and Selection Director, a sign-on bonus in an amount up to \$2,000 dollars total may be paid under the following conditions:

- (1) The sign-on bonus may be provided in total with the employee's first paycheck, or may be split 50/50 between the employee's first paycheck and with the paycheck for the pay period during which the employee attains permanent status;
- (2) The sign-on bonus was included in the recruitment notice;
- (3) The employee has no state service in the previous five years in a permanent position in an executive branch, non-UW position; and
- (4) The employee must sign an agreement, as drafted by the agency, agreeing to remain in that position for at least one year from the date of hire. If the employee leaves the position prior to that time for any reason, the employee must reimburse the agency for the entire amount of the sign-on bonus, unless the agency agrees otherwise.
- (5) The Department of Veterans Affairs may establish a program to provide \$500 retention bonuses to certified nursing assistants upon six months of service.

5.06 Revenue Sign-on Bonus

At the sole discretion of the Department of Revenue appointing authority, a sign-on bonus in an amount up to \$3,000 dollars total may be paid under the following conditions:

- (1) The sign-on bonus was included in the recruitment notice;
- (2) The employee must be new to state service;
- (3) The sign-on bonus must be related to a certain level of experience in a required area/field or a specific job location; and
- (4) The employee must sign an agreement to remain in that position for at least three years from the date of hire. If the employee leaves the position prior to that time for any reason, the employee must reimburse the agency for the entire amount of the sign-on bonus, unless the agency agrees otherwise.
- (5) The sign-on bonus may be provided in total with the employee's first paycheck, or may be split 50/50 between the employee's first paycheck and with the paycheck for the pay period during which the employee attains permanent status;
- (6) The position being filled must be in one of the following classifications. Classification titles may be changed only upon the approval of the DPM Administrator.

Revenue Administrative Manager
Revenue Audit Supervisor
Revenue Auditor and Revenue Auditor 3 -5
Revenue Field Auditor and Revenue Field Auditor 4 - 8
Revenue Management Supervisor
Revenue Tax Specialist and Revenue Tax Specialist 1 – 5
Tax Resolution Management Supervisor
Tax Resolution Officer Corporate Office, Audit, Field Audit, Large Case, and Office Audit Objective and Senior

5.07 DOC/DHS Retention Incentive Payments

Concept. Effective in the first pay period which starts on or after May 31 of each year, lump sum payments will be provided to eligible protective status employees who have attained the specified full years of adjusted continuous state service in the previous year, according to the table below. However, for the first year, an employee is eligible for attaining the specified full years of service only during the eleven-month period from July 1, 2019 through May 31, 2020. In subsequent years, payments will be provided for attaining a qualifying level of state service during the twelve-month period from June 1 through May 31 of the next year.

Full Years Service	Payment
10	\$250
15	\$500
20	\$750
25	\$1,000
Each subsequent five year anniversary	\$1,000

Granting Dates in the 2019-2021 Fiscal Biennium.

Fiscal Year 2020: Payments will be effective for the pay period beginning June 7, 2020.

Fiscal Year 2021: Payments will be effective for the pay period beginning June 6, 2021.

Employees on a leave of absence during the granting pay period will receive the payment upon their return to pay status.

Eligible Employees. Employees in a protective status position on May 31 in the Department of Corrections or Department of Health Services, and who have first attained one of the listed levels of full years of adjusted continuous service in the qualifying period ending May 31.

Employees are NOT eligible for attaining full years of adjusted continuous service in an amount between the levels shown in the table above. For example, an employee that attains 11, 12, 13, or 14 years of service in the qualifying period ending May 31 is NOT eligible for the 10-year payment amount. Only an employee that first attains 10 years of service in the qualifying period would be eligible for the 10-year payment of \$250.

Ineligible Employees. Employees whose most recent performance evaluation was unsatisfactory in the 12 months preceding May 31.

SECTION B - COMPENSATION PROVISIONS FOR ELECTED OFFICIALS, APPOINTED EXECUTIVE SALARY GROUP EMPLOYEES, AND CERTAIN OTHER UNCLASSIFIED EMPLOYEES

1.00 Coverage

2.00 Pay Administration for Elected Officials Under s. 20.923(2) and (3), Wis. Stats.

- 2.01 Pay Administration for Justices and Judges
- 2.02 Pay Administration for Legislative Members
- 2.03 Pay Administration for Constitutional Officers
- 2.04 Pay Administration for District Attorneys

3.00 Pay Administration for Appointed Unclassified Employees

- 3.01 Coverage
- 3.02 Pay On Appointment
- 3.03 ESG Assignments, Pay Range Assignments and Other Pay Rate Limitations for Positions Not Assigned by Statute
- 3.04 Salary Adjustments for Employees Serving a Fixed Term
- 3.05 Base Pay Adjustments for Fiscal Years 2019-2020 and 2020-2021 for Employees Not Serving a Fixed Term
- 3.06 Pay Increases If Level of Functions Increases
- 3.07 Overtime Compensation and Supplemental Pay

4.00 Discretionary Merit Compensation (DMC)

INTRODUCTION

This Section (Section B) contains provisions governing the pay of all elected officials and certain unclassified civil service employees. For elected officials, this includes the annual salary rates for each of the elective offices. For elected officials and appointed fixed-term employees, this includes an explanation of the constitutional prohibition on pay adjustments during the term of office. For appointed indefinite-term unclassified employees, this includes many of the same types of provisions contained in Section A and/or Section J for classified employees (General Wage Adjustment (GWA); Discretionary Merit Compensation (DMC); Supplemental Pay and Overtime Compensation). In addition, certain types of pay provisions analogous to those for classified employees (e.g., pay increases analogous to regrade upon reallocation and reclassification) are contained in Sections E and I of this Plan for certain appointed indefinite-term unclassified employees.

In accordance with s. 230.12(1)(a)1.b., Wis. Stats., the pay of all unclassified civil service employees is governed by the pay provisions of the Compensation Plan, except for the following:

Employees of the University of Wisconsin.

Employees of the legislature who are not identified under s. 20.923(4), Wis. Stats.

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Employees of a legislative service agency under subch. IV of ch. 13, Wis. Stats.

Employees of the state court system.

Employees of the Investment Board.

One stenographer employed by each elective executive officer under s. 230.08(2)(g), Wis. Stats., and

Three sales representatives of prison industries and one sales manager of prison industries identified under s. 303.01(10), Wis. Stats.

Sales and development professionals of the historical society employed under s. 44.20(4)(a).

Compensation provisions for unclassified civil service employees covered by this Plan who would be Limited Term Employees (LTEs) if their employment were in the classified service are contained in Section D.

1.00 Coverage

This Section (Section B) covers justices and judges, legislative members and constitutional officers. This Section (Section B) also covers appointed employees whose pay is governed by the Executive Salary Groups (ESGs) under s. 20.923, Wis. Stats., as well as certain other unclassified employees whose pay is not governed by the ESGs.

Covered employees occupy the following positions:

- s. 20.923(2) - Constitutional Officers and Other Elected State Officials
- s. 20.923(3) - Justices and Judges
- s. 20.923(4) - State Agency Positions (including unclassified Division Administrators listed under 3.03(2))
- s. 20.923(7) Director and Executive Assistant of the Wisconsin Technical College System
- s. 20.923(8) - Deputies
- s. 20.923(9) - Assistant Deputy Secretary and Executive Assistants
- s. 20.923(10) - Office of the Governor Staff
- s. 20.923(12) - Other Department of Safety and Professional Services Positions
- s. 230.12(1) - All unclassified positions for which pay is covered by this Plan in accordance with s. 230.12(1)(a)1.b., Wis. Stats.

NOTE: Provisions regarding employees who would be considered LTEs if their employment were in the classified service are contained in Section D of this Plan.

2.00 Pay Administration for Elected Officials under s. 20.923(2) and (3), Wis. Stats.

2.01 Pay Administration for Justices and Judges

- (1) Annual Rates for Incumbents.

The rate for office becomes the incumbent's rate at the time any judge or justice takes the oath of office in accordance with s. 20.923(3), Wis. Stats., and Article IV, Section 26, of the Wisconsin Constitution.

- (2) Annual Rates for Office.

Position	Incumbent's December 22, 2019 Pay Rate	January 5, 2020 – January 2, 2021 Rate for Office	January 3, 2021 Rate for Office
Circuit Court Judge	\$141,773	\$144,623	\$147,535
Court of Appeals Judge	\$150,280	\$153,301	\$156,388
Supreme Court Justice	\$159,297	\$162,500	\$165,772

2.02 Pay Administration for Legislative Members

- (1) Legislative Compensation, Effective Date.

Article IV, Section 26 of the Wisconsin Constitution prohibits increasing or decreasing the compensation of public officers during their term of office except that any increase in the compensation of members of the legislature will take effect, for all senators and representatives to the assembly, after the next general election beginning with the new assembly term. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats.) (Legislators convene and take the oath of office on the first Monday of January in each odd-numbered year, except if the first Monday falls on January 1 or 2, the oath shall be taken on January 3, in accordance with s. 13.02(1), Wis. Stats.)

- (2) Annual Rates for Office.

Position	Incumbent's December 22, 2019 Pay Rate	January 5, 2020 – January 2, 2021 Rate for Office	January 3, 2021 Rate for Office
Legislative Member	\$52,999	\$54,060	\$55,141

- (3) Sick Leave Accrual for Legislators.

For the purposes of premium determinations under ss. 40.05(4) and (5), Wis. Stats., legislative members will accrue sick leave at 65% of the full-time accrual rate established under s. ER 18.03, Wis. Adm. Code.

2.03 Pay Administration for Constitutional Officers

(1) Annual Rates for Incumbents.

The "Rate for Office" becomes the incumbent's rate at the time the incumbent begins his or her term of office. "Incumbent's December 22, 2019 Pay Rate," as provided in the chart under (2), is based on the rate for office in effect on the date the incumbent, in the office on December 22, 2019, began his or her term of office. For the State Superintendent of Public Instruction a new term of office began on July 3, 2017 (i.e., the first Monday in July after election) *However, the person appointed effective January 7, 2019, to fill the remainder of the prior incumbent's term, received the rate for office in effect on that date.* For all other Constitutional Officers listed below, the current term of office began on January 7, 2019 (i.e., the first Monday in January after election). (See s. 8.25(4)(b), Wis. Stats.)

Article IV, Section 26, of the Wisconsin Constitution prohibits compensation increases or decreases for incumbent Constitutional Officers during the term of office. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats. and s. 13.04 Wis. Stats.)

(2) Annual Rates for Offices.

The "Rate for Office" for the Constitutional Offices listed in the chart below are based on the Executive Salary Groups provided in Section Z of this Plan and are calculated in accordance with s. 20.923(2), Wis. Stats.

Constitutional Office	Executive Salary Group	Incumbent's December 22, 2019 Pay Rate	January 5, 2020 – January 2, 2021 Rate for Office	January 3, 2021 Rate for Office
State Treasurer	1	\$72,551	\$74,007	\$75,504
Secretary of State	1	\$72,551	\$74,007	\$75,504
Lieutenant Governor	4	\$80,684	\$82,348	\$84,012
State Superintendent, Public Instruction	7	\$127,047	\$129,730	\$132,351
Attorney General	10	\$148,242	\$151,383	\$154,461
Governor	10	\$152,756	\$156,000	\$159,183

2.04 Pay Administration for District Attorneys

Pursuant to s. 978.12(1), Wis. Stats., the rates for office for District Attorneys are reviewed and established in the Compensation Plan, in the manner set forth under s. 230.12(3), Wis. Stats. Pursuant to s. 978.12(1)(a)2., Wis. Stats., any individual appointed to fill a vacancy in the office of district attorney shall be compensated for the residue of the unexpired term at the same rate that applied to the individual who vacates the office filled by the appointee on the date the vacancy occurs. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats.)

Prosecutorial Unit Size (as determined under s. 978.12(1)(a)1., Wis. Stats.)	Incumbent's December 22, 2019 Pay Rate	January 5, 2020 – January 2, 2021 Rate for Office	January 3, 2021 Rate for Office
More than 750,000	\$136,900	\$145,288	\$148,200
More than 250,000 but not more than 750,000	\$123,848	\$131,456	\$134,098
More than 100,000 but not more than 250,000	\$117,615	\$124,842	\$127,359
More than 75,000 but not more than 100,000	\$117,615	\$124,842	\$127,359
More than 50,000 but not more than 75,000	\$111,990	\$118,872	\$121,264
More than 35,000 but not more than 50,000	\$111,990	\$118,872	\$121,264
More than 20,000 but not more than 35,000	\$100,122	\$106,288	\$108,431
Not more than 20,000	\$100,122	\$106,288	\$108,431

3.00 Pay Administration for Appointed Unclassified Employees

3.01 Coverage

The following employee groups are covered by the pay administration provisions of 3.00:

- (1) "ESG" employees in positions identified under ss. 20.923(4), (8), (9), and (12), Wis. Stats., in the executive or legislative branches;
- (2) "GSEG" employees in positions identified under s. 20.923(7), Wis. Stats; and
- (3) All other unclassified civil service ("Non-ESG") employees in the executive branch, except:
 - (a) Employees of the University of Wisconsin System.
 - (b) Stenographers under s. 230.08(2)(g), Wis. Stats.

- (c) Employees of the Investment Board under s. 230.08 (2)(p), Wis. Stats.
- (d) Three sales representatives of prison industries and one sales manager of prison industries identified under s. 303.01(10), Wis. Stats.
- (e) Employees who would be limited term employees if their employment were in the classified service. (See Section D)
- (f) Unclassified attorneys when provisions of Section C of this Plan apply.

NOTE: The legislative branch includes the legislature and legislative service agencies under subch. IV of Chapter 13, Wis. Stats. The executive branch includes all other units of state government outside the state court system. Incumbents of positions in the organized militia are employed outside the civil service and, therefore, are not covered by this Plan. See s. 230.03(6), Wis. Stats.

3.02 Pay on Appointment

- (1) The rate payable upon appointment to any unclassified civil service position identified in 3.01(1) ("ESG" position) of this Section (Section B) will be set by the appointing authority at a rate that most adequately reflects both the individual's qualifications and the economic and employment conditions prevailing at the time of appointment subject to the following restraints:
 - (a) For positions identified under s. 20.923(4), Wis. Stats., the rate must be within the range of the appropriate ESG. (See 3.04 for special provisions regarding fixed-term positions under s. 20.923(4), Wis. Stats.)
 - (b) For positions identified under ss. 20.923(8) through (12), Wis. Stats., the rate must not exceed the maximum of the appropriate ESG.
 - (c) The pay of an incumbent of a position, whose salary is subject to a limitation under s. 20.923, Wis. Stats., is limited to a rate below that paid the governor (salary of the current governor).
- (2) The rate payable upon appointment to any unclassified civil service position identified in 3.01(2) ("GSEG" position) of this Section (Section B) will be set by the appointing authority at a rate that most adequately reflects both the individual's qualifications and the economic and employment conditions prevailing at the time of appointment subject to the following restraints:
 - (a) For positions identified under s. 20.923(7), Wis. Stats., the rate must be within the range of the appropriate GSEG.
 - (b) The pay of an incumbent of a position is not limited to a rate below that paid the governor (salary of the current governor).
- (3) The rate payable upon appointment to an unclassified civil service position identified in 3.01(3) ("Non-ESG" position), excluding the unclassified attorney positions covered

by Section C of this Plan, will be determined in accordance with the principle of equal pay for work that requires equal skill, effort, and responsibility, and that is performed under similar working conditions. Thus, the rate upon appointment should be equal to the rate that would be payable upon appointment to a similar position in the classified service, as determined by the appointing authority. In addition, the rate will not exceed the pay rate or range maximum under 3.03(3).

NOTE: Certain appointments are also subject to s. 230.148, Wis. Stats., regarding re-appointments in the unclassified service, and s. 230.33(3), Wis. Stats., regarding appointments to positions in the unclassified service from positions in the classified service.

3.03 ESG Assignments, Pay Range Assignments and Other Pay Rate Limitations for Positions Not Assigned by Statute

- (1) ESG Limitations for the Deputy and Executive Assistant in the Department of Justice.

In the Department of Justice, the rate for the Deputy under s. 20.923(8), Wis. Stats., and Executive Assistant under s. 20.923(9), Wis. Stats., will not exceed the maximums of ESG 6 and ESG 5, respectively.

- (2) ESG Assignments of Unclassified Division Administrators.

Except for positions specified in s. 20.923(4)(c)3m, Wis. Stats., (Administrators, Division of Enterprise Technology and Personnel Management, Department of Administration); and s. 20.923(12), Wis. Stats., (Division Administrators, Department of Safety and Professional Services); all unclassified division administrator positions enumerated under s. 230.08(2)(e), Wis. Stats., shall be assigned, when approved by JCOER, by the DPM Administrator to one of the 10 ESG ranges. The following list represents the group assignments as of the printing of this document:

- (a) Positions assigned to Executive Salary Group 3 (ESG 3).
1. Administration, Department of: Division of Energy, Housing, and Community Resources; Division of Gaming; and Division of Intergovernmental Relations.
 2. Agriculture, Trade and Consumer Protection, Department of: Division of Agricultural Development; Division of Agricultural Resource Management; Division of Food and Recreation Safety; Division of Management Services; Division of Trade and Consumer Protection; and Division of Agriculture Development.
 3. Children and Families, Department of: Division of Management Services; and Office of the Inspector General.
 4. Educational Communications Board: Division of Education; Division of Engineering; Division of Television Programming/ Operations; and Division of Wisconsin Public Radio.

5. Financial Institutions, Department of: Division of Banking; Division of Corporate and Consumer Services; and Division of Securities.
 6. Health Services, Department of: Office of Children’s Mental Health.
 7. Historical Society, State: Division of Library, Archives, & Museum Collections.
 8. Justice, Department of: Division of Law Enforcement Services; and Division of Management Services.
 9. Military Affairs, Department of: Division of Emergency Management.
 10. Public Service Commission: Division of Business Operations and Office Management; Division of Digital Access, Consumer, and Environmental Affairs; and Division of Water Utility Regulation and Analysis.
 11. Revenue, Department of: Division of Enterprise Services.
 12. Transportation, Department of: Division of Budget and Strategic Initiatives.
 13. Veterans Affairs, Department of: Division of Veterans Benefits; and Division of Veterans Home.
 14. Workforce Development, Department of: Division of Equal Rights; and Division of Workers Compensation.
- (b) Positions assigned to Executive Salary Group 4 (ESG 4).
1. Administration, Department of: Division of Enterprise Operations; and Division of Facilities Development and Management.
 2. Agriculture, Trade and Consumer Protection, Department of: Division of Animal Health.
 3. Children and Families, Department of: Division of Early Care and Education; Division of Family and Economic Security; Division of Milwaukee Child Welfare; and Division of Safety and Permanence.
 4. Corrections, Department of: Division of Management Services.
 5. Health Services, Department of: Division of Enterprise Services.
 6. Historical Society, State: Division of Museums and Historic Sites.
 7. Natural Resources, Department of: Division of Internal Services; and Division of Law Enforcement.
 8. State Public Defender, Office of: Trial Representation Division.

9. Public Instruction, Department of: Division for Academic Excellence; Division for Finance and Management; Division for Learning Support: Equity and Advocacy; Division for Libraries and Technology; and Division for Student and School Success.
 10. Public Service Commission: Division of Energy Regulation and Analysis.
 11. Revenue, Department of: Division of Lottery; Division of Research and Policy; and Division of State and Local Finance.
 12. Transportation, Department of: Division of Business Management; Division of Motor Vehicles; and Division of State Patrol.
 13. Wisconsin Technical College System Board: Division of Finance; and Division of Student Success.
 14. Workforce Development, Department of: Division of Operations; Division of Employment and Training; and Division of Unemployment Insurance.
- (c) Positions assigned to Executive Salary Group 5 (ESG 5).
1. Administration, Department of: Division of Executive Budget and Finance.
 2. Corrections, Department of: Division of Adult Institutions; Division of Community Corrections; and Division of Juvenile Corrections.
 3. Health Services, Department of: Division of Care and Treatment Services; and Division of Public Health.
 4. Justice, Department of: Division of Legal Services.
 5. Natural Resources, Department of: Environmental Management Division; Division of External Services; Division of Fish, Wildlife and Parks; and Division of Forestry.
 6. Transportation, Department of: Division of Transportation Investment Management; and Division of Transportation System Development.
 7. Workforce Development, Department of: Division of Vocational Rehabilitation.
- (d) Positions assigned to Executive Salary Group 6 (ESG 6).
1. Health Services, Department of: Division of Medicaid Services.

(3) Pay Range Assignments for Other ("Non-ESG") Unclassified Positions

Certain positions listed below are specifically assigned to an established pay rate, pay range, or ESG. Other positions listed below are limited by a "not to exceed" (NTE)

amount. Pay upon appointment and pay adjustments for any employee in a position limited by an NTE amount shall also be limited by the rate or pay range maximum which would be applicable if the position were in the classified service as determined by the appointing authority.

NOTE: A "Not To Exceed" rate or maximum established for a position does not guarantee the assignment of the position to a certain pay range. The pay range established for a Non-ESG position should be based on an analysis of the actual duties and responsibilities of the position by the appointing authority and a consideration of the pay range to which the position would be assigned if it were in the classified service.

- (a) Administration, Department of: Federal-State Relations Office, Staff Assistant (NTE PR 81-03); Director of Office of Indian Gaming and Regulatory Compliance (NTE PR 81-01); Interagency Council on Homelessness, Director (NTE PR 81-03); and Office of the State Prosecutor, deputy district attorneys (NTE PR 71-01).
- (b) Board of Commissioners of Public Lands: Executive Secretary (NTE PR 81-01).
- (c) Children and Families, Department of: Office of Urban Development, Director (NTE PR 81-01).
- (d) Educational Communications Board: Unclassified employees (NTE PR 81-03) other than employees identified under 3.01(1).
(Exceptions to the NTE PR 81-03 limit for certain positions may be approved by the DPM Administrator if supported by a comparison of the functions assigned after reorganization to the functions of positions in the classified service above the PR 81-03 level.)
- (e) Elections Commission: Elections Commission Administrator (NTE ESG 4); Elections Commission Assistant Administrator (NTE ESG 3).
- (f) Ethics Commission: Ethics Commission Administrator (NTE ESG 4).
- (g) Health Services, Department of: Psychiatric Residents (NTE 0.75 of the minimum of PR 10-52) and Deputy Medicaid Services Director (NTE PR 81-01).
- (h) Historical Society: Specialists identified under s. 230.08 (2)(c), Wis. Stats., (NTE PR 81-03).
- (i) Labor and Industry Review Commission: General Counsel (NTE ESG 5).
- (j) Lower Wisconsin State Riverway Board, Executive Director (NTE PR 81-02) and Program Assistant (NTE PR 81-05).
- (k) Military Affairs, Department of: Director of Emergency Communications (NTE 81-01).
- (l) Offices of the Governor and Lieutenant Governor, staff other than the Executive Secretary (NTE ESG 3).

- (m) Office of the State Public Defender, Assistant State Public Defender Supervisors (NTE PR 71-01).
- (n) Tourism, Department of: Kickapoo Reserve Management Board, Executive Director (NTE PR 81-02); Property Manager (NTE PR 81-04); Training Coordinator (NTE PR 81-04); and Program Assistant (NTE PR 81-05).
- (o) Various Agencies: Chief Legal Counsel (NTE ESG 5).
- (p) Various Agencies: Legislative Advisor (NTE ESG 2).
- (q) Various Agencies: Communications Director (NTE ESG 2).

3.04 Salary Adjustments for Employees Serving a Fixed Term

Certain incumbents of positions specified in s. 20.923(4) and (8), Wis. Stats., serve fixed terms. Incumbents of fixed-term positions are prohibited by Article IV, Section 26 of the Constitution from receiving pay increases during their term of office other than those granted pursuant to a predetermined schedule of increases authorized at the time of appointment. The pay range minimum and maximum for the ESG range in effect at the time of hire controls the salary potential during the period of the entire fixed-term appointment. (Refer also to incumbent salary limitation under s. 20.923(15)(b), Wis. Stats.)

3.05 Base Pay Adjustments for Fiscal Years 2019-2020 and 2020-2021 for Employees Not Serving a Fixed Term

For the 2019-2021 biennium, these provisions apply to all indefinite-term unclassified employees identified in 3.01 except for unclassified attorneys who are covered in Section C of this Plan.

General Wage Adjustment (GWA).

- (1) Effective Dates. The GWAs will be effective January 5, 2020, in FY 2019-2020, and January 3, 2021, in FY 2020-2021.
- (2) Eligibility. All eligible employees who are in pay status on the effective date are eligible to receive a GWA, except:
 - (a) Employees paid at or above the pay range maximum, or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution.
- (3) Amount. All eligible employees will receive a GWA of 2.0% on January 5, 2020, and 2.0% on January 3, 2021.
 - (a) An employee's new base pay after application of the GWA must not exceed the applicable pay range maximum, or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution.

- (b) ESG and GSEG employees, except those who have an NTE designation for their title, must be paid at least the new pay range minimum of the appropriate range, if a new pay range minimum takes effect on the same date as GWA distribution.
- (c) Non-ESG employees, except those who have an NTE designation for their title, must be paid at least the applicable new pay range minimum if a new pay range minimum takes effect on the same date as GWA distribution.
- (d) Except for those positions specifically excluded by s. 20.923(15)(b), Wis. Stats., the pay of an incumbent of a position, whose salary is subject to a limitation under s. 20.923, Wis. Stats., is limited to a rate below that paid to the governor (salary of the current governor).

3.06 Pay Increases if Level of Functions Increases

- (1) **Effective Dates.** Pay increases for increases in level of functions shall be effective on the first day of the pay period following completion of all eligibility requirements.
- (2) **Eligibility.** Base pay increases may be granted to any indefinite term employee under 3.01 of this Section (Section B), if the DPM Administrator finds that the level of the duties and responsibilities has increased substantially and one of the following conditions applies:
 - (a) The position occupied is reassigned under s. 20.923, Wis. Stats., to a higher ESG; or
 - (b) The position occupied is not assigned to an ESG under s. 20.923, Wis. Stats., and the DPM Administrator finds that, if the position were assigned to an ESG under s. 20.923, Wis. Stats., or assigned to a classification in the classified service, reassignment of the position to a higher ESG or higher classification would be justified; or
 - (c) The position occupied is reassigned under s. 20.923, Wis. Stats., to higher GSEG; or
 - (d) The position occupied is reassigned under s. 20.923, Wis. Stats., to GSEG from another pay schedule.
- (3) **Amount.** Pay increases for increases in level of duties and responsibilities shall be limited to:
 - (a) The amount necessary to make the incumbent's rate equal to the minimum of the new ESG or applicable pay range; or
 - (b) One within-range pay step (WRPS) of the new ESG or applicable pay range if the position is covered in s. 20.923(4) and (7) through (12), Wis. Stats.

- (c) 8.0% of the minimum of the new applicable pay range if the position is not covered in s. 20.923(4) and (7) through (12), Wis. Stats.

3.07 Overtime Compensation and Supplemental Pay

- (1) Definitions.
 - (a) The definitions contained in Section A. 4.01 of this Plan shall apply to unclassified employees.
 - (b) Supplemental pay. Pay in addition to the base rate for circumstances not reflected in the base rate or pay range. Such circumstances are identified under (4) and (5) below.
- (2) General Policy. The general policy provisions contained in Section A. 4.02(1) through (4) of this Plan shall apply to unclassified employees.
- (3) Overtime for Unclassified Employees.
 - (a) Nonexempt Employees. Overtime pay for employees who are nonexempt from the overtime provisions of the FLSA shall be in accordance with the provisions of the FLSA and related federal regulations. See Chapter 520 of the Wisconsin Human Resources Handbook for an explanation of these provisions.
 - (b) Exempt Employees and Employees Not Covered by the FLSA.
 - 1. As provided in s. 20.923(16), Wis. Stats., the salary paid to any employee whose position is included under s. 20.923(2), (4), (7), (8), (9), (10) and (12), Wis. Stats., is deemed to compensate that employee for all work hours. No overtime compensation in the form of cash or compensatory time off may be paid to any such employee for hours worked in any workweek in excess of the standard basis of employment as specified in s. 230.35(5)(a), Wis. Stats. No holiday premium may be paid to such employees.
 - 2. The salaries paid to exempt employees and employees not covered by the FLSA are generally intended to compensate for the total responsibilities of the position regardless of the number of hours worked. However, circumstances may exist where time off or cash payment for overtime hours is appropriate for certain employees identified in 3.01(3). Section A, 4.03(2)(b) of this Plan shall be used by agencies as a basis to establish practices for additional compensation for overtime hours. Time off or cash payment authorized in Section A, 4.03(2)(b) for similar positions in the classified service may be granted to exempt employees and employees not covered by the FLSA at the discretion of the appointing authority.
 - 3. Appointing authorities shall have the discretion in approving scheduled use of time off earned in lieu of cash payment for overtime hours. Section A, 4.03(3)(b) of this Plan shall be used by agencies for cashing out

time off earned in lieu of cash payments which cannot be scheduled by the end of the calendar year.

- (4) Weekend and Night Differential for Unclassified Employees.
 - (a) Weekend Differential. Except as provided in (c), below, employees identified in 3.01(3) of this Section (Section B) may be paid up to sixty cents (\$.60) per hour for all weekend hours worked.
 - (b) Night Differential. Except as provided in (c), below, employees identified in 3.01(3) of this Section (Section B) may be paid up to forty-five cents (\$.45) per hour for all night hours worked. To qualify for night differential between the hours of 6:00 p.m. and 12:00 midnight, an employee must be assigned a minimum of two work hours between 6:00 p.m. and 1:00 a.m.
 - (c) Employees identified under s. 20.923(10), Wis. Stats., are not eligible for weekend or night differential.
 - (d) Effective May 13, 2018, the payment of weekend or night differential to employees who are FLSA exempt will require approval by DPM.

(5) Supplemental Pay Provisions for Supervisory Attorneys.

Incumbents of attorney positions under 3.01(3) of this Section (Section B) or unclassified attorney positions covered by Section C of this Plan who supervise one or more permanent attorneys are eligible to receive a responsibility add-on in accordance with the following supplemental pay provisions:

- (a) Appointing authorities shall have the discretion to grant supplemental pay, subject to the maximum allowable amount specified in (c) below, based on their analysis of their organizational structure, internal and external relationships, size of staff supervised, and any other reasonable criteria deemed appropriate. **The amount can be subsequently changed only with DPM approval.** The add-on shall be immediately discontinued when the employee is no longer employed in a position covered by these provisions. Failure to do so will result in a salary overpayment, which must be recovered by the appointing authority.
- (b) Decisions to grant supplemental pay for deputy district attorneys are subject to the review and approval of the agency (i.e., Department of Administration) responsible for the general program operations relating to Chapter 978, Wis. Stats. **The amount can be subsequently changed only with DPM approval.** The agency may elect to publish decision-making criteria consistent with (1) above, and delegate in writing certain such decisions to some or all appointing authorities of deputy district attorneys.
- (c) An add-on maximum for supervisory responsibility is established for eligible employees covered by these provisions at a rate **not to exceed \$2.75 per hour.**

4.00 Discretionary Merit Compensation (DMC)

Discretionary Merit Compensation (DMC) shall be granted to unclassified employees not serving a fixed term in accordance with Section J of this Plan.

SECTION C - COMPENSATION PROVISIONS FOR EMPLOYEES IN ATTORNEY POSITIONS IN THE CLASSIFIED SERVICE AND CERTAIN “NON-ESG” ATTORNEY POSITIONS IN THE UNCLASSIFIED SERVICE

- 1.00 Coverage**
- 2.00 Nonrepresented General Wage Adjustment (GWA) and Annualized Nonrepresented GWA Payment for the Fiscal Years 2019-2020 and 2020-2021**
- 3.00 Parity Progression Plan Pay Adjustments**
- 4.00 Pay on Appointment**
- 5.00 Discretionary Compensation**
- 6.00 Bar Association Meetings and Activities**
- 7.00 Continuing Legal Education Requirements**
- 8.00 Sunday Domestic Violence Staffing in Milwaukee County**
- 9.00 Sunday Intake Court Duty**

INTRODUCTION

This Section (Section C) includes provisions for GWA and Annualized GWA for nonrepresented classified attorneys and certain unclassified “Non-ESG” attorneys in state civil service. Nonrepresented classified attorneys are excluded from the provisions of Section A, 2.01 of this Plan for the 2019-2021 biennium. Unclassified “Non-ESG” attorneys included in this Section (Section C) are excluded from the pay on appointment and GWA provisions of Section B of this Plan for the 2019-2021 biennium. Those employees, however, will remain covered under all of the remaining applicable pay and benefit provisions of Sections A (classified employees) or B (unclassified employees) of this Plan for the 2019-2021 biennium. General Wage Adjustments will only apply to employees who are not represented by a certified collective bargaining unit.

1.00 Coverage

The provisions of this Section (Section C) apply to the following employees:

- (1) Professional legal-related classified employees.
 - (a) Permanent and project employees in positions allocated to classifications assigned to pay schedule 71.
 - (b) Permanent and project employees in positions allocated to the classifications in pay schedule 09.
- (2) Unclassified “Non-ESG” attorneys.
 - (a) Employees appointed on other than an LTE basis to Deputy District Attorney, Deputy District Attorney – Supervisor, and Assistant District Attorney positions.
 - (b) Employees appointed on other than an LTE basis to Assistant State Public Defender Attorney, Assistant State Public Defender Attorney-Confidential, Assistant State Public Defender Attorney-Confidential/Supervisor, Assistant State Public Defender Attorney-Management and Assistant State Public Defender Attorney - Supervisor positions.
 - (c) Employee appointed to the attorney position established under s. 569.015(2), Wis. Stats.

2.00 Nonrepresented General Wage Adjustment (GWA) and Annualized Nonrepresented GWA Payment for Fiscal Years 2019-2020 and 2020-2021

GWA:

- (1) Effective Date. The GWAs will be effective January 5, 2020, in FY 2019-2020, and January 3, 2021, in FY 2020-2021.
- (2) Eligibility. All employees who are in pay status on the effective date are eligible to receive a GWA except the following:
 - (a) Employees represented by a certified collective bargaining unit on the effective date of the GWA.
 - (b) Employees who are covered by s. 230.12(10) to (12), Wis. Stats., except as noted in (4), below.
 - (c) Employees who are covered by 3.00 of this Section (Section C), except as noted in (4), below.
 - (d) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted in the 12-month period ending on the effective date of the applicable GWA.

- (e) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending on the effective date of the applicable GWA. (For purposes of these provisions, the requirements of Chapter ER 45, Wis. Adm. Code, will apply to both classified and unclassified employees.). If the required performance evaluations are completed by the following March 31, a supervisor shall be granted a Delayed GWA if the supervisor had been denied the GWA solely because of the failure to complete evaluations. The Delayed GWA will be effective April 12, 2020, for FY 2019-2020 and April 11, 2021 for FY 2020-2021, with no retroactive pay or lump sum payment for the delay.

NOTE: Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. Contact DPM, Bureau of Classification and Compensation for further assistance.

- (f) Any employee paid at or above the applicable pay range maximum, or the new pay range maximum if the new pay range maximum takes effect on the same date as GWA distribution. An employee who is not eligible to receive a GWA solely because the employee's base pay is at or above the pay range maximum, if applicable, may qualify for an Annualized GWA Payment.
 - (g) Any employee in a position not eligible under (a) above, who later becomes eligible and who was in employment status on the effective date of a GWA, but did not receive or was not considered for the GWA, will be granted:
 - 1. The GWA(s) or Annualized GWA(s) as provided above.
 - 2. An associated lump sum payment for all the hours in pay status from the effective date(s) of the GWA(s) provided above, to the effective date of becoming eligible.
 - 3. Any GWA(s) received above, will be granted prior to setting pay upon appointment if moving to a new position.
- (3) Amount. All eligible employees will receive a GWA of 2.0% on January 5, 2020, and 2.0% on January 3, 2021. These increases are subject to the following restriction:

An employee's new base pay after application of the GWA must not exceed the applicable pay range maximum, or the new pay range maximum if a new pay range maximum takes effect on the same date as GWA distribution. (Refer to Annualized GWA Payment provisions below.)

- (4) Progression-eligible attorneys covered by s. 230.12 (10) through (12), or under 3.00 of this Section (Section C). Attorneys with satisfactory performance whose pay increase funding is included in the state budget, and who have not yet received at least a 2.0% progression increase for the applicable fiscal year, shall receive a GWA equal to the difference between 2.0% and the amount already received, if any.

Annualized GWA Payment:

- (1) **Granting Date.** The Annualized GWA Payment will be granted as soon as administratively feasible after the effective date of any GWA granted above.
- (2) **Eligibility.** Any employee may qualify for an Annualized GWA Payment if either of the conditions described under (a) or (b), below, apply:
 - (a) The employee was not eligible to receive a GWA solely because his or her base pay was at or above the pay range maximum.
 - (b) The employee did not receive the full GWA because of the pay range maximum limitation.
- (3) **Amount.** The amount of any Annualized GWA Payment granted to an employee is subject to the restrictions under (a) and (b) below:
 - (a) For employees who qualify for an Annualized GWA Payment because of the condition described in (2)(a) above: The hourly amount used in calculating an employee's Annualized GWA Payment will equal the full GWA amount (i.e., 2.0% on January 5, 2020, and 2.0% on January 3, 2021).
 - (b) For employees who qualify for an Annualized Payment because of the circumstances described under (2)(b) above: The hourly amount used in calculating an employee's Annualized GWA Payment will equal the difference between the full GWA amount (i.e., 2.0% on January 5, 2020, and 2.0% on January 3, 2021) and the partial GWA actually received by the employee.
- (4) **Calculating Annualized GWA Payments.** Annualized GWA Payments will be calculated by multiplying the hourly amount determined to be appropriate for the employee in accordance with (3) above, by 960 for the January 5, 2020 GWA and 960 for the January 3, 2021 GWA. Annualized GWA Payments provided to permanent part-time or seasonal employees will be prorated on the basis of the budgeted percentage of Full-Time Equivalency (FTE) on the GWA distribution date.
- (5) **Annualized GWA Payments for employees on approved unpaid leaves of absence.** Any employee who is on an approved unpaid leave of absence as of the effective date of the GWA distribution and who qualifies for an Annualized GWA Payment will receive the payment, subject to the following restrictions:
 - (a) The employee must return from the leave of absence to pay status by June 30, 2021, and the employee's restoration right must be derived from a position covered by the GWA Payment provisions of this Section (Section C), or the employee becomes eligible under ((2)g) of the GWA eligibility above.
 - (b) The employee will not receive a GWA Payment until he or she has returned to pay status.

- (c) The hourly GWA amount used in the calculation of an employee’s Annualized GWA payment will equal the amount determined to be appropriate under (3) and (4) above.

3.00 Parity Progression Plan Pay Adjustments

Employees whose positions are allocated to the classifications below will be eligible for a pay adjustment under the same terms and conditions provided for the subordinate or related position in s. 230.12(11), Wis. Stats.

Assistant State Public Defender Attorney Confidential
Assistant State Public Defender Attorney Confidential/Supervisor
Assistant State Public Defender Attorney Management
Assistant State Public Defender Attorney Supervisor

NOTE: Any employee who is dissatisfied with the evaluation methodology and results used by an agency to determine a progression adjustment, or the amount of such an adjustment received under this provision or under s. 230.12(10) to (12), Wis. Stats., may grieve the decision to the appointing authority under the agency's grievance procedure. The decision of the appointing authority is final and may not be appealed to the Commission under s. [230.44](#) or [230.45 \(1\) \(c\)](#).

4.00 Pay on Appointment

Pay on Appointment, except for Assistant District Attorney positions, shall be determined in accordance with Section I, 4.04 of this Plan.

Assistant District Attorney positions will be appointed at the minimum of the pay range, except:

- (1) A current permanent state employee not in an elected position may be hired at a rate not to exceed the employee’s current base pay.
- (2) A permanent classified or permanent unclassified attorney not in an elected position who separates from the position and returns within 5 years may receive a base pay rate calculated as if the employee were reinstated to a position in classified service under s. ER 29.03(6), Wis. Adm. Code.
- (3) A District Attorney who separates from that position and within 5 years is appointed to an Assistant District Attorney position will receive a base pay rate calculated in accordance with s. 230.12(10)(d), Wis. Stats.
- (4) A Judge or Justice who separates from that position and within 5 years is appointed to an Assistant District Attorney position will receive a base pay rate calculated in accordance the language provided for District Attorneys in s. 230.12(10)(d), Wis. Stats.
- (5) When appointed using Hiring Above the Minimum in accordance with Section E of this Plan.

- (6) (1) through (5) above are subject to the pay range maximum.
- (7) For (1), (2) and (5), the appointing authority has the discretion to determine which provision to use if more than one could occur.
- (8) An Assistant District Attorney granted a leave of absence to act as a Special Prosecutor or as a Governor appointee to a District Attorney position upon return will be paid as if restoring to classified service under s. ER 29.03(7), Wis. Admin. Code. If a progression increase under s. 230.12(10), Wis. Stats, occurs while on such a leave, a progression increase may also be provided in calculating the new base pay rate.

NOTE: Pay range 71-01 will be used for pay transactions involving unclassified attorney positions covered by this Section (Section C) except Schedule 20 will be used for Assistant District Attorney positions and Schedule 21 will be used for Assistant State Public Defender Attorney positions.

5.00 Discretionary Compensation

Discretionary Equity or Retention Adjustments (DERA) and Discretionary Merit Compensation (DMC) may be granted to certain employees covered by this Section (Section C) in accordance with Sections I and J of this Plan, respectively.

6.00 Bar Association Meetings and Activities

Employees may be granted up to five (5) days off during the calendar year without loss of pay to attend the State Bar of Wisconsin meetings or to participate in other local, State of Wisconsin, court, or national bar association activities.

7.00 Continuing Legal Education Requirements

The Employer may pay for or provide the continuing legal education credits necessary to maintain a law license in the state of Wisconsin. The Employer may grant leave with pay each calendar year to employees for the sole purpose of meeting those continuing legal education requirements. At the discretion of the Employer, such attendance may include reimbursement of travel, lodging, and related expenses.

8.00 Sunday Domestic Violence Staffing in Milwaukee County

Assistant District Attorneys specifically assigned by the Milwaukee County District Attorney to staff the office on Sundays in order to prepare, review and process weekend and backlogged domestic violence complaints may be paid at straight time for hours assigned and worked, up to a total of ten (10) hours for the day for the assigned assistant district attorneys.

9.00 Sunday Intake Court Duty

Compensation for Sunday court duty may be made, if the following conditions are met. The county, chief judge or higher judicial authority must have established a regular, continuing Sunday intake court; and the Attorney must be specifically assigned to process and/or represent the State or persons on the charges brought to the court on that Sunday. The Attorney may be compensated at straight time for hours assigned and worked, up to eight (8) hours for the day. An Assistant District Attorney will not be paid under both this provision and 8.00 above, for the same hours worked.

SECTION D - COMPENSATION PROVISIONS FOR LIMITED TERM EMPLOYEES (LTEs)

1.00 Coverage

- 1.01 Classified Service
- 1.02 Unclassified Service

2.00 Beginning Base Pay Rates for Limited Term Appointments

- 2.01 Limited Term Appointments in the Classified Service
- 2.02 Limited Term Appointments in the Unclassified Service
- 2.03 Incentive and Retention Award Pilot Program for Seasonal Limited Term Appointments

3.00 Base Pay Adjustments for LTEs

- 3.01 If Paid Below the Maximum Rate for LTE Class Title
- 3.02 If Pay Range of Permanent Classification is Reassigned
- 3.03 If Paid Below the Minimum of the Pay Range for a Permanent Class Title
- 3.04 Ineligibility for Regrade Increases
- 3.05 Eligibility for Other Base Pay Adjustments and Lump Sum Payments

4.00 Overtime, Supplemental, and Holiday Pay

- 4.01 Overtime Pay for LTEs with Nonexempt Status
- 4.02 Overtime Pay for LTEs with Exempt Status
- 4.03 Payment Only for Hours Worked
- 4.04 Supplemental Pay
- 4.05 Payment for Holidays Worked

5.00 Alphabetical List of Class Titles, Codes and Maximum Pay Rates for Limited Term Employment Pay Schedule 18

INTRODUCTION

This Section (Section D) governs the pay of limited term employees (LTEs) in the classified and unclassified service. Provisions contained in this Section (Section D) include beginning base pay rates, base pay rate adjustments, overtime, supplemental pay, and health insurance and retirement contributions for eligible participating LTEs. The alphabetical listing of LTE class titles and maximum (Not To Exceed – “NTE”) pay rates for limited term employment pay schedule 18 is also included.

1.00 Coverage

The provisions of this Section (Section D) govern the compensation of all LTEs in the classified service and, pursuant to s. 230.12(1)(a)1.b., Wis. Stats., employees with comparable status in the unclassified service. LTEs are employed in positions in either the classified or unclassified service that meet the respective definition under 1.01 or 1.02 below.

1.01 Classified Service

An LTE appointment is employment in the classified service in which the nature and conditions do not permit attainment of permanent status in class, for which the use of normal procedures for recruitment and examination are not practicable and is not project employment.

1.02 Unclassified Service

An LTE appointment is employment in the unclassified service in which the employee would have been considered an LTE, had employment been in the classified service.

See also s. 230.26, Wis. Stats., and Chapter ER 10, Wis. Adm. Code.

2.00 Beginning Base Pay Rates for Limited Term Appointments

LTEs must be paid at least the state or federal minimum wage, whichever is greater, unless a lower wage is authorized pursuant to Section 14 of the Fair Labor Standards Act. In addition, the following provisions apply:

2.01 Limited Term Appointments in the Classified Service

- (1) LTE appointments to positions allocated to LTE class titles in pay schedule 18.
 - (a) Base pay rates shall not exceed the limits specified in the chart found in 5.00 of this Section (Section D) for the LTE class title. In those cases where no specific rate is listed, base pay rates, generally, shall not exceed the rate paid for similar types of services provided on a permanent basis.
 - (b) The listed "Not to Exceed" rates shall not be considered the appropriate rate of pay for all appointments to a particular LTE class. Rates for appointments may be set by the appointing authority at up to the rate indicated in the chart found in 5.00 of this Section (Section D), based on the nature of the work to be performed and the prevailing pay practices where the positions are located.
 - (c) For classes where the pay limitation is identified as a "prevailing rate" or "usual and customary fee," the limitation will be set by DPM and documentation should be retained by the appointing authority as to how the specific amount was determined for each appointee.
- (2) LTE appointments to positions allocated to classifications used for permanent positions.

- (a) Unless otherwise approved by the Bureau of Classification and Compensation, classified titles for permanent positions will be used for LTE positions unless the work performed by an LTE is not identified within a permanent title, in which case an LTE title listed in Pay Schedule 18 may be utilized.
- (b) LTEs are eligible to be paid up to the minimum of the pay range for the applicable classification to which permanent positions are assigned except that:
 - 1. The base pay rate shall be below the applicable pay range minimum if the employee is designated as a "trainee" for one or more of the following reasons.
 - a. The LTE employment involves either formal or informal training beyond that normally provided to a newly appointed worker.
 - b. The knowledge, skills and/or abilities of the employee are lower than those normally required of an employee in the classification.
 - c. The duties and responsibilities assigned to the LTE are fewer and/or less complex than those normally assigned to a permanent employee in the same classification and there is no lower level permanent classification that is applicable.

NOTE: It is not necessary to formally designate an LTE position as "trainee" to be able to pay below the minimum of the pay range. However, appointing authorities should apply consistent pay standards when determining the pay for incumbents of LTE positions deemed to be "trainee" in nature.

- 2. Under certain limited circumstances, the base pay rate may be above the pay range minimum of the applicable permanent classification. If any of the following conditions are met, the appointing authority has the discretion to establish a base pay rate above the pay range minimum.
 - a. Hiring Above the Minimum (HAM) authority has been approved by DPM for the LTE position or on a continuing basis for positions in the applicable permanent classification.
 - b. The LTE has eligibility for return to previous level as defined in Section I, 3.00 of this Plan, reinstatement eligibility, or restoration rights to the applicable permanent classification and the duties of the LTE position are related to those of the previous permanent position(s). If so, the allowable maximum base pay rate is determined in accordance with the reinstatement/restoration provisions of the pay administration in Section E or Section I, 4.07 and 4.08 of this Plan, whichever is applicable.
 - c. The LTE is also a current classified permanent employee; the duties and responsibilities of the LTE position are related to those of the

permanent position; and the base pay rate is not higher than the employee's permanent rate of pay. However, the base pay rate may not exceed the maximum of the pay range for the counterpart permanent class of the LTE position.

- d. A raised minimum rate (RMR) is in effect for positions in the applicable permanent classification and the LTE is performing at the same level as a permanent classified employee (i.e., not in a "trainee" status).
 - e. The LTE position is allocated to a classification in a broadband pay schedule. The pay on appointment flexibility for starting an employee (Section I, 4.04(2) of this Plan) at not more than the applicable appointment maximum may be used.
- (c) LTEs in Crafts Worker related positions shall be paid no more than the applicable Maximum LTE Rate provided in the DPM Building Trades Adjusted Hourly Rate Booklet. This Maximum LTE Rate will be adjusted on the same date and by the same percentage as represented rate adjustments in the Booklet. Those who are determined to be Wisconsin Retirement System eligible may be paid no more than 93% of the applicable Maximum LTE Rate.

2.02 Limited Term Appointments in the Unclassified Service

The rate upon appointment should be equal to the rate which would be payable upon appointment to a similar position in the classified service, as determined by the appointing authority.

2.03 Incentive and Retention Award Pilot Program for Seasonal Limited Term Appointments

Subject to conditions established by the DPM Administrator, an appointing authority may provide an Incentive and Retention Award not to exceed \$500.00 for critical **seasonal** LTE appointments. Prior to granting any awards under this pilot project, the agency must provide a written plan to the DPM Administrator outlining the reason(s) for the awards and the criteria under which they will be granted.

3.00 Base Pay Adjustments for LTEs

3.01 If Paid Below the Maximum Rate for an LTE Class Title

- (1) An LTE who is paid below the maximum rate indicated for the LTE class title listed in pay schedule 18 may have his or her base pay rate adjusted, by the appointing authority during the fiscal year, to a rate not to exceed the maximum indicated rate.
- (2) For increases granted to LTEs in class titles for which a "usual and customary fee" limit applies, documentation should be retained by the appointing authority as to the basis for such increases. (For example, an increase in the usual and customary fee for the occupation, initial pay set at below the usual and customary fee, etc.)

3.02 If Pay Range of Permanent Classification is Reassigned

An LTE in a position allocated to a classification also used for permanent positions who is eligible to be paid at the minimum of the pay range may have their base pay rates adjusted to a rate not exceeding the new minimum of the pay range if the classification is reassigned to a different pay range, if the pay range minimum is adjusted, or if a raised minimum rate is in effect for the classification.

3.03 If Paid Below the Minimum of the Pay Range for a Permanent Class Title

An LTE in a position allocated to a classification used for permanent positions who is paid below the pay range minimum, but who is eligible to be paid up to the minimum, may have his or her base pay rate adjusted up to the pay range minimum of the classification.

3.04 Ineligibility for Regrade Increases

An LTE is not eligible to receive an increase as a result of a regrade (i.e., LTE positions are not reclassified).

3.05 Eligibility for Other Base Pay Adjustments or Lump Sum Payments

An LTE is not eligible for any type of increase except:

- (1) The increases stated in 3.01 through 3.03 of this Section (Section D).
- (2) An LTE hired under 2.01(2)(b)2.b. of this Section (Section D) may have his or her base pay rate adjusted by the General Wage Adjustment (GWA) shown in Section A, 2.01(3) of this Plan on the effective date of the GWA, subject to the applicable pay range maximum.
- (3) An LTE hired under 2.01(2)(b)2.c. of this Section (Section D) may have his or her base pay rate adjusted by the GWA shown in Section A, 2.01(3) of this Plan on the effective date of the GWA, not to exceed the employee's permanent rate of pay and subject to the applicable pay range maximum.

4.00 Overtime, Supplemental, and Holiday Pay

4.01 Overtime Pay for LTEs with Nonexempt Status

Overtime pay for LTEs who are nonexempt from the overtime provisions of the FLSA shall be in accordance with the provisions of the FLSA and related federal regulations. See Chapter 520 of the Wisconsin Human Resources Handbook for an explanation of these provisions.

4.02 Overtime Pay for LTEs with Exempt Status

LTEs who are exempt from the overtime provisions of the FLSA (e.g., attorneys, physicians, dentists, and teachers) must receive the straight rate for all overtime work hours unless the work performed is in an occupational area where it is customary to work overtime hours without additional payment. If LTEs work overtime hours without additional payment, agencies must maintain records to document that such appointments are for less than a total of 1040 actual work hours per year pursuant to s. 230.26, Wis. Stats.

4.03 Payment Only for Hours Worked

Pursuant to Chapter ER 10, Wis. Adm. Code, LTEs must be paid only for actual hours worked, except as otherwise provided in this Compensation Plan, and except when necessary to vote during scheduled work hours. Pursuant to s. 7.33, Wis. Stats., LTEs must be given paid time off for scheduled work hours during the entire 24-hour period of each election day if required to work as election officials on that date. LTEs cannot be granted compensatory time off as payment for overtime or holiday work hours.

NOTE: Pursuant to ss. 230.26 and 230.35, Wis. Stats., LTEs do not qualify for paid holidays or any other type of paid leave, except as noted above.

4.04 Supplemental Pay

LTEs may receive the same types of supplemental pay including add-ons (e.g., weekend differential, night differential, engineer and CPA add-ons, etc.) as permanent employees in the same or most closely related classification if the supplemental pay is based on hours worked. Physician LTEs, Psychiatrist LTEs, and Medical Consultant LTE employees whose positions require the possession of a license to practice medicine pursuant to s. 448.05, Wis. Stats., may be provided the supplemental pay in all of the provisions of Section A, 4.13 of this Plan, and the Medical Officer of the Day standby pay under 4.08. Medical Consultant LTE employees whose positions require the performance of duties of a Dentist Supervisor or Dentist Management may be provided the supplemental pay in Section A 4.13(2) of this Plan.

4.05 Payment for Holidays Worked

LTEs must receive payment at the premium rate for all holiday work hours as provided in s. 230.35(4)(b), Wis. Stats.

5.00 Alphabetical List of Class Titles, Codes and Maximum Pay Rates for the Limited Term Employment Pay Schedule 18

ALPHABETICAL LIST OF CLASS TITLES, CODES, AND MAXIMUM PAY RATES FOR LIMITED TERM EMPLOYMENT PAY SCHEDULE 18		
CLASS TITLE	CLASS CODE	MAXIMUM PAY RATE A/K/A NOT TO EXCEED (NTE) RATE
Archaeology Assistant	94009	NTE Minimum PR 06-11
Archaeology Crew Leader	94012	NTE Minimum PR 06-14
Archaeology Lab Technician	94010	NTE Minimum PR 06-12
Artists Model	94130	NTE Usual & customary fee
Assistant Guide	94150	NTE Minimum PR 06-10
Assistant Naturalist Guide	94140	NTE Minimum PR 06-08
Student Intern-Trainee (*Formerly Student Engineer Trainee)	94290	NTE Appt Maximum PR 14-15
Clerical Helper	94300	NTE The federal minimum wage + \$3.50
Crafts Worker	94320	NTE Area Prevailing Rate
Crowd Control Officer	94330	NTE Usual & customary fee
Dental Consultant	94350	NTE Usual & customary fee
IS Professional Consultant LTE	94000	NTE Usual & customary fee
Lifeguard	94560	NTE Minimum PR 06-08
Medical Consultant	94600	NTE Usual & customary fee
Occupational Therapist LTE	94840	NTE Usual & customary fee
Physical Therapist LTE	94800	NTE Usual & customary fee
Professional Consultant	94680	NTE Usual & customary fee
Psychological Consultant	94700	NTE Usual & customary fee
Psychologist Intern-Level I	94721	NTE Appt Maximum PR 12-64
Psychologist Intern-Level II	94722	NTE Appt Maximum PR 12-64
Special Activities Helper	94820	NTE Minimum PR 06-11
Stage Hand	94850	NTE Prevailing rate
Vocational Rehabilitation Assistant	94920	NTE Appt Maximum PR 12-64

SECTION E - PAY ADMINISTRATION FOR CLASSIFIED PERMANENT AND PROJECT EMPLOYEES IN NON-BROADBAND PAY SCHEDULES

1.00 Beginning Pay Upon Original Appointment for Permanent Classified Employees in Non-Broadband Pay Schedules

- 1.01 General
- 1.02 Raised Minimum Rate (RMR)
- 1.03 Hiring Above the Minimum (HAM)
- 1.04 Trainee Minimum Rate

2.00 Beginning Pay Rates for Project Appointees in Non-Broadband Pay Schedules

- 2.01 Project Appointees Who Are Former Permanent Classified or Unclassified Employees
- 2.02 Other Project Appointees

3.00 Other Transaction Pay Adjustments for Project Employees in Non-Broadband Pay Schedules

- 3.01 Pay on Completion of the First Six Months of a Project Appointment
- 3.02 Multiple Pay Adjustments on Same Date (Order of Application)
- 3.03 Pay on Regrade for Reclassification or Reallocation to a Classification in a Higher Pay Range.
- 3.04 Pay on Regrade for Reclassification or Reallocation to a Classification in the Same or Counterpart Pay Range
- 3.05 Pay on Regrade for Reclassification or Reallocation to a Classification in a Lower Pay Range.

4.00 Other Transaction Pay Adjustments for Permanent Employees in Non-Broadband Pay Ranges

INTRODUCTION

The provisions of this Section (Section E) apply to all classified project employees and permanent employees whose positions are **not** allocated to classifications assigned to broadband pay schedules, except public safety collective bargaining provisions, if applicable.

Pay administration provisions for permanent and project employees whose positions are allocated to classifications assigned to broadband pay schedules are contained in Section I of this Plan. Provisions for determining beginning base pay rates for non-broadbanded unclassified employees and limited term employees (LTEs) are contained in Sections B and D, respectively. The beginning rate provisions in Sections B and D apply only to employees covered by those respective Sections and have been included with other compensation provisions that are unique to unclassified employees and LTEs.

NOTE: The provisions in this Section (Section E) supersede ch. ER 29, Wis. Adm. Code, for all project appointments in non-broadband pay schedules.

1.00 Beginning Pay Upon Original Appointment For Permanent Classified Employees in Non-Broadband Pay Schedules

Upon original appointment as a permanent employee in the classified service beginning base pay rates shall be determined as follows:

1.01 General

The starting base pay rate upon original appointment shall be the minimum of the pay range for the classification except as otherwise provided in this Section (Section E) or other sections of this Plan.

NOTE: For provisions governing the pay upon original appointment for permanent employees in positions allocated to classifications assigned to the broadband pay schedules, refer to Section I, 4.04 of this Plan.

1.02 Raised Minimum Rate (RMR)

- (1) When competitive labor market conditions have been evaluated and the minimum rate is determined to be below the market rate for a classification or subtitle for a classification, or when a classification or subtitle for a classification has unique requirements and it is unlikely that quality applicants would be available under such conditions, the DPM Administrator, at the request of the appointing authority, may establish a raised minimum rate above the pay range minimum for recruiting, hiring and retaining employees. Such rates may be established on a geographic basis.
- (2) The raised minimum rate shall be the lowest rate payable to any permanent or project employee whose position is assigned to the classification or classification and subtitle in the geographic area where the raised hiring minimum is in effect.

NOTE: Refer to Chapter 560 of the Wisconsin Human Resources Handbook entitled "Raised Minimum Rates" for additional information.

1.03 Hiring Above the Minimum (HAM)

- (1) The DPM Administrator may authorize HAM for permanent and project employees whose positions are allocated to classifications assigned to non-broadband pay schedules when either:
 - (a) The duties and responsibilities of a position require the employment of a person with qualifications that differ significantly from those normally required for other positions in the same classification, and the persons who possess such qualifications are not readily available in the labor market at the minimum rate in the pay range; or
 - (b) A recruitment effort has failed to produce or would likely not produce a full certification of candidates.

- (2) HAM must be authorized prior to formal recruitment and the increased pay potential must be included in all recruitment information where pay is stated.
- (3) Only those candidates who possess qualifications which significantly exceed the requirements for the classification or subtitle or who possess qualifications which differ significantly from those normally required for other positions in the same classification may be hired above the minimum of the pay range.
- (4) Project positions allocated to represented classifications may be filled using HAM even though use of HAM would not be allowed if the position were permanent.

NOTE: Refer to Chapter 508 of the Wisconsin Human Resources Handbook entitled "Hiring Above the Minimum" for additional information.

1.04 Trainee Minimum Rate

- (1) Except as indicated in (5) below or otherwise established by DPM, minimum starting pay rate for trainees will be established at one within-range pay step below the minimum of the pay range for the objective classification for each six (6) months of formal and/or "on-the-job" training required to reach the objective classification. If the DPM Administrator, at the request of the appointing authority, reviews the qualifications of the person to be appointed and determines that the qualifications are equivalent to specific segments of the training program, such segments may be waived and considered as completed. The rate payable on appointment may then exceed the minimum rate established for the training program and shall be based on the length of time required to complete the remaining segments of the training program.
- (2) Incremental pay increases up to the pay range minimum of the objective classification shall be provided for successful completion of each segment of training as provided in the training plan for each trainee position.
- (3) Scheduled trainee pay increases shall be increased by the same percent, and at the same time as the adjustment to the pay range minimum.
- (4) In pay schedules where no within-range pay step is defined, the step used for trainee pay purposes shall be three percent (3.0%) of the minimum for the objective classification for which the employee is being trained.
- (5) A current employee's base pay rate will be determined in accordance with provisions applicable to the transaction type involved.

2.00 Beginning Pay Rates for Project Appointees in Non-Broadband Pay Schedules

2.01 Project Appointees Who Are Former Permanent Classified or Unclassified Employees

- (1) Subject to the maximum of the new pay range, project appointees who have previously been permanent classified employees, and who could have been

appointed to a permanent position without an interruption of continuous service under s. ER 18.02(2), Wis. Adm. Code, may be appointed to a project position assigned to a higher classification than their previous permanent classified position, and may be paid at up to their previous rate of pay if higher than the pay range minimum of the classification for the project appointment.

- (2) Project appointees who have previously been permanent classified employees, and who could have been appointed to a permanent position without an interruption of continuous service under ER 18.02(2), Wis. Adm. Code, may be appointed to a project position assigned to the same, a counterpart, or a lower classification than their previous permanent classified position, and may be paid at a rate of pay determined in accordance with the provisions regarding pay on reinstatement as contained in this Section (Section E).
- (3) Subject to the maximum of the new pay range, project appointees who are appointed directly from a permanent classified or unclassified position without an interruption in employment status, or who receive a classified leave of absence for the project position, may be paid at up to their previous rate of pay if higher than the pay range minimum of the classification for the project position.

NOTE: Refer to Chapter ER 34 of the Wisconsin Administrative Code for additional employment information regarding project employees.

2.02 Other Project Appointees

- (1) Except as provided in 2.01, beginning base pay rates shall be determined in accordance with 1.00 above.
- (2) On subsequent project appointment to a different position, the pay rate attained as a result of a project appointment shall not serve as the basis for the establishment of subsequent pay rates on appointment to any other position. However, experience acquired may be relevant for subsequent appointments made in accordance with HAM provisions of 1.03 above.

NOTE: Refer to Section A, 1.00, of this Plan for the provisions regarding supplemental pay and overtime provisions for project employees.

3.00 Other Transaction Pay Adjustments for Project Employees in Non-Broadband Pay Schedules

3.01 Pay on Completion of the First Six Months of a Project Appointment

No six month increase will be granted to any project employee upon completion of the first six months of a project appointment.

3.02 Multiple Pay Adjustments on Same Date (Order of Application)

Multiple pay adjustments that are effective on the same date will be applied in the order given in Section I, 4.01 of this Plan.

3.03 Pay on Regrade for Reclassification or Reallocation to a Classification in a Higher Pay Range.

Pay on regrade for reclassification or reallocation to a classification in a higher pay range for project appointees will be in accordance with Section I, 4.09 of this Plan.

3.04 Pay on Regrade for Reclassification or Reallocation to a Classification in the Same or Counterpart Pay Range.

Project employees shall receive no pay adjustment for reclassification or reallocation to a classification in the same or counterpart pay range.

3.05 Pay on Regrade for Reclassification or Reallocation to a Classification in a Lower Pay Range.

Pay on regrade for reclassification or reallocation to a classification in a lower pay range for project appointees will be in accordance with Section I, 4.11(1) of this Plan.

4.00 Other Transaction Pay Adjustments for Permanent Employees in Non-Broadband Pay Ranges

Schedule 02, 03, 05, 06, and 12 pay adjustments for permanent employees in non-broadband pay ranges will be in accordance with ch. ER 29, Wis. Admin. Code, except as follows:

- (1) Except as noted in (2) through (9) below, pay of regraded employees whose positions are reallocated or reclassified to a higher classification shall be determined in accordance with s. ER 29.03(3)(c), Wis. Admin. Code, except that in lieu of any one-step increase amounts regraded employees will receive an amount equal to eight percent (8%) of the applicable pay range minimum or the pay range minimum, whichever is greater. If the reallocation or reclassification is to a classification that is more than one pay range above that of the previous classification, or from range 05-31 to 05-32, 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. For reallocations that do not solely involve a change in duties, such as pay range reassignments, title changes, reorganizations, or as a result of a survey, the increase provided above **may** be provided at the discretion of the DPM Administrator.
- (2) Except as noted in (5) and (6) below, pay on promotion will be determined in accordance with s. ER 29.03(4), Wis. Admin. Code, except that in lieu of the increase amounts provided pursuant to s. ER 29.03(4)(b), Wis. Admin. Code, employees will receive an amount equal to eight percent (8.0%) of the applicable pay range minimum or the minimum of the pay range, whichever is greater. If the promotion is to a classification that is more than one pay range above that of the previous classification, 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.

- (3) No six (6) month increases shall be granted to employees upon completion of the first six (6) months of any probationary period.
- (4) For all pay adjustments, all references to “PSICM” in ch. ER 29, Wis. Admin. Code, will be changed to “minimum.”
- (5) **(a) Pay Ranges 05-31 and 05-32 for transactions January 20, 2019 through December 05, 2020:**

For promotions, return to previous level (as defined in Section I, 3.00 of this Plan), reinstatement, restoration, demotion, accretion, transfer, or other movements within state service to positions in pay ranges 05-31 and 05-32 pay will be set according to the year of an employee’s adjusted continuous service date according to the applicable Transaction Structure in Section Z, except that for promotions or transfers an employee will keep their current rate of pay if it is greater than the applicable rate in the Transaction Structure, subject to the pay range maximum.

If an employee entering a 05-31 or 05-32 position has an adjusted continuous service date not listed on the schedule in Section Z, the employee will be placed on the applicable point on the pay progression schedule in Section A, 2.06.

If an employee promotes from 05-31 to 05-32 with less than two years of service, the employee will receive a pay increase equal to 12% of the 05-32 range minimum.

Employees who promote and subsequently fail probation but remain in the agency in a position allocated to pay range 05-31 or 05-32 will have pay set in accordance with the above language in this paragraph (a).

(b) Pay Ranges 05-31 and 05-32 for transactions on or after December 06, 2020:

1. For all transactions between positions allocated to pay ranges 05-31 or 05-32, an employee shall receive the pay rate on the pay progression schedule at Section A, 2.06, that corresponds to the employee’s classification and years of state service based on the adjusted continuous service date. Upon transfer, if an employee’s current base pay rate exceeds the applicable pay progression rate, the employee may be appointed at up to the employee’s current rate of pay in accordance with the agency compensation policy/process.
 2. An employee entering a position allocated to pay range 05-31 or 05-32 with prior state continuous service shall receive the pay rate on the pay progression schedule at Section A, 2.06, that corresponds to the employee’s classification and years of state service based on the adjusted continuous service date. If the employee’s current base pay rate exceeds the applicable pay progression point, the employee may be appointed at up to the lesser of the employee’s current rate of pay or the next applicable pay progression point in accordance with the agency compensation policy/process.
- (6) Pay increases for employees classified as Fire/Crash Rescue Specialist or Fire/Crash Rescue Specialist – Crew Chief are subject to federally-funded pay rates allowed for the duties performed. If the maximums are increased prior to the end of this Compensation Plan, pay

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increases occurring after the effective date of the new maximums will be subject to the new maximums.

- (7) Except as indicated in (5) above, pay upon return to previous level (as defined in Section I, 3.00 of this Plan) will be determined in accordance with s. ER 29.03(6), Wis. Admin. Code.
- (8) Pay for regrade due to reclassification or reallocation for an employee with eligibility to return to previous level (as defined in Section I, 3.00 of this Plan), when the previous level is the same as the level to which regraded, will be set in accordance with s. ER 29.03(6), the minimum of the new range, or the present rate of pay, whichever is greatest.
- (9) Pay for regrade due to reclassification or reallocation for an employee with eligibility for return to previous level (as defined in Section I, 3.00 of this Plan), when the previous level is between the level from which regraded and the level to which regraded, will be set in accordance with s. ER 29.03(6), the minimum of the new range, or (1) above, whichever is greatest.
- (10) Multiple pay adjustments that are effective on the same date will be applied in the order given in Section I, 4.01 of this Plan.

SECTION F - UNIFORM TRAVEL SCHEDULE AMOUNTS

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INTRODUCTION

In accordance with s. 20.916(8), Wis. Stats., the DPM Administrator, with the approval of the Joint Committee on Employment Relations (JCOER), establishes the uniform travel schedule amounts (UTSAs). These amounts include automobile, motorcycle, and personal airplane mileage reimbursement rates; portage tips; moving expenses; temporary lodging allowances; and meal and lodging rates. The approved travel schedule amounts are incorporated into the compensation plan under s. 230.12(1), Wis. Stats., and apply to all employees whose compensation is established under ss. 20.923 or 230.12, Wis. Stats., (i.e., all classified employees, except those in the public safety bargaining unit, and unclassified civil service employees, including legislators, judges, and board members), unless excluded by statute. The provisions of this Section (Section F) become effective on the first day of the month following approval by the Joint Committee on Employment Relations (JCOER), but no sooner than the effective date of this Plan, and remain in effect until the first day of the month following modification by JCOER. The Department of Administration (DOA) has responsibility to ensure that travel claims are audited for compliance with the provisions of these travel schedule amounts. Under s. 16.53(12)(c), Wis. Stats., DOA may not approve for payment any travel vouchers which exceed the maximum travel schedule amounts established under s. 20.916(8), Wis. Stats., except in unusual circumstances when accompanied by a receipt and full explanation of the reasonableness of such expense and approved by the appointing authority or designee.

Provisions in the labor agreement for public safety employees that apply to travel and lodging expenses supersede the analogous provisions under these travel schedule amounts.

Employees in travel status are expected to exercise good judgment when incurring travel costs. An employee shall be reimbursed for reasonable and necessary travel expenses actually incurred in the performance of official duties in accordance with the travel schedule amounts and provisions herein. Reimbursements may not cover the entire cost of an employee's expenses if they exceed the limitations established within the UTSAs by the DPM Administrator.

Employees are encouraged to plan all travel with the principles of fiscal austerity and energy conservation in mind and to make maximum use of telephone, facsimile machines, postal service, e-mail, teleconferencing, webcasts and other technical applications as a way to minimize the need to travel. Employees and agencies should utilize official state provided purchasing cards when available or to have travel expenses coordinated and billed centrally to the agency (as opposed to personally paying for the expense and having it reimbursed) whenever practicable.

These uniform travel schedule amounts apply to travel within the United States. Expenses incurred for approved travel outside this area will be subject to the schedule amounts where appropriate (e.g., air transportation to be the lowest appropriate airfare), but handled on a case-by-case basis when travel-related costs vary from country to country. For such out-of-country travel, the federal Outside the Continental United States (OCONUS) Per Diem rates shall be used. Reimbursement for out-of-country travel shall be based on actual, reasonable and necessary expenses incurred with the per diem rates used to determine the maximum allowable reimbursement for both meals and lodging. These rates do not include incidental expenses such as laundry and taxis.

Agencies and employees are duly notified that untimely submission for reimbursement under this Section (Section F) may be taxable if submitted more than 60 days after the expense was incurred; agencies should develop policies to address and to ensure compliance with federal or state regulations on accountable and non-accountable plans.

1.00 Definitions

1.01 Airline Receipt: An airline receipt is the original “Passenger Receipt” plus any applicable original travel agency invoice/itinerary evidencing service fee amounts. If these are not available, a reasonable copy or computer print-out (such as an Internet/e-mail confirmation) along with proof of payment, such as a credit card statement or cancelled check, will be acceptable. Credit card charge statements and/or slips alone are not acceptable as documentation because these lack sufficient detail.

1.02 Employee: Any classified or unclassified officer, or employee of the state, including any legislator, judge, board member, permanent, project, or limited term employee, etc., who is entitled to actual, reasonable and necessary expenses. See ss. 16.53(12)(a)2., 20.916(9)(a)1m., and 20.916(10), Wis. Stats.

1.03 Headquarters: The physical location of the employee’s permanent work site.

1.04 Headquarters City: The area within the city, town or village limits where an employee’s permanent work site is located and the area within a radius of 15 miles (based on odometer mileage) from the employee’s permanent work site. The appointing authority or designee shall determine the employee’s permanent work site in the best interest of the state. See s. 20.916(9)(a)2., Wis. Stats.

1.05 Lowest Appropriate Airfare:

(1) Lowest total fare which provides for:

- (a) not more than a two-hour window from the traveler's preferred departure or arrival time;
- (b) may require one plane transfer without regard to carrier, aircraft, and connecting airport;
- (c) departs from the airport nearest to the employee’s headquarters location or, at the discretion of the employee, from an airport offering a fare which is more cost effective, including parking, mileage, and/or additional overnight stays;
- (d) one carry-on and/or checked bag, if not already included in the cost of the fare; and
- (e) general (i.e., the most basic) seat assignment selection at the time the fare is booked.

(2) Additional baggage may be authorized by the appointing authority after review of a written justification and a determination that it is necessary and reasonable. If authorized, the cost of additional baggage shall be factored into determining the lowest total fare.

(3) The class of fare purchased shall be a coach/economy, or equivalent, class fare. The state shall not reimburse for premium fares (e.g., business, first class, or similar). In cases where multiple tiers of coach/economy exist, those fares may be reimbursable if they represent the lowest total, or cumulative, cost when including the provisions allowed under 1.05(1) and (2) of this Section (Section F).

- 1.06 Non-Airline Receipt:** A non-airline receipt is the original statement document from the supplier, preferably one that clearly evidences the form of payment, date of purchase, name of supplier, and type of purchase. In the case of lodging, detailed itemization of the expenses is required. If the original receipt is not available, a reasonable copy of the receipt or a computer print-out (such as an Internet/e-mail confirmation) along with proof of payment, such as credit card statement or cancelled check, will be accepted. In the case of lodging, the copy must provide a detailed itemization of expenses. Credit card charge statements and/or slips alone are not acceptable as documentation because these lack sufficient detail.
- 1.07 Ridesharing Services:** Transportation services that match a driver of a private vehicle with that of a customer seeking transportation usually through the use of a digital service provided by a third-party company. These services are similar to those provided by a traditional taxicab company.
- 1.08 Traveler:** Any person who incurs travel expenses on official state business and is entitled to authorized reimbursement for those expenses.
- 1.09 Travel Status:** When an employee is required by his/her supervisor to leave the headquarters station to accomplish official state business and is eligible for reimbursement of actual, reasonable and necessary travel expenses in accordance with the provisions of the DPM uniform travel schedule amounts, other applicable statutes, or pursuant to the public safety collective bargaining agreement, if applicable.
- 1.10 Volunteer:** Any officially authorized person not in employee status, who provides service to the state.

2.00 Authority for Travel

2.01 Authorization

Any official business travel by state employees must be approved in accordance with individual agency procedures as established by the appointing authority or designee.

2.02 Appropriateness

Pursuant to s. 16.53(12)(b), Wis. Stats., the appointing authority or designee shall determine that the proposed travel is appropriate and necessary to the mission, responsibilities or duties of the employee's unit.

Pursuant to s. 16.53(1)(c)7., Wis. Stats., before employees are permitted to attend out-of-state conferences, conventions, seminars, meetings or training courses, the appointing authority or designee should ensure that a clear state interest is being served.

3.00 Mode of Transportation

Pursuant to s. 20.916(4)(c), Wis. Stats., the allowance for the use of a personal automobile or motorcycle shall not exceed the lowest cost of the most practical means of public transportation between points convenient to be reached by railroad, bus or commercial airplane without unreasonable loss of time. The appointing authority or designee shall give due consideration to the circumstances in each case when determining the most practical means of public transportation. The cost of meals and lodging paid by the state and the cost of the use of a state-owned automobile not chargeable to an employee may not exceed the cost which would have been incurred had the most practical form of public transportation been used, at the most appropriate time, if a practical form of public transportation is available.

When a number of state employees are knowingly traveling to the same destination at the same time, it is their responsibility to arrange for pooled transportation where practicable. Individuals, who for personal reasons choose not to participate in pooled transportation, may be reimbursed for mileage expense when the appointing authority or designee determines that such reimbursement is appropriate.

Expenses for transportation will be reimbursed as follows:

3.01 Air Travel

NOTE: Refer to the DOA's State Procurement contracts on Travel Agency Services for additional detailed information.

- (1) Reimbursement for commercial air travel shall be limited to the lowest appropriate airfare (Reference the definition in 1.05 of this Section). The appointing authority or designee may determine a reimbursement amount other than the lowest appropriate airfare only when the traveler provides written explanation of the reasonableness of the expense. Requests for reasonable accommodations shall be made in accordance with 14.03 of this Section (Section F).

Where a traveler is seeking reimbursement for airfare through a travel voucher, there should be sufficient documentation of the departure and return dates, itinerary, nature of official business and a receipt attached to the travel voucher (Reference the definition in 1.01 in this Section).

Where airfare is being paid directly by a state agency, the invoice and other attachments to the payment voucher should reflect the following information:

- (a) Name(s) of the traveler(s) and destinations;
- (b) Departure and return dates;
- (c) Nature of official business;
- (d) If possible, cross-reference to the number of the travel voucher containing the other trip-related expenses.

NOTE: Benefits from any airline promotion, such as free tickets for frequent fliers, merchandise, etc. that accrue as a result of official state business, belong to the State of Wisconsin and should be used whenever possible for subsequent official state business. Business use of frequent flier vouchers, vouchers for bumping, discount coupons or other instruments are not considered to have any monetary value, and therefore, employees shall not be reimbursed for using them.

- (2) Flight insurance coverage for employees is not a reimbursable expense.
- (3) Effective the effective date of this Plan, reimbursement for use of private aircraft will be made at the rate provided in 3.05(3)(b) below, if under s. 20.916(5)(a), Wis. Stats., use of a private aircraft is authorized prior to travel by an appointing authority or designee who has confirmed that the individual has the required insurance coverage
- (4) Miscellaneous Travel Supplier Fees: Fees incurred because travel arrangements were changed (such as, but not limited to, those changed by airlines) are reimbursable only when accompanied by a valid, written business reason for the change and approved by the appointing authority or designee.
- (5) Charges to modify seat selection or to select premium seat assignments above the most basic level are not reimbursable, except as provided for under 3.01(1) of this Section (Section F).

3.02 Travel by Train

Pursuant to s. 20.916(9)(f)2., Wis. Stats., travel by train shall be limited to coach, if available, unless overnight where accommodations should be limited to roomette. Receipts are required for reimbursement.

3.03 Travel by Bus

Employees traveling within the headquarters city and between cities should travel by bus whenever feasible, as determined by the appointing authority or designee. Receipts are required for reimbursement of travel between cities.

3.04 Taxis, Ridesharing Services, and Airline Shuttles

Reasonable charges for taxis, airline shuttles, and ridesharing services, including tips at a maximum rate of 15% of the charge as provided in s. 20.916(9)(d), Wis. Stats., are reimbursable when other modes of travel are not available or practical. However, shuttle service (usually less expensive or free) should be utilized in place of a taxi whenever possible and the employee shall be reimbursed at a rate of no more than that of the shuttle service cost if such shuttle service was available. Employees shall obtain and provide receipts whenever the cost of a one-way fare exceeds \$25.

3.05 Vehicle Transportation

- (1) Use of State Pool Vehicles
 - (a) Management shall encourage employees to use state pool vehicles whenever feasible and whenever a vehicle is required for conducting official state business unless a state-owned vehicle is already personally assigned.
 - (b) When using state pool vehicles, passengers shall be limited to state employees or travelers engaged in official state business.
 - (c) Credit cards are provided with each vehicle and must be used if possible when any expenses are incurred. The only expenses in connection with state-owned vehicles which can be claimed on a travel voucher as reimbursable are:
 1. Storage, parking and toll charges.
 2. Expenses incurred where the credit cards are not accepted. Receipts showing the fleet number of the vehicle are required.
 3. Emergency expenditures related to operation of the vehicle. Receipts showing the fleet number of the vehicle are required.
 - (d) Personal use of a pool vehicle is not permitted.
 - (e) Traffic citations, parking tickets, locksmith calls for retrieving keys, etc., are not reimbursable.
- (2) Use of Personally-Assigned State-Owned Vehicles
 - (a) Based upon an employee's job responsibilities, an employee may be assigned a state-owned vehicle.
 - (b) Pursuant to s. 20.916(7), Wis. Stats., an employee who has a personally-assigned state-owned vehicle may use the vehicle for personal use in accordance with fleet guidelines, and must reimburse the state for such use at the rate provided in (3)(b) below, plus sales tax.
 - (c) Traffic citations, parking tickets, locksmith calls for retrieving keys, etc., are not reimbursable.
- (3) Use of Privately-Owned Vehicles
 - (a) Reimbursable business miles are determined as follows:
 1. Actual miles driven by the most direct route between an employee's headquarters and a work site removed from the assigned headquarters.
 2. Actual miles driven by the most direct route between work sites that are removed from the assigned headquarters
 3. For trips that start or end at an employee's home, the lesser of:
 - a. actual miles driven between an employee's home and the work site removed from the assigned headquarters; or

- b. the mileage between an employee's assigned headquarters and the work site.

NOTE: To determine the reimbursable miles under 3.05(3)(a)3, of this Section (Section F), first calculate the number of miles between the employee's home and the alternate work site. Then calculate the number miles between the employee's headquarters and the alternate work site. The employee will be reimbursed for the lesser of these two mileage calculations.

4. When management determines that an employee's vehicle is not required for travel to a work site removed from the assigned headquarters, the employee will be reimbursed mileage from the employee's home to an approved pickup point which is in excess of the mileage from the employee's home to the assigned headquarters.
5. Items 3.05(3)(a)1. through 3. should be used to determine reimbursable business mileage for each component of a trip when multiple stops are made during the day.
6. Mileage from the employee's home to the assigned headquarters is not reimbursable.
7. When an employee is “**allowed**” to telecommute, mileage from the employee's home to what would have been the assigned headquarters if not telecommuting shall be considered commuting and not reimbursable.

NOTE: See OSER Bulletin CC-198 dated 6/19/89 for additional information on mileage reimbursement from home to work site or pickup point.

- (b) An employee shall be reimbursed at the rate not to exceed two cents per mile less than the rate paid to federal employees (which is not necessarily the IRS rate) if the accumulated personal car business mileage per round trip is:
 1. Less than 100 miles. Employees may be required to secure a non-availability slip, at the discretion of the appointing authority or designee.
 2. 100 miles or more and the employee's agency issues them a non-availability slip because the agency maintains a central pool in the headquarters city.
 3. 100 miles or more and if both the employee's agency and the DOA central fleet issue a non-availability slip because the agency's central pool and central fleet are located in the headquarters city.
 4. Any mileage if there is no access to a fleet vehicle in the headquarters city.
 5. Any mileage if these requirements are waived on an individual basis. The agency must demonstrate to DOA that a different set of mileage standards for issuing non-availability slips would result in a more cost effective use of state vehicles.

When a change to the federal rate is realized, the DPM Administrator will determine the new reimbursement rate and an administratively feasible effective date of the change to the State reimbursement rate.

- (c) The non-availability slip should include the date of the request as well as the dates for which a pool vehicle is requested and must be signed by the agency dispatcher or DOA Central Fleet representative.
- (d) Except as provided in (b) above, if an employee uses his or her own automobile, the business mileage allowance shall be at a rate pursuant to s. 20.916(4)(e), Wis. Stats., except as otherwise stated in this Section (Section F).

NOTE: Employees should contact their agency fiscal officer to obtain the reimbursement rate when they do not have a non-availability slip and choose to use their personal vehicle.

- (e) Charges for repairs, tow services, lubrication, etc., are not reimbursable items. Traffic citations, parking tickets and other traffic violation expenses are the employee's responsibility.
- (f) Persons with disabilities who use a privately-owned, specially equipped van on state business shall be reimbursed at a rate of 17.5 cents per mile more than the rate provided under (b), above. When a state-owned van which is specially equipped for persons with disabilities is available, the reimbursement rate shall be 61 cents per mile unless a non-availability slip has been obtained.

NOTE: Requests for exemption from the "certificate of non-availability" requirement, for medical or other reasons should be forwarded to the DOA fleet management coordinator. Requests for exemptions must be resubmitted on an annual basis. Employees who are disabled may also receive a general waiver if state-owned vehicles do not adequately meet their specific needs and a driver is not available on a regular basis. Copies of all such exemption approvals shall be kept on file in the agency pre-audit area, to avoid delays in processing the travel claim.

- (g) Employees shall be reimbursed for the use of privately-owned motorcycles on state business, in accordance with s. 20.916(4m), Wis. Stats. The rates for reimbursement shall be 28.5 cents per mile, whether a fleet vehicle is available or not, subject to the following conditions:
 1. Only one individual may be transported on a single motorcycle.
 2. The appointing authority or designee may require travel by automobile if the travel costs are anticipated to be less than the cost of travel by motorcycle, such as when two or more state employees are traveling to the same destination.

3. Reimbursement for use of privately owned mopeds or bicycles on state business is not authorized by statute.

- (h) Pursuant to s. 20.916(4)(c), Wis. Stats., for travel between points convenient to be reached by railroad, bus or commercial airplane without reasonable loss of time, the allowance for the use of a personal automobile or motorcycle shall not exceed the lowest cost of the most practical means of public transportation between such points.

The employee's appointing authority or designee shall give due consideration to the circumstances in each case when determining the amount of reimbursement for the most practical means of public transportation where a personal auto or motorcycle is utilized. Reimbursement for meals and lodging, as well as transportation, shall not exceed what would ordinarily have been incurred had the most practical means of public transportation been used.

- (i) Parking charges and tolls incurred while on official business, as authorized, are reimbursable if incurred as a result of the job. Parking charges incurred in the headquarters city are reimbursable if incurred as a result of the job and on approval of the appointing authority or designee, pursuant to s. 20.916(9)(e), Wis. Stats. Receipts are required for claims in excess of \$25. Parking charges incurred at the employee's headquarters are not reimbursable, except as noted in 8.00 of this Section (Section F).
- (j) If cost effective, agencies may reimburse actual round-trip mileage for travel to and from the airport on the departure and return dates. Reimbursement is limited to round trip mileage between the employee's home or headquarters, whichever is shorter, and the airport. The total reimbursement must not exceed the cost of any other reasonable means of getting to the airport, including parking fees if it would have been required.
- (k) "Vicinity" mileage on official business trips should be stated in the itinerary column on the travel voucher but does not have to be separated from the total miles claimed for the trip.

(4) Vehicle Rentals/Insurance.

Rental vehicles should be used in situations where it is the most cost-efficient means of transportation or the efficient conduct of state business precludes the use of other means of transportation.

NOTE: There are restrictions with regards to renting 12 or 15 passenger vans. Renters of 12 or 15 passenger vans must be authorized by their respective appointing authority or designee prior to renting.

When renting a vehicle:

- (a) State contract vendors shall be used unless the vendor is unable to provide a vehicle as needed. All contract vendors include Collision Damage Waiver (CDW) and liability insurance in their rates. Vehicles may be rented from non-

contract vendors if a contract vendor is not available or the rental cost, including CDW and liability insurance is less expensive, and services are equal to the contract vendors.

- (b) The CDW and liability insurance for domestic rentals shall be purchased when renting from non-contract vendors and when renting from a contract vendor for rentals where such coverage is not included in the contract. For international rentals, travelers must purchase CDW and liability insurance unless provided under the vendor contract for the country in which the travel occurs.
- (c) Be prepared to provide identification of state employment.
- (d) If one or two travelers are using the vehicle, an economy-sized vehicle shall be rented. A larger size vehicle may be rented and fully reimbursed if there are three or more travelers involved in state business or extra space is needed for equipment. Claims for larger vehicles must be justified in writing.
- (e) Claims for reimbursement must be supported by the original receipt.
- (f) Personal effects insurance (PEC) or any additional charges for personal use are not reimbursable.

NOTE: Refer to the DOA's State Procurement Contract on Rental Cars or DOA Fleet Office for additional detailed information.

3.06 Special Mode Transportation

In conjunction with specialized field trips, geological surveys, and special instructional/research expeditions, where a combination of traditional and nontraditional modes of transportation may be necessary, an explanation of the circumstance and a listing of actual out-of-pocket expenses should accompany the request for reimbursement.

4.00 Meal Expenses

4.01 Meal Claims

The claim for meals must represent actual, reasonable and necessary expenses for meals, subject to the maximums provided in 4.02, below. Meals included in the cost of lodging (e.g., a continental breakfast at a hotel) or registration fees (e.g., a lunch included in a conference) are not reimbursable if provided as part of lodging, conference, or registration fees. The appointing authority or designee may grant individual exceptions if the employee provides written justification.

4.02 Maximum Meal Amounts

- (1) Maximum permitted amounts for individual meals in state, including tax and tip (or other fees, such as delivery fees), are listed and shall be:

As of July 1, 2013	
Breakfast	\$8.00
Lunch	\$10.00
Dinner	\$20.00

- (2) Maximum permitted amounts for individual meals due to out-of-state travel, including tax and tip (or other fees, such as delivery fees), are listed and shall be:

As of July 1, 2013	
Breakfast	\$10.00
Lunch	\$15.00
Dinner	\$25.00

- (3) The maximum allowable tip is 15% of the meal claim.
- (4) On any particular day that an employee is entitled to reimbursement for two or more consecutive meals, the employee may exceed the maximum amount for one or more meals. The employee may claim the actual amount spent for each meal as long as the total amount claimed for the eligible meals is not greater than the combined maximum reimbursement rate for those meals. Each day is considered separately for application of this policy.
- (5) Employees shall be reimbursed a flat rate of \$4.00 for each bag meal.

4.03 Meal Receipts

Receipts for meals are not required except for the following:

- (1) Any claim in excess of the schedule in 4.02 of this Section (Section F), must be accompanied by a receipt and full explanation of the reasonableness of such expense. To be considered reasonable, a cost must generally be incurred outside the control of the individual. If the employee has a choice in the selection of the restaurant or the menu item, the employee is expected to stay within the maximums. When claiming reimbursement for meal expenses while attending a conference, employees shall be required to attach a copy of the conference brochure to the travel voucher.
- (2) If there is a suspected abuse or a consistent pattern of maximum meal reimbursement claims is noted on an employee's travel vouchers, the appointing authority or designee may require an employee to submit receipts to document the amounts claimed on future travel vouchers.

4.04 Timeframes for Meal Reimbursement

Reimbursement for meals for employees who are on a day-shift basis (7:45 a.m. - 4:30 p.m.) will be allowed on trips only on the following conditions:

- (1) Breakfast, provided the employee leaves home before 6:00 a.m.
- (2) Lunch, provided the employee leaves his or her headquarters city before 10:30 a.m. and returns after 2:30 p.m.
- (3) Dinner, provided the employee leaves directly from work and returns home or to the headquarters city, whichever is earlier, after 7:00 p.m.

The time or time periods specified above, shall be modified to the extent necessary to provide equitable treatment to employees whose work schedule requires shift work on other than a day shift basis (7:45 a.m. - 4:30 p.m.). Meal reimbursement maximum limits shall be based on the type of meal appropriate to the time of day.

4.05 Alcoholic Beverages

The cost of alcoholic beverages is not reimbursable.

4.06 Bottled Water Reimbursement for International Travel

Reimbursement will be made for purchased bottled water. Employees are limited to maximum reimbursement of \$7.50 per day when in international travel status (outside the contiguous U.S.).

5.00 Hotel and Motel Expenses

5.01 Lodging Claims

The choice of lodging shall be based on cost with consideration given to accessibility in conducting business:

- (1) Employees of the same sex traveling together are encouraged, whenever feasible, to share lodging accommodations. Employees should be held personally responsible for unnecessary room costs that result from his/her failure to notify the hotel/motel of a cancellation, unless reasonable justification is provided for failing to notify the hotel/motel.
- (2) When an appointing authority or designee determines that it is in the best interest of the state to order the employee to stay at a specified lodging accommodation, the employee shall be entitled to the full lodging reimbursement required for such a stay. If this lodging rate exceeds the maximum permitted amount specified in 5.02 of this Section (Section F), the employee must attach documentation to the voucher which clearly indicates the employer's requirement that the individual stay at the specified lodging accommodation. This documentation shall include the employer's written authorization and justification for requiring the employee to stay at the specified lodging accommodation.
- (3) When an appointing authority or designee orders an employee to attend a business function and does not specify the lodging accommodation, the employee's lodging reimbursement shall be limited to the amount specified in 5.02 of this Section (Section F), except as provided in 5.03 of this Section.
- (4) An appointing authority or designee may permit the employee(s) to stay at a documented conference site where lodging costs exceed the maximum permitted amount specified in 5.02 of this Section (Section F) on the basis that it enables the employee(s) to gain professional benefits due to interaction with other attendees. No additional statement of justification is required.

5.02 Maximum Lodging Rates

- (1) The maximum permitted amount per day, excluding tax, for lodging for all in-state travel in counties other than Milwaukee, Racine, and Waukesha shall be **\$82**.
- (2) The maximum permitted amount for Milwaukee, Racine, and Waukesha counties shall be **\$90**.
- (3) The in-state maximum reimbursement rate per night shall also apply to out-of-state travel, except for lodging in higher cost cities as determined by DPM. For lodging maximums in higher cost cities, refer to the most recent issue of the DPM Bulletin entitled "Maximum Reimbursement for Lodging in High-Cost Out-of-State Cities."
- (4) If an employee is required to stay in a city not listed in the "Maximum Reimbursement for Lodging in High Cost Out-of-State Cities" bulletin, the

greater of the rate for the nearest comparable city, or the maximum in-state lodging rate under (1) shall apply. DOA shall determine the nearest comparable city.

- (5) The reimbursement to the employee (or the amount paid directly by the agency to the hotel for the lodging) is limited to the single room rate. If employees share a room, the reimbursement may be divided equally but not in excess of the maximum amount permitted for each employee had each stayed in a single room. (The cost of a room shared by two or more employees may not exceed the combined maximum rate for an equal number of single rooms.)

5.03 Exceeding the Maximum Lodging Rate

Any amount in excess of the schedule in 5.02 of this Section (Section F) must be accompanied by a receipt and explanation of the reasonableness of such expense. Except as provided in 5.01(2) of this Section (Section F), maximums may be exceeded only when it is determined that unavoidable additional expenses would be incurred by trying to adhere to the specified maximums (e.g., high transportation costs incurred when staying at an economical hotel/motel at the edge of the city instead of staying downtown).

5.04 Checkout Times and Extended Stays

Employees shall observe posted hotel checkout hours in order to avoid a charge for the day of departure. An employee who is required to remain in one location for an extended period of time is expected to find lodging at reasonable weekly and/or monthly rates.

5.05 Lodging Receipt Requirement

All lodging expenses must be supported by an original itemized receipt. A photocopy of the receipt, the hotel or motel statement or credit card receipt is not considered an acceptable substitute unless exceptional circumstances can be documented and a written explanation is attached to the voucher.

5.06 Eligible Facilities

Expenses for lodging at facilities which are licensed as a hotel, motel, campground, or tourist rooming house under state law or administrative code are reimbursable, except that reimbursement for lodging at private residences is not authorized even if that private residence is licensed. Exceptions for reimbursement at non-licensed facilities, or private residences, are prohibited.

5.07 Government Discounts

When registering in a lodging establishment or signing for any official purpose, state employees shall use their business address, identification and provide tax exemption documentation to the hotel to avoid payment of state, county and local taxes. Employees shall ask for government or negotiated rates.

5.08 Negotiated Rates

If there are negotiated contracts available with hotels within the state, employees shall use these properties whenever possible.

6.00 Meeting Facilities

6.01 State-Sponsored Meetings, Training and Conferences

Whenever possible and cost effective, meetings, conferences and training sessions sponsored by state agencies primarily for the participation of government employees should be conducted in public facilities (defined as facilities owned, leased or operated by the State) and at locations which will:

- (1) Minimize fuel consumption for transportation;
- (2) Provide the necessary services for the session at the most economical cost to the state;
- (3) Facilitate public attendance and/or press coverage as necessary; and
- (4) Accommodate persons with disabilities to the fullest extent possible.

6.02 Exceptions

Exceptions to the rule of using public facilities for these types of events must be authorized by the appointing authority or designee.

7.00 Other Allowable Travel Expenses

7.01 Laundry, Cleaning and Pressing Charges

Under s. 20.916(9)(d), Wis. Stats., if the employee is away for more than three days, reasonable amounts will be allowed for laundry, cleaning and pressing service. Only one charge per calendar week is reimbursable for each type of actual and necessary service.

Reimbursement claims for laundry, cleaning and/or pressing must be supported by original paid receipts. Charges for laundry, etc., can be reimbursed only when the employee incurs the expenses while in travel status. Employees should normally be expected to pack sufficient clothing for a week without having to incur such charges. Routine cleaning of clothes is not considered a travel-related expense and therefore not reimbursable.

7.02 Telephone/Fax/Internet Connectivity

- (1) Employees are encouraged to place telephone calls in advance from the headquarters location. If telephoning from the field is necessary for business

purposes, an employee must attempt to use the State Telephone System (STS), which is now available at most agency and university locations around the state.

- (2) Where STS is not available, business telephone charges (both local and long distance) may be reimbursed. Business related facsimile charges are reimbursable. Reimbursement claims for business telephone calls, business facsimile charges and/or Internet connectivity in excess of \$5.00 per call shall be supported by receipt.
- (3) When an employee is on an international business trip, personal calls from a foreign country are reimbursable up to \$10.00 per day. No reimbursement will be provided for personal calls while on a domestic trip.

7.03 Hotel Gratuities and Portage

- (1) Necessary gratuities to hotel employees are reimbursable, up to \$2.00 on the day of arrival, \$2.00 on the day of departure and \$2.00 per each night of stay.
- (2) Portage costs at airports or bus terminals shall be reimbursed. The claim should not exceed \$1.00 per piece of luggage.

7.04 Registration Fees

- (1) An original paid receipt, a copy of the check, a copy of the credit card statement, or the traveler's customer copy of the credit card receipt must support claims for reimbursement of registration fees over \$25.
- (2) Expenses of individuals not on official state business (spouse, family members, friend, etc.) that are included in the registration fees are not reimbursable.

7.05 ATM Service Fees

The service or transaction fee for the cost of ATM withdrawals obtained for business expenses may be reimbursed upon approval of the appointing authority or designee.

7.06 Passports and Visas

Charges for passports, visas and associated required photographs are reimbursable if incurred in connection with official state business. No expedited charges will be reimbursed unless written justification is provided. The cost of inoculations and other routine medical procedures required for entry into certain foreign countries that is not covered by insurance is also reimbursable. Receipts are required if the claim exceeds \$25.00.

8.00 Expenses in an Employee's Headquarters City

Under s. 20.916(9)(e), Wis. Stats., employees who are headquartered in a city in which the expense occurs shall be reimbursed for their actual, reasonable and necessary expenses incurred in the discharge of official duties only on the approval of the appointing authority or designee. This does not apply to travel between an employee's residence and the city in which the employee is headquartered, which shall not be reimbursable. Parking charges incurred in headquarters city resulting from daily trips from an individual's residence to the headquarters are not reimbursable unless the conditions enumerated in AG Opinion 61 OAG 210 (one of which is that the employee's use of a personal vehicle is a condition of employment) are met.

9.00 Traveling With Spouse or Other “Non-Employee” Individuals

Travel expenses for individuals not on official state business (spouse, family member, friend, etc.) are not reimbursable. With respect to the cost of lodging, the amount reimbursable to the employee will be equal to the rate for a single room, which shall be entered on the receipt by the hotel clerk. The only authorized exception to this prohibition applies to the Governor's spouse, and such situations are specifically outlined in the separate procedures governing the use of the Governor's contingency fund (established pursuant to s. 20.525(1)(b), Wis. Stats.).

10.00 Reimbursement for Moving Expenses

10.01 Authority

Section 20.917, Wis. Stats., provides for reimbursement of expenses for preparation and transportation of household effects and for the transportation of the employee and the employee's immediate family to the new place of residence. Household effects include, but are not limited to: furniture, clothing, household appliances, and other items necessary for the maintenance of a household. Items not included as necessary household effects include, but are not limited to: boats, pets, farm tractors and equipment, etc.

NOTE: Refer to Chapter 760 of the Wisconsin Human Resources Handbook entitled "Reimbursement for Moving Expenses" for detailed information regarding provisions and procedures for moving expense reimbursement.

10.02 Minimum Distance

Reimbursement for an employee's moving expenses can be allowed if:

- (1) The distance between the new place of employment and the old residence is at least 35 miles farther than the distance between the old place of employment and the old residence; and
- (2) The distance between the new and old residence is at least 35 miles.

If the appointing authority determines that a move is a mandatory condition of employment under s. 20.917(1)(a), Wis. Stats., the minimum distance requirements are not applicable.

10.03 Maximum Amount

The maximum dollar amount which may be permitted for reimbursement of any employee's moving costs is subject to the limitations set forth in s. 20.917(2), Wis. Stats. In addition, a \$1,000 stipend may be paid for costs incidental to moving (subject to the limitations set forth in s. 20.917(1)(e), Wis. Stats.), as well as the cost of automobile travel for one vehicle at the rate provided in 3.05(3)(b) of this Section (Section F). Incidental costs include, but are not limited to: disconnection and/or hook up of appliances, extra insurance coverage, etc.

10.04 International Moves

Employees making international moves to the contiguous 48 states may be reimbursed for all actual, necessary and reasonable expenses subject to the prior approval of the appointing authority or designee. Actual, reasonable and necessary expenses will be subject to the limitations contained in the Federal GSA Bulletin, which governs moving reimbursement for federal employees.

NOTE: See Section A of this Plan for provisions which allow for granting a Relocation Incentive Award to classified employees under certain circumstances.

11.00 Applicant Interview Expenses

Section 20.916(2), Wis. Stats., provides that reimbursement may be made to applicants for all or part of reasonable and necessary travel expenses actually incurred in connection with oral examination and employment interviews. All reimbursement actions under this provision shall be documented in writing and subject to review by the appointing authority or designee. Reimbursement for travel, meals and lodging shall conform to the provisions of 3.00, 4.00 and 5.00 of this Section (Section F).

NOTE: Refer to Chapter 764 of the Wisconsin Human Resources Handbook entitled "Reimbursement of Applicant's Travel Expenses" for procedures and provisions relating to applicant interview expenses.

12.00 Temporary Lodging Allowance

As provided under s. 20.917(3)(a)1, Wis. Stats., the Temporary Lodging Allowance shall be consistent with the lodging allowance for hotels and motels established under 5.02 of this Section (Section F). The allowance is applicable only to persons who are eligible for moving expense reimbursement whether or not such reimbursement is granted. Such allowance payment is limited to 45 days.

NOTE: Refer to Chapter 774 of the Wisconsin Human Resources Handbook entitled "Reimbursement for Temporary Lodging" for procedures and provisions relating to temporary lodging.

13.00 Food and Lodging Allowances for Legislators

Food and Lodging allowances for legislators will be determined in accordance with s. 13.123(1), Wis. Stats.

14.00 Miscellaneous

14.01 Weekend Expenses

Weekend expenses are not reimbursable without:

- (1) Appointing authority or designee approval; and/or
- (2) Conference agenda or brochure.

NOTE: See 13.00 of this Section (Section F) for exceptions regarding legislators.

14.02 Expenses for Volunteers

Persons who volunteer their services to state agencies may be reimbursed for some or all of the actual and necessary travel expenses in accordance with s. 20.916(1m), Wis. Stats., and the maximums established under this Section (Section F). Volunteers must contact the risk management office of the agency they are serving prior to traveling on state business and seeking reimbursement from the state.

14.03 Expenses for Reasonable Accommodations

It is recognized that individuals traveling on official state business may require a reasonable accommodation, as required by the Federal Americans with Disabilities Act of 1990 and/or Section 504 of the Rehabilitation Act of 1973, as amended.

Depending upon individual circumstances, the reasonable accommodation could take various forms such as payment of portage costs under 7.03 of this Section (Section F) or allowing a personal attendant to accompany the individual while in travel status.

NOTE: If it is necessary for the individual conducting official state business to have an attendant in order to participate in an off-work site meeting or travel for other work-related purposes, the attendant's travel costs, including salary, would be reimbursable if they meet the actual, reasonable, and necessary conditions set forth under the applicable federal law. The non-salary costs, e.g., meals, lodging, transportation, etc., must conform to the guidelines and amounts for travelers set forth in this Section (Section F). In addition, the salary costs must be actually incurred and reasonable, based on the normal market rates for these services. Determination of a reasonable accommodation and the costs associated with the accommodation depend heavily on individual circumstances. Specific questions concerning the application of this section should be directed to the agency's affirmative action officer or legal counsel.

14.04 Payment for Unauthorized Travel Prohibited

Pursuant to s. 20.916(6), Wis. Stats., payment of travel expenses not authorized by statute is prohibited. Any unauthorized payment made shall be recoverable as debt from the person to whom the payment was made.

14.05 Primary References to Department of Administration's (DOA) Statutory Responsibility Relative to Audit of Travel Claims

See ss. 16.53, 20.916 and 20.917, Wis. Stats. Note that s. 16.53 (12), Wis. Stats., specifically states that DOA may not approve payment for any travel vouchers that exceed the maximum travel schedule amounts recommended by DPM and approved by JCOER, except in unusual circumstances when accompanied by a receipt and full explanation of the reasonableness of such expense. This same reference also prohibits payment approval of any travel claim for mileage in excess of the auto rates established by DPM (with approval of JCOER).

14.06 Penalty for Filing Fraudulent Travel Claim

See ss. 16.53(1)(c), 939.50(3) and 946.12(4), Wis. Stats.

14.07 Advancement of Travel Expenses

The appointing authority or designee may advance money for travel expenses to employees. The travel advance shall not exceed 80% of the estimated expense (see s. 16.53(1)(cm), Wis. Stats.).

SECTION G - MISCELLANEOUS PROVISIONS

1.00 Charges for Maintenance

- 1.01 Charges for Meals and Other Provisions
- 1.02 Meals Furnished to Employees without Charge

2.00 Reimbursement for Damaged Personal Articles

- 2.01 Determination of Value
- 2.02 Reimbursement Limitations

3.00 Master Plumbers License

4.00 Safety Equipment

- 4.01 Protective Clothing
- 4.02 Protective Shoes
- 4.03 Safety Glasses

5.00 Special Clothing Requirements

6.00 Commercial Motor Vehicle Driver's License and School Bus Endorsements

7.00 Job-related Exposure to Diseases

8.00 Federal Incentives

9.00 General Provisions Regarding Reimbursements

10.00 ECB Incentives

INTRODUCTION

This Section (Section G) contains provisions for allowable charges for laundry, meals, wholesale provisions and other maintenance provisions furnished to employees and/or the employee's family. It also contains provisions that allow employees to file claims with their agency for reimbursement for damaged personal articles and reimbursement for certain required safety equipment and Master Plumbers License.

1.00 Charges for Maintenance

1.01 Charges for Meals and Other Provisions

As provided under s. 230.12(1)(e), Wis. Stats., where meals, wholesale provisions and other maintenance provisions are furnished by the employing department to the employee and/or the employee's family in view of the nature and location of the job, charges for the value of such meals or provisions shall be made, and therefore, deducted from the employee's pay as may be approved by the DPM Administrator, based upon recommendations made by the agency furnishing meals or provisions.

1.02 Meals Furnished to Employees without Charge

As provided under s. 230.12(1)(c)3, Wis. Stats., when a state agency provides meals to employees who are required as a condition of employment to take such meals in the performance of employer-assigned duties or responsibilities, these meals shall be provided without charge to the employee or deduction from the employee's salary.

2.00 Reimbursement for Damaged Personal Articles

As provided by ss. 20.918 and 230.12(1)(dm), Wis. Stats., a state agency may reimburse its employees for the cost of repairing or replacing articles of clothing, watches, or eye glasses damaged in the line of duty if such damage is not caused by employee carelessness or normal wear and tear resulting from the type of work performed by the employee. Payments under this section are subject to the approval of the appointing authority.

2.01 Determination of Value

The appointing authority shall determine the value of damaged personal articles at the time damage occurs. If the appointing authority determines that the personal articles are damaged beyond repair, the reimbursement amount shall not exceed the actual replacement value, less depreciation, of the damaged articles.

2.02 Reimbursement Limitations

The reimbursement amount shall not exceed \$100.00 for any one incident except that reimbursement for watches shall not exceed \$75.00.

These provisions shall not apply to articles where the actual replacement value, less depreciation, or repair cost is less than \$10.00.

NOTE: Forms for claiming reimbursement for Damaged Personal Articles can be obtained from the DPM, Bureau of Classification and Compensation.

3.00 Master Plumbers License

If the employer requires a Crafts Worker in schedule 04, Crafts Worker Supervisor, or Shop Supervisor to obtain or retain a Master Plumbers License, the employer shall reimburse the employee, upon evidence of acquisition and retention, the difference between the cost of a Master Plumbers License and the cost of a Journeyman Plumbers License.

4.00 Safety Equipment

As provided under s. 230.12(1)(d), Wis. Stats., employees shall be reimbursed for safety and protective equipment if, in the performance of their assigned duties, the equipment is required by the employer.

4.01 Protective Clothing

The employer shall furnish, at no cost to the employee, required protective clothing and equipment necessary for the performance of assigned duties. Such equipment shall be in accordance with the standards established by regulating agencies.

4.02 Protective Shoes

If the employer requires the purchase of safety shoes necessary in the performance of assigned duties, the employer shall pay an allowance of \$35.00 per year as an expense check payable the first pay period of January or July of each calendar year. Employees hired after July 1 will not be eligible for reimbursement in the year of hire.

4.03 Safety Glasses

If the employer requires the purchase of safety glasses and/or safety sunglasses for the performance of assigned duties, the employer shall reimburse the employee for such expense including the cost of any eye examination required for such purposes and not covered by any health insurance program. Reimbursement for eye examinations under this provision shall not exceed one per fiscal year.

5.00 Special Clothing Requirements

Department of Corrections and Department of Health Services employees who are required to wear black belts and black shoes in the performance of assigned duties consistent with the agency's uniform policy shall be paid an allowance of \$65.00 for the first pay period that begins on or follows August 1 each year. Payment shall be made only to employees in pay status at the end of the pay period. Employees on an approved unpaid leave of absence who return to work by the end of the same calendar year shall also receive this allowance upon their return.

6.00 Commercial Motor Vehicle Driver’s License and School Bus Endorsements

The Employer shall pay the cost of obtaining (i.e., fees and road test costs) a commercial motor vehicle driver’s license or school bus endorsement for employees who are required to possess such a license/endorsement, when the possession of such license was not a condition of employment prior to appointment.

7.00 Job-related Exposure to Diseases

When advanced written approval has been obtained, the Employer may reimburse certain employees for any part of the cost not covered by the employee’s health insurance when obtaining the tests or vaccinations for Lyme Disease, rabies, Hepatitis B and C, tuberculosis, or HIV.

8.00 Federal Incentives

Monetary awards may be provided at the sole discretion of the appointing authority to employees who are working under a federal grant in accordance with the criteria and amounts established within the grant.

9.00 General Provisions Regarding Reimbursements

Unless clearly authorized by this Compensation Plan, the administrative code, statutes, or in an applicable collective bargaining agreement, no payments for individual licenses, memberships or certifications, or other reimbursements are to be provided to employees.

10.00 ECB Incentives

The Educational Communications Board may provide annual bonuses for meritorious performance to unclassified employees whose principal responsibility is fund raising in accordance with s. 39.13(3), Wis. Stats.

SECTION H - SUPPLEMENTAL HEALTH INSURANCE CONVERSION CREDITS FOR CERTAIN CLASSIFIED AND UNCLASSIFIED EMPLOYEES

1.00 Coverage

- 1.01 Classified Employees
- 1.02 Unclassified Employees

2.00 Effective Dates

- 2.01 Classified Employees
- 2.02 Unclassified Employees

3.00 Eligibility

4.00 Amount

- 4.01 General and Executive
- 4.02 Protective
- 4.03 Proration of General, Executive, and Protective

5.00 Miscellaneous Administrative Provisions

- 5.01 Credits for Sick Leave Used
- 5.02 Access to Supplemental Credits
- 5.03 Rehired Annuitant
- 5.04 Conversion Pay Rate
- 5.05 Conversion Pay Rate for Employees Receiving Educational Credit Add-Ons

6.00 Conversion Chart

INTRODUCTION

This Section (Section H) contains provisions for a health insurance premium credit program provided under s. 230.12(9), Wis. Stats., for certain employees whose compensation is established under s. 20.923(2) or s. 230.12, Wis. Stats. Under these provisions, additional health insurance credits are granted to eligible employees in order to pay post-retirement health insurance premiums.

1.00 Coverage

1.01 Classified Employees

The provisions of this Section (Section H) apply to all permanent or project employees in the classified service except those in positions allocated to pay schedule 04.

For purposes of this Section, layoff will not include temporary, school year, seasonal, or sessional layoff.

1.02 Unclassified Employees

The provisions of this Section (Section H) apply to the following unclassified employees:

- (1) Constitutional officers and other state officials in positions identified in s. 20.923(2), Wis. Stats., including the following:
 - (a) Justices of the supreme court, court of appeals judges, and circuit court judges;
 - (b) State senators and representatives to the assembly;
 - (c) The governor, lieutenant governor, secretary of state, state treasurer and attorney general;
 - (d) The state superintendent of public instruction;
 - (e) District attorneys.
- (2) "ESG" employees in positions identified under ss. 20.923(4), (8), (9), and (12), Wis. Stats., in the executive or legislative branches;
- (3) All other unclassified employees in the executive branch except for employees whose pay is specifically excluded from governance by the pay provisions of this plan under s. 230.12(1)(a)1.b., Wis. Stats., or employees who would be limited term employees (LTEs) if their employment were in the classified service.

2.00 Effective Dates

2.01 Classified Employees

For all classified employees except those employees in positions allocated to pay schedule 04, the provisions of this Section (Section H) took effect on January 21, 1996 or took effect in accordance with previous collective bargaining agreements.

2.02 Unclassified Employees

- (1) For unclassified employees, other than those specified in (2) below, the provisions of this Section (Section H) took effect on January 21, 1996.
- (2) For constitutional officers, other state officials, and unclassified employees serving fixed-term appointments, the provisions of this section took effect as specified under (a) through (f), below:
 - (a) For justices and judges: when any justice or judge took the oath of office, on or after January 21, 1996. (The Honorable Patrick C. Haughney was sworn in as a circuit court judge on April 29, 1996. These provisions, therefore, took effect for all judges and justices as of that date.)
 - (b) For Legislative members: January 6, 1997.
 - (c) For the governor, lieutenant governor, secretary of state, state treasurer and attorney general: January 4, 1999.
 - (d) For the state superintendent of public instruction: July 1, 1997.
 - (e) For district attorneys: January 6, 1997.
 - (f) For unclassified employees appointed to fixed-term positions: upon appointment or reappointment, on or after January 21, 1996.

NOTE: Under Art. IV, Sec. 26, sub. (2), Wis. Const., the compensation of a public officer "may not be increased or diminished during the term of office," except as provided under that section. Art. IV, Sec. 26, par. (2)(b), Wis. Const., further provides that, "Any increase in the compensation of members of the legislature shall take effect, for all senators and representatives to the assembly, after the next general election beginning with the new assembly term." The supplemental health insurance premium credits provided in this section constitute an increase in compensation for the affected employees. Such employees, therefore, first become eligible for the supplemental credits on the dates specified in 2.02(2) of this Section (Section H). For such employees, the provisions of this Section (Section H), therefore, took effect as specified in 2.02(2) of this Section (Section H).

NOTE: Under s. 978.12(1)(a)2., Wis. Stats., “If an individual is appointed to fill a vacancy in the office of the district attorney, the appointee shall be compensated for the residue of the unexpired term at the same rate that applied to the individual who vacates the office filled by the appointee on the date the vacancy occurs.” The supplemental health insurance premium credits provided in this section constitute an increase in compensation for the affected employees. For such employees, the provisions of this Section (Section H), therefore, took effect as specified in 2.02(2) of this Section (Section H).

3.00 Eligibility

The following supplemental health insurance conversion credits are provided for covered employees who, on or after January 24, 2004, are laid off or retire from the service, or for the surviving insured dependents of employees who are laid off or die while in service, under the following conditions:

- (1) The credits shall be based upon an employee's full number of years of adjusted continuous service on the date of retirement, layoff or death.
- (2) The credits shall be calculated based on the employee's sick leave balance on the date of retirement, layoff or death.
- (3) An employee is not required to retire immediately upon termination from the service to be eligible if the employee has 20 years of creditable service under the Wisconsin Retirement System. See ss. 40.02(25)(b)6e. and 40.95(1)(a) intro, Wis. Stats.

4.00 Amount

4.01 General and Executive

For employees who retire, are laid off, or die while in state service with at least fifteen (15) full years of adjusted continuous service, the employer shall match each one (1) hour of accumulated sick leave up to a maximum of fifty-two (52) hours per year multiplied by the number of years of service through twenty-four (24) years. For years of adjusted continuous service over twenty-four (24) years, the employer shall match each one (1) hour of accumulated sick leave credit up to a maximum of one hundred and four (104) hours per year multiplied by the number of years of continuous service over twenty four (24) years.

4.02 Protective

For employees who have earned all of their adjusted continuous service while having protective occupation status and who retire, are laid off, or die while in state service with at least fifteen (15) full years of adjusted continuous service, the employer shall match each one (1) hour of accumulated sick leave up to a maximum of seventy-eight (78) hours per year multiplied by the number of years of service through twenty-four (24) years. For years of adjusted continuous service over twenty-four (24) years, the employer shall match each one (1) hour of accumulated sick leave credit up to a maximum of one hundred and four (104) hours per year multiplied by the number of years of continuous service over twenty-four (24) years.

4.03 Proration of General, Executive, and Protective

Employees who have earned part of their adjusted continuous service while in protective occupation status shall have their credits prorated as specified in (1) or (2) below.

- (1) If at the time of retirement, layoff, or death, the employee has adjusted continuous service of less than twenty-five (25) years, multiply the number of years as general and/or executive by fifty-two (52) hours. Multiply the number of years as protective by seventy-eight (78) hours. Combine these totals to determine the maximum matching credits.
- (2) If at the time of retirement, layoff, or death, the employee has adjusted continuous service of over twenty-four (24) years, determine the proration based on the first twenty-four (24) years of service and then add one hundred and four (104) hours for each year of adjusted continuous service over twenty-four (24) years.

5.00 Miscellaneous Administrative Provisions

5.01 Credits for Sick Leave Used

- (1) Employees who suffer from a personal illness or injury that requires them to use at least five hundred (500) hours of accrued sick leave during the three (3) years immediately prior to retirement, layoff, or death shall receive five hundred (500) hours credited to this account upon retirement, layoff, or death.
- (2) Employees shall be required to provide medical documentation of such illness or injury to the employer on forms provided by the employer at the time the leave is taken. Employees who have suffered such an illness or injury during the three (3) years immediately preceding the effective date of this benefit shall also be required to provide supporting medical documentation.

5.02 Access to Supplemental Credits

Access to these credits for payment of post-retirement health insurance premiums shall occur only after all Accumulated Sick Leave Conversion Credits (ASLCC) have been exhausted.

Credits granted to a laid off employee or that person's surviving insured dependents, shall be available until credits are exhausted, the laid off employee is reemployed, or five (5) years have elapsed from the date of layoff, whichever occurs first.

5.03 Rehired Annuitant

In the event an employee returns to a position covered by these provisions after having retired, the credits in this account shall be held in escrow until the employee again retires. The credits will then be adjusted to reflect additional years of continuous service and sick leave accrual.

5.04 Conversion Pay Rate

Sick leave shall be converted to credits using the employee's highest base pay rate received as a state employee in an appointment providing sick leave, as defined in s. ETF 10.01 (3e), Wis. Admin. Code.

5.05 Conversion Pay Rate for Employees Receiving Educational Credit Add-Ons

The educational credit add-on set forth in Section A., 4.12 of this Plan will be considered a part of an employee's basic pay rate for purposes of the supplemental health insurance conversion credits provided under this Section (Section H). This treatment of the educational credit add-on applies to participants in the Wisconsin Retirement System who apply for the conversion of unused sick leave credits on or after July 4, 1999.

6.00 Conversion Chart - For informational purposes, a chart portraying this benefit is provided.

Full Years of Adjusted Continuous Service	Maximum Matching Credits - General and/or Executive	Maximum Matching Credits - Protective
15	780	1170
16	832	1248
17	884	1326
18	936	1404
19	988	1482
20	1040	1560
21	1092	1638
22	1144	1716
23	1196	1794
24	1248	1872
25	1352	1976
26	1456	2080
For each additional year:	Add 104 hours	Add 104 hours

SECTION I – PAY ADMINISTRATION FOR BROADBAND PAY SCHEDULES

1.00 Coverage

2.00 Increase Limitations

- 2.01 Individual Increase Limitations
- 2.02 Retroactive Increases or Decreases

3.00 Definitions

4.00 Transaction Pay Adjustments

- 4.01 Multiple Pay Adjustments on Same Date (Order of Application)
- 4.02 Pay on Completion of All Pay Transactions
- 4.03 Pay on Completion of Any Probation or Career Executive Trial Period
- 4.04 Pay on Appointment
- 4.05 Pay on Involuntary Transfer
- 4.06 Pay on Demotion or Career Executive Movement to a Lower Pay Range
- 4.07 Pay on Reinstatement
- 4.08 Pay on Restoration
- 4.09 Pay on Regrade for Reallocation or Reclassification to a Classification in a Higher Pay Range
- 4.10 Pay on Regrade for Reallocation or Reclassification to a Classification in the Same or Counterpart Pay Range
- 4.11 Pay on Regrade for Reallocation or Reclassification to a Classification in a Lower Pay Range
- 4.12 Pay on Accretion
- 4.13 Raised Minimum Rate
- 4.14 Trainee Minimum Rate
- 4.15 Pay on Movement from Craft-Related Positions

5.00 Abuse of Discretion

6.00 Discretionary Equity or Retention Adjustment (DERA)

7.00 Fire/Crash Rescue Supervisor Pay

8.00 Agency Pay-Setting Policy

1.00 Coverage

The provisions of this Section (Section I) apply to classified permanent and project employees in positions allocated to classifications assigned to the broadband pay schedules. In addition, certain unclassified attorney positions, those included in Section C of this Plan except Assistant District Attorneys, are covered by 4.04 of this Section (Section I). These provisions supersede those of ch. ER 29 and ER 30, Wis. Adm. Code.

2.00 Increase Limitations

2.01 Individual Increase Limitations

Except where specified, the individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to provisions of this Section (Section I).

2.02 Retroactive Increases or Decreases

Except for action in accordance with ss. 230.43(4), 230.44(4)(c), and 230.45, Wis. Stats., or to correct an error, no pay increases or decreases associated with provisions of this Section (Section I) shall be retroactive.

3.00 Definitions

The definitions set forth in ss. ER 1.02 and ER-MRS 1.02, Wis. Adm. Code, will be used for purposes of this Section (Section I) with the following additions:

- (1) **“Appointment Maximum”** means the maximum base rate an employee may be granted when appointed to a position assigned to that “appointment maximum,” except as otherwise provided under 4.04 (Pay on Appointment), 4.07 (Pay on Reinstatement) and 4.08 (Pay on Restoration) of this Section (Section I). The “appointment maximum” is not the maximum of the pay range. See also “Temporary Appointment Maximum.”
- (2) **“Effective receipt”** means the date a recommendation is received by the office within the agency that has been delegated, in writing, effective receipt authority by the appointing authority.
- (3) **“Present rate of pay”** means the base pay rate currently authorized for the position that determines the type of personnel transaction that will occur, unless otherwise specified.
- (4) **“Red circled pay rate”** means a base pay rate received by an employee that is above the pay range maximum for the classification of the employee’s position. Employees whose pay has been red circled shall continue to receive their present rate of pay until the pay range maximum for the class exceeds their present red circled pay rate, and shall not receive any base pay adjustments unless authorized by this Plan. However, employees whose pay has been red circled as a result of a layoff prior to

July 1, 2016, and whose restoration rights have been forfeited as a result of a failure to accept a reasonable offer of appointment or reappointment pursuant to ch. ER-MRS 22, Wis. Adm. Code, shall have their base pay reduced to the maximum of the applicable pay range.

- (5) **“Return to Previous Level”** means an original appointment or promotion to a position in the same, counterpart, or lower pay range that had been previously attained in a permanent position within five (5) years of the appointment.
- (6) **“Temporary Appointment Maximum”** means an appointment maximum that is established temporarily for a specific position due to special market needs. Except as otherwise provided in 4.04 (Pay on Appointment), 4.07 (Pay on Reinstatement), or 4.08 (Pay on Restoration), below, the “temporary appointment maximum” is the maximum base rate an employee (new or current) may be granted when appointed to the specific position for which the “temporary appointment maximum” is approved. Once the position for which the “temporary appointment maximum” has been approved is filled, the “temporary appointment maximum” expires.

A “temporary appointment maximum” will be established only under exceptional circumstances and must be pre-approved by DPM. See also “Appointment Maximum.”

- (7) **“Within-Range Pay Step (WRPS)”** means an amount equal to three percent (3.0%) of the minimum of the applicable pay schedule.

4.00 Transaction Pay Adjustments

4.01 Multiple Pay Adjustments on Same Date (Order of Application)

Multiple pay adjustments that are effective on the same date will be applied in the following order:

- (1) Regrade of an employee as a result of a reallocation decision.
- (2) Regrade of an employee as a result of a reclassification decision.
- (3) Progression adjustments provided under Section A, 2.03 of this Plan.
- (4) Promotion, except when considered a return to previous level.
- (5) Career executive voluntary movement to a higher class.
- (6) Demotion.
- (7) Career executive reassignment or voluntary movement to a lower class.
- (8) Transfer.

- (9) Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range.
- (10) Reinstatement and return to previous level.
- (11) Restoration.
- (12) Compensation Plan adjustments pursuant to s. 230.12(3), Wis. Stats., or contractual adjustments, including but not limited to within range pay adjustments other than those made under (1) through (11), and (14) through (17) of 4.01 of this Section (Section I).
- (13) Compensation Plan schedule adjustments under s. 230.12, Wis. Stats.
- (14) Progression adjustments other than those provided for in (3), above.
- (15) Establishment of a raised minimum rate.
- (16) Discretionary Equity or Retention Adjustment (DERA)
- (17) Discretionary Merit Compensation (DMC).
- (18) Original appointment, except when considered a return to previous level.

NOTE: Reallocations to new broadband pay ranges will occur immediately after implementation of the ranges per (13) above.

4.02 Pay on Completion of All Pay Transactions

Upon completion of any personnel transaction:

- (1) Except for (2) below, employees will receive a base pay rate not less than the minimum rate for the classification regardless of whether the employee is serving a probationary or career executive trial period.
- (2) Employees will receive not less than the minimum rate for the training program if the employee is serving a probationary period in a trainee classification.
- (3) Unless otherwise stated in this Section (Section I), the base pay rate will be subject to the applicable pay range maximum.

4.03 Pay on Completion of Any Probation or Career Executive Trial Period

No probationary increases will be granted to employees upon completion of any probationary period or career executive trial period unless specifically provided by the Plan.

4.04 Pay on Appointment

- (1) Pay on Appointment provisions apply to the following transactions:
 - (a) Original Appointment;
 - (b) Promotion;
 - (c) Voluntary Transfer;
 - (d) Career Executive reassignment to the same pay range;
 - (e) Career Executive voluntary movement to the same or higher pay range;
 - (f) Project Appointments.
 - (g) Appointment of employees to unclassified attorney positions covered by Section C of this Plan, except Assistant District Attorneys.

- (2) Pay on Original Appointment, Project Appointment, and Appointment of Employees to Unclassified Attorney Positions Covered by Section C of this Plan.
 - (a) An employee's base pay may be set at any rate that is not less than the minimum of the applicable pay range and not greater than the applicable appointment maximum.
 - (b) Rehire of an employee within 5 years to an unclassified attorney position covered by Section C of this Plan, may be treated as if reinstated in accordance with 4.07 of this Section (Section I). This includes new appointments for current unclassified attorneys.
 - (c) For a project appointment in a broadband pay schedule, an employee's base pay may be set at the following:
 1. In accordance with (a) above;
 2. Subject to the maximum of the new pay range, project appointees who have previously served as permanent classified employees and who could have been appointed to a permanent position without an interruption of continuous service under s. ER 18.02(2), Wis. Adm. Code, may be appointed to a project position assigned to a higher classification than their previous permanent classified position and may be paid up to their previous rate of pay if higher than the pay range minimum of the classification for the project appointment.
 3. Project appointees who have previously served as permanent classified employees and who could have been appointed to a permanent position without an interruption of continuous service under s. ER 18.02(2), Wis. Adm. Code, may be appointed to a project position assigned to the same, a counterpart, or a lower classification than their

previous permanent classified position and may be paid a rate of pay determined in accordance with the provisions regarding pay on reinstatement as contained in 4.07 of this Section (Section I).

4. On subsequent project appointment to a different position, the pay rate attained as a result of a project appointment shall not serve as the basis for the establishment of subsequent pay rates on appointment to any other position.
- (d) For original appointments considered a return to previous level, the rate of pay will be calculated in accordance with 4.07 of this Section (Section I).
 - (e) For original appointments and project appointments to a pay schedule that includes specified pay progression rates for the classification, pay shall be set at the rate on the progression schedule applicable for an employee with no experience. If there is no such specified rate, pay is set at a rate below the lowest rate for experience, unless otherwise approved by DPM.
- (3) Pay on Appointment for all of the transactions listed in (1) above, other than Original Appointment, Project Appointment, and Appointment of Employees to Unclassified Attorney Positions Covered by Section C of this Plan, or movements to a broadband from a craft-related position in which base pay was based on the building trades rate schedule.
 - (a) Except as provided in (b) through (d) below, an employee's base pay may be set in accordance with any of the following:
 1. The minimum of the pay range through its applicable appointment maximum; or
 2. The minimum of the pay range through a rate equal to the employee's current base pay rate plus 4 WRPS, subject to the pay range maximum; or
 3. For a movement to a supervisory or management position, the minimum of the pay range through a rate equal to the employee's current base pay rate plus 6 WRPS, subject to the pay range maximum.
 - (b) For transactions which involve movement to a position in a broadband classification eligible for progression adjustments under Section A of this Compensation Plan, any increase must be approved by DPM.
 - (c) An employee may not receive an increase upon voluntary transfer or Career Executive voluntary movement to the same or counterpart pay range unless approved by DPM. DPM will consider an increase only if the position is considered a higher level in the same or counterpart pay range or the appointing authority can demonstrate pay compression, inversion, or inequity within the agency or statewide.
 - (d) For promotions, an employee's base pay may be set in accordance with (a) above, except the employee's present rate of pay will be increased by an

amount not less than 8.0% of the pay range minimum, subject to the applicable appointment maximum.

1. For promotion of an employee currently serving a promotional probation, the present rate of pay will be calculated as if the employee were restored to the position in the highest class in which permanent status in class was held at the time the employee started that promotional probation.
2. For promotion of a former employee in layoff status or a current employee in layoff status who is serving a probationary period, the present rate of pay will be calculated as if the employee were restored to the position from which the layoff occurred.
3. For promotion of a current employee in layoff status who is not serving a probationary period, the present rate of pay will be the greater of the current rate of pay or the rate calculated as if the employee were restored to the position from which the layoff occurred.
4. For promotion of an employee on an approved leave of absence, the present rate of pay will be calculated as if the employee were restored to the position in the highest class in which permanent status in class was held at the time the employee began the leave of absence.
5. For promotions considered a return to previous level, the rate of pay will be calculated in accordance with 4.07 of this Section (Section I).

4.05 Pay on Involuntary Transfer

The appointing authority may use the pay on appointment flexibility of 4.04(3) of this Section (Section I), except an employee who is involuntarily transferred for reasons other than discipline shall be paid at least their present rate of pay. If the present rate of pay exceeds the new pay range maximum, it shall be red circled.

4.06 Pay on Demotion or Career Executive Movement to a Lower Pay Range

- (1) Except as specified in (2) through (4) below, a demoting or demoted employee, or a career executive employee voluntarily moved to a lower pay range, may receive any base pay rate which is not greater than the present rate of pay, subject to the new pay range maximum.
- (2) If an employee demotes within an agency after being notified in writing by the appointing authority that the employee's position may be affected by impending layoffs, the employee's present rate of pay **may** be retained and that rate **may** be red circled if it is above the maximum for the new classification, subject to the following:
 - (a) For movement between broadband pay ranges, the demotion is no more than one pay range;

- (b) For movement between non-broadband pay ranges, the demotion is no more than three pay ranges; or
 - (c) For all other movements, the new pay range minimum is at least 75.0% of the pay range minimum from which the demotion occurs.
- (3) If an employee demotes within an agency after written notification of layoff and the demotion is within three (3) pay ranges or one broadband, the employee’s present rate of pay **shall** be retained. If the present rate of pay is above the maximum for the new classification, it shall be red circled.
 - (4) If an employee demotes within an agency after written notification of layoff and the demotion exceeds three (3) pay ranges or one broadband to the highest-level vacancy available for which the employee is qualified within the agency, the employee’s present rate of pay **may** be retained. If the present rate of pay is above the maximum for the new classification, it **may** be red circled.
 - (5) If a career executive is reassigned to a position allocated to a career executive position in a lower pay range, the employee shall retain his or her present rate of pay. If the present rate of pay is above the new pay range maximum, the employee’s pay shall be red circled.

4.07 Pay on Reinstatement

Pay on reinstatement will be set as follows:

- (1) An employee who has not held permanent status in class within the last 5 years shall have his or her pay determined in accordance with the pay on original appointment provisions of 4.04 of this Section (Section I).
- (2) Except as otherwise provided in 4.07 of this Section (Section I), an employee may be granted a base pay rate which is not greater than the last rate received plus intervening adjustments pursuant to s. 230.12, Wis. Stats., subject to the pay range maximum. When intervening adjustments are discretionary, the amount shall be limited to the amount that would have been generated by the employee. The intervening adjustments applied shall be those of the appropriate pay schedule and classification from which reinstatement eligibility is derived, subject to the applicable pay range maximum.

NOTE: DERA provided for in 6.00 of this Section (Section I) and DMC provided for in Section J of this Plan may **not** be included as an intervening increase when determining pay on reinstatement, **except** that DMC may be included when returning from a leave of absence granted for serving in an unclassified position.

“Last rate received” for an employee who is reinstated is defined as the highest base pay rate received in any position in which the employee had previously held permanent status in class within the last 5 years.

- (3) If the appointment maximum corresponding to the position to which the employee is reinstating is greater than the last rate received plus intervening adjustments, as determined under (2) above, the appointing authority may set the employee's base pay at a rate not to exceed the appointment maximum.
- (4) If the employee is reinstated following layoff, the base pay rate shall be calculated in accordance with (2) or (3) above. However, if the employee is reinstated to the highest level vacancy available for which the employee is qualified within the agency from which layoff occurred, and if the last rate received in the position from which layoff occurred exceeds the new pay range maximum, the employee may be paid any base pay rate that does not exceed that last rate received.
- (5) If the employee is reinstated and the employee's present rate of pay is red circled in the highest position currently held, the base pay rate shall be calculated in accordance with (2) or (3) above. However, if the employee's red circled pay rate exceeds the new pay range maximum, the employee may be paid any base pay rate which does not exceed the red circled pay rate.
- (6) The DPM Administrator may waive the limit on intervening discretionary **Compensation Plan** adjustments provided in (2) above, upon reinstatement of an employee following employment in the unclassified service if the work in the unclassified service was closely related to and at a higher level than the work of the position to which reinstated. Upon approval by the DPM Administrator, intervening Compensation Plan adjustments shall not be limited by the amount that would have been generated, but shall be subject to the limits specified in the applicable Compensation Plan and s. 230.12, Wis. Stats.

4.08 Pay on Restoration

Pay on restoration will be set as follows:

- (1) Except as otherwise provided in 4.08 of this Section (Section I), an employee shall be granted a base pay rate which is the last rate received plus intervening adjustments pursuant to s. 230.12, Wis. Stats. When intervening adjustments are discretionary, the amount shall be limited to the amount that would have been generated by the employee. The intervening adjustments applied shall be those of the appropriate pay schedule and classification from which restoration eligibility is derived. "Last rate received" means the last base pay rate received in the position from which restoration rights are derived. If the employee's base pay on restoration is greater than the new pay range maximum, it shall be red circled.

NOTE: DERA provided for in 6.00 of this Section (Section I) and DMC provided for in Section J of this Plan may **not** be included as an intervening increase when determining pay on restoration, **except** that DMC may be included when returning from a leave of absence granted for serving in an unclassified position per provisions of Section J.

- (2) If the appointment maximum corresponding to the position to which the employee is restoring is greater than the last rate received plus intervening adjustments, as determined under (1) above, the appointing authority may set the employee's base pay at a rate not to exceed the appointment maximum.
- (3) If an employee is restored following a layoff to a vacancy at a lower level than the highest level vacancy for which the employee is qualified in the employing unit, the employee's rate of pay shall be calculated in accordance with (1) or (2) above, subject to the maximum of the pay range to which the classification is assigned.
- (4) If an employee is restored in accordance with an order of the employment relations commission or a court action, the employee's rate of pay shall be as ordered by the commission or court.

4.09 Pay on Regrade for Reallocation or Reclassification to a Classification in a Higher Pay Range

- (1) Except as modified in (2) through (5) below, pay on regrade for reallocation or reclassification to a classification in a higher pay range will be the greater of the following, subject to the new pay range maximum:
 - (a) An employee's present rate of pay increased by 8.0% of the minimum of the applicable pay range; or
 - (b) The applicable pay range minimum.
- (2) The appointing authority **may** provide an additional pay adjustment 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.
- (3) Regraded employees, except trainees, who have reinstatement eligibility or restoration rights, or are eligible for return to previous level to a higher pay range from which regraded shall receive the greater of the following:
 - (a) The pay rate calculated as if they had been reinstated or restored to the pay range from which reinstatement eligibility, restoration rights, or the eligibility to return to previous level are derived; or
 - (b) The present rate of pay.
- (4) If a trainee, a regraded employee shall retain the same pay relationship within the training program, based on qualifications and specific segments of the training program that have been waived or completed.
- (5) For reallocations that do not solely involve a change in duties, such as pay range reassignments, title changes, reorganizations, or as a result of a survey, the increase provided in (1)(a) and (2) above **may** be provided at the discretion of the DPM Administrator.

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

- (1) Except as modified in (2) and (3) below, regraded employees whose positions are reallocated or reclassified to a classification assigned to the same or counterpart pay range shall receive no pay adjustment.
- (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 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, reorganizations, or as a result of a survey, the increase **may** be provided at the discretion of the DPM Administrator.
- (3) If a trainee, a regraded employee shall retain the same pay relationship within the training program based on qualifications and specific segments of the training program that have been waived or completed.

4.11 Pay on Regrade for Reallocation or Reclassification to a Classification in a Lower Pay Range

- (1) Regraded employees who have permanent status in class in the new classification shall continue to be compensated at their present rate of pay. If the present rate of pay exceeds the new pay range maximum, it shall be red circled.
- (2) Regraded employees who are serving an original probation shall continue to be compensated at their present rate of pay, subject to the new pay range maximum.

4.12 Pay on Accretion

Under s. 230.15(1m), Wis. Stats, when the state becomes responsible for a function previously administered by another government agency or a quasi-public or private enterprise or when positions in the unclassified service, excluding employees in the legislature, are determined to be more appropriately included in the classified service, the DPM Administrator shall determine the appropriate pay, subject to the maximum of the pay range to which the class is assigned. The appointing authority may determine the appropriate pay without DPM Administrator approval if the pay rate does not exceed the appointment maximum of the applicable pay range.

4.13 Raised Minimum Rate

Raised minimum rates for classified employees covered by this Section (Section I) will be determined in accordance with Section E, 1.02, of this Plan.

4.14 Trainee Minimum Rate

Trainee minimum rates for classified employees covered by this Section (Section I) will be determined in accordance with Section E, 1.04, of this Plan.

4.15 Pay on Movement from Craft-Related Positions

Pay for movements from craft-related positions in which base pay had been based on the building trades rate schedule to a broadband pay range, except for restorations, will be determined in accordance with 4.04(3)(a) 1 or 2 of this Section (Section I).

5.00 Abuse of Discretion

Abuse of discretion in use of pay on appointment flexibility provisions provided in 4.04, 4.05, 4.07 or 4.08 of this Section (Section I) could result in the Director of the Bureau of Classification and Compensation reducing the appointment pay rate and/or limiting the agency's ability to use such flexibility.

6.00 Discretionary Equity or Retention Adjustment (DERA)

- (1) Coverage. The provisions of this subsection apply to permanent and project employees in positions allocated to classifications assigned to broadband pay schedules, except attorneys listed in (6)(g) below.
- (2) Concept. Discretionary Equity or Retention Adjustments (DERA) provisions allow the appointing authority the sole discretion to provide employees economic recognition to address pay equity or retention needs. The granting, denial, and amount of any DERA is not grievable.
- (3) Effective Date. DERA may be granted at any time during the fiscal year. The effective date of an adjustment will be the beginning of the first pay period following effective receipt (as defined in 3.00 of this Section (Section I)) of the DERA recommendation. No DERA may be retroactive. If multiple pay adjustments have the same effective date, DERA will be applied to an employee's base pay according to 4.01 of this Section (Section I). **No DERA may be granted on the effective date of an appointment.**
- (4) Initial Applicability. Agencies must develop administrative procedures that will be used to grant DERA prior to awarding any DERA. The administrative procedures must be developed and followed in accordance with the guidelines issued by the DPM Administrator and will be applied in a uniform manner throughout the agency or employing unit.

- (5) Requirements. **All DERA will be approved by DPM prior to being granted, unless delegation is granted to the appointing authority.** DPM may also issue additional guidelines at any point during a fiscal year to establish further limitations regarding the award process, including limits to the number or amount of awards, availability of the program, or processing timelines. Delegation may be removed at any time. Additional information may be required at the discretion of the DPM Administrator.
- (6) Eligibility. All employees in broadband pay ranges who are in pay status in positions covered by this Section (Section I) are eligible to be considered for DERA **except** the following:
- (a) Employees who did not receive a performance evaluation in the past 12 months or were rated below satisfactory.
 - (b) Employees who received any form of formal discipline in the past 24 months which was not subsequently overturned through a grievance process.
 - (c) Supervisors who did not complete formal performance evaluations on all subordinate employees for whom performance evaluations are required.
 - (d) Any employee paid at or above the applicable pay range maximum may not receive a base-building DERA.
 - (e) Employees serving the first 12 months of an original probationary period, or the first year of a career executive trial period which is also the employee’s original probationary period.
 - (f) Trainees eligible for scheduled trainee increases.
 - (g) Employees whose positions are allocated to the following attorney classifications are not eligible for DERA:
 - Assistant District Attorney
 - Assistant Attorney General
 - Assistant Attorney General Management
 - Assistant Attorney General Confidential
 - Assistant Attorney General Supervisor
 - Assistant State Public Defender Attorney
 - Assistant State Public Defender Attorney Confidential
 - Assistant State Public Defender Attorney Confidential/Supervisor
 - Assistant State Public Defender Attorney Management
 - Assistant State Public Defender Attorney Supervisor
 - Deputy District Attorney
 - Deputy District Attorney Supervisor
 - (h) Equity DERA will only be approved if the employee’s salary has been determined to be lower than that of other state employees performing the same or similar duties at the same level of proficiency and who have comparable years of state service or if there is significant pay compression between the employee and the subordinates supervised. Limitations to these criteria will include:

1. External labor market factors will not be used.
2. Salary averages will not be used for comparison purposes.
3. Salary targets will not be used.
4. The comparison group for determining equity will be all employees in the same classification, either in the entire agency or statewide, unless otherwise approved by DPM in advance of submission to DPM. With advance approval by DPM, an official subtitle or a working title within a classification may also be used as the comparison group.
5. “Peer groups” based on agency-determined segments of state years of service or pay groupings within a classification will not be used for comparison purposes.
6. The equity adjustment will not create a larger equity issue than the one being resolved.
7. In determining compression, the supervisor must be able to perform the functions of, or provide technical expertise to, the employee(s) used to make the compression comparison.
 - (i) Retention DERA will only be approved if the employee has a job offer in hand and the resultant loss of the employee’s knowledge and experience would be a detriment to the agency.
 - (j) Retention DERA will not be approved for potential movements within an agency or to another executive branch, non-UW agency.
- (7) Individual Increase Limits. 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 I).
- (8) Funding. DERA is not considered a “salary adjustment” for which supplemental allotments may be provided under s. 20.865, Wis. Stats.
- (9) Reinstatement and Restoration. DERA may not be included when calculating pay on reinstatement or restoration.
- (10) Amount.
 - (a) DERA may be granted to eligible employees in any amount up to 4 WRPS per fiscal year, subject to the maximum of the pay range. DERA may be granted as a base pay adjustment, a lump sum payment, or in combination of both at the discretion of the appointing authority. For the purpose of applying the 4 WRPS limitation, the payment shall be converted to a base pay equivalent by dividing the lump sum by 2080.

- (b) An employee may receive more than one DERA during a fiscal year. However, the total amount granted in the form of base-building and/or lump sum DERA in the fiscal year may not exceed an amount equal to **4 WRPS**, except as provided in (c) below. The DERA **4 WRPS** limit, per fiscal year, per employee, includes DERA granted by a single agency or by multiple agencies.

- (c) Under exceptional circumstances, an appointing authority may submit a request to the DPM Administrator to exceed the **4 WRPS** limit specified in (a) and (b) above, up to an additional 2 WRPS. This request must be accompanied by a comprehensive written justification.

7.00 Fire/Crash Rescue Supervisor Pay

Pay transactions under this Section (Section I) for employees classified as Fire/Crash Rescue Supervisor are subject to the federally-funded pay rates allowed for the duties performed. If the maximum is increased, pay increases occurring after the effective date of the new maximum will be subject to the new maximum.

8.00 Agency Pay-Setting Policy

By May 13, 2018, each agency will submit for approval by the DPM Administrator, a pay-setting policy which documents the agency's practice for using the discretion provided by this Section (Section I) under each transaction identified in 4.04(1). The policy will be reviewed annually, and if changed, re-submitted to DPM for approval.

SECTION J - PROVISIONS FOR ADMINISTERING DISCRETIONARY MERIT COMPENSATION (DMC) AND NON-BROADBAND RETENTION ADJUSTMENTS

1.00 Coverage

2.00 Discretionary Merit Compensation (DMC)

3.00 General Senior Executive Positions

4.00 Non-Broadband Retention

1.00 Coverage

The provisions of this Section (Section J) apply to permanent and project classified employees and unclassified employees not serving a fixed term (Section B, 3.01 and Section C of this Plan).

2.00 Discretionary Merit Compensation (DMC)

- (1) Concept. Discretionary Merit Compensation (DMC) provisions allow the appointing authority the sole discretion to provide employees in both broadband and non-broadband pay ranges economic recognition for merit. The granting, denial, and amount of any DMC is not grievable.
- (2) Effective Date. DMC may be granted at any time during the fiscal year. The effective date of an adjustment will be the beginning of the first pay period following effective receipt (as defined in Section I, 3.00 of this Plan) of the DMC recommendation. No DMC may be retroactive. If multiple pay adjustments have the same effective date, DMC will be applied to an employee's base pay according to Section I, 4.01 of this Plan. **No DMC may be granted on the effective date of an appointment.**
- (3) Initial Applicability. Agencies must develop administrative procedures that will be used to grant DMC prior to awarding any DMC. The administrative procedures must be developed and followed in accordance with the guidelines issued by the DPM Administrator and will be applied in a uniform manner throughout the agency or employing unit.
- (4) Requirements. **All DMC will be approved by DPM prior to being granted, unless delegation is granted to the appointing authority.** DPM may also issue additional guidelines at any point during a fiscal year to establish further limitations regarding the award process, including limits to the number or amounts of awards, availability of the program, or processing timelines. Delegation may be removed at any time. Additional information may be required at the discretion of the DPM Administrator.
- (5) Eligibility. All employees who are in pay status in positions covered by this Section (Section J) are eligible to be considered for DMC **except** the following:
 - (a) Employees who did not receive a performance evaluation in the last 12 months or were rated below satisfactory.

- (b) Employees who received any form of formal discipline in the past 24 months which was not subsequently overturned through a grievance process.
- (c) Supervisors who did not complete formal performance evaluations on all subordinate employees for whom performance evaluations are required.
- (d) Any employee paid at or above the applicable pay range maximum may not receive a base-building DMC.
- (e) Trainees eligible for scheduled trainee increases.
- (f) Crafts Worker and Crafts Worker-related employees (project crafts workers, crafts worker supervisors, and shop supervisors) will be eligible for **lump sum** merit DMC only.
- (g) Positions specifically listed in s. 20.923(2) and (3), Wis. Stats.
- (h) Represented positions in the public safety bargaining unit.
- (i) Employees whose positions are allocated to the following attorney classifications are not eligible for DMC:

Assistant District Attorney
Assistant Attorney General
Assistant Attorney General Confidential
Assistant Attorney General Management
Assistant Attorney General Supervisor
Assistant State Public Defender Attorney
Assistant State Public Defender Attorney Confidential
Assistant State Public Defender Attorney Confidential/Supervisor
Assistant State Public Defender Attorney Management
Assistant State Public Defender Attorney Supervisor
Deputy District Attorney
Deputy District Attorney Supervisor

- (j) An employee that was eligible for broadband pay upon appointment within the previous twelve months should be considered for DMC only in exceptional circumstances.
- (k) Employees serving the first 12 months of an original probationary period, or the first year of a career executive trial period which is also the employee's original probationary evaluation.
- (l) Merit DMC will only be approved if one or more of the following criteria were considered:
 - 1. The length or frequency of the outstanding performance.
 - 2. Overall significance or importance of the employee's work product to the organization.
 - 3. Regularity with which the outstanding performance or unique contribution is demonstrated.

4. Employee has new permanent job duties and/or responsibilities of growing importance to the agency that have been either newly assigned or were the evolution of their originally assigned functions, and are of greater scope, impact and/or complexity compared to previous functions.
 5. Employee has acquired additional competencies, which are both specialized and critical in carrying out the permanent functions of the position.
- (6) Individual Increase Limits. 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 J).
- (7) Funding. DMC is not considered a “salary adjustment” for which supplemental allotments may be provided under s. 20.865, Wis. Stats., except as lump sum discretionary awards for classified employees provided under ss. 230.04 (19), Wis. Stats. Provisions of this Section (Section J) will apply to these awards.
- (8) Reinstatement and Restoration. DMC may not be included when calculating pay on reinstatement or restoration, except when returning from a leave of absence granted for service in an unclassified position. This exception is limited to **2** within pay range steps (WRPS) per fiscal year and applies only to fiscal years in which the employee received a DMC (or Discretionary Compensation Adjustments (DCA) under a previous, similar program).
- (9) Amount for Eligible Employees Covered in Section A and Eligible Employees Covered by Section C of this Plan.
- (a) DMC may be granted to eligible classified employees and eligible unclassified attorneys in any amount up to **4** WRPS per fiscal year for lump sum awards, or up to **2** WRPS per year for base pay awards, subject to the maximum of the pay range. Crafts Worker and Crafts Worker-related employees will be eligible for **lump sum** merit DMC only. For the purpose of applying the **4** WRPS limitation for lump sum awards, the payment shall be converted to a base pay equivalent by dividing the lump sum by 2080.
 - (b) An employee may receive more than one DMC during a fiscal year. However, the total amount granted in the form of base-building and/or lump sum DMC in the fiscal year may not exceed an amount equal to **4** WRPS. The DMC **4** WRPS limit, per fiscal year, per employee, includes DMC granted by a single agency or by multiple agencies.
 - (c) Under exceptional circumstances, an appointing authority may submit a request to the DPM Administrator to exceed the **2** WRPS base pay limit specified in (a) above, up to an additional 2 WRPS. This request must be accompanied by a comprehensive written justification.
- (10) Amount for Employees in Unclassified Positions Not Serving a Fixed Term Under Section B, 3.05 of this Plan.
- (a) Except as provided in (c) and (d) below, DMC may be granted to eligible employees covered under Section B, 3.01 in any amount up to **4 WRPS** for lump sum awards, or up to **2 WRPS** for base pay awards, subject to the maximum of the pay range. For the purpose of applying the 4 WRPS limitation, any lump sum payment shall be converted to a base pay equivalent by dividing the lump sum by 2080. Lump sum

payments are strictly prohibited for employees whose positions are referred to in s. 20.923(16), Wis. Stats. **Eligible employees who may not receive lump sum payments include those in the following positions from s. 20.923(4) and (7) through (12), Wis. Stats.:**

1. All Department Secretaries;
 2. All Department Deputy Secretaries;
 3. All Department Assistant Deputy Secretaries and Executive Assistants;
 4. All unclassified Division Administrators not serving a fixed term;
 5. Administration, Department of: Director of the Federal-State Relations Office; Regional Directors of Intergovernmental Affairs; Director and Deputy Director of the Office of Business Development
 6. Arts Board: Executive Secretary
 7. Corrections, Department of: Director of Prison Industries
 8. Educational Communications Board: Executive Director
 9. Financial Institutions, Department of: Director of the Office of Credit Unions
 11. Governor, Office of: Executive Secretary, Key Professional Staff
 13. Higher Education Aids Board: Executive Secretary
 14. Insurance, Office of: Commissioner
 15. Justice, Department of: Executive Director of the Office of Crime Victim Services; Director of the Office of School Safety
 16. Public Defender, Office of: State Public Defender
 17. Safety and Professional Services, Department of: All Bureau Directors
 19. Sentencing Commission: Executive Director
 20. State Fair Park: Director
 22. Wisconsin Historical Society: Director; Associate Director
 23. Wisconsin Technical College System: Director
 24. Workforce Development: Executive Director for Employment and Training
- (b) An employee may receive more than one DMC during the fiscal year, however, the total amount granted in the form of base-building and/or lump sum DMC in the fiscal year may not exceed an amount equal to 4 WRPS. The DMC 4 WRPS limit, per fiscal year, per employee, includes DMC granted by a single agency or by multiple agencies.
- (c) Under exceptional circumstances, an appointing authority may submit a written request to the DPM Administrator to exceed the 2 WRPS base pay limit specified in (a) above, up to an additional 2 WRPS. This request must be accompanied by a comprehensive justification.
- (d) Unclassified employees of State Fair Park, **except the Director**, shall be granted DMC in accordance with (a) through (c) above.

3.00 General Senior Executive Positions

Base-building DMC may be awarded to general senior executive positions identified in s. 20.923(7), Stats., subject to approval by the DPM Administrator, and subject to the limitations stated in 2.00(10), above. DMC may not be effective retroactively.

4.00 Non-broadband Retention

Retention adjustments may be granted to classified employees in positions allocated to non-broadband pay ranges, or unclassified employees of State Fair Park other than the Director, in accordance with the same provisions in Section I, 6.00 of this Plan used for granting retention DERA to employees in broadband positions.

SECTION K – ABSENCES AND CONTINUOUS SERVICE

1.00 Coverage

2.00 Continuous Service of Former UW Employees

3.00 Annual Leave and Sabbatical/Termination Leave

3.01 General

3.02 Crafts Worker Annual Leave and Sabbatical/Termination Leave

3.03 Fire/Crash Rescue Annual Leave

3.04 Weekend Nurse and Weekend Certified Nursing Assistant Annual Leave

4.00 Personal Holidays

4.01 General

4.02 Crafts Worker Personal Holiday

4.03 Weekend Nurse and Weekend Certified Nursing Assistant Personal Holidays

5.00 Legal Holidays

5.01 General

5.02 Weekend Nurses and Weekend Certified Nursing Assistant

5.03 Fire/Crash Rescue

6.00 Special District Attorney Leave

7.00 Hostage Leave

8.00 Sick Leave of UW Employees

1.00 Coverage

This Section (Section K) covers absence provisions that add to provisions of ch. 230 and 231, Wis. Stats., as allowed by those chapters.

2.00 Continuous Service of Former UW Employees

Continuous service of UW employees hired by another state agency will be calculated in accordance with s. ER 18.02, Wis. Admin. Code, with UW employment after July 1, 2015, treated as unclassified employment.

3.00 Annual Leave and Sabbatical/Termination Leave

3.01 General

Effective January 1, 2012, annual leave and sabbatical/termination leave will be provided in accordance with ch. 230, Wis. Stats. and ch. ER 18, Wis. Admin. Code, except as noted in 3.02 through 3.04 below.

3.02 Crafts Worker Annual Leave and Sabbatical/Termination Leave

Crafts workers allocated to positions in schedule 04 will be provided annual leave in accordance with provisions of ch. 230, Wis. Stats., and ch. ER 18, Wis. Adm. Code except that the amount of annual leave will be determined as follows:

Employees shall begin earning annual leave on their first day in pay status. After completion of the first six (6) months in a permanent or seasonal position, employees are eligible for and shall be granted noncumulative annual leave based on the rate of one hundred (100) hours (12 1/2 days) for a full year of service each year. For those employees who elect, with a corresponding adjustment to their hourly rate, employees are eligible for and shall be granted noncumulative annual leave based on the rate of one hundred forty (140) hours (17 1/2 days) or one hundred eighty (180) hours (22 1/2 days) for a full year of service each year. Seasonal employees who are regularly employed for less than twelve (12) months out of a year and permanent part-time employees shall be granted pro rata annual leave. Election of the level of annual leave granted will be done once per calendar year per agency procedures.

Annual leave for covered employees shall be prorated during the first calendar year of employment and upon termination of employment.

Craft Workers in schedule 04, including those in project appointments, will not be eligible to convert annual leave to sabbatical/termination leave.

3.03 Fire/Crash Rescue Annual Leave

For employees in positions allocated to the classifications of Fire/Crash Rescue Specialist, Fire/Crash Rescue Specialist-Crew Chief, and Fire/Crash Rescue Supervisor at the Department of Military Affairs, annual leave shall be based upon adjusted continuous service at the rate of:

Adjusted Continuous Service	Hours
0 yr. to 5 yrs.	120 hrs. (15 days)
5+ to 10 yrs.	168 hrs. (21 days)
10+ yrs. to 15 yrs.	184 hrs. (23 days)
15+ yrs. to 20 yrs.	216 hrs. (27 days)
20+ yrs. to 25 yrs.	232 hrs. (29 days)
25+ yrs.	256 hrs. (32 days)

The above annual leave schedule is based on a regular, recurring work schedule averaging ninety-six (96) hours per pay period during a calendar year. The Employer will prorate annual leave earnings for employees who are scheduled to work more or less than an average of ninety-six (96) hours per pay period on a regular, recurring basis during a calendar year.

3.04 Weekend Nurse and Weekend Certified Nursing Assistant Annual Leave

Employees moving to Weekend Nurse or Weekend Certified Nursing Assistant positions will receive a cash payment, calculated at their base pay rate, for eligible accumulated annual leave time earned prior to the date of transfer.

Employees in Weekend positions may elect to use annual leave on no more than 2 weekends during each of the time periods January through June and July through December. Annual leave will not exceed 96 hours per calendar year, except by mutual agreement. For permanent, part-time employees, annual leave will be pro-rated by FTE.

After December 31 of each calendar year, eligible unused annual leave will be paid at the employee's base pay rate, or at the completion of the employee's first six months of service, whichever is later.

Employees in Weekend positions are not eligible to convert annual leave to sabbatical/termination leave under s. 230.35(1p), Wis. Stats.

Employees moving out of a Weekend position will receive annual leave in accordance with 3.01, above, for the remainder of the calendar year.

4.00 Personal Holidays

4.01 General

Personal Holidays will be in accordance with ch. 230, Wis. Stats., and ch. ER 18, Wis. Admin. Code, except treatment of personal holidays when an employee is terminated from

state service **by the Employer** while serving the first six months of an original probationary period or project position will be as follows:

Personal holidays will be prorated for the calendar year in which the termination occurs. Personal holidays earned in a previous calendar year will not be prorated or repaid. A resignation in lieu of termination may be considered a termination, at the discretion of the appointing authority.

An employee who resigns from state service within the first six months of an original probationary period or project position, but who has a total of more than six months without a break in service due to any other classified, unclassified or project service, will be considered to be entitled to all personal holiday hours for which the employee had been eligible.

4.02 Crafts Worker Personal Holidays

Crafts Workers in schedule 04, including those in project appointments, are not eligible for personal holidays.

4.03 Weekend Nurse and Weekend Certified Nursing Assistant Personal Holidays

Weekend Nurses and Weekend Certified Nursing Assistants are not eligible for personal holidays.

5.00 Legal Holidays

5.01 General

Except as noted below, legal holidays will be provided in accordance with ch. 230, Wis. Stats., and ch. ER 18, Wis. Admin. Code.

5.02 Weekend Nurses and Weekend Certified Nursing Assistants

Weekend Nurses and Weekend Certified Nursing Assistants are not eligible for paid legal holidays or compensatory time due an employee for work on a holiday. Weekend Nurses and Weekend Certified Nursing Assistants will receive pay at a rate of time and one-half for work performed on a legal holiday listed in s. 230.35(4)(a), Wis. Stats.

5.03 Fire/Crash Rescue

Employees classified as Fire/Crash Rescue Specialist, Fire/Crash Rescue – Crew Chief, or Fire/Crash Rescue Supervisor are not eligible for paid legal holidays, or compensatory time, at the premium rate for work on a holiday.

If one or more legal holidays fall within the bloc of leave, the employee shall receive credit for these legal holidays for use at a later time.

6.00 Special Assistant District Attorney Leave

Any assistant district attorney who is appointed by a court of competent jurisdiction to act as a special prosecutor pursuant to s. 978.045, Wis. Stats., for the purpose of exercising the full range of responsibilities of the District Attorney in the supervision and management of the prosecutorial unit as a result of absence or incapacity of the District Attorney will be placed on an unpaid leave of absence as an assistant district attorney for the duration of the appointment if such appointment is or extends for one hundred and twenty (120) or more calendar days. Any ADA appointed by the Governor to fill a vacancy in an office of a District Attorney pursuant to ss. 17.03, 17.035, 17.05, 17.06 or 17.11, Wis. Stats. will be placed on an unpaid leave of absence for the duration of the gubernatorial appointment.

An assistant district attorney appointed under the circumstances as set forth above will submit written notification to the State Prosecutors Office, Department of Administration, within five (5) calendar days of the appointment. The notification must include a copy of the gubernatorial appointment or a copy of the court order specifying the reasons for and duration of the appointment.

An assistant district attorney placed on such unpaid leave of absence will return to his/her former position, or one of like nature, in the prosecutorial unit in which he/she was employed without loss of continuous service unless the individual files a declaration of candidacy for election to the office of District Attorney under s. 8.21, Wis. Stats., in which event the individual forfeits all rights to return.

7.00 Hostage Leave

When the Employer determines that an employee has been held against the employee's will for a period of time by a person or persons and during this time the person or persons holding the employee attempts to obtain a pledge from the Employer to submit to certain terms and/or conditions prior to releasing the employee, then the employee will be considered to have been held hostage.

If an employee alleges that he/she has suffered an injury as a result of being taken hostage, the Employer may approve an examination by a Doctor of Psychiatry (MD) who is authorized to provide services under one of the State of Wisconsin's approved health insurance programs. If the diagnosis by the psychiatrist supports the employee's claim, the Employer may approve psychiatrically-prescribed treatment and/or counseling services, and/or a leave of absence without loss of pay or benefits for a period of time not to exceed forty five (45) calendar days from the date of the conclusion of the hostage event.

8.00 Sick Leave of UW Employees

Sick leave of UW employees will be transferred to positions in other state agencies effective July 1, 2015, in accordance with provisions regarding movements of uncovered unclassified employees per s. ER 18.05(2)(b), Wis. Adm. Code and Chapter 732 of the Wisconsin Human Resources Handbook.

SECTION L – MARKET AND PARITY PROVISIONS

1.00 Coverage

2.00 Market and/or Parity Adjustments

- 2.01 Eligibility
- 2.02 Funded Market and/or Parity Adjustments
- 2.03 DWD Employment & Training Specialist Generated Market
- 2.04 DCF Initial Assessment Specialist Generated Market
- 2.05 DATCP Generated Market
- 2.06 Classified Attorney Generated Market
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- 2.08 DOJ-Funded Forensic Scientist Market Equity Adjustment
- 2.09 Pay Range 05-31 and 05-32 Market Adjustment
- 2.10 Market Stratification Pay Schedules 02, 03, 05, 06

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) Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the previous 12-months.
 - (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 on the date of the market/parity adjustment. If the required performance evaluations are performed by three months after that date, the supervisor may be provided the delayed

adjustment effective with the next pay period, with no retroactive pay or lump sum payment for the delay.

- (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 this Section (Section L), 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 this Section. **Such positions will be included only upon an agency recommendation and DPM approval.** Parity adjustments for agency-funded market adjustments will NOT be supplemented and must be funded by the agency.
- (5) Permanent and project employees in Department of Corrections and Department of Health Services positions that provide direct supervision to employees in pay ranges 05-31 and 05-32 may be considered for parity with the pay adjustments provided under 2.09 below. Such positions will be included only upon an agency recommendation and DPM approval. Any such parity adjustments must be funded by the agencies.
- (6) 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 return to previous level within five years, 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.

2.02 Funded Market and/or Parity Adjustments

- (1) Effective Date. The market adjustments will be effective on December 22, 2019.
- (2) Amount.

Pay Adjustments. Each employee in positions allocated to the classifications listed below will receive the amount indicated for the employee’s classification.

<u>Code</u>	<u>Classification</u>	<u>Amount</u>
55363	Air Management Spec-Adv	\$0.70
55362	Air Management Spec-Sen	\$0.50

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80400	Aircraft Mechanic	\$0.70
80300	Aircraft Pilot	\$0.70
64101	Breath Alcohol Prog Spec	\$0.70
64102	Breath Alcohol Prog Spec-Adv	\$0.70
72462	Building Inspector-Obj	\$0.70
41763	Conservation Biologist-Adv	\$0.50
41762	Conservation Biologist-Sen	\$0.50
40200	Dental Hygienist	\$0.50
35602	Diagnostic Radiologic Tech-Obj	\$0.70
55533	Environmental Analysis Rev Spec-Adv	\$0.50
55471	Environmental Enforcement Spec	\$0.50
55473	Environmental Enforcement Spec-Adv	\$0.50
55472	Environmental Enforcement Spec-Sen	\$0.50
55573	Environmental Health Spec-Adv	\$0.50
55572	Environmental Health Spec-Sen	\$0.50
55233	Fisheries Biologist-Adv	\$0.50
55232	Fisheries Biologist-Sen	\$0.50
55133	Forester-Adv	\$0.50
55132	Forester-Sen	\$0.50
55140	Forestry Specialist	\$0.50
81201	Media Telecom Tech	\$0.70
81202	Media Telecom Tech-Sen	\$0.70
41163	Medical Technologist-Adv	\$0.50
41162	Medical Technologist-Sen	\$0.50
55003	Nat Res Educator-Adv	\$0.50
55002	Nat Res Educator-Sen	\$0.50
56700	Nat Res Program Coordinator	\$0.50
56063	Nat Res Research Scientist-Adv	\$0.50
56062	Nat Res Research Scientist-Sen	\$0.50
80262	Network Comm Sys Analyst-Adv	\$0.70
56363	Parks Rec Spec-Adv	\$0.50
56362	Parks Rec Spec-Sen	\$0.50
36550	Pharmacist	\$0.50
36900	Pharmacy Practices Consultant	\$0.50
39860	Physical Therapy Assistant	\$0.70
72660	Plumbing Consultant	\$0.70
72600	Plumbing Plan Reviewer	\$0.70
72700	Private Sewage Plan Reviewer	\$0.70
93200	Research Vessel Captain	\$0.70
35903	Respiratory Therapist	\$0.70
35905	Respiratory Therapist-Adv	\$0.70
35904	Respiratory Therapist-Sen	\$0.70
55713	Waste Management Spec-Adv	\$0.50
55712	Waste Management Spec-Sen	\$0.50
55773	Wastewater Specialist-Adv	\$0.50
55772	Wastewater Specialist-Sen	\$0.50
55273	Wildlife Biologist-Adv	\$0.50
55272	Wildlife Biologist-Sen	\$0.50

- (3) Funding. Costs of pay adjustments under (2) above and parity adjustments under 2.01 (4) for compensation reserve-funded market adjustments in this Section (Section L) will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.03 DWD Employment & Training Specialist Generated Market

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Workforce Development will generate funding for each employee in positions allocated to the classifications listed in (b), 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, and the distribution is subject to DPM approval.
 - 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 December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution.

Generated

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$0.70	48260	Employment & Training Specialist
\$0.80	48263	Employment & Training Specialist-Lead
\$0.80	48220	Employment & Training Supervisor

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.04 DCF Initial Assessment Specialist Generated Market

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Children & Families will generate funding in the amount indicated for each employee in positions allocated to the classifications listed in (b), 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, and the distribution is subject to DPM approval.
 - 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 December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution.

Generated

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$0.50	52961	Initial Assessment Specialist
\$0.70	52964	Initial Assessment Specialist-Advanced
\$0.70	52963	Initial Assessment Specialist-Senior
\$1.20	52980	Initial Assessment Supervisor

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.05 DATCP Generated Market

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Agriculture, Trade and Consumer Protection will generate funding in the amount indicated for each employee in positions allocated to the

classifications listed in (b), below. A separate fund will be created for distribution as discretionary adjustments within each classification series. Funds generated by employees in one classification series may not be used to grant pay adjustments to employees in a different classification series.

- 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, and the distribution is subject to DPM approval.
 - 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 December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution.

Generated

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$0.70	70160	Animal Health Compliance Specialist
\$0.70	55472	Environmental Enforcement Specialist-Senior
\$0.50	72101	Environmental Health Sanitarian-Entry
\$0.70	72120	Environmental Health Services Supervisor
\$0.70	70380	Food Safety Supervisor
\$0.70	70903	Food Scientist-Advanced
\$0.30	70401	Meat Safety Inspector-Entry
\$0.50	70402	Meat Safety Inspector-Objective
\$0.70	70420	Meat Safety Supervisor
\$0.70	73902	Weights & Measures Petroleum Systems Specialist-Senior
\$0.70	73920	Weights & Measures Petroleum Systems Supervisor

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.06 Classified Attorney Generated Market

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, each agency will generate funding in the amount indicated for each employee in positions allocated to

the classifications listed in (b), below. A single fund will be created within each agency for distribution as discretionary adjustments by the 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, and the distribution is subject to DPM approval.
 - 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 December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution within each agency.

Generated

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$1.00	30100	Attorney
\$1.00	30110	Attorney Confidential
\$1.25	30120	Attorney Supervisor
\$1.25	30130	Attorney Confidential Supervisor
\$1.25	30140	Attorney Management

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.07 Laboratory and Fingerprint Technician Generated Market

- (1) Effective Date. The market adjustments will be effective December 22, 2019.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed in (b), below. A separate fund will be created for distribution as discretionary adjustments within each agency and classification series. Funds generated by employees in one classification series may not be used to grant pay adjustments to employees in a different classification series.
 - 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, and the distribution is subject to DPM approval.
 - 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 December 22, 2019, each employee in the following classifications will generate the indicated amount per hour for distribution within the agency and classification series.

Generated

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$0.30	67001	Fingerprint Technician-Entry
\$0.30	67003	Fingerprint Technician-Senior
\$0.30	67004	Fingerprint Technician-Advanced
\$0.30	34101	Laboratory Technician 1
\$0.30	34102	Laboratory Technician 2
\$0.30	34103	Laboratory Technician 3

- (3) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.08 DOJ-Funded Forensic Scientist Market Equity Adjustment

- (1) Effective Date. The equity adjustments will be effective April 12, 2020.
- (2) Amount.
 - (a) Pay Adjustments. Subject to 1) through 4) below, the Department of Justice will generate funding for each employee in positions allocated to the classifications listed in (b), 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, and the distribution is subject to DPM approval.

- 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 April 12, 2020, each employee in the following classifications at the Department of Justice will generate \$3.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
42101	Controlled Substance Analyst
42103	Controlled Substance Analyst-Adv
42102	Controlled Substance Analyst-Sen
42660	Crime Scene Response Specialist
42201	DNA Analyst
42203	DNA Analyst-Adv
42202	DNA Analyst-Sen
42401	Fingerprint & Footwear Examiner
42403	Fingerprint & Footwear Examiner-Adv
42402	Fingerprint & Footwear Examiner-Sen
42501	Firearms & Toolmark Examiner
42503	Firearms & Toolmark Examiner-Adv
42502	Firearms & Toolmark Examiner-Sen
42701	Forensic Imaging Specialist
42703	Forensic Imaging Specialist-Adv
42702	Forensic Imaging Specialist-Sen
42801	Toxicologist
42803	Toxicologist-Adv
42802	Toxicologist-Sen
42901	Trace Evidence Examiner
42903	Trace Evidence Examiner-Adv
42902	Trace Evidence Examiner-Sen

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

2.09 Pay Range 05-31 and 05-32 Market Adjustment

- (1) Effective Date.
- (a) The first group of eligible employees will receive the market adjustment effective January 19, 2020.
 - (b) Employees who move from a position eligible for the \$5.00/hr add-on to another position in 05-31 or 05-32 not eligible for the add-on will receive the market adjustment beginning the first full pay period in the new position.

(c) Effective June 21, 2020, any employee who has not yet received the market adjustment will receive the applicable market adjustment.

- (2) Amount. Effective January 19, 2020, and as employees become eligible in subsequent pay periods, employees in pay status will receive a market pay increase as shown in the following table, limited by the pay range maximum:

	Pay Range 05-31	Pay Range 05-32
Employees in a position not eligible for the \$5.00 add-on	\$1.66	\$2.35
Employees in the training academy before June 21, 2020	No adjustment	No adjustment
All other employees before June 21, 2020	No adjustment	No adjustment

An employee who cannot receive the full amount of the market pay increase due to limitation by the pay range maximum will receive a lump sum payment equal to the amount of the increase limited by the pay range maximum multiplied by 2,080.

An employee may receive only one market adjustment during this eligibility period. Once an employee has received the applicable market adjustment or a portion of it if limited by the appointment maximum, they will keep it and not be eligible for the \$5.00 add-on regardless of movement to an otherwise eligible institution.

Note. Pay progression tables for these pay ranges are found at Section A, 2.06.

- (3) Funding. Costs of market adjustments under this provision will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.10 Market Stratification Pay Schedules 02, 03, 05, 06

- (1) Effective Date. The market stratification adjustments will be effective December 22, 2019.
- (2) Eligible Classifications. All employees in classifications assigned to pay schedules 02, 03, 05, and 06 are eligible except:
- (a) Classifications in broadband pay ranges 05-63, 05-64, 06-05, 06-63, or 06-64.
 - (b) Classifications assigned to pay ranges 05-31 or 05-32.
- (3) Amount. Each employee in pay status will receive a market pay adjustment based on full years of adjusted continuous service as of December 22, 2019, as follows:

<u>Years of Service</u>	<u>Pay Increase</u>
0 to 2	\$0.20
3 to 4	\$0.30
5 to 6	\$0.40
7 to 9	\$0.50
10 or more	\$0.60

- (4) Funding. Costs of pay adjustments under (2) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2019-2021 BIENNIUM

INTRODUCTION

The Compensation Plan includes dollar values of the base pay rates and ranges and the within range pay steps of the separate pay schedules for nonrepresented classified employees and covered unclassified employees.

All pay schedules for employees covered by this Plan are contained in this section except the Limited Term Employee Schedule (Schedule 18) which is contained in Section D. Pay schedules for the public safety bargaining unit are not included in this Plan.

Monthly and annual amounts shown in the schedules are for informational purposes only. The Official Hourly Rate amounts are used for payroll purposes.

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: January 6, 2019 through January 4, 2020

Pay

Range

01-99 Refer to Section A, 2.13

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.85.

Effective: January 5, 2020 through January 2, 2021

Pay

Range

01-99 Refer to Section A, 2.13

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.87.

Effective: January 3, 2021 through June 19, 2021

Pay

Range

01-99 Refer to Section A, 2.13

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.89.

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: January 6, 2019 through January 4, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.70	19.82	0.39	1.02
9	13.73	21.01	0.42	1.10
10	14.84	22.70	0.45	1.19
11	16.05	24.55	0.49	1.29
12	17.36	26.56	0.53	1.39
13	18.77	28.71	0.57	1.51
14	20.29	31.04	0.61	1.63
15	21.95	33.56	0.66	1.76

Effective: January 5, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.96	20.22	0.39	1.04
9	14.01	21.44	0.43	1.13
10	15.14	23.16	0.46	1.22
11	16.38	25.05	0.50	1.32
12	17.71	27.10	0.54	1.42
13	19.15	29.29	0.58	1.54
14	20.70	31.67	0.63	1.66
15	22.39	34.24	0.68	1.80

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	13.22	20.63	0.40	1.06
9	14.30	21.87	0.43	1.15
10	15.45	23.63	0.47	1.24
11	16.71	25.56	0.51	1.34
12	18.07	27.65	0.55	1.45
13	19.54	29.88	0.59	1.57
14	21.12	32.31	0.64	1.69
15	22.84	34.93	0.69	1.83

PAY SCHEDULE 03: BLUE COLLAR

Effective: January 6, 2019 through January 4, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.00	19.82	0.36	0.96
9	12.69	21.01	0.39	1.02
10	13.70	22.70	0.42	1.10
11	14.78	24.55	0.45	1.19
12	15.96	26.56	0.48	1.28
13	17.23	28.71	0.52	1.38
14	18.60	31.04	0.56	1.49
15	20.09	33.56	0.61	1.61
16	21.70	36.31	0.66	1.74
17	23.44	39.26	0.71	1.88

Effective: January 5, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.24	20.22	0.37	0.98
9	12.95	21.44	0.39	1.04
10	13.98	23.16	0.42	1.12
11	15.08	25.05	0.46	1.21
12	16.28	27.10	0.49	1.31
13	17.58	29.29	0.53	1.41
14	18.98	31.67	0.57	1.52
15	20.50	34.24	0.62	1.64
16	22.14	37.04	0.67	1.78
17	23.91	40.05	0.72	1.92

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.49	20.63	0.38	1.00
9	13.21	21.87	0.40	1.06
10	14.26	23.63	0.43	1.15
11	15.39	25.56	0.47	1.24
12	16.61	27.65	0.50	1.33
13	17.94	29.88	0.54	1.44
14	19.36	32.31	0.59	1.55
15	20.91	34.93	0.63	1.68
16	22.59	37.79	0.68	1.81
17	24.39	40.86	0.74	1.96

PAY SCHEDULE 04: TRADES

For details on pay rates for each trade by location, see the Building Trades Rate Booklet on the DPM website.

For details on vacation options, see Section K, 3.02 of this Compensation Plan.

Effective: January 6, 2019 through January 4, 2020

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.85.

Effective: January 5, 2020 through January 2, 2021

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.87.

Effective: January 3, 2021 through June 19, 2021

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.89.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 6, 2019 through January 4, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.20	20.85	0.37	0.98
9	13.18	22.54	0.40	1.06
10	14.25	24.35	0.43	1.14
11	15.41	26.33	0.47	1.24
12	16.65	28.47	0.50	1.34
13	18.01	30.80	0.55	1.45
14	19.49	33.30	0.59	1.56
15	21.08	36.03	0.64	1.69
16	22.54	38.53	0.68	1.81
17	24.12	41.23	0.73	1.93
31	16.65	27.68	0.50	1.34
32	17.45	30.39	0.53	1.40

Effective: January 5, 2020 through January 2, 2021, except Ranges 31 and 32 through June 20, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.45	21.27	0.38	1.00
9	13.45	23.00	0.41	1.08
10	14.54	24.84	0.44	1.17
11	15.72	26.86	0.48	1.26
12	16.99	29.04	0.51	1.36
13	18.38	31.42	0.56	1.48
14	19.88	33.97	0.60	1.60
15	21.51	36.76	0.65	1.73
16	23.00	39.31	0.69	1.84
17	24.61	42.06	0.74	1.97
31*	16.99/18.65	28.24	0.51	1.36
32*	17.80/20.15	31.67	0.54	1.43

*The lower minimum applies to employees in the training academy and to those receiving the \$5 add-on for work hours. See Section A, 2.06.

Effective: June 21, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
31	18.65	28.24	0.56	1.50
32	20.15	31.67	0.61	1.62

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.70	21.70	0.39	1.02
9	13.72	23.46	0.42	1.10
10	14.84	25.34	0.45	1.19
11	16.04	27.40	0.49	1.29
12	17.33	29.63	0.52	1.39
13	18.75	32.05	0.57	1.50
14	20.28	34.65	0.61	1.63
15	21.95	37.50	0.66	1.76
16	23.46	40.10	0.71	1.88
17	25.11	42.91	0.76	2.01
31	19.03	28.81	0.58	1.53
32	20.56	32.31	0.62	1.65

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Transaction Structure

Effective January 20, 2019 through January 4, 2020

Year of Adjusted Continuous Service	Date	05-31 Rate	05-32 Rate
	2014	18.70	20.70
	2013	18.81	20.80
	2012	18.95	20.95
	2011	19.09	21.09
	2010	19.24	21.24
	2009	19.41	21.40
	2008	19.57	21.57
	2007	19.73	21.73
	2006	19.91	21.90
	2005	20.08	22.07
	2004	20.25	22.24
	2003	20.46	22.46
	2002	20.68	22.67
	2001	20.95	22.94
	2000	21.23	23.26
	1999	21.57	23.64
	1998	22.05	24.17
	1997	22.53	24.70
	1996	23.01	25.22
	1995	23.49	25.75
	1994	23.96	26.27
	1993	24.43	26.80
	1992	24.91	27.33
	1991	25.39	27.85
	1990	25.87	28.38
	1989	26.35	28.91
	1988	26.84	29.43
	1987	26.94	29.55
	1986	27.06	29.69
	1985	27.18	29.81
	1984	27.29	29.94
	1983	27.40	30.06
	1982	27.51	30.20
	1981	27.64	30.32
	1980 or earlier	27.68	30.39

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Transaction Structure A

Effective January 5, 2020 through January 18, 2020 for All Employees

Effective January 19, 2020 through June 20, 2020, for Employees in the Academy or Receiving a \$5.00 per hour Add-on for Hours Worked

Year of Adjusted Continuous Service		
Date	05-31 Rate	05-32 Rate
2014	19.08	21.12
2013	19.19	21.22
2012	19.33	21.37
2011	19.48	21.52
2010	19.63	21.67
2009	19.80	21.83
2008	19.97	22.01
2007	20.13	22.17
2006	20.31	22.34
2005	20.49	22.52
2004	20.66	22.69
2003	20.87	22.91
2002	21.10	23.13
2001	21.37	23.40
2000	21.66	23.73
1999	22.01	24.12
1998	22.50	24.66
1997	22.99	25.20
1996	23.48	25.73
1995	23.96	26.27
1994	24.44	26.80
1993	24.92	27.34
1992	25.41	27.88
1991	25.90	28.41
1990	26.39	28.95
1989	26.88	29.49
1988	27.38	30.02
1987	27.48	30.15
1986	27.61	30.29
1985	27.73	30.41
1984	27.84	30.54
1983	27.95	30.67
1982	28.07	30.81
1981	28.20	30.93
1980 or earlier	28.24	31.00

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Transaction Structure B

Effective January 19, 2020 through June 20, 2020 for Employees Not in the Academy and Not Receiving an Add-on for Hours Worked

Effective June 21, 2020 through December 5, 2020 for All Employees

Year of Adjusted Continuous Service		
Date	05-31 Rate	05-32 Rate
2014	20.74	23.47
2013	20.85	23.57
2012	20.99	23.72
2011	21.14	23.87
2010	21.29	24.02
2009	21.46	24.18
2008	21.63	24.36
2007	21.79	24.52
2006	21.97	24.69
2005	22.15	24.87
2004	22.32	25.04
2003	22.53	25.26
2002	22.76	25.48
2001	23.03	25.75
2000	23.32	26.08
1999	23.67	26.47
1998	24.16	27.01
1997	24.65	27.55
1996	25.14	28.08
1995	25.62	28.62
1994	26.10	29.15
1993	26.58	29.69
1992	27.07	30.23
1991	27.56	30.76
1990	28.05	31.30
1989 or earlier	28.24	31.67

BROADBAND PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	19.98	36.89	53.79		0.60	1.60	3,463	9,324	41,558	111,883
64	16.74	29.01	41.27		0.51	1.34	2,902	7,153	34,819	85,842

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	20.38	37.63	54.87		0.62	1.64	3,533	9,511	42,390	114,130
64	17.08	29.59	42.10		0.52	1.37	2,961	7,297	35,526	87,568

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	20.79	38.38	55.97		0.63	1.67	3,604	9,701	43,243	116,418
64	17.43	30.19	42.95		0.53	1.40	3,021	7,445	36,254	89,336

PAY SCHEDULE 06: TECHNICAL

Effective: January 6, 2019 through January 4, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.37	19.82	0.38	0.99
9	12.62	21.01	0.38	1.01
10	13.65	22.70	0.41	1.10
11	14.76	24.55	0.45	1.19
12	15.98	26.56	0.48	1.28
13	17.29	28.71	0.52	1.39
14	18.70	31.04	0.57	1.50
15	20.23	33.56	0.61	1.62
16	21.90	36.30	0.66	1.76
17	23.71	39.26	0.72	1.90
18	25.66	42.47	0.77	2.06
19	27.71	45.94	0.84	2.22

Effective: January 5, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.62	20.22	0.38	1.01
9	12.88	21.44	0.39	1.04
10	13.93	23.16	0.42	1.12
11	15.06	25.05	0.46	1.21
12	16.30	27.10	0.49	1.31
13	17.64	29.29	0.53	1.42
14	19.08	31.67	0.58	1.53
15	20.64	34.24	0.62	1.66
16	22.34	37.03	0.68	1.79
17	24.19	40.05	0.73	1.94
18	26.18	43.32	0.79	2.10
19	28.27	46.86	0.85	2.27

PAY SCHEDULE 06: TECHNICAL

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.88	20.63	0.39	1.04
9	13.14	21.87	0.40	1.06
10	14.21	23.63	0.43	1.14
11	15.37	25.56	0.47	1.23
12	16.63	27.65	0.50	1.34
13	18.00	29.88	0.54	1.44
14	19.47	32.31	0.59	1.56
15	21.06	34.93	0.64	1.69
16	22.79	37.78	0.69	1.83
17	24.68	40.86	0.75	1.98
18	26.71	44.19	0.81	2.14
19	28.84	47.80	0.87	2.31

BROADBAND PAY SCHEDULE 06: TECHNICAL

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
5	20.23	27.11	33.98		0.61	1.62	3,507	5,890	42,078	70,678
63	19.98	36.89	53.79		0.60	1.60	3,463	9,324	41,558	111,883
64	16.74	29.01	41.27		0.51	1.34	2,902	7,153	34,819	85,842

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
5	20.64	27.65	34.66		0.62	1.66	3,578	6,008	42,931	72,093
63	20.38	37.63	54.87		0.62	1.64	3,533	9,511	42,390	114,130
64	17.08	29.59	42.10		0.52	1.37	2,961	7,297	35,526	87,568

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
5	21.06	28.21	35.36		0.64	1.69	3,650	6,129	43,805	73,549
63	20.79	38.38	55.97		0.63	1.67	3,604	9,701	43,243	116,418
64	17.43	30.19	42.95		0.53	1.40	3,021	7,445	36,254	89,336

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	27.36	45.13	62.90	0.83	2.19	4,742	10,903	56,909	130,832
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842
5	14.26	23.52	32.78	0.43	1.15	2,472	5,682	29,661	68,182
32	33.97	51.68	63.47	1.02	2.72	5,888	11,001	70,658	132,018
33	29.73	45.61	56.19	0.90	2.38	5,153	9,740	61,838	116,875
34	25.47	39.54	48.90	0.77	2.04	4,415	8,476	52,978	101,712
35	21.23	33.47	41.62	0.64	1.70	3,680	7,214	44,158	86,570

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	27.91	46.04	64.16	0.84	2.24	4,838	11,121	58,053	133,453
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568
5	14.55	24.00	33.44	0.44	1.17	2,522	5,796	30,264	69,555
32	34.65	52.70	64.74	1.04	2.78	6,006	11,222	72,072	134,659
33	30.33	46.52	57.32	0.91	2.43	5,257	9,935	63,086	119,226
34	25.98	40.32	49.88	0.78	2.08	4,503	8,646	54,038	103,750
35	21.66	34.14	42.46	0.65	1.74	3,754	7,360	45,053	88,317

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	28.47	46.96	65.45	0.86	2.28	4,935	11,345	59,218	136,136
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336
5	15.00	24.56	34.11	0.45	1.20	2,600	5,912	31,200	70,949
32	35.35	53.76	66.04	1.07	2.83	6,127	11,447	73,528	137,363
33	30.94	47.46	58.47	0.93	2.48	5,363	10,135	64,355	121,618
34	26.50	41.13	50.88	0.80	2.12	4,593	8,819	55,120	105,830
35	22.10	34.83	43.31	0.67	1.77	3,831	7,507	45,968	90,085

PAY SCHEDULE 07: EXCISE TAX AGENT PAY PROGRESSION

Effective: January 6, 2019 through January 4, 2020

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	26.28	A	32.31
B	27.82	B	33.60
C	29.36	C	34.90
D	30.89	D	36.18
		E	37.48

See Section A, 2.04 for administrative provisions regarding these pay progressions.

Effective: January 5, 2020 through January 2, 2021

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	26.81	A	32.96
B	28.38	B	34.28
C	29.95	C	35.60
D	31.51	D	36.91
		E	38.23

See Section A, 2.04 for administrative provisions regarding these pay progressions.

Effective: January 3, 2021 through June 19, 2021

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	27.35	A	33.62
B	28.95	B	34.97
C	30.55	C	36.32
D	32.15	D	37.65
		E	39.00

See Section A, 2.04 for administrative provisions regarding these pay progressions.

PAY SCHEDULE 07: CRIMINAL ANALYST PAY PROGRESSION

These progression schedules apply only to employees in the Criminal Analyst series on or before February 18, 2018

Effective: January 6, 2019 through January 4, 2020

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	17.96	A	23.38
B	19.31	B	24.75
C	20.67	C	26.12
D	22.04	D	27.47
		E	28.83

See Section A, 2.04 for administrative provisions regarding these pay progressions.

Effective: January 5, 2020 through January 2, 2021

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	18.32	A	23.85
B	19.70	B	25.25
C	21.09	C	26.65
D	22.49	D	28.02
		E	29.41

See Section A, 2.04 for administrative provisions regarding these pay progressions.

Effective: January 3, 2021 through June 19, 2021

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	18.69	A	24.33
B	20.10	B	25.76
C	21.52	C	27.19
D	22.94	D	28.59
		E	30.00

See Section A, 2.04 for administrative provisions regarding these pay progressions.

BROADBAND PAY SCHEDULE 08: PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS AND ANALYSIS

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336

BROADBAND PAY SCHEDULE 09: CLASSIFIED ATTORNEYS

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Step</u>	<u>8% of Minimum</u>				
09-75	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Step</u>	<u>8% of Minimum</u>				
09-75	25.65	43.81	61.96	0.77	2.06	4,446	10,740	53,352	128,877

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Step</u>	<u>8% of Minimum</u>				
09-75	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	63.11	82.04	100.96		1.90	5.05	10,939	17,500	131,269	209,997
50	68.83	84.90	100.96		2.07	5.51	11,931	17,500	143,166	209,997
51	68.93	89.60	110.27		2.07	5.52	11,948	19,113	143,374	229,362
52	75.19	97.74	120.29		2.26	6.02	13,033	20,850	156,395	250,203

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	64.38	83.68	102.98		1.94	5.16	11,159	17,850	133,910	214,198
50	70.21	86.60	102.98		2.11	5.62	12,170	17,850	146,037	214,198
51	70.31	91.40	112.48		2.11	5.63	12,187	19,497	146,245	233,958
52	76.70	99.70	122.70		2.31	6.14	13,295	21,268	159,536	255,216

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	65.67	85.36	105.04		1.98	5.26	11,383	18,207	136,594	218,483
50	71.62	88.33	105.04		2.15	5.73	12,414	18,207	148,970	218,483
51	71.72	93.23	114.73		2.16	5.74	12,431	19,887	149,178	238,638
52	78.24	101.70	125.16		2.35	6.26	13,562	21,694	162,739	260,333

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
1	34.29	47.40	60.51	1.03	2.75	5,944	10,488	71,323	125,861
2	30.24	43.18	56.12	0.91	2.42	5,242	9,727	62,899	116,730
3	26.32	38.48	50.63	0.79	2.11	4,562	8,776	54,746	105,310
4	23.21	34.17	45.12	0.70	1.86	4,023	7,821	48,277	93,850
5	20.23	27.11	33.98	0.61	1.62	3,507	5,890	42,078	70,678

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
1	34.98	48.36	61.73	1.05	2.80	6,063	10,700	72,758	128,398
2	30.85	44.05	57.25	0.93	2.47	5,347	9,923	64,168	119,080
3	26.85	39.25	51.65	0.81	2.15	4,654	8,953	55,848	107,432
4	23.68	34.86	46.03	0.72	1.90	4,105	7,979	49,254	95,742
5	20.64	27.65	34.66	0.62	1.66	3,578	6,008	42,931	72,093

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
1	35.68	49.33	62.97	1.08	2.86	6,185	10,915	74,214	130,978
2	31.47	44.94	58.40	0.95	2.52	5,455	10,123	65,458	121,472
3	27.39	40.04	52.69	0.83	2.20	4,748	9,133	56,971	109,595
4	24.16	35.56	46.96	0.73	1.94	4,188	8,140	50,253	97,677
5	21.06	28.21	35.36	0.64	1.69	3,650	6,129	43,805	73,549

**NURSE CLINICIAN 2 PAY STRUCTURE AND PROGRESSION
For Broadband Pay Schedule 11-02**

Effective: April 12, 2020 through January 2, 2021

**Nurse Clinician 2
Nurse Clinician 2-Weekend**

Years Professional Experience*	Pay Rate
0	\$32.41
3	\$33.32
5	\$34.23
7	\$35.14
9	\$36.05
11	\$36.96

Effective: January 3, 2021 through June 19, 2021

**Nurse Clinician 2
Nurse Clinician 2-Weekend**

Years Professional Experience*	Pay Rate
0	\$33.06
3	\$33.99
5	\$34.92
7	\$35.85
9	\$36.78
11	\$37.70

***Placement and progression is based on full years of professional nursing experience as established by the nurse license granting date. See Section A, 2.09 and 2.10.**

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: December 22, 2019 through January 4, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
6	19.58	31.04	0.59	1.57
7	21.18	33.56	0.64	1.70
8	22.91	36.30	0.69	1.84
9	24.76	39.26	0.75	1.99
10	26.76	42.47	0.81	2.15
11	28.81	45.94	0.87	2.31
12	31.00	49.68	0.93	2.48
13	33.38	53.74	1.01	2.68

Effective: January 5, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
6	19.98	31.67	0.60	1.60
7	21.61	34.24	0.65	1.73
8	23.37	37.03	0.71	1.87
9	25.26	40.05	0.76	2.03
10	27.30	43.32	0.82	2.19
11	29.39	46.86	0.89	2.36
12	31.62	50.68	0.95	2.53
13	34.05	54.82	1.03	2.73

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
6	20.38	32.31	0.62	1.64
7	22.05	34.93	0.67	1.77
8	23.84	37.78	0.72	1.91
9	25.77	40.86	0.78	2.07
10	27.85	44.19	0.84	2.23
11	29.98	47.80	0.90	2.40
12	32.26	51.70	0.97	2.59
13	34.74	55.92	1.05	2.78

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	33.63	62.43	75.67	1.01	2.70	5,829	13,116	69,950	157,394
60	26.81	43.56	60.30	0.81	2.15	4,647	10,452	55,765	125,424
63	19.98	36.89	53.79	0.60	1.60	3,463	9,324	41,558	111,883
64	16.74	29.01	41.27	0.51	1.34	2,902	7,153	34,819	85,842
65	13.24	23.01	32.78	0.40	1.06	2,295	5,682	27,539	68,182

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	34.31	63.68	77.19	1.03	2.75	5,947	13,380	71,365	160,555
60	27.35	44.43	61.51	0.83	2.19	4,741	10,662	56,888	127,941
63	20.38	37.63	54.87	0.62	1.64	3,533	9,511	42,390	114,130
64	17.08	29.59	42.10	0.52	1.37	2,961	7,297	35,526	87,568
65	13.51	23.48	33.44	0.41	1.09	2,342	5,796	28,101	69,555

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	35.00	64.96	78.74	1.05	2.80	6,067	13,648	72,800	163,779
60	27.90	45.33	62.75	0.84	2.24	4,836	10,877	58,032	130,520
63	20.79	38.38	55.97	0.63	1.67	3,604	9,701	43,243	116,418
64	17.43	30.19	42.95	0.53	1.40	3,021	7,445	36,254	89,336
65	13.79	23.95	34.11	0.42	1.11	2,390	5,912	28,683	70,949

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	27.36	45.13	62.90	0.83	2.19	4,742	10,903	56,909	130,832
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	27.91	46.04	64.16	0.84	2.24	4,838	11,121	58,053	133,453
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	28.47	46.96	65.45	0.86	2.28	4,935	11,345	59,218	136,136
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
13	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
14	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842
15	14.26	23.52	32.78	0.43	1.15	2,472	5,682	29,661	68,182

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
13	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
14	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568
15	14.55	24.00	33.44	0.44	1.17	2,522	5,796	30,264	69,555

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
13	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
14	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336
15	14.85	24.48	34.11	0.45	1.19	2,574	5,912	30,888	70,949

PAY SCHEDULE 14: ENGINEERING

Effective: January 6, 2019 through January 4, 2020

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	18.02	A	24.65	A	21.69
B	19.11	B	25.49	B	22.91
C	20.20	C	26.36	C	24.14
D	21.29	D	27.22		
E	22.37	E	28.07		

Effective: January 5, 2020 through January 2, 2021

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	18.39	A	25.15	A	22.13
B	19.50	B	26.00	B	23.37
C	20.61	C	26.89	C	24.63
D	21.72	D	27.77		
E	22.82	E	28.64		

Effective: January 3, 2021 through June 19, 2021

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	18.76	A	25.66	A	22.58
B	19.89	B	26.52	B	23.84
C	21.03	C	27.43	C	25.13
D	22.16	D	28.33		
E	23.28	E	29.22		

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Step</u>	<u>Minimum</u>				
2	43.44	52.13	60.81	1.31	3.48	7,530	10,540	90,355	126,485
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Step</u>	<u>Minimum</u>				
2	44.31	53.17	62.03	1.33	3.55	7,680	10,752	92,165	129,022
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Step</u>	<u>Minimum</u>				
2	45.20	54.24	63.28	1.36	3.62	7,835	10,969	94,016	131,622
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336

PAY SCHEDULE 15: SCIENCE

Effective: January 6, 2019 through January 4, 2020

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	18.80	A (1 year)	20.96
B	19.76	B	22.63
C (2 years)	20.74	C (2 years)	24.31
D	21.71		
E (3 years)	22.68		

Effective: January 5, 2020 through January 2, 2021

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	19.18	A (1 year)	21.38
B	20.16	B	23.09
C (2 years)	21.16	C (2 years)	24.80
D	22.15		
E (3 years)	23.14		

Effective: January 3, 2021 through June 19, 2021

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	19.57	A (1 year)	21.81
B	20.57	B	23.56
C (2 years)	21.59	C (2 years)	25.30
D	22.60		
E (3 years)	23.61		

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
			<u>Step</u>	<u>8% of Minimum</u>				
20-75	25.14	60.74	0.76	2.02	4,358	10,528	52,291	126,339

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
			<u>Step</u>	<u>8% of Minimum</u>				
20-75	25.65	61.96	0.77	2.06	4,446	10,740	53,352	128,877

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
			<u>Step</u>	<u>8% of Minimum</u>				
20-75	26.17	63.20	0.79	2.10	4,536	10,955	54,434	131,456

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>						
21-75	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>						
21-75	25.65	43.81	61.96	0.77	2.06	4,446	10,740	53,352	128,877

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>						
21-75	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456

BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	21.19	37.49	53.79		0.64	1.70	3,673	9,324	44,075	111,883
64	18.59	29.93	41.27		0.56	1.49	3,222	7,153	38,667	85,842

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	21.62	38.25	54.87		0.65	1.73	3,747	9,511	44,970	114,130
64	18.97	30.54	42.10		0.57	1.52	3,288	7,297	39,458	87,568

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	22.06	39.02	55.97		0.67	1.77	3,824	9,701	45,885	116,418
64	19.35	31.15	42.95		0.59	1.55	3,354	7,445	40,248	89,336

GENERAL BROADBAND PAY SCHEDULES

Effective: January 6, 2019 through January 4, 2020

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	36.63	54.94	73.24	1.10	2.94	6,349	12,695	76,190	152,339
	50-20	42.47	63.70	84.92	1.28	3.40	7,361	14,719	88,338	176,634
	50-50	68.83	89.47	110.11	2.07	5.51	11,931	19,086	143,166	229,029
	50-51	69.61	90.56	111.51	2.09	5.57	12,066	19,328	144,789	231,941
	50-52	75.93	98.79	121.64	2.28	6.08	13,161	21,084	157,934	253,011
Information Systems-Related										
70	70-01	38.21	60.35	70.75	1.15	3.06	6,623	12,263	79,477	147,160
	70-02	33.97	54.11	63.47	1.02	2.72	5,888	11,001	70,658	132,018
	70-03	29.73	45.61	56.19	0.90	2.38	5,153	9,740	61,838	116,875
	70-04	25.47	39.54	48.90	0.77	2.04	4,415	8,476	52,978	101,712
	70-05	21.23	33.47	41.62	0.64	1.70	3,680	7,214	44,158	86,570
Professional Legal-Related										
71	71-01	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339
General										
81	81-01	30.22	50.60	70.98	0.91	2.42	5,238	12,303	62,858	147,638
	81-02	27.36	45.13	62.90	0.83	2.19	4,742	10,903	56,909	130,832
	81-03	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
	81-04	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842
	81-05	14.26	23.52	32.78	0.43	1.15	2,472	5,682	29,661	68,182

GENERAL BROADBAND PAY SCHEDULES

Effective: January 5, 2020 through January 2, 2021

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	37.37	56.04	74.71	1.13	2.99	6,477	12,950	77,730	155,397
	50-20	43.32	64.97	86.62	1.30	3.47	7,509	15,014	90,106	180,170
	50-50	70.21	91.27	112.32	2.11	5.62	12,170	19,469	146,037	233,626
	50-51	71.01	92.38	113.75	2.14	5.69	12,308	19,717	147,701	236,600
	50-52	77.45	100.77	124.08	2.33	6.20	13,425	21,507	161,096	258,086
Information Systems-Related										
70	70-01	38.98	58.89	72.17	1.17	3.12	6,757	12,509	81,078	150,114
	70-02	34.65	52.70	64.74	1.04	2.78	6,006	11,222	72,072	134,659
	70-03	30.33	46.52	57.32	0.91	2.43	5,257	9,935	63,086	119,226
	70-04	25.98	40.32	49.88	0.78	2.08	4,503	8,646	54,038	103,750
	70-05	21.66	34.14	42.46	0.65	1.74	3,754	7,360	45,053	88,317
Professional Legal-Related										
71	71-01	25.65	43.81	61.96	0.77	2.06	4,446	10,740	53,352	128,877
General										
81	81-01	30.83	51.62	72.40	0.93	2.47	5,344	12,549	64,126	150,592
	81-02	27.91	46.04	64.16	0.84	2.24	4,838	11,121	58,053	133,453
	81-03	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
	81-04	18.32	33.78	42.10	0.55	1.47	3,175	7,297	38,106	87,568
	81-05	14.55	24.00	33.44	0.44	1.17	2,522	5,796	30,264	69,555

GENERAL BROADBAND PAY SCHEDULES

Effective: January 3, 2021 through June 19, 2021

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	38.12	57.17	76.21	1.15	3.05	6,607	13,210	79,290	158,517
	50-20	44.19	66.28	88.36	1.33	3.54	7,660	15,316	91,915	183,789
	50-50	71.62	93.10	114.57	2.15	5.73	12,414	19,859	148,970	238,306
	50-51	72.44	94.24	116.03	2.18	5.80	12,556	20,112	150,675	241,342
	50-52	79.00	102.79	126.57	2.37	6.32	13,693	21,939	164,320	263,266
Information Systems-Related										
70	70-01	39.76	60.08	73.62	1.20	3.19	6,892	12,761	82,701	153,130
	70-02	35.35	53.76	66.04	1.07	2.83	6,127	11,447	73,528	137,363
	70-03	30.94	47.46	58.47	0.93	2.48	5,363	10,135	64,355	121,618
	70-04	26.50	41.13	50.88	0.80	2.12	4,593	8,819	55,120	105,830
	70-05	22.10	34.83	43.31	0.67	1.77	3,831	7,507	45,968	90,085
Professional Legal-Related										
71	71-01	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456
General										
81	81-01	31.45	52.65	73.85	0.95	2.52	5,451	12,801	65,416	153,608
	81-02	28.47	46.96	65.45	0.86	2.28	4,935	11,345	59,218	136,136
	81-03	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
	81-04	18.69	34.46	42.95	0.57	1.50	3,240	7,445	38,875	89,336
	81-05	14.85	24.48	34.11	0.45	1.19	2,574	5,912	30,888	70,949

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 6, 2019 through January 4, 2020

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	30.22	49.84	0.91	5,238	8,639	62,858	103,667
90-02	32.62	53.83	0.98	5,654	9,331	67,850	111,966
90-03	35.24	58.13	1.06	6,108	10,076	73,299	120,910
90-04	38.06	62.80	1.15	6,597	10,885	79,165	130,624
90-05	41.09	67.80	1.24	7,122	11,752	85,467	141,024
90-06	44.39	73.23	1.34	7,694	12,693	92,331	152,318
90-07	47.94	79.11	1.44	8,310	13,712	99,715	164,549
90-08	51.77	85.42	1.56	8,973	14,806	107,682	177,674
90-09	55.91	92.25	1.68	9,691	15,990	116,293	191,880
90-10	60.39	99.63	1.82	10,468	17,269	125,611	207,230

Note. The pay of ESG employees must be less than the pay of the Governor, regardless of room within the assigned pay range.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 5, 2020 through January 2, 2021

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	30.83	50.87	0.93	5,344	8,817	64,126	105,810
90-02	33.30	54.95	1.00	5,772	9,525	69,264	114,296
90-03	35.97	59.36	1.08	6,235	10,289	74,818	123,469
90-04	38.85	64.11	1.17	6,734	11,112	80,808	133,349
90-05	41.96	69.24	1.26	7,273	12,002	87,277	144,019
90-06	45.32	74.78	1.36	7,855	12,962	94,266	155,542
90-07	48.95	80.77	1.47	8,485	14,000	101,816	168,002
90-08	52.87	87.24	1.59	9,164	15,122	109,970	181,459
90-09	57.10	94.22	1.72	9,897	16,331	118,768	195,978
90-10	61.67	101.76	1.86	10,689	17,638	128,274	211,661

Note. The pay of ESG employees must be less than the pay of the Governor, regardless of room within the assigned pay range.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 3, 2021 through June 19, 2021

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	31.45	51.90	0.95	5,451	8,996	65,416	107,952
90-02	33.97	56.06	1.02	5,888	9,717	70,658	116,605
90-03	36.69	60.54	1.11	6,360	10,494	76,315	125,923
90-04	39.63	65.39	1.19	6,869	11,334	82,430	136,011
90-05	42.81	70.64	1.29	7,420	12,244	89,045	146,931
90-06	46.24	76.30	1.39	8,015	13,225	96,179	158,704
90-07	49.94	82.41	1.50	8,656	14,284	103,875	171,413
90-08	53.94	89.01	1.62	9,350	15,428	112,195	185,141
90-09	58.26	96.13	1.75	10,098	16,663	121,181	199,950
90-10	62.93	103.84	1.89	10,908	17,999	130,894	215,987

Note. The pay of ESG employees must be less than the pay of the Governor, regardless of room within the assigned pay range.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: January 6, 2019 through January 4, 2020

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	44.13	77.36	1.33	7,649	13,409	91,790	160,909
95-02	58.85	103.09	1.77	10,201	17,869	122,408	214,427

Effective: January 5, 2020 through January 2, 2021

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	45.02	78.91	1.36	7,803	13,678	93,642	164,133
95-02	60.03	105.16	1.81	10,405	18,228	124,862	218,733

Effective: January 3, 2021 through June 19, 2021

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	45.93	80.49	1.38	7,961	13,952	95,534	167,419
95-02	61.24	107.27	1.84	10,615	18,593	127,379	223,122

POLICE AND WARDEN PROGRESSION
For Broadband Pay Schedules 05-63 and 36-63

Effective: January 6, 2019 through January 4, 2020

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yrs	24.72	3 yrs	26.28
5 yrs	25.49	5 yrs	27.06
7 yrs	27.06	7 yrs	28.62
9 yrs	29.14	9 yrs	30.70
11 yrs	32.26	11 yrs	33.82

Effective: January 5, 2020 through January 2, 2021

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yrs	25.22	3 yrs	26.81
5 yrs	26.00	5 yrs	27.61
7 yrs	27.61	7 yrs	29.20
9 yrs	29.73	9 yrs	31.32
11 yrs	32.91	11 yrs	34.50

Effective: January 3, 2021 through June 19, 2021

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yrs	25.73	3 yrs	27.35
5 yrs	26.52	5 yrs	28.17
7 yrs	28.17	7 yrs	29.79
9 yrs	30.33	9 yrs	31.95
11 yrs	33.57	11 yrs	35.19

Placement is based on full years of service in one or more classifications identified on this page, or other law enforcement. See Section A, 2.02(4).

ATTORNEY STEP RATES
PAY RANGES 09-75, 20-75, 21-75 AND 71-01

Effective January 6, 2019
to January 4, 2020

Effective January 5, 2020
through January 2, 2021

Effective January 3, 2021
through June 19, 2021

Pay Range Minimum	<u>Pay Step</u>	<u>Step Rates</u>	<u>Step Rates</u>	<u>Step Rates</u>
		25.14	25.65	26.17
	1	27.24	27.79	28.35
	2	29.33	29.92	30.53
	3	31.42	32.06	32.70
	4	33.52	34.19	34.88
	5	35.61	36.33	37.06
	6	37.70	38.47	39.24
	7	39.80	40.60	41.42
	8	41.89	42.74	43.60
	9	43.98	44.87	45.77
	10	46.08	47.01	47.95
	11	48.17	49.14	50.13
	12	50.26	51.28	52.31
	13	52.36	53.42	54.49
	14	54.45	55.55	56.67
	15	56.54	57.69	58.84
	16	58.64	59.82	61.02
	17	60.74	61.96	63.20

Note. Attorneys in these pay schedules do not receive pay increases due to changes in these step rates. The application of these exact step rates is required only for setting the pay of assistant district attorneys when s. 230.12(10)(d), Stats, applies, or as provided in Section C, 4.00 of this Compensation Plan.