

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 25, 2004

Locator No: OSER-0043-CLR/LR/PP

Subject: Information Necessary to Process FY 2004-2005 Pay Adjustments for Employees Represented by the WSEU Professional Social Services Bargaining Unit

This information is provided to assist appointing authorities in determining FY 2004-2005 base pay adjustments to employees in the Professional Social Services (**PSS**)(**DP Unit Code 12**) bargaining unit of the Wisconsin State Employees Union (WSEU). These base pay adjustments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU-PSS bargaining unit and are effective June 27, 2004, December 26, 2004 and April 3, 2005. The pay adjustments in this bulletin are to be applied in the order set forth. Multiple adjustments occurring on the same date shall be made in accordance with s. ER 29.04, Wis. Adm. Code.

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

Use the FY 2003-2004 pay schedules for transactions 1. through 7., if the multiple pay adjustments are effective June 27, 2004.

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

SECTION II. GENERAL WAGE ADJUSTMENTS

Effective June 27, 2004, employees in pay status on the effective date will receive a General Wage Adjustment (GWA) of an amount equal to 1.0% of the employee's current base pay rate.

SECTION III. PSS PROGRESSION IMPLEMENTATION

Effective June 27, 2004, the pay progressions in Negotiating Note #72 (Psychological Services Assistant) and #75 (Rehabilitation Case Manager) will be implemented.

SECTION IV. IMPLEMENTATION OF PAY SCHEDULE

Effective June 27, 2004, the pay schedule in Attachment #1 will be implemented. Upon implementation, pay administration language in Article 12, Section 10 of the Agreement is effective.

SECTION V. MARKET ADJUSTMENTS

Effective June 27, 2004, a market adjustment will be provided to each employee in pay status whose base rate is less than \$13.000. An employee will receive a base increase of not more than \$0.250 per hour, subject to a maximum base pay rate of \$13.000 per hour except that no employee will receive less than \$0.100.

SECTION VI. PAY RANGE REASSIGNMENTS

Effective June 27, 2004, the following pay range reassignment is implemented:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Psychologist-Licensed	12-09	12-10

Pay on regrade for this pay range reassignment shall not be subject to the pay range maximum.

SECTION VII. ASSIGNMENT OF PAY RANGES

Effective June 27, 2004, the following pay range assignments are implemented:

<u>Classifications</u>	<u>Pay Range</u>
Social Worker Clinical	12-09
Veterans Claims Officer 1	12-05
Veterans Claims Officer 2	12-06

Pay on regrade for movements into these classifications shall not be subject to the pay range maximum.

SECTION VIII. GENERAL WAGE ADJUSTMENT

Effective June 27, 2004, all employees in pay status on that date who were not eligible for an adjustment under Section V, above, will receive a base pay rate increase of \$0.100 per hour.

SECTION IX. GENERAL WAGE LUMP SUM PAYMENT

Effective June 27, 2004, all employees in pay status on that date will receive a lump sum payment of \$250.000, pro-rated by FTE on that date.

SECTION X. PAY RANGE REASSIGNMENT

Effective June 27, 2004, the following pay range reassignment is implemented:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Chief Regional Psychologist	12-10	12-11

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

SECTION XI. PROGRESSION IMPLEMENTATION/PAY RANGE REASSIGNMENT

Effective December 26, 2004, the pay progressions in Negotiating Note 76 (Ombudsman Services Specialist) are implemented, and following pay range reassignments are implemented:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Medigap Ins. Spec.-Lead	12-06	12-07
Ombudsman Svcs. Spec.-Obj	12-06	12-07

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

SECTION XII. MARKET ADJUSTMENTS

Effective December 26, 2004, any employee in pay status on that date whose position is allocated to the following classifications will receive a market adjustment of \$0.200 per hour:

Classifications

Offender Class Spec. (A)
 Offender Class Spec. (B)
 Probation & Parole Officer (A)
 Probation & Parole Officer (B)
 Probation & Parole Officer (C)
 Social Worker
 Social Worker-Adv.
 Social Worker Clinical
 Social Worker-Corrections (A)
 Social Worker-Corrections (B)
 Social Worker-Corrections (C)
 Social Worker-In Training
 Social Worker-Sr.

SECTION XIII. MARKET ADJUSTMENTS

Effective December 26, 2004, any employee in pay status on that date whose position is allocated to the classification of Social Worker-Advanced at the Bureau of Milwaukee Child Welfare will receive a market adjustment of \$0.300 per hour.

SECTION XIV. PROGRESSION IMPLEMENTATION/PAY RANGE REASSIGNMENT

Effective April 3, 2005, the pay progressions in Negotiating Notes 74 (Recreation Leader) and 78 (Experiential Recreation Specialist) are implemented, and prior to implementation, the following pay range reassignments are implemented:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Experiential Rec. Spec.-Entry	12-03	12-04
Experiential Rec. Spec.-Obj.	12-04	12-05
Probation & Parole Agent (A)	12-04	12-05
Probation & Parole Agent (B)	12-05	12-06
Recreation Leader-Entry	12-03	12-04
Recreation Leader-Obj.	12-04	12-05
Unemployment Benefit Specialist 1	12-04	12-05
Unemployment Benefit Specialist 2	12-05	12-06

Unemployment Benefit Specialist 3	12-06	12-07
Unemployment Benefit Specialist 4	12-07	12-08
Unemployment Benefit Specialist 5	12-08	12-09

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

SECTION XV. PROVISIONS FOR DETERMINING PAY UPON PERSONNEL TRANSACTIONS

All personnel transaction pay adjustments for WSEU-PSS employees covered by the 2003-2005 WSEU-PSS collective bargaining agreement will be determined in accordance with the provisions set forth in Appendix 5 of the Agreement, until the pay administration language in Article 12, Section 10 of the Agreement becomes effective June 27, 2004 (see Section III, above). Personnel transaction pay adjustments for project employees (**employment type 05**) shall be determined in accordance with Section E of the 2003-2005 Compensation Plan.

SECTION XVI. TRAINEE INCREASES

Except for trainees being paid at or above the minimum of the applicable pay range (due to prior permanent state service), trainees will receive wage adjustments under the Agreement only as allowed in accordance with the provisions of Section E, 1.04 of the 2003-2005 Compensation Plan.

SECTION XVII. REFERRAL OF QUESTIONS

Employee Questions:

Individual employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources Office or Payroll Office directly.

Employer Questions:

Employer questions regarding the **pay adjustments and lump sum payments** contained in this bulletin should be referred to the Division of Compensation and Labor Relations: Brian Fusie at (608) 266-1418; e-mail Brian.Fusie@oscr.state.wi.us.

Employer questions regarding **other provisions of the WSEU PSS Agreement** should be referred to Mark Wild at (608) 266-9564; e-mail Mark.Wild@oscr.state.wi.us; or Durell Vieau at (608) 267-5169; e-mail at Durell.Vieau@oscr.state.wi.us.

Employer questions regarding payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

<u>DOA Central Payroll</u>	Shelley Schwartz	(608) 264-9571
<u>UW Processing Center</u>	Payroll and Financial Svcs.	(608) 262-3558

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

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Attachment: Attachment #1 – FY 2004-05 WSEU-PSS Pay Schedule

Attachment #1

WSEU-PSS
Pay Schedule 12
Effective June 27, 2004 through June 30, 2005

Range	Minimum	Maximum	Range Adjustment
27	\$9.568	\$14.452	\$1.200
28	\$10.317	\$15.576	\$1.250
1	\$11.150	\$16.825	\$1.300
2	\$12.054	\$18.181	\$1.350
3	\$13.033	\$19.650	\$1.400
4	\$14.094	\$21.241	\$1.450
5	\$15.242	\$22.963	\$1.500
6	\$16.486	\$24.829	\$1.550
7	\$17.835	\$26.853	\$1.600
8	\$19.292	\$29.038	\$1.700
9	\$20.856	\$31.384	\$1.800
10	\$22.543	\$33.915	\$1.900
11	\$24.266	\$36.499	\$2.000
12	\$26.117	\$39.276	\$2.100
13	\$28.111	\$42.267	\$2.200