

FISCAL ESTIMATE
DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No/Adm. Rule No.

SB 509 LRB 4741/1

Amendment No. If Applicable

Subject WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT
WISCONSIN PROFESSIONAL EMPLOYEES 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
David J. Diegel/266-1702

Authorized Signature/Telephone No.
Elizabeth Perreault 266-5316

Date
3/15/2002

FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect

ORIGINAL

UPDATED

LRB or Bill No/Adm. Rule No.

Amendment No.

DOA-2047 (R10/94)

CORRECTED

SUPPLEMENTAL

LRB 4741/1

Subject **WAGE & BENEFIT INCREASES IN 1999-2001 COLLECTIVE BARGAINING AGREEMENT
WISCONSIN PROFESSIONAL EMPLOYEES 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
A. State Costs by Category		
State Operations - Salaries and Fringes	\$ 4,212,901	
(FTE Position Changes)	(FTE)	(- FTE)
State Operations - Other Costs		
Local Assistance		
Aids to Individuals and Organizations		
TOTAL State Costs by Category	\$ 4,212,901	
B. State Costs by Source of Funds		
	Increased Costs	Decreased Costs
GPR	\$ 1,934,985	
FED		
PRO/PRS	\$ 2,277,916	
SEG/SEG-S		
III. State Revenues		
	Increased Rev.	Decreased Rev.
GPR Taxes		
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
TOTAL State Revenues		

NET ANNUALIZED FISCAL IMPACT
STATE LOCAL

NET CHANGE IN COSTS \$4,212,901 _____

NET CHANGE IN REVENUES _____

Agency/Prepared by: (Name & Phone No.)
Department of Employment Relations
David J. Diegel/266-1702

Authorized Signature/Telephone No.

Elizabeth Penwald
266-5316

Date

3/15/2000

SUBJECT: WAGE INCREASES IN 1999-2001 CONTRACT AGREEMENT

Attachment 1

Wisconsin Professional Employees Council (07)

SUMMARY TOTALS		ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
FISCAL YEAR					
Total FTE:	4,178.48				
Base Payroll:	\$168,303,175				
1999-2000:					
1st Year Cost	\$3,430,698	\$4,212,901	\$1,934,985	\$2,277,916	
1st Year Cost in 2nd Year	\$5,619,885	\$6,901,221	\$3,169,731	\$3,731,490	
2nd Year Cost	\$15,888,019	\$19,510,491	\$8,961,169	\$10,549,322	
Biennial Total	\$24,938,602	\$30,624,613	\$14,065,885	\$16,558,728	

Wisconsin Professional Employees Council (07)

1) FISCAL YEAR INCREASES:

A) Revenue Field Auditor add-on: \$1.00 at two years of experience in a covered class, an additional \$1.00 after two additional years of experience in a covered class (totaling four years of experience), an additional \$1.00 after two additional years of experience in a covered class (totaling six years of experience), an additional \$1.00 after two additional years of experience in a covered class (totaling eight years of experience), totaling a maximum of \$4.00 per hour.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$1,142,439	\$1,402,916	\$644,359	\$758,557
1st Year Cost in 2nd Year	\$1,142,439	\$1,402,916	\$644,359	\$758,557
2nd Year Cost	\$282,589	\$347,020	\$159,386	\$187,634
Biennial Total	\$2,567,467	\$3,152,852	\$1,448,105	\$1,704,747

Wisconsin Professional Employees Council (07)

B) **FY99: 2% general wage adjustment (GWA) limited to the 99-00 pay range maximum for employees not entering the Excise Tax Agent/Special Agent progression. The amount of the 2% base-building adjustment not received due to reaching or exceeding the pay range maximum is paid as an FTE-annualized lump sum. A lump sum for the delay in implementation is paid for hours in pay status back to January 30, 2000.**

FY00: 2.5% general wage adjustment (GWA) limited to the 00-01 pay range maximum for employees not in the Excise Tax Agent/Special Agent progression or Fiscal broadband. The amount of the 2.5% base-building adjustment not received due to reaching or exceeding the pay range maximum is paid as an FTE-annualized lump sum.

FY00: 0.5% general wage adjustment (GWA) limited to the 00-01 pay range maximum for employees not in the Excise Tax Agent/Special Agent progression. The amount of the 0.5% base-building adjustment not received due to reaching or exceeding the pay range maximum is paid as an FTE-annualized lump sum.

FY00: Effective October 8, 0.7% general wage adjustment (GWA) limited to the 00-01 pay range maximum for employees not in the Excise Tax Agent/Special Agent progression. The amount of the 0.7% base-building adjustment not received due to reaching or exceeding the pay range maximum is paid as an FTE-annualized lump sum.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:				
1st Year Cost	\$1,397,901	\$1,716,623	\$788,445	\$928,178
1st Year Cost in 2nd Year	\$3,301,894	\$4,054,726	\$1,862,336	\$2,192,390
2nd Year Cost	\$5,358,903	\$6,580,733	\$3,022,531	\$3,558,202
Biennial Total	\$10,058,698	\$12,352,082	\$5,673,311	\$6,678,771

Wisconsin Professional Employees Council (07)

C) FY99: Effective with the contract: Semi-automatic progression structure implemented for Excise Tax Agent/Special Agent classes with a lumpsum for the delay in implementation back to January 30, 2000, and annual adjustments for employees at the senior level.

FY00: Semi-automatic progression structure adjustment.

FY00: Effective October 8, 0.7% adjustment of the semi-automatic progression structure.

<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 \$358,483	\$440,218	\$202,192	\$238,026
	1st Year Cost in 2nd Year \$853,257	\$1,047,800	\$481,255	\$566,545
2000-2001	2nd Year Cost \$95,104	\$116,788	\$53,641	\$63,147
Biennial Total	<u>\$1,306,844</u>	<u>\$1,604,806</u>	<u>\$737,087</u>	<u>\$867,719</u>

D) Effective with the contract: Raised minimum rate for Insurance Financial Examiners.

<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 \$49,370	\$60,627	\$27,846	\$32,781
	1st Year Cost in 2nd Year \$213,936	\$262,714	\$120,665	\$142,049
2000-2001	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	<u>\$263,306</u>	<u>\$323,341</u>	<u>\$148,511</u>	<u>\$174,830</u>

Wisconsin Professional Employees Council (07)

E) Effective June 4, 2000: Pay range reassignments for University Benefit Specialists and Revenue Auditors.

FISCAL YEAR	ALL FUNDS WITHOUT FRINGE	ALL FUNDS WITH FRINGE	GPR WITH FRINGE	OTHER FUNDS WITH FRINGE
1999-2000:	1st Year Cost \$8,335	\$10,236	\$4,701	\$5,535
	1st Year Cost in 2nd Year \$108,359	\$133,065	\$61,117	\$71,948
2000-2001	2nd Year Cost \$0	\$0	\$0	\$0
Biennial Total	\$116,694	\$143,301	\$65,818	\$77,483

F) Effective July 2, 2000: Implementation of broadband pay structures for certain Fiscal classes.

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
2000-2001	2nd Year Cost \$526,866	\$646,992	\$297,163	\$349,829
Biennial Total	\$526,866	\$646,992	\$297,163	\$349,829

Wisconsin Professional Employees Council (07)

G) Effective July 2, 2000: Market equity pay stratification based on seniority as of July 2, 2000 for broadbanded Information Systems classes limited to the 00-01 pay range maximum with amounts equal to: \$0.40/hr. for less than 8 years; \$0.65/hr. for at least 8 years, but less than 15 years; \$0.90/hr. for at least 15 years, but less than 20 years; \$1.10/hr. for at least 20 years.
 Effective July 2, 2000: 2% market equity pay stratification for broadbanded Information Systems classes limited to the 00-01 pay range maximum.
 Effective July 30, 2000: Market equity pay stratification based on seniority as of July 30, 2000 for broadbanded Fiscal classes limited to the 00-01 pay range maximum with amounts equal to: \$1.60/hr. for at least 5 years, but less than 10 years; \$2.10/hr. for at least 10 years, but less than 15 years; \$2.60/hr. for at least 15 years, but less than 20 years; \$3.10/hr. for at least 20 years.

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
2000-2001	2nd Year Cost \$5,851,368	\$7,185,480	\$3,300,291	\$3,885,189
Biennial Total	\$5,851,368	\$7,185,480	\$3,300,291	\$3,885,189

H) Effective July 2, 2000: A seniority based pay stratification for employees in positions not allocated to Information Systems, Fiscal, Excise Tax Agent, or Special Agent classifications limited to the 00-01 pay range maximum with amounts equal to: \$0.25/hr. for less than 8 years; \$0.50/hr. for at least 8 years, but less than 15 years; \$0.75/hr. for at least 15 years, but less than 20 years; \$1.00/hr. for at least 20 years.

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
2000-2001	2nd Year Cost \$2,287,566	\$2,809,132	\$1,290,234	\$1,518,898
Biennial Total	\$2,287,566	\$2,809,132	\$1,290,234	\$1,518,898

Wisconsin Professional Employees Council (07)

I) Effective July 2, 2000: A one within range pay step pay stratification limited to the 00-01 pay range maximum for employes in positions allocated to Community Services Specialist, Program & Planning Analyst, Training Officer, Communication Specialist, Grants Specialist, Purchasing Agent, Procurement Specialist, Natural Resources Financial Assistant Specialist, UW Program Specialist, University Grants & Contracts Specialist, and Public Utility Auditor classifications.

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	\$790,064	\$970,199	\$445,612	\$524,587
Biennial Total	\$790,064	\$970,199	\$445,612	\$524,587

J) Effective December 31, 2000: Semi-automatic progression structures implemented for Information System and Fiscal classes not in a broadband structure.

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	\$185,697	\$228,036	\$104,737	\$123,299
Biennial Total	\$185,697	\$228,036	\$104,737	\$123,299

SUBJECT: WAGE INCREASES IN 1999-2001 CONTRACT AGREEMENT

Wisconsin Professional Employees Council (07)

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 \$474,170	\$582,281	\$267,442	\$314,839
	1st Year Cost in 2nd Year \$0	\$0	\$0	\$0
2000-2001	2nd Year Cost \$509,862	\$626,111	\$287,573	\$338,538
Biennial Total	<u>\$984,032</u>	<u>\$1,208,392</u>	<u>\$555,014</u>	<u>\$653,378</u>

Wisconsin Professional Employees Council (07)

The following are classification expences to be funded from agency budgets:

Effective Date	Classification/Change
6/4/00	Fuel, Tax & Registration Auditor series reallocation up one pay range
6/4/00	Trust Funds Specialist series reallocation up one pay range
contract eff. date - 6/30/01	Excise Tax Agent-Entry/Special Agent-Entry semi-automatic progression adjustments
12/31/00 - 6/30/01	Non-broadbanded Information Systems semi-automatic progression adjustments
12/31/00 - 6/30/01	Non-broadbanded Fiscal semi-automatic progression adjustments