

NEGOTIATING NOTE #1
20013-20035 AGREEMENT

DNR - TRANSFER EXPENSES

Representatives of the Union will meet with representatives from the Department of Natural Resources (DNR) to study the administration of relocation expense reimbursement for transfers under the contract. The study will address criteria used to determine eligibility for relocation expense reimbursement as well as examine other relocation incentives or issues subject to applicable provisions of state statutes and the labor contract.

NEGOTIATING NOTE #2
20013-20035 AGREEMENT

FLEET CAR USE

Upon request, representatives of the Union shall meet with representatives of the Department of Administration to discuss modification of current rules dealing with the required twenty-four (24) hour notice for non-availability slips and family members riding in state-owned vehicles.

NEGOTIATING NOTE #3
20013-20035 AGREEMENT

LYME DISEASE PREVENTION

When advance written approval has been obtained from the Employer, the UW and the Departments of Natural Resources, Agriculture, Justice, Transportation, and Health and Family Services agree to reimburse certain bargaining unit employees for the cost of obtaining the Lyme Disease vaccination series from their own medical provider when the cost of such vaccination is not covered by the employee's present health insurance program. Employees eligible for reimbursement are those who the Employer determines are regularly assigned to field duties which could expose them to the risk of contracting Lyme Disease.

It is understood by the parties that the vaccination is not required or recommended by the Employer. The decision by an employee to obtain the vaccination is strictly voluntary based on the advice of his/her medical provider and the Employer shall have no liability for any side effect the vaccine may have on the employee's health.

NEGOTIATING NOTE #4
20013-20035 AGREEMENT

HEALTH AND SAFETY COMMITTEE

The Employer and the Union will meet at mutually agreeable times, not to exceed two (2) times per year, to discuss health and safety concerns. These meetings will be held on a Statewide basis. This committee shall make recommendation(s) to agency(ies) as appropriate. When the agency is involved in the Health and Safety meetings, one (1) bargaining unit member from that agency may attend without loss of pay. Operational needs permitting, additional bargaining unit employees selected by the Union to attend these meetings may use annual leave, compensatory times or personal holiday time or take leave without pay to account for time spent at these meetings.

NEGOTIATING NOTE #5
2001-2003-2005 AGREEMENT

PROJECT LEADER AND ADD-ON PILOT

During the life of this Agreement, the Employer (Secretary DER) reserves the right to develop and implement methods of compensating unit employees for project leader responsibilities or other responsibilities as deemed appropriate. Before such a program is implemented, the Employer will meet and confer with two (2) representatives appointed by the Union. Any additional compensation implemented under this paragraph will cease with the expiration of the 2001-2003-2005 Agreement.

NEGOTIATING NOTE #6
20013-20035 AGREEMENT

APPLICATION OF HOLIDAY COMPENSATION PROVISIONS

(Par. 12/13/1 and 12/13/2) in the Department of Natural Resources

The purpose of this Negotiating Note is to clarify and give examples of the application of paragraphs 12/13/1 and 12/13/2 in the Department of Natural Resources, when employees are required to work on a legal holiday.

Under par. 12/13/1: Holiday Premium Pay, employees required to work on a holiday will receive time and one-half (1 1/2) compensation for all hours worked on the holiday. For example, if an employee works eight (8) hours on an eight (8) hour holiday, he/she will receive their normal eight (8) hours of base pay at the straight time rate. In addition, the employee will receive four (4) hours of compensatory time as the premium portion of the holiday compensation. If an employee works ten (10) hours on an eight (8) hour holiday, he/she will receive their normal eight (8) hours of base pay at the straight time rate plus an additional two (2) hours of compensatory time to make up to a total of ten (10) hours of straight time pay. In addition, the employee will receive five (5) hours of compensatory time as the premium portion of the holiday compensation.

Under par. 12/13/2: Holiday Compensatory Time, employees are credited at the beginning of each calendar year with the number of Saturday/Legal holiday credits appropriate to the budgeted percentage of full time equivalence (FTE) for their position [for example, seventy-six (76) hours for one hundred percent (100%) FTE, thirty-eight (38) hours for fifty percent (50%) FTE.] If an employee does not work on a holiday, he/she will indicate on their time report the appropriate number of hours of Saturday/Legal credits necessary to cover the holiday absence. If an employee works on the holiday or if the holiday falls on the employee's regularly scheduled day off, the employee will not report the use of Saturday/Legal holiday credits on the time report. Instead, the appropriate number of hours of Saturday/Legal holiday credits will remain in the employee's Saturday/Legal holiday account and may be scheduled as compensatory time off as provided in par. 6/5/2 of the Agreement. In this way, the unused Saturday/Legal holiday credits satisfy the Holiday Compensatory Time provisions of par. 12/13/2.

NEGOTIATING NOTE #7
20013-20035 AGREEMENT

NOTICE OF REORGANIZATION

Whenever the agency or university is to be reorganized and requires Department of Administration approval, the agency or university shall provide the Union with thirty (30) days advanced notice of the effective date of such reorganization, whenever practicable.

NEGOTIATING NOTE #8
20013-20035 AGREEMENT

DEPARTMENT OF NATURAL RESOURCES – PROTECTIVE CLOTHING

The Department will provide insulated coveralls, or jacket and bibs, and gloves, upon written request of the employee, to protect personal clothing of Foresters from paint damage when they are required to mark trees during winter months. Such insulated protective clothing will remain the property of the Employer and is not for personal use of employees.

NEGOTIATING NOTE #9
2001-2003 AGREEMENT

~~DEPARTMENT OF NATURAL RESOURCES – DECLARED EMERGENCY OVERTIME~~

~~Department of Natural Resources employees who are required to respond to in-state or out-of-state emergencies declared by the Governor that are not part of their normally assigned job responsibilities will be paid in cash at the rate of time and one-half their base hourly rate of pay for required hours worked in excess of forty (40) hours worked during their regularly scheduled work week that are directly attributable to the declared emergency.~~

NEGOTIATING NOTE #9
PILOT BILINGUAL ADD-ON

Effective the first day of the pay period following the effective date of the Agreement, the Employer agrees to implement a pilot bilingual add-on. The appointing authority will have the sole discretion to provide an add-on not to exceed \$1.00 per hour to any employee whose position description requires the employee to speak or translate a language other than English. The add-on amount granted will be based on the employer's assessment of the need for bilingual skills on a position by position basis, and may also take into consideration other factors including but not limited to anticipated percentage of time devoted to this activity, estimates of the size of the client/customer base served that require bilingual services, and the number of languages utilized. This add-on will supplement the employee's base pay and will be immediately discontinued if the employee leaves the position or if the requirement is removed from the position description.

Issues related to the application or denial of this add-on shall not be subject to the grievance process.

This negotiating note will sunset on June 30, 2005, unless it is mutually agreed upon to extend it.

NEGOTIATING NOTE #10
2003-2005 AGREEMENT

PROFESSIONAL LIABILITY

The Department of Corrections (DOC) agrees to reimburse Pharmacists for the actual customary and reasonable costs incurred by independent legal counsel, not to exceed five thousand (\$5,000.00), to defend against complaints by an inmate or in the interests of an inmate seeking revocation of his or her professional license or certification under the following conditions: the Department of Corrections chooses not to provide legal assistance to the employee; and the Department of Corrections determines that the employee has acted in the scope of employment and the employee has followed the appropriate department policies, procedures and protocols. The Department of Corrections will not reimburse a Pharmacist for any costs incurred by independent legal counsel to defend against complaints when DOC is one of, or the only complaining party.

NEGOTIATING NOTE #11

2003-05 AGREEMENT

DEPARTMENT OF NATURAL RESOURCES
APPLICATION OF LEGAL HOLIDAY CREDITS USED
TOWARD OVERTIME COMPENSATION

During a scheduled work week that includes any of the legal holidays provided in 12/12/1, if an employee is required by management to work additional hours in excess of his/her regularly scheduled forty (40) hours in accordance with 6/4/2, 6/4/3, 6/4/4, 6/12/1 or an overtime authorization approved by the Secretary of the Department of Natural Resources (or designee) in accordance with 6/4/1, legal holiday credits used on the holiday will be counted toward the base of forty (40) hours for purposes of determining the employee's eligibility for the earning of compensatory time or cash payment for the required additional hours worked.

MEMORANDUM OF UNDERSTANDING #1

20013-20035 AGREEMENT

PARKING/PUBLIC TRANSIT ACCOUNT

It is possible that, during the life of this Agreement, the Department of Employee Trust Funds (DETF) will develop an account system similar to or part of the Employee Reimbursement Account (ERA) Program that will allow state employees to pay for work-related parking and transit on a pre-tax basis. The Employer and Union agree that if such an account system is developed and implemented, employees covered under this Agreement will be allowed to participate in the system. By agreeing to allow such participation, the Employer and Union also agree that all dates, rules and conditions established by the DETF for the system's implementation and administration will apply.

MEMORANDUM OF UNDERSTANDING #2

2001-2003 AGREEMENT

CALCULATION OF VACATION HOURS DUE TO DELAY IN AGREEMENT IMPLEMENTATION

~~_____ A. _____ The parties agree that vacation hours shall be granted to exempt employees for the period beginning July 1, 2001 to the effective date of the Agreement. Except as noted in B. and C., below, an exempt employee in pay status as of the effective date of this Agreement will receive vacation hours equal to what would have been received under the new exempt vacation schedule shown in Article 12/5/2, for all hours in pay status in a WSP classification from July 1, 2001, to the effective date of the Agreement, minus the amount actually received for that time period.~~

~~_____ B. _____ Eligible exempt employees on leave of absence from a bargaining unit position during the period July 1, 2001 to the effective date of the Agreement, will not receive vacation hours under A., above, until they return to pay status in an eligible position during the term of this Agreement.~~

~~_____ C. _____ Exempt employees who were laid off from a bargaining unit position during the period July 1, 2001 to the effective date of the Agreement will receive a lump sum payment for the value of vacation hours calculated under A., above, for hours in pay status in a WSP classification from July 1, 2001 to the date of layoff.~~

~~_____ D. _____ Vacation hours calculated under A., above, will be credited as termination/sabbatical leave and recorded on employee check stubs as soon as administratively feasible. Such hours will be credited as termination/sabbatical leave even if an employee is not eligible for termination/sabbatical leave pursuant to other provisions of this Agreement.~~

MEMORANDUM OF UNDERSTANDING #2
2003-2005 AGREEMENT
PILOT PROGRAM FOR STEWARD/GRIEVANCE REPRESENTATIVE TRAINING
2003-2005

The Employer and the Union agree to support a pilot program for the training of Steward/Grievance Representatives.

Up to five current union stewards will be allowed up to four (4) hours without loss of pay during the term of the Agreement to attend refresher steward training. Up to five new union stewards will be allowed up to eight (8) hours without loss of pay during the term of the Agreement to attend steward training. Each employee must give his/her immediate supervisor fourteen (14) calendar days advance notice of their attending this training. Management may deny attendance based on operational needs.

Training curriculum will be developed by the Union and shared with OSER four weeks prior to the start of training. OSER concerns with the training curriculum will be discussed between the parties. Instructors will be selected by the Union subject to agreement by OSER. A list of attendees will be provided to OSER within two weeks following the session.

The pilot program will be jointly evaluated by the Employer and Union to determine if it meets their mutual interests. This Memorandum of Understanding sunsets on June 30, 2005, unless the parties mutually agree to extend.

MEMORANDUM OF UNDERSTANDING #3

20013-20035 AGREEMENT

DCA CRITERIA JUSTIFICATION PROVIDED TO DCA ADVISORY GROUPS

Beginning June 30, 2002, DCA Justification provided to DCA Advisory Groups for review must include the following, as applicable:

- A. Equity: Wages of the employee(s) to whom the comparisons was (were) made and the agency(ies) where the comparable work is performed;
- B. Retention: Detail the knowledge base and/or skill sets, and the degree of disruption to agency operations. Note: The employee's possession of a valid job offer may or may not be considered by the Employer for granting a retention adjustment.
- C. Significant and Permanent Changes in Job Duties: Description of the new duties and tasks assumed by the employee;
- D. Increased competencies: Detail the skill set(s) or experiences developed and acquired.

MEMORANDUM OF UNDERSTANDING #4

2003-2005 AGREEMENT

CONTRACTING OUT

During the course of negotiations for the 2003-2005 Agreement, concerns were raised by the union regarding contracting out for services under chapter 16 procurement procedures. As part of ensuring fiscal responsibility in state government, the state is committed to managing contracts for services in a manner consistent with the best interests of the state as a whole. It is essential that the state comply with relevant statutes, administrative rules, DOA procurement policies, and collective bargaining agreements when contracting for services. The state wishes to give effect to the letter and intent of those statutes, rules, procedures, and agreements while continuing to streamline procurement procedures so as not to unduly delay the performance of state services. In an effort to address these concerns, the parties agree to the following:

1) DOA will develop a shared format to be used by all agencies to track the purchase of contracted services. Information gathered in this manner will be shared by agencies with the union on an annual basis. This shared format will be developed and distributed to agencies not later than March 1, 2004. If a centralized, electronic procurement system becomes available during the biennium, that system may be substituted.

2) State agencies will abide by current state procurement policies and collective bargaining agreements regarding notice of contracting out to unions. In addition to providing notices currently required by existing statutes, rules and procedures, a notice will be issued to the union for all vendor-managed service contracts no later than 5 working days prior to the each service engagement. This notice will include the type of services to be performed and a justification of need consistent with the requirements of the DOA Procurement Manual. If unforeseen circumstances prevent the issuance of the notice 5 working days prior to the service engagement, a notice will be issued as soon as possible consistent with business needs.

3) DOA will issue a memorandum to agencies by January 2, 2004, clarifying the process that is required to be followed when a request for purchasing authority is issued and when the delegated contract process is followed, consistent with relevant statutes, administrative rules, procurement policies, and collective bargaining requirements. This memorandum will emphasize the importance of providing timely notice to affected labor organizations at the appropriate points in the process, and the importance of preparing a justification of need for contracted services that includes a statement showing why the services can be performed more economically or efficiently by contract rather than by current state employees or by hiring permanent, project, or limited term employees.

4) Over the term of this contract, DOA will coordinate a review of two specific contracts that are for work performed by this union and that are identified by the union. The information technology services contract will not be eligible for this review, although individual hires off of the contract may be reviewed. This pilot review will analyze available documentation regarding the procurement process used, scope, term, and cost of the contract, information submitted by the union that bears on the contract, and other relevant factors. Upon completion, DOA will meet with the union to discuss the results of its review.

5) An advisory group will be established and comprised of five management members and five union members for the purpose of advising the DOA secretary, by July 1, 2004, on the procurement of services that are normally performed by bargaining unit members. Advisory group members will attend meetings of the group without loss of pay. The advisory group may forward consensus recommendations to the DOA secretary on the following issues:

a) the relevant factors to be considered in preparing the justification of need required under current procurement procedures;

b) the preparation of accurate, economical, efficient and effective justifications of need required under current procurement procedures;

c) consideration of whether procurement statutes, rules, policies and procedures need to be modified to ensure that appropriate analysis can be performed without unduly delaying the performance of state services; and

d) procedures to ensure agency compliance with union notification requirements.

The advisory group may provide consensus recommendations, if any, to the DOA secretary by July 1, 2004. The DOA secretary will meet with the advisory group to discuss its recommendations.

This Memorandum of Understanding sunsets on June 30, 2005, regardless of contract extension, unless the parties mutually agree to extend.

MEMORANDUM OF UNDERSTANDING #5

2003-2005 AGREEMENT

REINSTATEMENT ELIGIBILITY AND RESTORATION RIGHTS FOR EMPLOYEES LAID OFF DURING THE 2003-2005 FISCAL BIENNIUM DUE TO AGENCY ELIMINATION OR TRANSFER OF FUNCTIONS TO ANOTHER AGENCY

Employees laid off during the 2003-2005 fiscal biennium because the state agency at which the person was last employed is eliminated or because the functions performed by the person are transferred to a different state agency, shall have reinstatement eligibility according to 8/5/1 of the Agreement and restoration rights

according to 8/4/1 through 8/4/8 of the Agreement to the state agency to which the functions previously performed by the person are transferred.

This Memorandum of Understanding sunsets on June 30, 2005, regardless of contract extension unless the parties mutually agree to extend.

MEMORANDUM OF UNDERSTANDING #6
2003-2005 AGREEMENT

AGENCY STATE-WIDE EMPLOYING UNIT LAYOFFS

The provisions of this Memorandum of Understanding (MOU) apply only to employees in a state-wide employing unit within an agency when a filled position within the bargaining unit in the employing unit is to be eliminated or involuntarily reduced in budgeted full-time equivalency (FTE) through a reduction in the workforce, and the position is held by an employee who is not the least senior employee in the established layoff group.

The Employer shall notify each affected employee in writing of the action to be implemented as soon as possible but not less than fourteen (14) calendar days in advance of the layoff effective date. The notice shall contain reference to the options available to the employee pursuant to this MOU. Upon receipt of the written notice from the appointing authority (or designee) that his/her position is to be eliminated or reduced in FTE, the employee will, within five (5) calendar days, elect one option from among the numbered/lettered options identified below. If the employee fails to select an option within the time allotted, the employee shall be deemed to have volunteered to be separated from employment in accordance with 8/2/2/D. The time period for selecting an option may be extended with the agreement of the appointing authority or designee.

1. Reassignment to the position of the least senior employee in the layoff group.

2. If the assigned headquarters of the position of the least senior employee in the layoff group is located more than forty (40) miles from the employee's current residence, the employee may, based on seniority, exercise one of the options below:

- a) Demote in lieu of layoff under the provisions of 8/3/2.
- b) Bump in lieu of layoff under the provisions of 8/3/3.
- c) Transfer in lieu of layoff under the provisions of 8/3/4.

3. Request to be separated from employment in lieu of the layoff of a less senior employee in the layoff group under the provisions of 8/2/2/D.

An employee exercising options 2a, 2b, 2c or 3 above will retain the right of restoration under the provisions of 8/4/2.

This MOU will sunset on June 30, 2005, regardless of contract extension, unless the parties mutually agree to extend.

**APPENDIX A
PAY SCHEDULE I**

**SCHEDULE 15: WISCONSIN SCIENCE PROFESSIONALS
Effective October 8, 2000 through the Agreement effective date**

Pay Range	Official Hourly Basis				Within Range Step	8% of Minimum	Monthly Basis*			Annual Basis*		
	Minimum	Appointment Maximum	Maximum				Min	Appt Max	Max	Min	Appt Max	Max
15-01	17.780	26.670	35.560	0.534	1.423	3,094	4,641	6,187	37,125	55,687	74,249	
15-02	33.990	38.028	42.066	1.020	2.720	5,914	6,617	7,319	70,971	79,402	87,834	
15-24	14.124		23.510	0.424	1.130	2,458		4,091	29,491		49,089	
15-35	15.273		25.597	0.459	1.222	2,658		4,454	31,890		53,447	

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**APPENDIX A (continued)
PAY SCHEDULE H**

SCHEDULE 15: WISCONSIN SCIENCE PROFESSIONALS

Effective the first day of the pay period following the Agreement effective date only, for administration of the 1.0% and 2.0% General Wage Adjustments

Pay Range	Official Hourly Basis		Maximum	Within Range Step	% of Minimum	Monthly Basis*			Annual Basis*		
	Minimum	Appointment Maximum				Minimum	Appt Max	Max	Min	Appt Max	Max
15-01	18,136	27,204	36,272	0.545	1.451	3,156	4,733	6,311	37,868	56,802	75,736
15-02	34,670	41,604	48,538	1.041	2.774	6,033	7,239	8,446	72,391	86,869	101,347
15-24	14,407		23,981	0.433	1.153	2,507		4,173	30,082		50,072
15-35	15,579		26,109	0.468	1.247	2,711		4,543	32,529		54,516

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**APPENDIX A (continued)
PAY SCHEDULE III**

**SCHEDULE 15: WISCONSIN SCIENCE PROFESSIONALS
Effective ** through April 5, 2003**

Pay Range	Official Hourly Basis			Within Range Step	8%-of Minimum	Monthly Basis*			Annual Basis*		
	Minimum	Appointment Maximum	Maximum			Min	Appt Max	Max	Min	Appt Max	Max
15-02	34.670	41.604	48.538	1.041	2.774	6,033	7,239	8,446	72,391	86,869	101,347
15-03	19.029	29.495	39.961	0.571	1.523	3,311	5,132	6,953	39,733	61,586	83,439
15-24	14.407		23.981	0.433	1.153	2,507		4,173	30,082		50,072
15-35	15.579		26.109	0.468	1.247	2,711		4,543	32,529		54,516

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**The first pay period following the Agreement effective date, after the administration of the 2.0% General Wage Adjustment.

**APPENDIX A (continued)
PAY SCHEDULE IV**

**SCHEDULE 15: WISCONSIN SCIENCE PROFESSIONALS
Effective April 6, 2003 through June 30, 200326, 2004**

Pay Range	Official Hourly Basis Rate		Maximum	Within Range Step	8% of Minimum	Monthly Basis*			Annual Basis*		
	Minimum	Appointment Maximum				Min	Appt Max	Max	Min	Appt Max	Max
15-02	35.537	42.645	49.752	1.067	2.843	6,183	7,420	8,657	74,201	89,042	103,882
15-03	19.505	30.233	40.961	0.586	1.561	3,394	5,261	7,127	40,726	63,127	85,527
15-24	14.768		24.581	0.444	1.182	2,570		4,277	30,836		51,325
15-35	15.969		26.762	0.480	1.278	2,779		4,657	33,343		55,879

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**PAY PROGRESSION SCHEDULE
Effective April 6, 2003 through June 26, 2004**

Developmental Series		Hydrogeologist Series	
Range 15-24		Range 15-35	
Minimum	Rate	Minimum	Rate
A (Year 1)	14.768	A (Year 1)	15.969
B	15.576	B	17.372
C (Year 2)	16.386	C (Year 2)	18.774
D	17.196		20.178
E (Year 3)	18.006		
	18.814		

**APPENDIX A
PAY SCHEDULE II**

**SCHEDULE 15: WISCONSIN SCIENCE PROFESSIONALS
Effective June 27, 2004 through June 30, 2005**

Pay Range	Official Hourly Rate			Maximum	Within Range Step	8% of Minimum	Monthly Basis*			Annual Basis*		
	Minimum	Appointment Maximum	Maximum				Min	Appt Max	Max	Min	Appt Max	Max
15-02	35.893	43.072	50.251	1.077	2.872	6.245	7.495	8.744	74.945	89.934	104.924	
15-03	19.701	30.537	41.373	0.592	1.577	3.428	5.313	7.199	41.136	63.761	86.387	
15-24	14.916		24.860	0.448	1.194	2.595		4.326	31.145		51.908	
15-35	16.129		26.882	0.484	1.291	2.806		4.677	33.677		56.130	

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

PAY PROGRESSION SCHEDULE

Effective June 27, 2004, through June 30, 2005

Developmental Series	
Range 15-24	Rate
Minimum	14.916
A (Year 1)	15.732
B	16.550
C (Year 2)	17.368
D	18.186
E (Year 3)	19.002

Hydrogeologist Series	
Range 15-35	Rate
Minimum	16.129
A (Year 1)	17.546
B	18.962
C (Year 2)	20.380

APPENDIX B
2001-2003-2005 AGREEMENT

BROADBAND PAY SYSTEM

Section 1 Coverage

The provisions of this Appendix apply to permanent employees in positions allocated to classifications assigned to a broadband pay range existing on the effective date of the contract or newly implemented during the term of the contract.

Section 2 Effective Date

Except as indicated in Section 5, below, the provisions of Appendix B are effective as follows:

~~_____ A. The effective date of the Agreement for pay ranges 15-01 and 15-02 and 15-03.~~

~~_____ B. The first day of the pay period following the effective date of the Agreement for pay range 15-03.~~

Section 3 Definitions

The definitions set forth in ss. ER 1.02 and ER-MRS 1.02, Wis. Admin. Code, shall be used for purposes of Appendix B with the following additions:

A. **“Appointment Maximum”** means the maximum base hourly rate an employee may be granted when appointed to a covered position assigned to that “appointment maximum,” except as otherwise provided under Section 4, E. (Pay On Promotion), F. (Pay on Voluntary Transfer), G. (Pay on Involuntary Transfer), or I. (Pay on Reinstatement or Restoration), below. The “appointment maximum” is not the maximum of the pay range. See also “Temporary Appointment Maximum.”

B. **“Effective receipt”** means the date a recommendation is received by the office within the agency that has been delegated, in writing, effective receipt authority by the appointing authority.

C. **“Temporary Appointment Maximum”** means an appointment maximum that is established temporarily for a specific covered position due to special market needs. Except as otherwise provided in Section 4/E. (Pay on Promotion), F. (Pay on Voluntary Transfer), G. (Pay on Involuntary Transfer) and I. (Pay on Reinstatement or Restoration), below, the “temporary appointment maximum” is the maximum base hourly rate an employee may be granted when appointed to the specific position for which the “temporary appointment maximum” is approved. Once the position for which the “temporary appointment maximum” has been approved is filled, the “temporary appointment maximum” expires.

A “temporary appointment maximum” will be established only under exceptional circumstances and must be pre-approved by the Department Office of State Employment Relations DER (OSER). See also “Appointment Maximum.”

D. **“Within Range Pay Step”** means an amount equal to three percent (3%) of the minimum of the applicable pay range.

Section 4 Transaction Pay Adjustments

A. Determining Pay Adjustments for Personnel Transactions

1. Except as modified by 2., below, and C. through I., of this section, all transaction pay adjustments for employees moving to or between covered positions shall be determined in accordance with ch. ER 29 (Compensation Administration Provisions), Wis. Admin. Code.

2. For purposes of Appendix B, all references to “PSICM” shall be changed to “minimum” in applicable sections of ch. ER 29, Wis. Admin. Code.

B. Pay on Completion of All Pay Transactions (Minimum Requirement for Employees)

Upon completion of any personnel transaction, employees shall receive a base pay rate not less than the minimum rate for the classification whether or not the employee is serving a probationary period.

C. Pay on Completion of the First Six Months of a Probationary Period

No six month probationary increases shall be granted to employees upon completion of the first six months of any probationary period.

D. Pay on Original Appointment

An employee's base pay may be set at any rate that is not less than the minimum of the applicable pay range and not greater than the applicable appointment maximum.

E. Pay on Promotion

1. Except as provided in 2. and 3., below, an employee's base pay may be set at any rate that is not less than the minimum of the applicable pay range and not greater than the applicable appointment maximum.

2. If an employee's present base pay rate is greater than the applicable appointment maximum minus four (4) within range pay steps and less than the pay range maximum, the employee may, at the discretion of the appointing authority, receive a base pay increase of up to four (4) within range pay steps, subject to the maximum of the pay range.

3. An employee's base pay will be increased by an amount not less than eight percent (8%) of the pay range minimum, subject to the applicable appointment maximum.

F. Pay on Voluntary Transfer

1. Except as provided in 2. and 3., below, an employee's base pay may be set at any rate that is not less than the minimum of the applicable pay range and not greater than the applicable appointment maximum.

2. If an employee's present base pay rate is greater than the applicable appointment maximum minus four (4) within range pay steps and less than the pay range maximum, the employee may, at the discretion of the appointing authority, receive a base pay increase of up to four (4) within range pay steps, subject to the maximum of the pay range.

3. Employees who voluntarily transfer to a position assigned to a higher classification series level within the same pay range will receive an increase of not less than eight percent (8%) of the pay range minimum, subject to the appointment maximum.

G. Pay on Involuntary Transfer

1. Pay on involuntary transfer does not apply to employees who are involuntarily transferred for disciplinary purposes.

2. Employees who are involuntarily transferred, for other than disciplinary purposes, to a position assigned to a higher classification series level within the same pay range, will receive an increase of not less than eight percent (8%) of the pay range minimum, subject to the appointment maximum.

H. Pay on Reclassification and Reallocation

1. Except as provided in 2., below, pay on regrade as a result of reclassification or reallocation will be in accordance with s. ER 29.03(3), Wis. Admin. Code, except that an employee reclassified or reallocated to a classification in a higher pay range will receive an increase in the amount of eight percent (8%) of the pay range minimum or the minimum of the pay range, whichever is greater.

2. Regraded employees whose positions are reclassified or reallocated to higher classification series level within the same pay range will receive an increase in the amount of eight percent (8%) of the pay range minimum, subject to the appointment maximum.

I. Pay on Reinstatement or Restoration

Pay on reinstatement or restoration will be set in accordance with s. ER 29.03(6) or (7), Wis. Admin. Code, respectively, with the following exception. If the appointment maximum corresponding to the position to which the employee is reinstating or restoring is greater than the last rate received plus intervening adjustments, as determined under the applicable section of ch. ER 29, Wis. Admin. Code, the appointing authority may set the employee's pay at a rate not to exceed the appointment maximum. Refer to Section 5/I for the treatment of Discretionary Compensation Adjustments when determining an employee's pay on reinstatement or restoration.

J. Reporting Requirements

1. Agencies will provide a Pay on Appointment Report as required by DEROSER. Information provided on this report will include the following:

- a. Agency name and number
- b. Employee name
- c. Employee classification title
- d. Salary prior to adjustment (excluding Pay on Original Appointment)
- e. Salary after adjustment
- f. Employee seniority date
- g. Effective date of the appointment

2. DEROSER will provide the Union office with the Pay on Appointment Report on a quarterly basis within forty-five (45) days of the end of the quarter, and in electronic format. DEROSER will meet with WSP to review the Pay on Appointment quarterly report.

Section 5 Discretionary Compensation Adjustment

A. Granting of Adjustments. Discretionary Compensation Adjustments (DCAs) will be granted at the sole discretion of the appointing authority.

B. Concept. The DCA is intended to provide the appointing authority with the discretion to provide employees with additional economic recognition. The appointing authority shall only grant DCA's in accordance with the following criteria. The criteria must be applied in a non-discriminatory manner. Written justification must be provided to substantiate the adjustment.

1. Pay Equity: This shall be defined as when the employee is determined to have a salary that is lower than other employee(s) performing the same type of work.

2. Retention: This shall be defined as the knowledge base or skill sets an employee utilizes, which, if lost, would disrupt operations and/or be costly to replace.

3. Significant and permanent changes in job duties: This shall be defined as newly assigned duties, or duties that were an evolution of the originally assigned functions and that are of a greater scope, impact and/or complexity compared to the previous functions.

4. Increased competencies: This shall be defined as the acquisition, development or attainment of skill sets or experiences, directly related to the employee's permanent assignment, that are critical to the agency accomplishing its goals. Each skill set must be specifically identified.

C. Amount.

1. Except as provided in 3., below, the DCA may be granted in any amount up to four (4) within range pay steps, subject to the maximum of the pay range. The DCA may be granted as a base pay adjustment and/or in a lump sum dollar amount.

2. An employee may receive more than one DCA during the fiscal year, however, the total amount granted in the form of DCAs in the fiscal year may not exceed an amount equal to four (4) within range pay steps, except as provided in 3., below. The DCA four (4) within range pay step limit per fiscal year per employee includes DCAs granted by one agency or by multiple agencies. For the purpose of applying the four (4) within-range step limitation, lump sum Discretionary Compensation amounts will convert to base pay equivalents as follows: the lump sum Discretionary Compensation amount, divided by the number of standard work hours in the fiscal year, equals the base pay equivalent.

3. In exceptional circumstances, an agency Secretary may submit a request to the ~~Secretary~~Director of ~~DEROSER~~ to exceed the four (4) within range pay step limit specified in 1. and 2., above. This request must be accompanied by comprehensive justification. If approved by the ~~Secretary~~Director of ~~DEROSER~~, the request will be forwarded to the Secretary of the Department of Administration (DOA) for final approval. Approval of both the ~~DEROSER~~ Director and DOA Secretariesy must be obtained prior to awarding any DCAs which exceed the four (4) within range pay step limit.

D. Effective Date. DCAs may be granted at any time during the fiscal year. The effective date of an adjustment will be the beginning of the first pay period following effective receipt of the DCA recommendation.

E. Agency Administration. Agencies must develop administrative procedures, which will be used to grant DCAs prior to award of any DCAs. No agency or university campus may award DCAs until its procedures have been reviewed by DEROSER. A copy of each agency's procedures will be provided to covered employees in that agency.

F. DCA Advisory Group

1. Each agency or university campus with 10 or more WSP represented broadbanded employees will establish a DCA Advisory Group. Each DCA Advisory Group will consist of not more than two (2) management representatives and two (2) union representatives. The union will select the two (2) union representatives to serve on the Advisory Group, who must be broadbanded employees or a union steward, employed within the agency or university campus. The union will keep the Employer informed of bargaining unit Group members in each agency or university campus. Absent selection of union representatives, no Advisory Group will be formed in that agency or university campus.

2. The purpose of the DCA Advisory Group is to independently review DCA recommendations proposed under the provisions of this collective bargaining agreement and advise the appointing authority as to whether the agency's DCA criteria have been met. The Advisory Group may not comment on the amount of the proposed DCA or recommend that additional DCAs be awarded. This Group will function in an advisory capacity only. The appointing authority or his/her designee has the sole discretion to approve or deny award of DCAs.

3. The management designee as determined by the appointing authority, will forward DCA recommendations to DCA Advisory Group members for review prior to submittal to the appointing authority for decision. Documentation provided to Group members for review will be that which is required by the agency's DCA process. A management representative will chair the DCA Advisory Group. The DCA Advisory Group will meet or teleconference for discussion purposes at times coordinated by the Group chair. The chair will determine the amount of time in which the Advisory Group will provide a written response. This time limit will be no less than by the end of the next working day and no more than by the end of three (3) working days after receipt of the documentation. The chair will provide the written response from the Advisory Group to the management designee, at which point the DCA recommendation will be submitted to the appointing authority. Comments received after the time limit determined by the chair may or may not be taken into

consideration by the appointing authority. Bargaining unit Group members may request use of work time to review DCA recommendations.

G. Reporting Requirements.

1. Agencies that grant DCAs will provide reports as required by DEROSER, including a DCA Recommendation Report. Information provided on this report will include the following:

- a. Agency name and number
- b. Employee name
- c. Employee classification title
- d. Amount of DCA
- e. Employee salary prior to DCA
- f. Employee salary after DCA
- g. Employee seniority date
- h. Applicable criteria
- i. Effective date of the award

2. DEROSER will provide the Union office with the DCA Recommendation Report on a quarterly basis within forty-five (45) days of the end of the quarter in electronic format. DEROSER will meet with WSP to review the DCA quarterly report.

3. Copies of the written DCA justification will be retained on file at the awarding agency, and will be available upon request of the Union.

H. Funding. The DCA is not considered a "salary adjustment" for which supplemental allotments may be provided under s. 20.865, Wis. Stats.

I. DCAs will not be considered an intervening adjustment for purposes of determining an employee's pay on reinstatement or restoration.

J. At the annual performance review, an employee may discuss with the supervisor the employee's opportunity for DCAs.

Section 6 Sunset

The provisions of this appendix will sunset on June 30, 20035, unless the parties mutually agree to extend.

APPENDIX C
20013-20035 AGREEMENT

Supplemental Health Insurance Conversion
Credits Upon Retirement or Death While in State Service

Years of Seniority	Maximum Matching Credits – General	Maximum Matching Credits - Protective
15	780	1170
16	832	1248
17	884	1326
18	936	1404
19	988	1482
20	1040	1560
21	1092	1638
22	1144	1716
23	1196	1794
24	1248	1872
25	1352	1976
26	1456	2080

For each additional year: Add 104 hours Add 104 hours

APPENDIX D

TRAVEL GUIDELINES

MEAL CLAIMS:

Meal claims must be actual, reasonable and necessary and represent the actual amount spent. For a claim to be reimbursed in excess of the maximum amount, an itemized receipt or charge card credit slip (tear tabs are not acceptable) must be provided and there must be documentation that the cost was incurred outside of the traveler's control. To be allowed reimbursement for breakfast, the employee must leave home before 6:00 a.m.; lunch, departure must be before 10:30 a.m. and return after 2:30 p.m.; dinner, return must be after 7:00 p.m. These time frames are for employees working standard hours of 7:45 a.m. to 4:30 p.m. These time frames may be modified for employees working varied work schedules.

On any particular day, an employee entitled to reimbursement for two (2) or more consecutive meals, may divide claims between meals as desired, provided the combined maximum is not exceeded. Each day is considered separately for application of this policy. If meal maximums are not reached on one (1) day, the unspent amount does not accrue and cannot be applied to meals on another day or other costs incurred.

Maximum reimbursement rates for meals (in-state and out) are included in the section entitled "Maximum Reimbursement Rates."

LODGING

IN-STATE LODGING:

State employees should rarely have to pay full price for lodging. Government and other discount rates should be requested when making reservations or registering at hotels/motels. Employees should carry an ID that identifies them as a State employee. Reimbursement is limited to the single room rate. If employees share a room, the reimbursement rate may be divided equally but not in excess of the maximum permitted for each employee had each stayed in a single room.

State employees are exempt from paying sales tax in Wisconsin on lodging and should avoid such by furnishing retailers with written documentation stating they are traveling on government business. In the event the employee must pay taxes, the taxes will also be reimbursed.

Maximum reimbursement rates for in-state lodging are included in the section entitled "Maximum Reimbursement Rates."

HIGH-COST OUT-OF-STATE LODGING:

The ~~Department~~Office of State Employment Relations issues a ~~bimonthly~~ bulletin listing High-Cost Out-Of-State Cities and the maximum lodging rates allowed. Contact your agency travel coordinator in advance of travel for rates in a specific city.

AUTOMOBILE TRANSPORTATION

Use of Fleet Vehicles:

When using fleet vehicles, passengers must be limited to State employees or travelers engaged in official state business. Fleet vehicles shall not be used for personal business. In the event a fleet vehicle is not available, the fleet office will issue a non-availability slip.

Use of Personal Vehicles:

An employee may use a personal vehicle. When using a personal vehicle, in order to be reimbursed at the higher rate, under certain conditions the employee is required to obtain a non-availability slip stating there was no fleet vehicle available. If an employee chooses to use a personal vehicle and does not obtain a non-availability slip when required, the mileage is reimbursed at a rate determined by DOA. Non-availability slips are not required when employees do not have access to fleet vehicles in their headquarter city.

Mileage reimbursement rates are included in the section entitled "Maximum Reimbursement Rates."

Rental Vehicles:

Rental vehicles should be used in situations where it is the most cost efficient means of transportation or the efficient conduct of state business precludes the use of other means of transportation.

For one (1) or two (2) travelers, an economy-size vehicle shall be rented. A larger size vehicle may be rented and fully reimbursed if there are three (3) or more travelers involved in state business or extra space is needed for equipment. Claims for larger vehicles must be justified in writing.

The State has contracts with vehicle rental companies for discounted rates. All contract vendor rates include free collision and liability insurance. A non-contract vendor should only be used when none of the contract vendors have vehicles available.

When renting from non-contract vendors within the U.S., the collision damage insurance (CDW) is reimbursable and must be purchased.

Companies that require the vehicle to be returned with a full tank of gas charge substantially more for filling the tank. Therefore, employees should fill the tank before returning the vehicle.

AIR TRAVEL:

Reimbursement for air travel is limited to the lowest appropriate air fare. Lowest appropriate air fare is defined as coach fare, which provides for not more than a two (2) hour window from the traveler's preferred departure or arrival time and may require one (1) plane transfer. Reimbursement at a rate other than the lowest appropriate air fare must be approved by the agency head or designee in the form of a written explanation of the reasonableness of the expense.

Benefits from any airline promotion program, such as frequent flier points or credit vouchers, belong to the State and should be turned over to the agency travel coordinator or fiscal officer.

TAXI AND LIMOUSINE:

Reasonable charges for ~~taxi or limousine service~~ taxi and airline shuttles, including taxi tips at a maximum rate of 15% of the charge as provided in s. 20.016(9)(d)2., Wis. Stats., are reimbursable when other modes of travel are not available or practical. However, ~~limousine~~ shuttle service (usually less expensive or free) should be utilized in place of a taxi whenever possible. Unless properly justified, claims for taxi service to and from the airport should be limited to the rate for the shuttle service. Receipts are required for one-way fares exceeding \$1525.

TRAVEL BY TRAIN, BUS OR PRIVATE PLANE:

Travel by train shall be limited to coach unless overnight, where accommodations should be limited to roomette. Receipts are required for reimbursement.

Employees traveling within the headquarter city and between cities convenient to be reached by bus, shall travel by bus whenever feasible as determined by the agency head or designee. Receipts are required for travel between cities.

Under s. 20.916(5)(a), Wis. Stats., use of a private plane may be authorized by the appointing authority. Reimbursement will be made at the mileage reimbursement rate.

MISCELLANEOUS ALLOWABLE EXPENSES

Laundry: If the employee is away for more than three (3) days, reasonable amounts will be allowed for laundry, cleaning, and pressing service. Only one (1) charge per calendar week is reimbursable. Employees are expected to pack sufficient clothing for the duration of their expected travel. Receipts are required for reimbursement.

Telephone: One (1) personal call home is reimbursable up to five dollars (\$5.00) for each night in travel status, or for an unscheduled geographical location change, or for an unscheduled change in travel status resulting in more than an hour extension to the employee's original scheduled return time.

For business telephone calls, STS must be used whenever possible.

Gratuities and Portage: Necessary ~~G~~ratuities to hotel employees are reimbursable up to ~~four~~ two dollars (~~\$4.00~~) ~~for each stay at a hotel/motel~~ \$2.00 on the day of arrival, \$2.00 on the day of departure and \$2.00 per each night of stay. Portage costs at airports or bus terminals ~~will~~ shall be reimbursed, ~~only in highly unusual situations (e.g., transporting state equipment or for physically handicapped individuals).~~ The claim must be fully explained on the travel voucher and should not exceed ~~three~~ one dollars (~~\$3.00~~) \$1.00 per piece of luggage. ~~departure from or return to the terminal.~~

Registration Fees: Registration fees over twenty five dollars (\$25.00) must be supported by an original paid receipt, copy of the check, copy of credit card statement, or traveler's customer copy of the credit card receipt.

EXPENSES FOR REASONABLE ACCOMMODATIONS

Individuals traveling on official state business may require a reasonable accommodation, as required by the Federal Americans with Disabilities Act and/or Section 504 of the Rehabilitation Act of 1973. Reasonable accommodations could take various forms such as payment of portage costs or allowing a personal attendant to accompany the individual while in travel status.

MAXIMUM REIMBURSEMENT RATES

LODGING IN-STATE: Excluding sales and/or room taxes:

In-state travel in counties other than Milwaukee, Racine and Waukesha: \$62.00

Milwaukee, Racine and Waukesha: \$72.00

LODGING HIGH-COST OUT-OF-STATE CITIES: Refer to DEROSER Bulletin on High-Cost City Lodging Rates or contact your agency travel coordinator and/or fiscal officer.

MEALS:

In-State:	Breakfast	\$ 8.00
	Lunch	\$ 9.00
	Dinner	\$17.00
	Bag Lunch	\$ 4.00

Out-Of-State:	Breakfast	\$10.00
	Lunch	\$10.00
	Dinner	\$20.00

MILEAGE:

Personal Vehicle: \$0.325/mile when a fleet vehicle is not available and employee obtains a non-availability slip **OR** at a rate determined by DOA when an employee prefers to use a personal vehicle.

Handicapped: \$0.50 when State van is not available **OR**

Equipped Van: \$0.45 when State van is available and employee uses personal van.

Motorcycle: \$0.162 per mile

Private Airplane: \$0.325 per mile

EXPENSES NOT REIMBURSABLE*

- Alcoholic Beverages
- Spouse or family members' travel costs
- Cancellation charges (unless fully justified)
- Lost/stolen cash or personal property
- Personal items, e.g., toiletries, luggage, clothing, etc.
- Traffic citations, parking tickets and other fines
- Excessive mileage charges incurred for personal reasons, e.g., sightseeing, side trips, etc.
- Parking costs at the assigned workplace
- Repairs, towing service, etc., for personal vehicle
- Additional charges for late checkout
- Taxi fares to and from restaurants
- Meals included in the cost of registration fees or air fare
- Flight insurance
- Pay for view movies in motel room; personal entertainment
- Child care costs and kennel costs

****This list is not all inclusive.***

APPENDIX E

SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS ADMINISTRATION

I. PROGRESSION SCHEDULES

PAY PROGRESSION SCHEDULE

Effective October 8, 2000 through the Agreement effective date

Developmental Series

Hydrogeologist Series

Range 15-24

Range 15-35

	Rate
Minimum	14.124
A (Year 1)	14.898
B	15.672
C (Year 2)	16.447
D	17.221
E (Year 3)	17.995

	Rate
Minimum	15.273
A (Year 1)	16.615
B	17.956
C (Year 2)	19.299

PAY PROGRESSION SCHEDULE

Effective the first day of the pay period following the Agreement
effective date through April 5, 2003

Developmental Series

Hydrogeologist Series

Range 15-24	
	Rate
Minimum	14.407
A (Year 1)	15.196
B	15.986
C (Year 2)	16.776
D	17.566
E (Year 3)	18.355

Range 15-35	
	Rate
Minimum	15.579
A (Year 1)	16.948
B	18.316
C (Year 2)	19.685

PAY PROGRESSION SCHEDULE

Effective April 6, 2003 through June 30, 2003

Developmental Series

Hydrogeologist Series

Range 15-24	
	Rate
Minimum	14.768
A (Year 1)	15.576
B	16.386
C (Year 2)	17.196
D	18.006
E (Year 3)	18.814

Range 15-35	
	Rate
Minimum	15.969
A (Year 1)	17.372
B	18.774
C (Year 2)	20.178

A. Ongoing Administration.

1. Eligibility.

a. Eligible: Subject to b., below, employees in positions allocated to classifications assigned to pay ranges 15-24 and 15-35 whose base pay rate is less than Progression Point E (Point C for Hydrogeologists) are eligible for semi-automatic progression adjustments as specified in 3., below.

b. Ineligible: The following employees are not eligible for a semi-automatic progression adjustment:

1) Employees who are serving the first six (6) months of an original or promotional probationary period.

2) Employees who have received an unsatisfactory performance evaluation prior to the employee attaining the next progression level and who have not received written notification that the unsatisfactory performance has been corrected.

(a) Employees must be notified of unsatisfactory performance in writing. The written notification must include:

(1) Details of each occurrence of unsatisfactory performance.

(2) Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished.

(b) Employees who have received an unsatisfactory performance evaluation will receive a new performance evaluation within six (6) months, or prior to the next scheduled progression adjustment, whichever is sooner.

(c) Upon satisfactory completion of the goals and expectations, the supervisor will, prior to the next scheduled progression adjustment, provide the employee with written notice of satisfactory performance. The employee will receive the next scheduled adjustment in accordance with 3./c., below.

(d) The denial of a semi-automatic progression adjustment based upon unsatisfactory performance is not grievable under Article IV of this Agreement.

2. Effective Date.

a. Semi-automatic progression adjustments for eligible employees will be awarded at six month intervals based on the employee's time in the classification series. Time in the classification series will be adjusted for absence from employment of more than one hundred and seventy four (174) work hours per six (6) month progression interval, approved leaves of absence, layoff, and resignation. For Military Leaves of Absences, the Employer will set pay in compliance with state and federal laws. Adjustment of time in the classification series for the aforementioned reasons may be waived at the sole discretion of the appointing authority.

b. Semi-automatic progression adjustments will be effective on first day of the pay period following the employee attaining the next progression interval. If the employee attains the next progression interval on the first day of a pay period, the semi-automatic progression adjustment will be effective on that date.

c. Effective July 2, 2000, PSICM will no longer apply and employees at the minimum of the progression will receive their progression adjustment to point A after one year of seniority in the classification series. Subsequent progression adjustments will be in accordance with a. and b. above.

3. Amount.

a. Denial of a semi-automatic progression adjustment will not be arbitrary and capricious and will be supported by documentation as specified in A./1./b./2.)(a), above.

b. Except as provided in c. and d., below, on the effective date of the semi-automatic progression adjustment, an employee's base pay rate will be increased to the pay rate which is closest to but greater than the employee's current base pay rate, in accordance with the applicable progression schedule provided in I., above Appendix A.

c. If eligible, an employee whose semi-automatic progression adjustment has been previously denied due to circumstances described in B./1./b., above, will receive an increase to the greater of the following rates on the effective date of the next scheduled semi-automatic progression increase:

1) The pay rate which is closest to but greater than the employee's current base pay rate; or

2) The pay rate which corresponds to the employee's time in the classification series.

d. An eligible employee who is scheduled to progress to the end point of the progression schedule will receive a progression increase or be reclassified to the Senior level, as specified below:

1) Progression increase: An employee who has served less than three (3) years in the classification series for pay range 15-24 or less than two (2) years in the classification series for pay range 15-35 will receive an increase as provided in 3-/b-, above.

2) Reclassification to the Senior level: An employee who has served at least three (3) years in the classification series for pay range 15-24 or at least two (2) years in the classification series for pay range 15-35 will be automatically reclassified to the Senior level classification. Pay on reclassification will be set in accordance with Article XI, Section 4/~~5~~4 (Pay on reclassification to a higher classification).

APPENDIX F
20013-20035 AGREEMENT

CLASSIFICATION PAY RANGE ASSIGNMENTS

CLASSIFICATION	PAY RANGE	PAY RANGE REASSIGNMENT Effective *
Agricultural Marketing Consultant	15-24	15-24
Agricultural Marketing Consultant-Senior	15-01	15-03
Agricultural Marketing Consultant-Advanced	15-01	15-03
Air Management Specialist	15-24	15-24
Air Management Specialist-Senior	15-01	15-03
Air Management Specialist-Advanced	15-01	15-03
Chemist	15-24	15-24
Chemist-Senior	15-01	15-03
Chemist-Advanced	15-01	15-03
Computer Evidence Recovery Specialist	15-24	15-24
Computer Evidence Recovery Specialist-Senior	15-01	15-03
Computer Evidence Recovery Specialist-Advanced	15-01	15-03
Conservation Biologist	15-24	15-24
Conservation Biologist-Senior	15-01	15-03
Conservation Biologist-Advanced	15-01	15-03
Controlled Substance Analyst	15-24	15-24
Controlled Substance Analyst-Senior	15-01	15-03
Controlled Substance Analyst-Advanced	15-01	15-03
Cytotechnologist	15-24	15-24

Cytotechnologist-Senior	15-01	15-03
Cytotechnologist-Advanced	15-01	15-03
DNA Analyst	15-24	15-24
DNA Analyst-Senior	15-01	15-03
DNA Analyst-Advanced	15-01	15-03
Environmental Analysis & Review Coordinator	15-01	15-03
Environmental Analysis & Review Specialist	15-24	15-24
Environmental Analysis & Review Specialist-Senior	15-01	15-03
Environmental Analysis & Review Specialist-Advanced	15-01	15-03
Environmental Enforcement Specialist	15-24	15-24
Environmental Enforcement Specialist- Senior	15-01	15-03
Environmental Enforcement Specialist- Advanced	15-01	15-03
Environmental Health Specialist	15-24	15-24
Environmental Health Specialist-Senior	15-01	15-03
Environmental Health Specialist- Advanced	15-01	15-03
Environmental Toxicologist	15-24	15-24
Environmental Toxicologist-Senior	15-01	15-03
Environmental Toxicologist-Advanced	15-01	15-03
Examiner Of Questioned Documents	15-24	15-24
Examiner Of Questioned Documents- Senior	15-01	15-03
Examiner Of Questioned Documents- Advanced	15-01	15-03

Fingerprint & Footwear Examiner	15-24	15-24
Fingerprint & Footwear Examiner-Senior	15-01	15-03
Fingerprint & Footwear Examiner-Advanced	15-01	15-03
Firearms & Toolmark Examiner	15-24	15-24
Firearms & Toolmark Examiner-Senior	15-01	15-03
Firearms & Toolmark Examiner-Advanced	15-01	15-03
Fisheries Biologist	15-24	15-24
Fisheries Biologist-Senior	15-01	15-03
Fisheries Biologist-Advanced	15-01	15-03
Food Scientist	15-24	15-24
Food Scientist-Senior	15-01	15-03
Food Scientist-Advanced	15-01	15-03
Forensic Imaging Specialist	15-24	15-24
Forensic Imaging Specialist-Senior	15-01	15-03
Forensic Imaging Specialist-Advanced	15-01	15-03
Forensic Science QA Coordinator	15-01	15-03
Forensic Science Training Coordinator-Advanced	15-01	15-03
Forester	15-24	15-24
Forester-Senior	15-01	15-03
Forester-Advanced	15-01	15-03
Forestry Specialist	15-01	15-03
Gaming Veterinarian-Objective	15-01	15-03
Gaming Veterinarian-Senior	15-01	15-03
Health Physicist	15-24	15-24
Health Physicist-Senior	15-01	15-03
Health Physicist-Advanced	15-01	15-03
Hydrogeologist	15-35	15-24
Hydrogeologist-Senior	15-01	15-03

Hydrogeologist-Advanced	15-01	15-03
Hydrogeologist Program Coordinator	15-01	15-03
Medical Technologist	15-24	15-24
Medical Technologist-Senior	15-01	15-03
Medical Technologist-Advanced	15-01	15-03
Metrologist	15-01	15-03
Microbiologist	15-24	15-24
Microbiologist-Senior	15-01	15-03
Microbiologist-Advanced	15-01	15-03
Natural Resources Educator	15-24	15-24
Natural Resources Educator-Senior	15-01	15-03
Natural Resources Educator-Advanced	15-01	15-03
Natural Resources Program Coordinator	15-01	15-03
Natural Resources Research Scientist	15-24	15-24
Natural Resources Research Scientist-Senior	15-01	15-03
Natural Resources Research Scientist-Advanced	15-01	15-03
Parks & Recreation Specialist	15-24	15-24
Parks & Recreation Specialist-Senior	15-01	15-03
Parks & Recreation Specialist-Advanced	15-01	15-03
Pharmacist	15-02	15-24
Pharmacy Practices Consultant	15-02	15-24
Plant Pest & Disease Specialist	15-24	15-24
Plant Pest & Disease Specialist-Senior	15-01	15-03
Plant Pest & Disease Specialist-Advanced	15-01	15-03
Public Health Sanitarian	15-24	15-24
Public Health Sanitarian-Senior	15-01	15-03
Public Health Sanitarian-Advanced	15-01	15-03

Regional Water Program Expert	15-01	15-03
Toxicologist	15-24	15-24
Toxicologist-Senior	15-01	15-03
Toxicologist-Advanced	15-01	15-03
Trace Evidence Examiner	15-24	15-24
Trace Evidence Examiner-Senior	15-01	15-03
Trace Evidence Examiner-Advanced	15-01	15-03
Veterinarian Specialist-Senior	15-01	15-03
Veterinarian Specialist-Advanced	15-01	15-03
Veterinarian-Objective	15-01	15-03
Veterinarian-Senior	15-01	15-03
Veterinary Wildlife Health Specialist	15-01	15-03
Waste Management Specialist	15-24	15-24
Waste Management Specialist-Senior	15-01	15-03
Waste Management Specialist-Advanced	15-01	15-03
Wastewater Specialist	15-24	15-24
Wastewater Specialist-Senior	15-01	15-03
Wastewater Specialist-Advanced	15-01	15-03
Water Regulation And Zoning Specialist	15-24	15-24
Water Regulation And Zoning Specialist-Senior	15-01	15-03
Water Regulation And Zoning Specialist-Advanced	15-01	15-03
Water Resources Management Specialist	15-24	15-24
Water Resources Management Specialist-Senior	15-01	15-03

Water Resources Management Specialist-Advanced	15-01	15-03
Water Supply Specialist	15-24	15-24
Water Supply Specialist-Senior	15-01	15-03
Water Supply Specialist-Advanced	15-01	15-03
Wildlife Biologist	15-24	15-24
Wildlife Biologist-Senior	15-01	15-03
Wildlife Biologist-Advanced	15-01	15-03

~~*Effective The First Pay Period Following The Agreement Effective Date~~

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Durell E. Vieau, Chief Spokesperson
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Jim Pankratz
Office of State Employment Relations

Wil Mickelson
Office of State Employment Relations

Pat Waterman
Office of State Employment Relations

John Wiesman
Office of State Employment Relations

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Department of Natural Resources

Pat Miller
Department of Justice

Paul Vornholt
Department of Justice

Alison Scherer
Department of Agriculture, Trade and Consumer Protection

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University of Wisconsin-System Administration

Lori Fuller

University of Wisconsin-System Administration

Kathy Stella

University of Wisconsin-Madison

Pete Grunwald

Department of Health and Family Services

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Wisconsin Science Professionals

Doug Swanson, Spokesperson

Wisconsin Federation of Teachers

Chris Carlson, Chair

Department of Natural Resources

Ken Olson

Department of Justice

Donalea Dinsmore

Department of Natural Resources

Cheryl Laatsch

Department of Natural Resources and Department of Transportation

Liz Temple

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Bill Wells

State Lab of Hygiene

Bill Johnson

State Lab of Hygiene

Tom Eggert

Department of Natural Resources

Shirley Haidinger

Department of Natural Resources

Marcus Harwitz

Department of Agriculture, Trade and Consumer Protection

Gary Steffens

Department of Natural Resources

Terry Hegeman

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Pam Kober

Department of Natural Resources

Andrew Alles

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Mike Wenholtz

Department of Natural Resources

Carol McCurry

Department of Natural Resources

Chuck Cates

Department of Justice

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