

## INTRODUCTORY NOTES

### Effective Dates

This Compensation Plan is a revision of the 2015-2017 Plan. Unless otherwise noted, the effective dates for all portions of this Compensation Plan will be based on the beginning date of the pay period closest to July 1 for each fiscal year. For all employees on biweekly payroll systems, due to the delay in implementation of this Compensation Plan, these dates will be February 18, 2018 through June 23, 2018, for fiscal year 2017-2018; and June 24, 2018 through June 22, 2019, for fiscal year 2018-2019; unless otherwise noted. Also due to the delay in implementation, these dates will be February 18, 2018 through June 22, 2019, for the 2017-2019 biennium, unless otherwise noted. 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**

Trades, Supervisory and Management..... 01  
Administrative Support ..... 02  
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  
Patient-Related Broadband..... 50  
Public Safety ..... 63  
Information Systems-Related Broadband ..... 70  
Legal-Related Broadband..... 71  
General Broadband..... 81  
Executive Salary Group (ESG) ..... 90  
General Senior Executive Group (GSEG) ..... 95