

FISCAL ESTIMATE

DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.

LRB 4739/1

Amendment No. If Applicable

SB 501

Subject WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT  
WISCONSIN EDUCATION ASSOCIATION COUNCIL

Fiscal Effect

State:  No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum certain appropriation

- Increase Existing Appropriation
- Decrease Existing Appropriation
- Create New Appropriation
- Increase Existing Revenues
- Decrease Existing Revenues

- Increase Costs - May be possible to Absorb Within Agency's Budget  Yes  No
- Decrease Costs

Local:  No local government costs

- 1.  Increase Costs
  - Permissive
  - Mandatory
- 2.  Decrease Costs
  - Permissive
  - Mandatory

- 3.  Increase Revenues
  - Permissive
  - Mandatory
- 4.  Decrease Revenues
  - Permissive
  - Mandatory

5. Types of Local Governmental Units Affected:
- Towns  Village  Cities
  - Counties  Others \_\_\_\_\_
  - School Districts  WTCS Districts

Fund Sources Affected

- GPR  FED  PRO  PRS  SEG  SEG-S

Affected Ch. 20 Appropriations

20.865 (1)

Assumptions Used in Arriving at Fiscal Estimate

See Attached

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)  
Department of Employment Relations  
James Luedtke/267-5169

Authorized Signature/Telephone No.  
*James Luedtke* 266-5316

Date  
3/15/2000

**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect

- ORIGINAL     UPDATED  
 CORRECTED     SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.	Amendment No.
LRB 4739/1	

DOA-2047 (R10/94)

**Subject**                      **WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT**  
**WISCONSIN EDUCATION ASSOCIATION COUNCIL**

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):

**FY 1999-2000 Only**

II. Annualized Costs:	Annualized Fiscal Impact on State Funds from:	
	Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>		
State Operations - Salaries and Fringes	<b>\$1,259,702</b>	
(FTE Position Changes)	(            FTE)	(-            FTE)
State Operations - Other Costs		
Local Assistance		
Aids to Individuals and Organizations		
<b>TOTAL State Costs by Category</b>	<b>\$            1,259,702</b>	
<b>B. State Costs by Source of Funds</b>	Increased Costs	Decreased Costs
GPR	<b>\$578,581</b>	
FED		
PRO/PRS	<b>\$            681,121</b>	
SEG/SEG-S		
<b>III. State Revenues</b>	Increased Rev.	Decreased Rev.
GPR Taxes		
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
<b>TOTAL State Revenues</b>		

**NET ANNUALIZED FISCAL IMPACT**  
STATE                      LOCAL

**NET CHANGE IN COSTS**                      \$1,259,702                      \_\_\_\_\_

**NET CHANGE IN REVENUES**                      \_\_\_\_\_

Agency/Prepared by: (Name & Phone No.)  
 Department of Employment Relations  
 James Luedtke/267-5169

Authorized Signature/Telephone No.  
  
 266-5316

Date  
 3/15/2000

**FISCAL ESTIMATE WORKSHEET**

**1999 Session**

Detailed Estimate of Annual Fiscal Effect

ORIGINAL     UPDATED  
 CORRECTED     SUPPLEMENTAL

LRB or Bill No./Adm. Rule No.

Amendment No.

DOA-2047 (R10/94)

LRB 4739/1

SB 501

**Subject**                      **WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT  
 WISCONSIN EDUCATION ASSOCIATION COUNCIL**

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):

FY 2000-2001 Only

II. Annualized Costs:		Annualized Fiscal Impact on State Funds from:	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes		\$5,693,865	
(FTE Position Changes)		(        FTE)	(-        FTE)
State Operations - Other Costs			
Local Assistance			
Aids to Individuals and Organizations			
<b>TOTAL State Costs by Category</b>		<b>\$5,693,865</b>	<b>\$0</b>
<b>B. State Costs by Source of Funds</b>		<b>Increased Costs</b>	<b>Decreased Costs</b>
GPR		\$2,615,192	\$0
FED			
PRO/PRS		\$ 3,078,673	\$0
SEG/SEG-S			
<b>III. State Revenues</b>		<b>Increased Rev.</b>	<b>Decreased Rev.</b>
Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)			
GPR Taxes			
GPR Earned			
FED			
PRO/PRS			
SEG/SEG-S			
<b>TOTAL State Revenues</b>		<b>\$0</b>	<b>\$0</b>

**NET ANNUALIZED FISCAL IMPACT**  
STATE                      LOCAL

**NET CHANGE IN COSTS**                      \$5,693,865                      \_\_\_\_\_  
**NET CHANGE IN REVENUES**                      \_\_\_\_\_                      \_\_\_\_\_

Agency/Prepared by: (Name & Phone No.)  
 Department of Employment Relations  
 James Luedtke/267-5169

Authorized Signature/Telephone No.

*Elizabeth Pedward*  
 266-5316

Date

3/15/2000

WISCONSIN EDUCATION ASSOCIATION COUNCIL (13)

SUMMARY TOTALS

FISCAL YEAR	Total FTE: Base Payroll:	ALL FUNDS WITHOUT FRINGE		ALL FUNDS WITH FRINGE		GPR WITH FRINGE		OTHER FUNDS WITH FRINGE	
		1st Year Cost	1st Year Cost in 2nd Year	2nd Year Cost	Biennial Total	1st Year Cost	1st Year Cost in 2nd Year	2nd Year Cost	Biennial Total
1999-2000:	703.78 \$29,200,858	\$1,025,814	\$1,753,436	\$2,883,259	\$5,662,509	\$1,259,701	\$2,153,220	\$3,540,645	\$6,953,566
2000-2001						\$1,259,701	\$2,153,220	\$3,540,645	\$6,953,566
<b>Biennial Total</b>						\$2,519,402	\$4,306,440	\$7,081,290	\$13,907,132

SUBJECT: WAGE INCREASES IN 1999-2001 CONTRACT AGREEMENT

WISCONSIN EDUCATION ASSOCIATION COUNCIL (13)

1) FISCAL YEAR INCREASES:

A) Lump Sum Payment

With contract: Three hundred dollar (\$300.00) lump sum payment to employees, prorated by FTE.

October 8, 2000: Lump sum payment equal to the value of 0.7% of the employees base pay, times 1520 hours, prorated by budgeted FTE.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:	1st Year Cost \$211,134	\$259,273	\$119,084	\$140,189
	1st Year Cost in 2nd Year \$0	\$0	\$0	\$0
2000-2001	2nd Year Cost \$166,788	\$204,816	\$94,072	\$110,744
Biennial Total	\$377,922	\$464,089	\$213,156	\$250,933

B) Reallocation of Classifications to New Pay Ranges:

1) New pay ranges implemented and all employees reallocated. Employees are placed at their current level on the adjusted grid.

2) Non-teacher employees with base pay rates equal to or greater than the grid endpoint, who receive less than a 2% increase as a result of #1, receive an increase in the amount necessary to bring their total increase to 2%.

3) Teacher employees with base pay rates equal to or greater than the grid endpoint receive a 6% adjustment.

Note: For 1-3, lump sum payment for hours in pay status from January 30, 2000 to the contract effective date.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:	1st Year Cost \$570,614	\$700,714	\$321,838	\$378,876
	1st Year Cost in 2nd Year \$1,348,723	\$1,656,232	\$760,707	\$895,525
2000-2001	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	\$1,919,337	\$2,356,946	\$1,082,545	\$1,274,401

WISCONSIN EDUCATION ASSOCIATION COUNCIL (13)

**C) Grid Implementation:**

**FY99-00:** With contract, employees less than grid endpoint are adjusted to the next grid point of greater value.

**FY00-01:** Effective July 2, 2000, employees less than grid endpoint are adjusted to the next grid point of greater value. 3% adjustment to employees with base pay rates equal to or greater than the grid endpoint.

**FY00-01:** Effective October 8, 2000, employees less than grid endpoint are adjusted to the corresponding grid point. 5% adjustment for teachers with base pay rates equal to or greater than the grid endpoint.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
<b>1999-2000:</b>				
1st Year Cost	\$171,225	\$210,265	\$96,575	\$113,690
1st Year Cost in 2nd Year	\$404,713	\$496,988	\$228,267	\$268,721
<b>2000-2001</b>				
2nd Year Cost	\$2,206,922	\$2,710,101	\$1,244,749	\$1,465,352
<b>Biennial Total</b>	<b>\$2,782,860</b>	<b>\$3,417,354</b>	<b>\$1,569,591</b>	<b>\$1,847,763</b>

**D) Non-Teacher Market Stratification based on seniority as of December 31, 2000 per the following schedule:**

**2 through 6 years = 1 within range pay step, 7 through 14 years = 3 within range pay steps, 15 or more years = 4 within range pay steps.**

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
<b>1999-2000:</b>				
1st Year Cost	\$0	\$0	\$0	\$0
1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
<b>2000-2001</b>				
2nd Year Cost	\$355,434	\$436,473	\$200,472	\$236,001
<b>Biennial Total</b>	<b>\$355,434</b>	<b>\$436,473</b>	<b>\$200,472</b>	<b>\$236,001</b>

WISCONSIN EDUCATION ASSOCIATION COUNCIL (13)

E) Market Equity Adjustment: Employees whose grid point is below the grid point assigned to their full years of seniority as of December 31, 2000 receive an adjustment to the next greater grid point.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$0	\$0	\$0	\$0
1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2nd Year Cost	\$21,237	\$26,080	\$11,979	\$14,101
<b>Biennial Total</b>	<b>\$21,237</b>	<b>\$26,080</b>	<b>\$11,979</b>	<b>\$14,101</b>

F) Effective December 31, 2000, teacher supplemental add-on amounts for educational credits are increased by \$0.15.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$0	\$0	\$0	\$0
1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0
2nd Year Cost	\$54,704	\$67,177	\$30,854	\$36,323
<b>Biennial Total</b>	<b>\$54,704</b>	<b>\$67,177</b>	<b>\$30,854</b>	<b>\$36,323</b>

**SUBJECT: WAGE INCREASES IN 1999-2001 CONTRACT AGREEMENT**

**WISCONSIN EDUCATION ASSOCIATION COUNCIL (13)**

**2) LENGTH OF SERVICE PAYMENT:**

On June 30, 2000 and June 30, 2001, employees shall receive a length of service payment, prorated by FTE, based on the following schedule:  
 5-9 years = \$50, 10-14 years = \$100, 15-19 years = \$150, 20-24 years = \$200, 25 or more years = \$250.

<u>FISCAL YEAR</u>	<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
1999-2000:	1st Year Cost \$72,841	\$89,449	\$41,084	\$48,365
	1st Year Cost in 2nd Year \$0	\$0	\$0	\$0
2000-2001	2nd Year Cost \$78,174	\$95,998	\$44,092	\$51,906
<b>Biennial Total</b>	<b>\$151,015</b>	<b>\$185,447</b>	<b>\$85,176</b>	<b>\$100,271</b>