

APPENDIX E
2001-2003 2003-2005 AGREEMENT

Supplemental Health Insurance Conversion
Credits Upon Retirement

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 F

(For Informational Purposes Only)

Employing Units

AGENCY UNITS - SINGLE

The following agencies, independent boards and constitutional offices are “single units” for promotions, demotions, transfers, reinstatements, layoffs, and related personnel transactions. Agencies that are on a monthly payroll system and do not tie into the Personnel Management Information System (PMIS) or do not have classified employees are not included on this list.

434.000	Adolescent Pregnancy Prevention and Prevention Services Board
432.000	Aging and Long Term Care, Board of
215.000	Arts Board, Wisconsin
507.000	Board of Commissioners of Public Lands
433.110	Child Abuse and Neglect Prevention Board
475.000	District Attorneys, Department of
225.000	Educational Communications Board
130.000	Educational Technology Board
510.000	Elections Board, Wisconsin
530.000	Electronic Government, Department of
515.000	Employee Trust Funds, Department of
425.000	Employment Relations Commission, Wisconsin
512.000	Employment Relations, Department of
521.000	Ethics Board, State
445.870	Governor’s Work-Based Learning Board
407.000	Hearing and Appeals, Division of
235.000	Higher Educational Aids Board
245.000	Historical Society, <u>State Wisconsin</u>
145.000	Insurance, Office of Commissioner of
701.000	Investment and Local Impact Fund Board
536.000	Investment Board
455.000	Justice, Department of

420.000	Justice Assistance, Office of
140.000	Labor and Industry Review Commission
160.000	Land Information Board
770.000	Legislative Audit Bureau
330.000	Legislative Reference Bureau
360.000	Lower Wisconsin State Riverway Board
547.000	Personnel Commission, State
150.000	Recycling Market Development Board
165.000	Regulation & Licensing, Department of
775.000	Retirement Research Committee
301.000	Revisor of Statutes Bureau
<u>801.000</u>	<u>Sentencing Commission</u>
<u>545.000</u>	<u>State Employment Relations, Office of</u>
190.000	State Fair Park - Milwaukee
550.000	State Public Defender, Office of
401.000	Tax Appeals Commission
<u>436.130</u>	<u>Tobacco Control Board</u>
121.000	Technology for Educational Achievement in Wisconsin Board (TEACH)
380.000	Tourism, Department of
800.000	Transportation, Office of Commissioner of
110.000	Trust Lands and Investments, Division of
551.000	University of Wisconsin Hospital and Clinics Board
408.000	Waste Facility Siting Board
399.000	Wisconsin Conservation Corps Board
220.000	Wisconsin National and Community Service Board
292.000	Wisconsin Technical College System Board
302.000	Wisconsin Women's Council

CONSTITUTIONAL OFFICES

575.000 Office of the Secretary of State

585.000 Office of the State Treasurer

AGENCY UNITS - MULTIPLE

The following agencies and independent boards have received approval to establish “**multiple employing units**” within their respective agencies for one or more of the following personnel transactions: promotions, transfers, demotions, reinstatements, layoffs, or related personnel transactions.

- 505.--- Administration, Department of
- 115.--- Agriculture, Trade and Consumer Protection, Department of
- 143.--- Commerce, Department of
- 410.--- Corrections, Department of
- 141.--- Credit Unions, Office of
- 144.--- Financial Institutions, Department of
- 435.--- Health and Family Services, Department of
- 465.--- Military Affairs, Department of
- 370.--- Natural Resources, Department of
- 255.--- Public Instruction, Department of
- 155.--- Public Service Commission
- 566.--- Revenue, Department of
- 395.--- Transportation, Department of
- 271.--- to 286.--- University of Wisconsin System
- 485.--- Veterans Affairs, Department of
- 445.--- Workforce Development, Department of

APPENDIX G
2001-2003 2003-2005 AGREEMENT

ADD-ON PROVISIONS
REVENUE FIELD AUDITOR AND RELATED

A. General

Revenue employees in “covered classification titles” are eligible to receive skill development add-ons in the amounts listed below, for each skill development level satisfactorily mastered. To receive this add-on, an employee must be in one of the covered classification titles and organizational units (covered groups).

B. Definitions

1. Eligibility:

To be eligible for the add-on, the employee must be in both a covered classification and a covered organizational unit. Removal from either a covered classification or covered unit will cause immediate termination of the add-on.

2. Supplemental Pay Amounts for Each Skill Level Attained:

Skill Level 1	\$ 1.00/hour
Skill Level 2	\$ 1.00/hour
Skill Level 3	\$ 1.00/hour
Skill Level 4	\$ 1.00/hour

These amounts are considered supplemental pay (i.e., not base pay) and shall be treated as such for all purposes.

3. Covered Classification Titles and Organizational Units:

a. Current classifications eligible for the skill development add-ons include the following job classification titles and corresponding organizational units:

- 1) Revenue Field Auditor 1-5 -- Audit Bureau, Excise Field Audit Section, Division of Income, Sales & Excise Tax
- 2) Revenue Field Auditor 3-6 -- Audit Bureau, Field Audit Section-District, Division of Income, Sales & Excise Tax
- 3) Revenue Field Auditor 5-8 -- Audit Bureau, Field Audit Section-Large Case, Division of Income, Sales & Excise Tax
- 4) Revenue Field Auditor 5-8 -- Audit Bureau, Technical Services Section, Division of Income, Sales & Excise Tax
- 5) Revenue Field Auditor 5-8 -- Utility and Special Taxes Bureau, Division of State & Local Finance
- 6) Revenue Tax Specialist 2-3 -- Fraud Unit, Special Investigations Section, Division of Income, Sales & Excise Tax
- 7) Revenue Tax Specialist 1-4 -- Administration: Technical Services Section, Division of Income, Sales & Excise Tax
- 8) Tax Conferee Field Audit/Large Case/Large Case-Senior -- Office of Appeals
- 9) Revenue Field Auditor 6 -- Division of State & Local Finance

b. Covered classification titles may also include abolished job classification titles provided that Field Auditor or Field Auditor-related skills, such as those utilized under the current job classification titles listed in a., above, were used in that classification. Inclusion of abolished job classification titles as covered classifications will be by mutual agreement of the parties.

c. Covered classification titles may also include newly created job classification titles provided that Field Auditor or Field Auditor-related skills, such as those utilized under the current job classification titles listed in a., above, will be used in that classification. Inclusion of newly created classification titles as covered classifications will be by mutual agreement of the parties.

d. Covered organizational units may also include newly created units, previously unspecified existing units, or units currently listed under 3./a., above, which have been modified or renamed. In order to qualify as a covered organizational unit, the new, previously unspecified existing, or modified/renamed unit(s) must employ covered classifications utilizing Field Auditor or Field Auditor-related skills.

4. Covered Classification Anniversary Date: The anniversary date for computing the minimum qualifying years to receive an add-on will be the first day the employee was employed within any covered classification, within a covered organizational unit. If a covered employee leaves the unit and subsequently becomes reemployed within a covered unit in a covered classification, that employee's covered classification anniversary date will be adjusted as follows:

a. An employee's covered classification anniversary date will be adjusted for absences from employment of more than one hundred seventy four (174) work hours per one year of experience (excluding approved annual leave), approved leaves of absence, layoff, and resignation. Adjustment of the covered classification anniversary date for the aforementioned reasons may be waived at the sole discretion of the appointing authority.

b. "One year of experience" as it relates to the covered classification anniversary date is defined as the twelve (12) month period between the employee's covered classification anniversary date in one year and the covered classification anniversary date in the subsequent year.

5. Dispute Resolution: It is the expressed intent of the parties that implementation and administration of this pay add-on shall be done in a uniform, unbiased manner. If an employee petitions for and is denied an add-on by the supervisor, the denial shall be in writing within fourteen (14) days of the petition with details of why the denial is being made. The written document will include identification of goals and expectations and will specify how expectations are to be accomplished. If the employee does not agree with the reasons given for the denial, the employee has fourteen (14) calendar days to appeal the denial to the Administrator, Division of Income, Sales, & Excise Tax (Administrator). Within fourteen (14) calendar days of receipt of the appeal, the Administrator will meet with the employee to review and discuss the denial of the add-

on and to resolve the issue. The fourteen (14) calendar day timeframe for the Administrator/employee meeting may be extended by mutual agreement on a case-by-case basis.

Denials of add-ons shall not be arbitrary and capricious. The denial of an add-on may be grieved, however, the grievance standard that must be met is arbitrary and capricious. The timeframe for filing a grievance begins the day following the Administrator's decision. Appeals of add-on denials under this pilot shall be filed at Step Three of the grievance procedure.

6. **Effective Date:** An employee may petition his/her supervisor for a review of his/her eligibility for the next add-on up to thirty (30) days prior to or any time after that employee's minimal time requirement for the next add-on. The supervisor will have fourteen (14) calendar days to respond to the petition. If approved, the effective date of the add-on will be the beginning of the pay period following the later of the two dates listed below:

- a. The date the employee meets all eligibility requirements; **or**
- b. The date the petition for review was made by the employee.

7. **"In a Satisfactory Manner":** The employee's supervisor will grade the employee's field audits and other add-on criteria using current policies and procedures. If the employee receives a grade below "in a satisfactory manner," the supervisor will explain to the employee, in writing, where the deficiency occurred and how the employee can improve his/her output to meet the "in a satisfactory manner" requirement.

C. Skill Development Criteria and Implementation

The add-on will be provided to each eligible employee based on previously established, and mutually agreed upon, criteria and implementation rules.

D. Administration Provisions

1. **Administrative Provisions.** The following special transition provisions apply:

a. If an employee did not qualify for the first add-on upon initial placement, the "minimum of two years of experience" criterion will be satisfied on the employee's second covered

classification anniversary date. For Excise Field Auditors, State and Local Finance Division Auditors, and the Special Investigations Section, actions or investigations completed in a satisfactory manner, from the first date of employment in a position in a covered classification, will be counted towards the minimum number of actions or investigations required to receive the first add-on.

b. If an employee receives the first add-on upon initial placement, the “minimum of two years experience after the effective date of the first add-on” criterion will be satisfied on the employee’s fourth covered classification anniversary date. For Excise Field Auditors, State and Local Finance Division Auditors, and the Special Investigations Section, actions or investigations completed in a satisfactory manner, after the second covered classification anniversary date, will be counted towards the minimum number of actions or investigations required to receive the second add-on. Any actions or investigations counted toward the requirements of the first add-on will not be counted toward the second add-on requirements.

c. If an employee receives the second add-on upon initial placement, the “minimum of three years experience after the effective date of the second add-on” criterion will be satisfied on the employee’s seventh covered classification anniversary date. For Excise Field Auditors, State and Local Finance Division Auditors, and the Special Investigations Section, actions or investigations completed in a satisfactory manner, after the fourth covered classification anniversary date, will be counted towards the minimum number of actions or investigations required to receive the third add-on. Any actions or investigations counted toward the requirements of the first or second add-ons will not be counted toward the third add-on requirements. Any actions or investigations counted toward the requirements of the first or second add-ons will not be counted toward the third add-on requirements.

d. If an employee receives the third add-on upon initial placement, the “minimum of three years experience after the effective date of the third add-on” criterion will be satisfied on the employee’s tenth covered classification anniversary date. For Excise Field Auditors, State and Local Finance Division Auditors, and the Special Investigations Section, actions or investigations completed in a satisfactory manner, after the seventh covered classification anniversary date, will be counted towards the minimum number of actions or investigations required to receive the fourth add-on. Any actions or investigations counted toward the requirements of the first, second, or third add-ons will not be counted toward the fourth add-on requirements.

2. Movement between Covered Groups: An employee may transfer between covered units within the covered classifications. If currently receiving add-ons, the employee may continue to receive those add-ons as long as his/her position remains in a covered classification. If an employee transfers between

covered units and within covered classifications before qualifying for all four add-ons, the employee will qualify for the next add-on by successfully completing the new unit's add-on requirements beginning at the first level, except that the minimum years of experience will remain the minimum years needed had the employee remained in the previous unit.

APPENDIX H

SEMI-AUTOMATIC PROGRESSION ADMINISTRATION
2003-2005 Agreement

EXCISE TAX AGENTS AND SPECIAL AGENTS

~~I. A. Pay Progression Schedules Effective * July 13, 2002.~~

~~Range 07-30 8% of min Range 07-31 8% of min~~

A (min) 18.836	1.507	A (min) 23.645	1.892
B 20.064		B 24.677	
C 21.291		C 25.709	
D 22.517		D 26.741	
		E 27.773	

~~* effective the first pay period after the effective date of the contract~~

~~B. Pay Progression Schedules Effective July 14, 2002 April 19, 2003.~~

~~Range 07-30 8% of min Range 07-31 8% of min~~

A (min) 19.213	1.538	A (min) 24.118	1.930
B 20.466		B 25.171	
C 21.717		C 26.224	
D 22.968		D 27.276	
		E 28.329	

~~C. Pay Progression Schedules Effective April 20, 2003 June 30, 2003.~~

~~Range 07-30 8% of min Range 07-31 8% of min~~

A (min) 19.694	1.576	A (min) 24.721	1.978
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B	20.978	B	25.801
C	22.260	C	26.880
D	23.543	D	27.958
		E	29.038

~~II. Ongoing Administration.~~

A. Progression Eligibility: Employees in positions allocated to classifications assigned to pay ranges 07-30 and 07-31 are eligible for semi-automatic progression adjustments except for 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.

1. Employees must be notified of unsatisfactory performance in writing. The written notification must include:

- a. Details of each occurrence of unsatisfactory performance.
- b. Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished.

2. 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.

3. 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.

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

B. Effective Date.

1. Semi- automatic progression adjustments for eligible employees will be awarded at one (1) year intervals based on the anniversary date of the start date in class series. The time in class series anniversary date will be adjusted for absence from employment of more than one hundred and seventy four (174) work hours in a six (6) month period, approved leaves of absence, layoff, and resignation. Adjustment of the anniversary date for the aforementioned reasons may be waived at the sole discretion of the appointing authority.

2. Semi- automatic progression adjustments will be effective on the 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. Amount.

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

2. Except as provided in c. 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 1.,~~ above Appendix B.

3. If eligible, an employee whose semi-automatic progression adjustment was previously denied due to circumstances described in A. above, will receive an increase to the pay rate which the employee would have attained if the employee would have had satisfactory performance.

Appendix I

List of Classifications Including Pay Range Reassignments and Classification Changes

Old Classification Title	Old PR	New Classification Title	New PR
ACCOUNTANT	07-77	No change	07-04
ACCOUNTANT (UTF SYSTEMS)	07-79	No change	07-02
ACCOUNTANT-ADV	07-79	No change	07-02
ACCOUNTANT-JOUR	07-78	No change	07-03
ACCOUNTANT-SR	07-78	No change	07-03
ADMIN TELECOMMUNICATIONS SPEC	07-12	No change	07-04
ADMINISTRATIVE PROGRAM COORD	07-13	No change	07-04
ADMINISTRATIVE RULES COORD 1	07-12	Abolish	
ADMINISTRATIVE RULES COORD 2	07-13	Abolish	
ADMINISTRATIVE RULES COORD 3	07-15	ADMINISTRATIVE RULES COORD	07-03
ADMINISTRATIVE SUPPORT ASST 1	07-12	ADMINISTRATIVE SUPPORT ASST	07-04
ADMINISTRATIVE SUPPORT ASST 2	07-13	ADMINISTRATIVE SUPPORT ASST	07-04
AGRICULTURE AUDITOR	07-77	No change	07-04
AGRICULTURE AUDITOR 3	07-78	No change	07-03
AGRICULTURE AUDITOR 4	07-78	No change	07-03
AGRICULTURE AUDITOR 5	07-79	No change	07-02
AGRICULTURE PROGRAM SPEC-OBJ	07-13	No change	07-04
AGRICULTURE PROGRAM SPEC-SR	07-15	No change	07-03
ASSISTANT AREA ADMINISTRATOR	07-15	No change	07-03
AUDITOR	07-77	No change	07-04
AUDITOR (SCHOOL FINANCE)	07-79	No change	07-02
AUDITOR (TRANSPR PLAN & REVIEW)	07-79	No change	07-02
AUDITOR-ADV	07-79	No change	07-02
AUDITOR-JOURNEY	07-78	No change	07-03
AUDITOR-SENIOR	07-78	No change	07-03
AUDITOR-SENIOR (DHFS)	07-79	No change	07-02
BOARD STEWARD 1	07-13	BOARD STEWARD	07-04
BOARD STEWARD 2	07-14	BOARD STEWARD	07-04
BUSINESS ENTERPRISE SPEC 1	07-12	BUSINESS ENTERPRISE SPEC	07-04
BUSINESS ENTERPRISE SPEC 2	07-13	BUSINESS ENTERPRISE SPEC	07-04

CHILD SUPPORT PROGRAM SPEC 1	07-14	No change	07-04
CHILD SUPPORT PROGRAM SPEC 2	07-16	No change	07-03
COLLECTIONS SPEC 1	07-12	COLLECTIONS SPEC	07-04
COLLECTIONS SPEC 2	07-13	COLLECTIONS SPEC	07-04
COLLECTIONS SPEC 3	07-15	COLLECTIONS SPEC SR	07-03
COMMUNICATION SPEC OBJ	07-10	COMMUNICATIONS SPEC	07-05
COMMUNICATIONS SPEC ADV	07-15	No change	07-03
COMMUNICATIONS SPEC JOUR	07-12	COMMUNICATIONS SPEC SR	07-04
COMMUNICATIONS SPEC SR	07-14	COMMUNICATIONS SPEC SR	07-04
COMMUNITY SVCS ADVOCATE	07-14	No change	07-04
COMMUNITY SVCS SPEC 1	07-13	COMMUNITY SVCS SPEC	07-04
COMMUNITY SVCS SPEC 2	07-14	COMMUNITY SVCS SPEC	07-04
COMMUNITY SVCS SPEC 3	07-15	COMMUNITY SVCS SPEC SR	07-03
COMMUNITY SVCS TECH 1	07-10	COMMUNITY SVCS TECH	07-05
COMMUNITY SVCS TECH 2	07-12	COMMUNITY SVCS TECH SR	07-04
CONSUMER CREDIT EXAMINER	07-77	No change	07-04
CONSUMER CREDIT EXAMINER ADV	07-79	No change	07-02
CONSUMER CREDIT EXAMINER JOUR	07-78	No change	07-03
CONSUMER CREDIT EXAMINER SR	07-78	No change	07-03
CONTRACTS SPEC ADV	07-15	No change	07-03
CONTRACTS SPEC ENTRY	07-11	CONTRACTS SPEC	07-05
CONTRACTS SPEC OBJ	07-12	CONTRACTS SPEC SR	07-04
CONTRACTS SPEC SR	07-13	CONTRACTS SPEC SR	07-04
CORRECTIONS ADMIN SPEC 1	07-12	CORRECTIONS ADMIN SPEC	07-04
CORRECTIONS ADMIN SPEC 2	07-13	CORRECTIONS ADMIN SPEC	07-04
CRIME VICTIM CLAIMS SPEC ENTRY	07-12	CRIME VICTIMS CLAIMS SPEC	07-04
CRIME VICTIM CLAIMS SPEC OBJ	07-13	CRIME VICTIMS CLAIMS SPEC	07-04
DHFS TELECOMMUNICATIONS COORD	07-16	No change	07-03
DOA ADMINISTRATIVE COORD 1	07-16	DOA ADMINISTRATIVE COORD	07-03
DOA ADMINISTRATIVE COORD 2	07-17	DOA ADMINISTRATIVE COORD	07-03
DOA PROGRAM SPEC ENTRY	07-12	DOA PROGRAM SPEC	07-04
DOA PROGRAM SPEC OBJ	07-13	DOA PROGRAM SPEC	07-04
ELECTIONS SPEC ENTRY	07-12	ELECTIONS SPEC	07-04
ELECTIONS SPEC OBJ	07-13	ELECTIONS SPEC	07-04
EMERGENCY GOVT SPECIALIST 1	07-13	EMERGENCY GOVT SPEC	07-04
EMERGENCY GOVT SPECIALIST 2	07-14	EMERGENCY GOVT SPEC	07-04
EMERGENCY GOVT SPECIALIST 3	07-15	EMERGENCY GOVT SPEC SR	07-03
EMERGENCY GOVT SPECIALIST 4	07-16	EMERGENCY GOVT SPEC ADV	07-03
EMPLOYMENT PROGRAMS COORD OBJ	07-12	EMPLOYMENT PRGRAMS COORD	07-04

EMPLOYMENT PROGRAMS COORD-SR	07-13	EMPLOYMENT PRGRAMS COORD	07-04
ENVIRONMENTAL ASSISTANCE COORD	07-16	No change	07-03
ENVIRONMENTAL COORD	07-13	ENVIRONMENTAL COORD	07-04
ENVIRONMENTAL COORD-OBJ	07-14	ENVIRONMENTAL COORD	07-04
EQUAL OPPORTUNITY SPEC 1	07-10	Abolish	
EQUAL OPPORTUNITY SPEC 2	07-11	Abolish	
EQUAL OPPORTUNITY SPEC 3	07-12	EQUAL OPPORTUNITY SPEC	07-04
EQUAL OPPORTUNITY SPEC 4	07-13	EQUAL OPPORTUNITY SPEC	07-04
EQUAL OPPORTUNITY SPEC 5	07-14	EQUAL OPPORTUNITY SPEC	07-04
EQUAL OPPORTUNITY SPEC 6	07-15	EQUAL OPPORTUNITY SPEC-SR	07-03
EQUAL OPPORTUNITY SPEC 7	07-16	Abolish	
EQUAL OPPORTUNITY SPEC 8	07-17	Abolish	
FACILITIES MANAGEMENT SPEC 1	07-13	No change	07-04
FACILITIES MANAGEMENT SPEC 2	07-15	No change	07-03
FINANCIAL EXAMINER	07-77	No change	07-04
FINANCIAL EXAMINER-ADV	07-79	No change	07-02
FINANCIAL EXAMINER-JOUR	07-78	No change	07-03
FINANCIAL EXAMINER-SR	07-78	No change	07-03
FLEET & PROPERTY SPEC	07-13	FLEET OPERATIONS SPEC	07-04
FLEET OPERATIONS COORD	07-14	FLEET OPERATIONS SPEC	07-04
FUEL TAX & REGISTRATION AUDITOR	07-77	No change	07-04
GAMING PROGRAM SPEC-ENTRY	07-14	No change	07-04
GAMING PROGRAM SPEC-SR	07-15	No change	07-03
GRANTS SPEC-ADV	07-15	No change	07-03
GRANTS SPEC-ENTRY	07-12	GRANTS SPEC	07-04
GRANTS SPEC-OBJ	07-13	GRANTS SPEC	07-04
GRANTS SPEC-SR	07-14	GRANTS SPEC	07-04
HEALTH CARE RATE ANALYST 1	07-10	Abolish	
HEALTH CARE RATE ANALYST 2	07-12	HEALTH CARE RATE ANALYST	07-04
HEALTH CARE RATE ANALYST 3	07-14	HEALTH CARE RATE ANALYST	07-04
HEALTH CARE RATE ANALYST 4	07-15	HEALTH CARE RATE ANALYST-SR	07-03
HEALTH CARE RATE ANALYST 5	07-16	HEALTH CARE RATE ANALYST-ADV	07-03
HUMAN SVCS AREA COORD	07-16	No change	07-03
HUMAN SVCS LICENSING SPEC	07-15	No change	07-03
HUMAN SVCS PROGRAM COORD-ENTRY	07-12	HUMAN SVCS PROGRAM COORD	07-04
HUMAN SVCS PROGRAM COORD-MAJOR	07-15	HUMAN SVCS PROGRAM COORD-SR	07-03
HUMAN SVCS PROGRAM COORD-OBJ	07-13	HUMAN SVCS PROGRAM COORD	07-04

INDUSTRIES PROGRAM SPEC	07-13	No change	07-04
INSURANCE EXAMINER-ADV	07-18	No change	07-02
INSURANCE EXAMINER-DEV	07-14	INSURANCE EXAMINER	07-04
INSURANCE EXAMINER-ENTRY	07-13	INSURANCE EXAMINER	07-04
INSURANCE EXAMINER-JOUR	07-15	No change	07-03
INSURANCE EXAMINER-SR	07-16	No change	07-03
INSURANCE FINANCIAL EXAMINER	07-77	No change	07-04
INSURANCE FINANCIAL EXAMINER-ADV	07-79	No change	07-02
INSURANCE FINANCIAL EXAMINER-JOUR	07-78	No change	07-03
INSURANCE FINANCIAL EXAMINER-SR	07-78	No change	07-03
INSURANCE PROGRAM SPEC-ENTRY	07-13	INSURANCE PROGRAM SPEC	07-04
INSURANCE PROGRAM SPEC-OBJ	07-15	No change	07-03
INSURANCE PROGRAM SPEC-SR	07-16	No change	07-03
IS BUSINESS AUTOMATION ANALYST	07-40	No change	07-04
IS BUSINESS AUTOMATION CONSLT/ADM	07-02	No change	07-02
IS BUSINESS AUTOMATION SR	07-01	No change	07-03
IS BUSINESS AUTOMATION SPEC	07-02	No change	07-02
IS COMPREHENSIVE CONSLT/ADMR	07-02	No change	07-02
IS COMPREHENSIVE SERVICES PROF	07-40	No change	07-04
IS COMPREHENSIVE SERVICES SR	07-01	No change	07-03
IS COMPREHENSIVE SERVICES SPEC	07-02	No change	07-02
IS DATA SERVICES CONSLT/ADMR	07-02	No change	07-02
IS DATA SERVICES PROFESSIONAL	07-40	No change	07-04
IS DATA SERVICES SR	07-01	No change	07-03
IS DATA SERVICES SPEC	07-02	No change	07-02
IS ENTRPRS DATA SERVICES SPEC	07-02	No change	07-02
IS ENTRPRS DATA SVCS CONSLT/ADMR	07-02	No change	07-02
IS ENTRPRS NETWORK SERVICES SPEC	07-02	No change	07-02
IS ENTRPRS NETWORK SVCS CONSLT/ADM	07-02	No change	07-02
IS ENTRPRS STRTGC PLAN SVCS CNS/AD	07-02	No change	07-02
IS ENTRPRS STRTGC PLAN SVCS SPEC	07-02	No change	07-02
IS ENTRPRS SYSMS DEVMNT SVCS CN/AD	07-02	No change	07-02
IS ENTRPRS SYSMS DEVMNT SVCS SPEC	07-02	No change	07-02
IS ENTRPRS TECHNICAL SVCS CNS/ADMR	07-02	No change	07-02
IS ENTRPRS TECHNICAL SVCS SPEC	07-02	No change	07-02
IS NETWORK SERVICES CONSLT/ADMR	07-02	No change	07-02
IS NETWORK SERVICES PROFESSIONAL	07-40	No change	07-04
IS NETWORK SERVICES SR	07-01	No change	07-03
IS NETWORK SERVICES SPEC	07-02	No change	07-02
IS PROFESSIONAL IN TRAINING (A)	07-11	No change	07-05

IS PROFESSIONAL IN TRAINING (B)	07-12	No change	07-04
IS SYSTMS DEVMNT SERVICES CNS/ADMR	07-02	No change	07-02
IS SYSTMS DEVMNT SERVICES PROF	07-40	No change	07-04
IS SYSTMS DEVMNT SERVICES SR	07-01	No change	07-03
IS SYSTMS DEVMNT SERVICES SPEC	07-02	No change	07-02
IS TECHNICAL SERVICES CONSLT/ADMR	07-02	No change	07-02
IS TECHNICAL SERVICES PROF	07-40	No change	07-04
IS TECHNICAL SERVICES SR	07-01	No change	07-03
IS TECHNICAL SERVICES SPEC	07-02	No change	07-02
JUSTICE DATA NETWORK SPEC	07-15	No change	07-03
LICENSING EXAMINATION SPEC ENTRY	07-14	LICNESING EXAMINATION SPEC	07-04
LICENSING EXAMINATION SPEC OBJ	07-15	LICENSING EXAMINATION SPEC SR	07-03
LOTT CUSTOMER SVC SPEC ENTRY	07-12	LOTTERY CUSTOMER SVC SPEC	07-04
LOTT CUSTOMER SVC SPEC OBJ	07-13	LOTTERY CUSTOMER SVC SPEC	07-04
LOTT CUSTOMER SVC SPEC SR	07-14	No change	07-04
LOTT GAME & DRAWINGS SPEC JOUR	07-12	LOTT GAME & DRAWINGS SPEC	07-04
LOTT GAME & DRAWINGS SPEC SR	07-14	LOTT GAME & DRAWINGS SPEC	07-04
MARKETING SPEC OBJ	07-13	MARKETING SPEC	07-04
MARKETING SPEC SR	07-15	No change	07-03
MEDICAID PUBLICATIONS COORD	07-15	No change	07-03
MILITARY FUNERAL HONORS PROG COORD	07-13	No change	07-04
MILITARY FUNERAL HONORS PROG SPEC	07-12	No change	07-04
MORTGAGE BANKING EXAMINER	07-77	No change	07-04
MORTGAGE BANKING SPEC	07-78	No change	07-03
MOTOR VEHICLE PROGRAM SPEC 1	07-11	MOTOR VEHICLE PROGRAM SPEC	07-05
MOTOR VEHICLE PROGRAM SPEC 2	07-12	MOTOR VEHICLE PROGRAM SPEC JOUR	07-04
MOTOR VEHICLE PROGRAM SPEC 3	07-13	MOTOR VEHICLE PROGRAM SPEC JOUR	07-04
MOTOR VEHICLE PROGRAM SPEC 4	07-14	MOTOR VEHICLE PROGRAM SPEC JOUR	07-04
MOTOR VEHICLE PROGRAM SPEC 5	07-15	MOTOR VEHICLE PROGRAM SPEC SR	07-03
MULTI MEDIA FACS COORD OBJ	07-12	MULTI MEDIA FACS COORD	07-04
MULTI MEDIA FACS COORD SR	07-13	MULTI MEDIA FACS COORD	07-04
NAT RES BUR DATA COORD ENTRY	07-12	NAT RES BUR DATA COORD	07-04
NAT RES BUR DATA COORD OBJ	07-13	NAT RES BUR DATA COORD	07-04
NAT RES FINCL ASSISTANCE SPEC ENTRY	07-12	NAT RES FINCL ASSISTANCE SPEC	07-04
NAT RES FINCL ASSISTNCE SPEC OBJ	07-14	NAT RES FINCL ASSISTANCE SPEC	07-04
NAT RES FINCL ASSISTNCE SPEC SR	07-15	NAT RES FINCL ASSISTANCE SPEC SR	07-03
NAT RES LIAISON SPEC	07-15	No change	07-03

NAT RES PROGRAM SPEC 1	07-13	No change	07-04
NAT RES PROGRAM SPEC 2	07-15	No change	07-03
PARALEGAL-ADV	07-14	No change	07-03
PARALEGAL-OBJ	07-13	No change	07-04
PAYROLL & BEN SYSTEMS COORD 1	07-14	PAYROLL & BENEFITS SYSTEM COORD	07-04
PAYROLL & BEN SYSTEMS COORD 2	07-15	PAYROLL & BENEFITS SYSTEM COORD-SR	07-03
PECFA PROGRAM SPEC-ENTRY	07-13	PECFA PROGRAM SPEC	07-04
PECFA PROGRAM SPEC-OBJ	07-14	PECFA PROGRAM SPEC	07-04
PECFA PROGRAM SPEC-SR	07-15	PECFA PROGRAM SPEC-SR	07-03
PRINTING TECHNICIAN 1	07-12	PRINTING TECHNICIAN	07-04
PRINTING TECHNICIAN 2	07-13	PRINTING TECHNICIAN	07-04
PRINTING TECHNICIAN 3	07-14	PRINTING TECHNICIAN	07-04
PROCUREMENT SPEC	07-13	No change	07-04
PROCUREMENT SPEC-OBJ	07-15	No change	07-03
PROCUREMENT SPEC-SR	07-16	No change	07-03
PROGRAM & PLANNING ANALYST 1	07-10	PROGRAM & PLANNING ANALYST	07-05
PROGRAM & PLANNING ANALYST 2	07-12	PROGRAM & PLANNING ANALYST-SR	07-04
PROGRAM & PLANNING ANALYST 3	07-13	PROGRAM & PLANNING ANALYST-SR	07-04
PROGRAM & PLANNING ANALYST 4	07-14	PROGRAM & PLANNING ANALYST-SR	07-04
PROGRAM & PLANNING ANALYST 5	07-15	PROGRAM & PLANNING ANALYST-ADV	07-03
PROGRAM & PLANNING ANALYST 6	07-16	PROGRAM & PLANNING ANALYST-ADV	07-03
PROGRAM & PLANNING ANALYST 7	07-17	PROGRAM & PLANNING ANALYST-ADV	07-03
PROGRAM SCHEDULE COORD	07-13	No change	07-04
PROPERTY ASSESSMENT SPEC-ADV	07-16	No change	07-03
PROPERTY ASSESSMENT SPEC-ENTRY	07-14	PROPERTY ASSESSMENT SPEC	07-04
PROPERTY ASSESSMENT SPEC-JOUR	07-15	No change	07-03
PROPERTY ASSMNT CHIEF TRNG OFFR	07-17	No change	07-03
PROPERTY ASSMNT PRAC SPEC-ENTRY	07-14	PROPERTY ASSESSMENT PRAC SPEC	07-04
PROPERTY ASSMNT PRAC SPEC-JOUR	07-15	No change	07-03
PROPERTY ASSMNT PRAC SPEC-SR	07-16	No change	07-03
PUBLIC DEFENDER INVESTIGATOR-ENTRY	07-13	PUBLIC DEFENDER INVESTIGATOR	07-04
PUBLIC DEFENDER INVESTIGATOR-OBJ	07-14	PUBLIC DEFENDER INVESTIGATOR	07-04
PUBLIC DEFENDER INVESTIGATOR-SR	07-15	No change	07-03
PUBLIC UTIL FINCL ANALYST-ADV	07-17	No change	07-02
PUBLIC UTIL FINCL ANALYST-ENTRY	07-14	PUBLIC UTIL FINCL ANALYST	07-04
PUBLIC UTIL FINCL ANALYST-JOUR	07-15	No change	07-03
PUBLIC UTIL FINCL ANALYST-PRINCPL	07-18	No change	07-02
PUBLIC UTIL FINCL ANALYST-SR	07-16	No change	07-03
PUBLIC UTILITY AUDITOR	07-77	No change	07-04

PUBLIC UTILITY AUDITOR 3	07-78	No change	07-03
PUBLIC UTILITY AUDITOR 4	07-78	No change	07-03
PUBLIC UTILITY AUDITOR 5	07-79	No change	07-02
PUBLIC UTILITY AUDITOR 6	07-79	No change	07-02
PUBLIC UTILITY AUDITOR 7	07-79	No change	07-02
PUBLICATIONS EDITOR 1	07-10	PUBLICATIONS EDITOR	07-05
PUBLICATIONS EDITOR 2	07-11	PUBLICATIONS EDITOR	07-05
PUBLICATIONS EDITOR 3	07-13	No change	07-04
PUBLICATIONS EDITOR 4	07-15	No change	07-03
PURCHASING AGENT	07-12	No change	07-04
PURCHASING AGENT OBJ	07-14	No change	07-04
PURCHASING AGENT SR	07-15	No change	07-03
QUALITY ASSURANCE PROG SPEC ENTRY	07-14	QUALITY ASSURANCE PROG SPEC	07-04
QUALITY ASSURANCE PROG SPEC SR	07-15	No change	07-03
REAL ESTATE SPEC ADV	07-16	No change	07-03
REAL ESTATE SPEC ENTRY	07-13	REAL ESTATE SPEC	07-04
REAL ESTATE SPEC JOUR	07-14	REAL ESTATE SPEC	07-04
REAL ESTATE SPEC SR	07-15	No change	07-03
RECORDS/FORMS MANAGEMENT SPEC 1	07-12	RECORDS/FORMS MANAGEMENT SPEC	07-04
RECORDS/FORMS MANAGEMENT SPEC 2	07-13	RECORDS/FORMS MANAGEMENT SPEC	07-04
RECORDS/FORMS MANAGEMENT SPEC 3	07-15	RECORDS/FORMS MANAGEMENT SPEC SR	07-03
REGULATORY SPEC 1	07-12	REGULATORY SPEC	07-04
REGULATORY SPEC 2	07-13	REGULATORY SPEC	07-04
REGULATORY SPEC 3	07-15	REGULATORY SPEC SR	07-03
REVENUE AGENT 1	07-12	REVENUE AGENT	07-04
REVENUE AGENT 2	07-13	REVENUE AGENT	07-04
REVENUE AGENT 3	07-14	No change	07-03
REVENUE AGENT 4	07-15	No change	07-03
REVENUE FIELD AGENT 1	07-12	REVENUE FIELD AGENT	07-04
REVENUE FIELD AGENT 2	07-13	REVENUE FIELD AGENT	07-04
REVENUE FIELD AGENT 3	07-14	No change	07-03
REVENUE FIELD AGENT 4	07-15	No change	07-03
REVENUE FIELD AGENT 5	07-16	No change	07-03
REVENUE AUDITOR	07-77	No change	07-04
REVENUE AUDITOR 3	07-78	No change	07-03
REVENUE AUDITOR 4	07-78	No change	07-03
REVENUE AUDITOR 5	07-79	No change	07-02
REVENUE AUDITOR 6	07-79	No change	07-02
REVENUE FIELD AUDITOR	07-77	No change	07-04

REVENUE FIELD AUDITOR 4	07-78	No change	07-03
REVENUE FIELD AUDITOR 5	07-78	No change	07-03
REVENUE FIELD AUDITOR 6	07-79	No change	07-02
REVENUE FIELD AUDITOR 7	07-79	No change	07-02
REVENUE FIELD AUDITOR 8	07-79	No change	07-02
REVENUE SVCS CONSULTANT 1	07-13	REVENUE SVCS CONSULTANT	07-04
REVENUE SVCS CONSULTANT 2	07-14	REVENUE SVCS CONSULTANT	07-04
REVENUE SVCS CONSULTANT 3	07-15	REVENUE SVCS CONSULTANT-SR	07-03
REVENUE TAX SPECIALIST-ENTRY	07-77	No change	07-04
REVENUE TAX SPECIALIST 1	07-78	No change	07-03
REVENUE TAX SPECIALIST 2	07-78	No change	07-03
REVENUE TAX SPECIALIST 3	07-79	No change	07-02
REVENUE TAX SPECIALIST 4	07-79	No change	07-02
REVENUE TAX SPECIALIST 5	07-79	No change	07-02
RISK MANAGEMENT SPEC 1	07-12	RISK MANAGEMENT SPEC	07-04
RISK MANAGEMENT SPEC 2	07-13	RISK MANAGEMENT SPEC	07-04
RISK MANAGEMENT SPEC 3	07-14	RISK MANAGEMENT SPEC	07-04
RISK MANAGEMENT SPEC 4	07-15	RISK MANAGEMENT SPEC-SR	07-03
SAFETY RESPNSBLTY HEARING EXAMINER	07-14	No change	07-04
SALES AND MARKETING SPEC	07-12	No change	07-04
SECURITIES EXAMINER	07-77	No change	07-04
SECURITIES EXAMINER-JOUR	07-78	No change	07-03
SECURITIES EXAMINER-SR	07-78	No change	07-03
SIGN LANGUAGE INTERPRETER	07-15	No change	07-03
STAFF SUPPORT SPEC	07-13	No change	07-04
TAX RESOLUTION OFFICER-OFFICE AUDIT OBJ	07-78	No change	07-03
TAX RESOLUTION OFFICER-OFFICE AUDIT SEN	07-78	No change	07-03
TAX RESOLUTION OFFICER-CORP OFFICE AUDIT	07-79	No change	07-02
TAX RESOLUTION OFFICER-FIELD AUDIT	07-79	No change	07-02
TAX RESOLUTION OFFICER-LARGE CASE	07-79	No change	07-02
TECHNICAL WRITER-ENTRY	07-13	TECHNICAL WRITER	07-04
TECHNICAL WRITER-OBJ	07-14	TECHNICAL WRITER	07-04
TECHNICAL WRITER-SR	07-15	No change	07-03
TOURISM COORDINATOR	07-16	TOURISM COORDINATOR-SR	07-03
TOURISM COORDINATOR-ENTRY	07-15	TOURISM COORDINATOR	07-03

TOURISM SPECIAL ASSISTANT	07-14	TOURISM SPECIAL ASSISTANT	07-04
TOURISM SPECIAL ASSISTANT-ENTRY	07-13	TOURISM SPECIAL ASSISTANT	07-04
TOURIST PROMOTION REPRESENTATIVE	07-11	No change	07-05
TRADE PRACTICES ANALYST-ENTRY	07-14	TRADE PRACTICES ANALYST	07-04
TRADE PRACTICES ANALYST-OBJ	07-15	TRADE PRACTICES ANALYST-SR	07-03
TRAINING OFFICER 1	07-12	TRAINING OFFICER	07-04
TRAINING OFFICER 2	07-14	TRAINING OFFICER	07-04
TRAINING OFFICER 3	07-15	TRAINING OFFICER-SR	07-03
TRANSPORTATION FISCAL ANALYST 1	07-16	No change	07-03
TRANSPORTATION FISCAL ANALYST 2	07-17	No change	07-03
TRUST FUNDS SPEC 1	07-12	TRUST FUNDS SPEC	07-04
TRUST FUNDS SPEC 2	07-13	TRUST FUNDS SPEC	07-04
TRUST FUNDS SPEC 3	07-14	No change	07-04
UNIV GRANTS & CONTRACTS SPEC DEV	07-13	UNIV GRANTS & CONTRACTS SPEC	07-04
UNIV GRANTS & CONTRACTS SPEC-ENTRY	07-12	UNIV GRANTS & CONTRACTS SPEC	07-04
UNIV GRANTS & CONTRACTS SPEC-OBJ	07-14	UNIV GRANTS & CONTRACTS SPEC	07-04
UNIV GRANTS & CONTRACTS SPEC-SR	07-15	No change	07-03
UNIVERSITY BENEFIT SPEC 1	07-13	UNIVERSITY BENEFIT SPEC	07-04
UNIVERSITY BENEFIT SPEC 2	07-14	UNIVERSITY BENEFIT SPEC	07-04
UNIVERSITY BUSINESS SPEC 1	07-12	UNIVERSITY BUSINESS SPEC	07-04
UNIVERSITY BUSINESS SPEC 2	07-13	UNIVERSITY BUSINESS SPEC	07-04
UNIVERSITY CONFERENCE COORD	07-12	No change	07-04
UW ATHLETICS PROGRAM SPEC	07-13	No change	07-04
UW PROGRAM SPEC 1	07-12	UW PROGRAM SPEC	07-04
UW PROGRAM SPEC 2	07-13	UW PROGRAM SPEC	07-04
UW PROGRAM SPEC 3	07-14	UW PROGRAM SPEC	07-04
UW SYSTEM GRANTS & CONTRACTS COORD	07-16	No change	07-03
UWM RECRUITMENT COORD	07-14	No change	07-04
VETERANS PROGRAM SPEC	07-14	No change	07-04
VETERANS PROGRAM SPEC-SR	07-15	No change	07-03
VITAL RECORDS PROGRAM SPEC	07-15	No change	07-03
WORKERS COMP EXAMINER	07-13	WORKERS COMP EXAMINER	07-04
WORKERS COMP EXAMINER-OBJ	07-14	WORKERS COMP EXAMINER	07-04
WORKERS COMP EXAMINER-SR	07-15	No change	07-03
WORKERS COMP RESOLUTION OFFR-ENTRY	07-14	WORKERS COMP RESOLUTION OFFR	07-04
WORKERS COMP RESOLUTION OFFR-SR	07-15	No change	07-03
WORKERS COMP RISK ANALYST-ENTRY	07-13	WORKERS COMP RISK ANALYST	07-04
WORKERS COMP RISK ANALYST-OBJ	07-15	WORKERS COMP RISK ANALYST-SR	07-03

Appendix I

2003-2005 Agreement

Classifications and Pay Range Assignments

<u>CLASSIFICATION</u>	<u>PAY</u> <u>RANGE</u>	<u>CLASSIFICATION</u>	<u>PAY</u> <u>RANGE</u>
<u>ACCOUNTANT</u>	<u>7-04</u>	<u>MILITARY FUNERAL HONORS PROG</u> <u>COORD</u>	<u>7-04</u>
<u>ACCOUNTANT (UTF SYSTEMS)</u>	<u>7-02</u>	<u>MILITARY FUNERAL HONORS PROG</u> <u>SPEC</u>	<u>7-04</u>
<u>ACCOUNTANT-ADV</u>	<u>7-02</u>	<u>MORTGAGE BANKING EXAMINER</u>	<u>7-04</u>
<u>ACCOUNTANT-JOURNEY</u>	<u>7-03</u>	<u>MORTGAGE BANKING SPECIALIST</u>	<u>7-03</u>
<u>ACCOUNTANT-SENIOR</u>	<u>7-03</u>	<u>MOTOR VEHICLE PROGRAM SPEC</u>	<u>7-05</u>
<u>ADMINISTRATIVE PROGRAM COORDINATOR</u>	<u>7-04</u>	<u>MOTOR VEHICLE PROGRAM SPEC-ADV</u>	<u>7-03</u>
<u>ADMINISTRATIVE RULES COORD</u>	<u>7-03</u>	<u>MOTOR VEHICLE PROGRAM SPEC-SEN</u>	<u>7-04</u>
<u>ADMINISTRATIVE SUPPORT ASST</u>	<u>7-04</u>	<u>MULTI MEDIA FACILITIES</u> <u>COORDINATOR</u>	<u>7-04</u>
<u>ADMINISTRATIVE TELECOM SPEC</u>	<u>7-04</u>	<u>NAT RES BUREAU DATA COORDINATOR</u>	<u>7-04</u>
<u>AGRICULTURE AUDITOR</u>	<u>7-04</u>	<u>NAT RES FINANCIAL ASSTNC SPEC</u>	<u>7-04</u>
<u>AGRICULTURE AUDITOR 3</u>	<u>7-03</u>	<u>NAT RES FINANCIAL ASSTNC SPEC-SEN</u>	<u>7-03</u>
<u>AGRICULTURE AUDITOR 4</u>	<u>7-03</u>	<u>NAT RES LIAISON SPECIALIST</u>	<u>7-03</u>
<u>AGRICULTURE AUDITOR 5</u>	<u>7-02</u>	<u>NAT RES PROGRAM SPECIALIST 1</u>	<u>7-04</u>
<u>AGRICULTURE PROGRAM SPEC-OBJ</u>	<u>7-04</u>	<u>NAT RES PROGRAM SPECIALIST 2</u>	<u>7-03</u>
<u>AGRICULTURE PROGRAM SPEC-SENIOR</u>	<u>7-03</u>	<u>PARALEGAL-ADV</u>	<u>7-03</u>
<u>ASSISTANT AREA ADMINISTRATOR</u>	<u>7-03</u>	<u>PARALEGAL-OBJ</u>	<u>7-04</u>
<u>AUDITOR</u>	<u>7-04</u>	<u>PAYROLL & BENEFIT SYSTMS COORD</u>	<u>7-04</u>
<u>AUDITOR (SCHOOL FINANCE)</u>	<u>7-02</u>	<u>PAYROLL & BENEFIT SYSTMS COORD-</u> <u>SEN</u>	<u>7-03</u>
<u>AUDITOR (TRANSPR PLAN & REVIEW)</u>	<u>7-02</u>	<u>PECFA PROGRAM SPECIALIST</u>	<u>7-04</u>
<u>AUDITOR-ADV</u>	<u>7-02</u>	<u>PECFA PROGRAM SPECIALIST-SENIOR</u>	<u>7-03</u>
<u>AUDITOR-JOURNEY</u>	<u>7-03</u>	<u>PRINTING TECHNICIAN</u>	<u>7-04</u>
<u>AUDITOR-SENIOR</u>	<u>7-03</u>	<u>PROCUREMENT SPECIALIST</u>	<u>7-04</u>
<u>AUDITOR-SENIOR (DHFS)</u>	<u>7-02</u>	<u>PROCUREMENT SPECIALIST-OBJ</u>	<u>7-03</u>
<u>BOARD STEWARD</u>	<u>7-04</u>	<u>PROCUREMENT SPECIALIST-SENIOR</u>	<u>7-03</u>
<u>BUSINESS ENTERPRISE SPECIALIST</u>	<u>7-04</u>	<u>PROGRAM AND PLANNING ANALYST</u>	<u>7-05</u>
<u>CHILD SUPPORT PROGRAM SPECIALIST 1</u>	<u>7-04</u>	<u>PROGRAM AND PLANNING ANALYST-</u> <u>ADV</u>	<u>7-03</u>
<u>CHILD SUPPORT PROGRAM SPECIALIST 2</u>	<u>7-03</u>	<u>PROGRAM AND PLANNING ANALYST-</u> <u>SEN</u>	<u>7-04</u>
<u>COLLECTIONS SPECIALIST</u>	<u>7-04</u>	<u>PROGRAM SCHEDULE COORDINATOR</u>	<u>7-04</u>

<u>CLASSIFICATION</u>	<u>PAY</u> <u>RANGE</u>	<u>CLASSIFICATION</u>	<u>PAY</u> <u>RANGE</u>
<u>COLLECTIONS SPECIALIST-SENIOR</u>	7-03	<u>PROPERTY ASSESSMENT CHIEF TRNG</u> <u>OFR</u>	7-03
<u>COMMUNICATIONS SPECIALIST</u>	7-05	<u>PROPERTY ASSESSMENT PRAC SPEC</u>	7-04
<u>COMMUNICATIONS SPECIALIST-ADV</u>	7-03	<u>PROPERTY ASSESSMENT PRAC SPEC-</u> <u>JRNY</u>	7-03
<u>COMMUNICATIONS SPECIALIST-SENIOR</u>	7-04	<u>PROPERTY ASSESSMENT PRAC SPEC-SEN</u>	7-03
<u>COMMUNITY SERVICES ADVOCATE</u>	7-04	<u>PROPERTY ASSESSMENT SPEC</u>	7-04
<u>COMMUNITY SERVICES SPECIALIST</u>	7-04	<u>PROPERTY ASSESSMENT SPEC-ADV</u>	7-03
<u>COMMUNITY SERVICES SPECIALIST-SEN</u>	7-03	<u>PROPERTY ASSESSMENT SPEC-JOURNEY</u>	7-03
<u>COMMUNITY SVCS TECHNICIAN</u>	7-05	<u>PUBLIC DEFENDER INVESTIGATOR</u>	7-04
<u>COMMUNITY SVCS TECHNICIAN-SENIOR</u>	7-04	<u>PUBLIC DEFENDER INVESTIGATOR-SEN</u>	7-03
<u>CONSUMER CREDIT EXAMINER</u>	7-04	<u>PUBLIC UTIL AUDITOR</u>	7-04
<u>CONSUMER CREDIT EXAMINER-ADV</u>	7-02	<u>PUBLIC UTIL AUDITOR 3</u>	7-03
<u>CONSUMER CREDIT EXAMINER-JOURNEY</u>	7-03	<u>PUBLIC UTIL AUDITOR 4</u>	7-03
<u>CONSUMER CREDIT EXAMINER-SENIOR</u>	7-03	<u>PUBLIC UTIL AUDITOR 5</u>	7-02
<u>CONTRACTS SPECIALIST</u>	7-05	<u>PUBLIC UTIL AUDITOR 6</u>	7-02
<u>CONTRACTS SPECIALIST-ADV</u>	7-03	<u>PUBLIC UTIL AUDITOR 7</u>	7-02
<u>CONTRACTS SPECIALIST-SENIOR</u>	7-04	<u>PUBLIC UTIL FINCL ANALYST</u>	7-04
<u>CORRECTIONS ADMIN SPECIALIST</u>	7-04	<u>PUBLIC UTIL FINCL ANALYST-ADV</u>	7-02
<u>CRIME VICTIM CLAIMS SPECIALIST</u>	7-04	<u>PUBLIC UTIL FINCL ANALYST-JOURNEY</u>	7-03
<u>DHFS TELECOMMUNICATIONS COORD</u>	7-03	<u>PUBLIC UTIL FINCL ANALYST-PRINCPL</u>	7-02
<u>DOA ADMINISTRATIVE COORDINATOR</u>	7-03	<u>PUBLIC UTIL FINCL ANALYST-SENIOR</u>	7-03
<u>DOA PROGRAM SPECIALIST</u>	7-04	<u>PUBLICATIONS EDITOR</u>	7-05
<u>ELECTIONS SPECIALIST</u>	7-04	<u>PUBLICATIONS EDITOR 3</u>	7-04
<u>EMERGENCY GOVERNMENT SPECIALST</u>	7-04	<u>PUBLICATIONS EDITOR 4</u>	7-03
<u>EMERGENCY GOVERNMENT SPECIALST-ADV</u>	7-03	<u>PURCHASING AGENT</u>	7-04
<u>EMERGENCY GOVERNMENT SPECIALST-SEN</u>	7-03	<u>PURCHASING AGENT-OBJ</u>	7-04
<u>EMPLOYMENT PROGRAMS COORDINATOR</u>	7-04	<u>PURCHASING AGENT-SENIOR</u>	7-03
<u>ENVIR ASSISTANCE COORD</u>	7-03	<u>QUALITY ASSURANCE PROG SPEC</u>	7-04
<u>ENVIR COORDINATOR</u>	7-04	<u>QUALITY ASSURANCE PROG SPEC-</u> <u>SENIOR</u>	7-03
<u>EQUAL OPPORTUNITY SPECIALIST</u>	7-04	<u>REAL ESTATE SPECIALIST</u>	7-04
<u>EQUAL OPPORTUNITY SPECIALIST-SEN</u>	7-03	<u>REAL ESTATE SPECIALIST-ADV</u>	7-03
<u>EXCISE TAX AGENT</u>	7-30	<u>REAL ESTATE SPECIALIST-SENIOR</u>	7-03
<u>EXCISE TAX AGENT-SENIOR</u>	7-31	<u>RECORDS/FORMS MANAGEMENT SPEC</u>	7-04
<u>FACILITIES MANAGEMENT SPECIALIST 1</u>	7-04	<u>RECORDS/FORMS MANAGEMENT SPEC-</u> <u>SEN</u>	7-03
<u>FACILITIES MANAGEMENT SPECIALIST 2</u>	7-03	<u>REGULATORY SPECIALIST</u>	7-04
<u>FINANCIAL EXAMINER</u>	7-04	<u>REGULATORY SPECIALIST-SENIOR</u>	7-03

<u>CLASSIFICATION</u>	<u>PAY</u> <u>RANGE</u>	<u>CLASSIFICATION</u>	<u>PAY</u> <u>RANGE</u>
<u>FINANCIAL EXAMINER-ADV</u>	<u>7-02</u>	<u>REVENUE AGENT</u>	<u>7-04</u>
<u>FINANCIAL EXAMINER-JOURNEY</u>	<u>7-03</u>	<u>REVENUE AGENT 3</u>	<u>7-03</u>
<u>FINANCIAL EXAMINER-SENIOR</u>	<u>7-03</u>	<u>REVENUE AGENT 4</u>	<u>7-03</u>
<u>FLEET OPERATIONS SPECIALIST</u>	<u>7-04</u>	<u>REVENUE AUDITOR</u>	<u>7-04</u>
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<u>HEALTH CARE RATE ANALYST-SENIOR</u>	<u>7-03</u>	<u>REVENUE FIELD AGENT 5</u>	<u>7-03</u>
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<u>HUMAN SERVICES PROGRAM COORD</u>	<u>7-04</u>	<u>REVENUE FIELD AUDITOR 5</u>	<u>7-03</u>
<u>HUMAN SERVICES PROGRAM COORD-SEN</u>	<u>7-03</u>	<u>REVENUE FIELD AUDITOR 6</u>	<u>7-02</u>
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<u>INSURANCE EXAMINER-JOURNEY</u>	<u>7-03</u>	<u>REVENUE SERVICES CONSULTANT-SEN</u>	<u>7-03</u>
<u>INSURANCE EXAMINER-SENIOR</u>	<u>7-03</u>	<u>REVENUE TAX SPECIALIST 1</u>	<u>7-03</u>
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<u>INSURANCE FINANCIAL EXAMINER-ADV</u>	<u>7-02</u>	<u>REVENUE TAX SPECIALIST 3</u>	<u>7-02</u>
<u>INSURANCE FINANCIAL EXAMINER-JRNY</u>	<u>7-03</u>	<u>REVENUE TAX SPECIALIST 4</u>	<u>7-02</u>
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<u>IS COMPREHENSIVE SERVICES PROF</u>	<u>7-04</u>	<u>SIGN LANGUAGE INTERPRETER</u>	<u>7-03</u>
<u>IS COMPREHENSIVE SERVICES SENIOR</u>	<u>7-03</u>	<u>SPECIAL AGENT</u>	<u>7-30</u>
<u>IS COMPREHENSIVE SERVICES SPEC</u>	<u>7-02</u>	<u>SPECIAL AGENT-SENIOR</u>	<u>7-31</u>
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<u>IS DATA SERVICES SPECIALIST</u>	7-02	<u>TAX RESOLUTION OFFR-LARGE CASE</u>	7-02
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<u>IS ENTRPRS NETWORK SERVICES SPEC</u>	7-02	<u>TECHNICAL WRITER-SENIOR</u>	7-03
<u>IS ENTRPRS NETWORK SVCS CONSLT/ADM</u>	7-02	<u>TOURISM COORDINATOR</u>	7-03
<u>IS ENTRPRS STRTGC PLAN SVCS CNS/AD</u>	7-02	<u>TOURISM COORDINATOR-SENIOR</u>	7-03
<u>IS ENTRPRS STRTGC PLAN SVCS SPEC</u>	7-02	<u>TOURISM SPECIAL ASSISTANT</u>	7-04
<u>IS ENTRPRS SYSMS DEVMNT SVCS CN/AD</u>	7-02	<u>TOURIST PROMOTION REPRESENTATIVE</u>	7-05
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<u>IS ENTRPRS TECHNICAL SVCS CNS/ADMR</u>	7-02	<u>TRADE PRACTICES ANALYST-SENIOR</u>	7-03
<u>IS ENTRPRS TECHNICAL SVCS SPEC</u>	7-02	<u>TRAINING OFFICER</u>	7-04
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<u>IS NETWORK SERVICES PROFESSIONAL</u>	7-04	<u>TRANSPR FISCAL ANALYST 1</u>	7-03
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<u>IS PROFESSIONL IN-TRAINING (B)</u>	7-04	<u>UNIV BENEFIT SPECIALIST</u>	7-04
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<u>IS SYSTEMS DEVMNT SERVICES PROF</u>	7-04	<u>UNIV CONFERENCE COORD</u>	7-04
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<u>LOTTERY CUSTOMER SERVICE SPEC-SEN</u>	7-04	<u>WORKERS COMP RESOLUTN OFFICER</u>	7-04
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CLASSIFICATION

PAY
RANGE

CLASSIFICATION

PAY
RANGE

MEDICAID PUBLICATIONS COORDINATOR

7-03

APPENDIX J

**SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS
FOR
CERTAIN INFORMATION SYSTEMS CLASSIFICATIONS**

~~PAY PROGRESSION SCHEDULE~~

~~Effective the effective date of the Agreement~~

Information Systems

Range 07-40	
	Rate
A (minimum)	15.447
B	16.047
C	16.647
D	17.247
E	17.847

~~A. Effective Dates. This appendix will be effective from the effective date of the Agreement through July 13, 2002. Effective July 14, 2002, these provisions will be replaced by those of Appendix C.~~

~~B. Ongoing Administration.~~

~~1. Eligibility.~~

~~a. Eligible: Subject to b., below, employees in positions allocated to classifications assigned to pay ranges 07-40 whose base pay rate is at or above minimum of the applicable pay range and less than point E 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 whose base pay rate is equal to or greater than point E as defined in I. above upon attaining the next progression interval.~~

~~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 (6) month intervals based on the employee's seniority date. Seniority date 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. Adjustment of seniority 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.~~

~~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 B./1./b./2), above.~~

~~b. Except as provided in c. below, on the effective date of the semi-automatic progression adjustment, an employee's base pay rate will be increased to the pay point 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.~~

~~_____ c. If eligible, an employee whose semi-automatic progression adjustment has been previously denied due to circumstances described in B./1./b./2), above, will receive an increase to the next higher progression point as defined in I. above.~~

~~_____ d. One year from the date an employee attains progression level E, the employee will receive a pay adjustment in an amount equal to eight percent (8%) of the 07-01 pay range minimum. Except as provided in e., below, employees whose positions are subsequently reclassified or reallocated will receive no pay on regrade if the effective date of the reclassification or reallocation is not more than two (2) years after the effective date of the pay adjustment above, except to increase pay to the applicable pay range minimum. An employee whose reclassification or reallocation is effective more than two (2) years after receiving the eight percent (8%) of the 07-01 pay range minimum shall receive an increase per the pay on reclassification provisions of Appendix A.~~

~~_____ e. Employees hired with or affected by a Raised Minimum Rate and who are placed at level D or higher who receive the pay adjustment provided in d., above, shall not be subject to the "no pay on regrade" limitation of d., above.~~

APPENDIX K

SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS

for

CERTAIN FISCAL CLASSIFICATIONS

~~PAY PROGRESSION SCHEDULE~~

~~Effective the effective date of the Agreement~~

Fiscal

Range 07-40	
	Rate
A (minimum)	15.447
B	16.047
C	16.647
D	17.247
E	17.847

~~A. Effective Dates. This appendix will be effective from the effective date of the Agreement through July 13, 2002. Effective July 14, 2002, these provisions will be replaced by those of Appendix C.~~

~~B. Ongoing Administration.~~

~~1. Eligibility.~~

~~a. Eligible: Subject to b., below, employees in positions allocated to classifications assigned to pay range 07-77 whose base pay rate is at or above minimum of the applicable pay range and less than point E 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 whose base pay rate is equal to or greater than point E as defined in I. above upon attaining the next progression interval.~~

~~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 (6) month intervals based on the employee's seniority date. Seniority date 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. Adjustment of seniority 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.~~

~~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 B./1./b./2), above.~~

~~b. Except as provided in c. below, on the effective date of the semi-automatic progression adjustment, an employee's base pay rate will be increased to the pay point 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.~~

~~c. If eligible, an employee whose semi-automatic progression adjustment has been previously denied due to circumstances described in B./1./b./2), above, will receive an increase to the next higher progression point as defined in I. above.~~

~~d. One year from the date an employee attains progression level E, the employee will receive a pay adjustment in an amount equal to eight percent (8%) of the 07-78 pay range minimum. Except as provided in e., below, employees whose positions are subsequently reclassified or reallocated will receive no pay on regrade if the effective date of the reclassification or reallocation is not more than two (2) years after the effective date of the pay adjustment above, except to increase pay to the applicable pay range minimum. An employee whose reclassification or reallocation is effective more than two (2) years after receiving the eight percent (8%) of the 07-78 pay range minimum shall receive an increase per the pay on reclassification provisions of Appendix A.~~

~~e. Employees hired with or affected by a Raised Minimum Rate and who are placed at level D or higher who receive the pay adjustment provided in d., above, shall not be subject to the "no pay on regrade" limitation of d., above.~~

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DISTRICT MAP

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