

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: July 20, 2006

Locator No.: OSER-0125-CLR/LR/PP

Subject: Information Necessary to Process FY 2006-2007 Pay Adjustments for Employees in the Law Enforcement Bargaining Unit (Unit 36).

This information is provided to assist appointing authorities in determining 2006-2007 fiscal year general wage adjustments, market adjustments, and lump sum payments for employees in the law enforcement bargaining unit (bargaining unit 36). The wage increases are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the Wisconsin Law Enforcement Association (WLEA). This bulletin lists the provisions applicable in FY 2006-2007.

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

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2005-2007 Agreement with the WLEA, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2005-2006 pay schedule for adjustments 1. through 7. effective June 25, 2006.

Use the pay structures effective June 25, 2006, provided in Attachment 1, for adjustments under numbers 8. and 9. effective June 25, 2006, for all transactions after that date through March 31, 2007, and for adjustments under numbers 1. through 7., effective April 1, 2007.

Use the pay schedule effective April 1, 2007, provided in Attachment 2, for adjustments under numbers 8. and 9., effective April 1, 2007, and for all transactions after that date.

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 for the 2006-2007 Fiscal Year
9. Original appointment

SECTION II. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE JUNE 25, 2006

- A. Effective Date.** The GWA is effective June 25, 2006.
- B. Eligibility.** All employees in pay status on June 25, 2006, are eligible to receive a GWA.
- C. Amount.**
1. A GWA in an amount equal to 2.0% of the employee's current base pay rate for employees in pay ranges 36-09, 36-10, 36-11, 36-12, 36-13 and 36-14;
 2. A GWA increase of \$0.443 per hour for employees in classifications assigned to pay range 36-40;
 3. A GWA increase of \$0.540 per hour for employees in classifications assigned to pay range 36-41; and
 4. A GWA increase of \$0.376 per hour for classifications assigned to pay range 42.

SECTION III. MARKET GRID STRUCTURE IMPLEMENTATION AND PLACEMENT

Effective June 25, 2006, the grid structure for pay ranges 36-09, 36-10, 36-11, 36-12, 36-13, 36-14, 36-40, 36-41, and 36-42, provided in Attachment 1, will be implemented. Employees will be placed at the appropriate grid point or retain their current base pay rate, whichever is greater. Placement on the structure is based on full years of seniority as of June 30, 2006.

SECTION IV. GENERAL WAGE ADJUSTMENT (GWA) EFFECTIVE APRIL 1, 2007

A GWA, effective April 1, 2007, is provided as follows:

1. A GWA in an amount equal to 2.25% of the employee's current base pay rate for employees in pay ranges 36-09, 36-10, 36-11, 36-12, 36-13 and 36-14;
2. A GWA of \$0.543 per hour for employees in classifications assigned to pay range 36-40;
3. A GWA of \$0.640 per hour for employees in classifications assigned to pay range 36-41; and
4. A GWA of \$0.436 per hour for classifications assigned to pay range 42.

SECTION V. GRID STRUCTURE IMPLEMENTATION

Effective April 1, 2007, the transaction grid structure for pay ranges 36-09, 36-10, 36-11, 36-12, 36-13, 36-14, 36-40, 36-41, and 36-42, provided in Attachment 2, will be implemented. Employees will not be placed at grid point.

SECTION VI. HEALTH INSURANCE PREMIUM INCREASE

Effective calendar year 2007, the individual tier premium rates will increase. The new rate structure is:

| Calendar Year 2007 Coverage | | |
|-----------------------------|----------|----------|
| | Single | Family |
| Tier – 1 | \$27.00 | \$68.00 |
| Tier – 2 | \$60.00 | \$150.00 |
| Tier – 3 | \$143.00 | \$358.00 |

SECTION VII. REFERRAL OF QUESTIONS

Employee questions regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

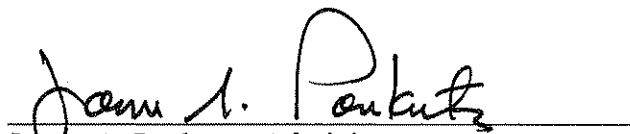
Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; email Tim.Borchert@Wisconsin.Gov.

Questions regarding *all other provisions of the WLEA Agreement* should be referred to Jill Thomas at (608) 266-6435; e-mail BarbaraJill.Thomas@Wisconsin.Gov.

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

DOA Central Payroll
UW Processing Center

Shelley Schwartz (608) 264-9571
Payroll and Financial Svcs. (608) 262-3558



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

JAP:dlt

Attachments: Attachment 1 - 2006-2007 Pay Grids Effective June 25, 2006
Attachment 2 – 2006-2007 Pay Grids Effective April 1, 2007

Attachment 1

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID* Effective June 25, 2006 through March 31, 2007

| Seniority | Range | 9 | 10 | 11 | 12 | 13 | 14 | 40 | 41 | 42 |
|-----------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0 | | 11.303 | 12.226 | 13.224 | 14.307 | 15.478 | 16.747 | 17.750 | 22.880 | 15.150 |
| 1 | | 11.415 | 12.347 | 13.355 | 14.449 | 15.631 | 16.913 | 18.250 | 24.024 | 15.250 |
| 2 | | 11.529 | 12.469 | 13.488 | 14.592 | 15.786 | 17.080 | 19.000 | 25.168 | 15.470 |
| 3 | | 11.549 | 12.490 | 13.508 | 14.612 | 15.806 | 17.101 | 19.750 | 26.312 | 15.835 |
| 4 | | 11.601 | 12.542 | 13.560 | 14.664 | 15.858 | 17.152 | 20.650 | 27.456 | 16.200 |
| 5 | | 11.716 | 12.665 | 13.694 | 14.809 | 16.016 | 17.321 | 21.200 | 28.600 | 16.650 |
| 6 | | 11.774 | 12.727 | 13.760 | 14.882 | 16.096 | 17.407 | 21.700 | 28.600 | 17.085 |
| 7 | | 12.209 | 13.198 | 14.269 | 15.434 | 16.689 | 18.051 | 22.000 | 28.600 | 17.450 |
| 8 | | 12.452 | 13.461 | 14.555 | 15.739 | 17.021 | 18.411 | 22.400 | 28.600 | 17.750 |
| 9 | | 12.835 | 13.991 | 15.038 | 16.156 | 17.334 | 18.732 | 22.950 | 28.600 | 18.300 |
| 10 | | 13.137 | 14.363 | 15.327 | 16.505 | 17.588 | 18.971 | 23.400 | 28.600 | 18.600 |
| 11 | | 13.438 | 14.664 | 15.807 | 16.842 | 17.840 | 19.223 | 24.100 | 28.600 | 19.150 |
| 12 | | 13.641 | 14.857 | 16.000 | 17.036 | 18.152 | 19.428 | 24.450 | 28.600 | 19.700 |
| 13 | | 13.831 | 15.062 | 16.205 | 17.275 | 18.393 | 19.620 | 24.750 | 28.600 | 20.250 |
| 14 | | 14.223 | 15.255 | 16.408 | 17.456 | 18.585 | 19.812 | 25.150 | 28.600 | 21.000 |
| 15 | | 14.424 | 15.673 | 16.868 | 17.892 | 18.909 | 20.333 | 25.550 | 28.600 | 21.550 |
| 16 | | 14.621 | 15.867 | 17.077 | 18.092 | 19.109 | 20.530 | 26.000 | 28.600 | 21.550 |
| 17 | | 14.819 | 16.063 | 17.285 | 18.287 | 19.307 | 20.728 | 26.960 | 28.614 | 21.550 |
| 18 | | 15.019 | 16.288 | 17.497 | 18.489 | 19.504 | 20.925 | 26.960 | 28.614 | 21.550 |
| 19 | | 15.216 | 16.497 | 17.706 | 18.687 | 19.702 | 21.120 | 27.010 | 28.666 | 21.550 |
| 20 | | 15.413 | 16.706 | 17.904 | 18.883 | 19.901 | 21.332 | 27.010 | 28.666 | 21.550 |
| 21 | | 15.614 | 16.918 | 18.099 | 19.084 | 20.101 | 21.529 | 27.010 | 28.666 | 21.550 |
| 22 | | 15.810 | 17.113 | 18.298 | 19.282 | 20.297 | 21.725 | 27.010 | 28.666 | 21.550 |
| 23 | | 15.920 | 17.220 | 18.400 | 19.478 | 20.495 | 21.950 | 27.010 | 28.666 | 21.550 |
| 24 | | 16.030 | 17.330 | 18.510 | 19.677 | 20.691 | 22.150 | 27.062 | 28.718 | 21.550 |
| 25 | | 16.140 | 17.440 | 18.620 | 19.874 | 20.891 | 22.318 | 27.062 | 28.718 | 21.550 |

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2006.

Attachment 2

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*

Effective April 1, 2007 through June 30, 2007

| Seniority | Range | 9 | 10 | 11 | 12 | 13 | 14 | 40 | 41 | 42 |
|-----------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0 | | 11.557 | 12.501 | 13.522 | 14.629 | 15.826 | 17.124 | 18.293 | 23.530 | 15.586 |
| 1 | | 11.672 | 12.625 | 13.655 | 14.774 | 15.983 | 17.293 | 18.793 | 24.674 | 15.686 |
| 2 | | 11.788 | 12.750 | 13.791 | 14.920 | 16.141 | 17.464 | 19.543 | 25.818 | 15.906 |
| 3 | | 11.809 | 12.771 | 13.812 | 14.940 | 16.162 | 17.486 | 20.293 | 26.962 | 16.271 |
| 4 | | 11.862 | 12.824 | 13.865 | 14.993 | 16.215 | 17.538 | 21.193 | 28.106 | 16.636 |
| 5 | | 11.979 | 12.950 | 14.002 | 15.142 | 16.376 | 17.710 | 21.743 | 29.250 | 17.086 |
| 6 | | 12.039 | 13.013 | 14.069 | 15.217 | 16.458 | 17.799 | 22.243 | 29.250 | 17.521 |
| 7 | | 12.484 | 13.495 | 14.590 | 15.781 | 17.065 | 18.457 | 22.543 | 29.250 | 17.886 |
| 8 | | 12.732 | 13.764 | 14.882 | 16.093 | 17.404 | 18.825 | 22.943 | 29.250 | 18.186 |
| 9 | | 13.123 | 14.306 | 15.376 | 16.519 | 17.724 | 19.153 | 23.493 | 29.250 | 18.736 |
| 10 | | 13.432 | 14.686 | 15.671 | 16.876 | 17.984 | 19.398 | 23.943 | 29.250 | 19.036 |
| 11 | | 13.740 | 14.993 | 16.163 | 17.221 | 18.241 | 19.655 | 24.643 | 29.250 | 19.586 |
| 12 | | 13.948 | 15.191 | 16.360 | 17.419 | 18.560 | 19.865 | 24.993 | 29.250 | 20.136 |
| 13 | | 14.142 | 15.401 | 16.569 | 17.663 | 18.806 | 20.061 | 25.293 | 29.250 | 20.686 |
| 14 | | 14.543 | 15.598 | 16.777 | 17.849 | 19.003 | 20.258 | 25.693 | 29.250 | 21.436 |
| 15 | | 14.748 | 16.026 | 17.247 | 18.294 | 19.334 | 20.790 | 26.093 | 29.250 | 21.986 |
| 16 | | 14.950 | 16.224 | 17.461 | 18.499 | 19.539 | 20.991 | 26.543 | 29.250 | 21.986 |
| 17 | | 15.152 | 16.424 | 17.674 | 18.698 | 19.741 | 21.194 | 27.503 | 29.264 | 21.986 |
| 18 | | 15.357 | 16.654 | 17.891 | 18.905 | 19.943 | 21.396 | 27.503 | 29.264 | 21.986 |
| 19 | | 15.558 | 16.868 | 18.104 | 19.107 | 20.145 | 21.595 | 27.553 | 29.316 | 21.986 |
| 20 | | 15.760 | 17.081 | 18.307 | 19.308 | 20.349 | 21.812 | 27.553 | 29.316 | 21.986 |
| 21 | | 15.965 | 17.298 | 18.506 | 19.513 | 20.553 | 22.013 | 27.553 | 29.316 | 21.986 |
| 22 | | 16.166 | 17.498 | 18.710 | 19.716 | 20.754 | 22.214 | 27.553 | 29.316 | 21.986 |
| 23 | | 16.278 | 17.607 | 18.814 | 19.916 | 20.956 | 22.444 | 27.553 | 29.316 | 21.986 |
| 24 | | 16.391 | 17.720 | 18.926 | 20.120 | 21.157 | 22.648 | 27.603 | 29.368 | 21.986 |
| 25 | | 16.503 | 17.832 | 19.039 | 20.321 | 21.361 | 22.820 | 27.603 | 29.368 | 21.986 |

*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2006.