



State of Wisconsin

LEGISLATIVE REFERENCE BUREAU


RESEARCH APPENDIX - PLEASE DO NOT REMOVE FROM DRAFTING FILE


Date Added To File: 05/20/2004 (Per: RAC)



Appendix To: LRB 03-3694/1 2003 SB-565

(Part 06 of 11)

 The attached 2003 draft was incorporated into the new 2003 draft listed above. For research purposes, this cover sheet and the attached drafting file were copied, and added, as a appendix, to the new 2003 drafting file. If introduced this section will be scanned and added, as a separate appendix, to the electronic drafting file folder.

 This cover sheet was added to rear of the original 2003 drafting file. The drafting file was then returned, intact, to its folder and filed.

2. (PSS): Pay Range Assignment. Effective the first day of the pay period following the effective date of the Agreement, employees in positions allocated to the Psychologist classification series who are licensed by the Department of Regulation and Licensing will be reallocated to the following classification:

<u>Class Code</u>	<u>Classification</u>	<u>Pay Range</u>
<u>52160</u>	<u>Psychologist-Licensed</u>	<u>12-09</u>

3. (PSS): Progression Implementation/Pay Range Assignment. Effective the first day of the pay period following the effective date of the Agreement, the Employer agrees to implement the pay progressions described in Negotiating Notes 73 (Psychological Associate) and 77 (Medigap Insurance Specialist), and to assign the following classifications to the specified pay ranges below:

<u>Class Code</u>	<u>Classification</u>	<u>Pay Range</u>
<u>52101</u>	<u>Psychological Associate (A)</u>	<u>12-08</u>
<u>52102</u>	<u>Psychological Associate (B)</u>	<u>12-09</u>

~~4. (PSS): Market Equity Payment~~

~~Effective the first day of the pay period following the effective date of the Agreement, a market equity payment will be provided in accordance with Memorandum of Understanding 42.~~

B. Second Fiscal Year (20024-20035)

Except as otherwise provided under 12/1/4 of this Article, the Employer agrees to provide all eligible PSS employees covered by this Agreement the following wage adjustments in the order set forth below:

~~1. (AS, PSS): Pay Range Reassignments~~

~~Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Employment Security Assistant 1	02-08	02-09
Employment Security Assistant 2	02-09	02-10
Employment Security Assistant 3	02-10	02-11
Employment Security Assistant 4	02-11	02-12
Tourist Information Assistant 3	02-10	02-11
Unemployment Compensation Associate 1	02-11	02-12
Unemployment Compensation Associate 2	02-12	02-13
Unemployment Compensation Associate 3	*	02-14
Veterans Employment and Training Spec.	12-03	12-04

~~*original assignment of new classification~~

~~2 (AS): Lump Sum Payment~~

~~Effective the first day of the pay period following the effective date of the Agreement, the Employer will pay eligible employees a lump sum payment as follows:~~

~~a. Employees in pay status on the effective date of the lump sum payment whose positions are classified as:~~

- ~~Employment Security Assistant 1~~
- ~~Employment Security Assistant 2~~
- ~~Employment Security Assistant 3~~
- ~~Employment Security Assistant 4~~
- ~~Unemployment Compensation Associate 1~~
- ~~Unemployment Compensation Associate 2~~
- ~~Unemployment Compensation Associate 3~~

~~b. Amount~~

- ~~1) Eligible full-time employees (budgeted as 1.0 full-time equivalent) will receive a lump sum payment of two thousand dollars (\$2,000.00)~~
- ~~2) Eligible part-time employees (budgeted as less than 1.0 full-time equivalent) will receive a lump sum payment of one thousand five hundred dollars (\$1,500.00).~~

~~3. (T): Personnel Management Survey Implementation~~

~~Effective the first day of the pay period following the effective date of the Agreement, the following survey will be implemented:~~

~~Communications Technician Survey~~

~~4. (AS, BC, SPS, T, PSS, LE) General Wage Adjustment~~

~~Except for those employees whose positions are listed in 6, below, effective the first pay period following the effective date of the agreement, the Employer will provide each eligible employee in pay~~

~~status on the effective date a General Wage Adjustment of an amount equal to two percent (2.0%) of the employee's current base pay rate.~~

~~5. (LE): Market Stratification~~

~~Effective the first day of the pay period following the effective date of the Agreement, the Employer will provide an increase to each employee in pay status on that date who is in a position having a classification assigned to pay range 36-40 or 36-41, as follows:~~

Full Years of Seniority as of June 30, 2002	Per Hour Increase
Zero through 4 years	\$0.300
5 through 9 years	\$0.350
10 through 14 years	\$0.400
15 through 19 years	\$0.450
20 through 24 years	\$0.500
25 years or more	\$0.600

~~6 (SPS, T): Grid Implementation~~

~~Except as provided in c., below, effective the first day of the pay period following the effective date of the Agreement, eligible employees in pay status on that date, in positions allocated to the following classifications, will be placed on the applicable grid in Appendix #4 based on full years of seniority as of June 30, 2002:~~

- ~~a. Conservation Warden;~~
- ~~Environmental Warden;~~

~~_____ Safety Specialist Warden;~~

~~_____ Special Investigative Warden.~~

~~_____ b. _____ Aircraft Pilot.~~

~~_____ c. _____ Employees in positions allocated to classifications listed in a. and b., above, who are at or above the applicable FY 2001-2001 grid endpoint will receive a General Wage Adjustment of an amount equal to two percent (2.0%) of the current base pay rate.~~

~~_____ 7. _____ Transaction Grids Implementation~~

~~_____ Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the Transaction Grids set forth in Appendix #2.~~

~~_____ 8. _____ (AS, BC): Personnel Management Survey Implementation~~

~~_____ Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the following surveys will be implemented:~~

~~AS Survey Phase I~~

~~Blue Collar Survey~~

~~_____ 9. _____ (SPS): Pay Progression Implementation~~

~~_____ Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer shall implement pay progressions for employees in pay status on that date who are in positions allocated to the classifications of Correctional Officer, Correctional Sergeant, Officer, Officer Lead, Psychiatric Care Technician 1, Psychiatric Care Technician 2, Youth Counselor and Youth Counselor — Advanced in accordance with Negotiating Notes #61. The pay provisions in Appendix~~

~~#5 of this Agreement will not apply to any employees affected by the pay range reassignments provided in Negotiating Note #61 whose seniority was three (3) years or more as of June 30, 2002.~~

~~10. (SPS): Market Adjustment~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, and following implementation of Negotiating Note #61, the Employer will provide each eligible employee in pay status on the effective date a market adjustment of forty eight cents (\$0.480) per hour. Eligible employees are those whose seniority was three (3) years or more as of June 30, 2002, and whose positions are allocated to the following classifications:~~

- ~~Correctional Officer~~
- ~~Correctional Sergeant~~
- ~~Psychiatric Care Technician~~
- ~~Youth Counselor~~
- ~~Youth Counselor Advanced~~

~~11. (BC): Pay Range Reassignments~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Power Plant Assistant	03-07	03-09

Power Plant Operator	03-11	03-13
Power Plant Operator Senior	03-12	03-14
Power Plant Operator In Charge	03-13	03-15

12. ~~(BC): Power Plant Add-on~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the add-on revision in accordance with Negotiating Note #60.~~

13. ~~(AS, BC, SPS): Pay Range Reassignments~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Bindery Worker	*	03-07
Cemetery Caretaker	*	03-08
Coding Technician	02-11	02-12
Coding Technician Senior	02-12	02-13
Coding Technician Advanced	02-13	02-14
Cook 1	03-07	03-08
Cook 2	03-08	03-09
Corrections Communication Operator	*	02-11

Dean Assistant	*	02-11
Detention Facilities Specialist	05-15	05-16
Legal Assistant-Entry	02-11	02-12
Legal Assistant-Obj.	02-12	02-13
Legal Secretary-Obj.	02-10	02-11
Legal Secretary-Adv.	02-11	02-12
Locksmith-Entry	03-09	03-10
Locksmith-Journey	03-10	03-11
Medical Program Assistant	*	02-09
Medical Program Assistant-Associate	*	02-10
Medical Program Assistant-Senior	*	02-11
Medical Staff Assistant	*	02-12
Offset Press Operator	*	03-09
Offset Press Operator-Lead	*	03-10
Seamstress/Seamer 1	03-05	03-06
Seamstress/Seamer 2	03-06	03-07
Tool Crib Coordinator	03-08	03-09
Upholsterer	03-09	03-10
Utility Plant Operator	03-12	03-14

*original assignment of new classification

The pay provisions in Appendix #5 of this Agreement will not apply to any employees affected by the pay range reassignment for Detention Facilities Specialist, above. Any employee in pay status on that date whose position is classified as Detention Facilities Specialist will instead receive an increase of ten percent (10.0%) of the employee's current base pay rate.

14. ~~Grid Implementation~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the grid for Police Communications Operator as set forth in Appendix #4 with placement based on full years of seniority as of June 30, 2002.~~

15. ~~(SPS): Market Adjustment~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide each eligible employee in pay status on the effective date a market adjustment of an amount equal to one and one-half percent (1.5%) of the current base pay rate. Eligible employees are those whose positions are allocated to the following classifications, and whose base pay rate in that classification was equal to or greater than the associated pay rates before the effective date of the Agreement as follows:~~

Classification	Pay rate
Conservation Warden	\$21.427
Environmental Warden	\$23.432
Safety Specialist Warden	\$23.432
Special Investigative Warden	\$23.432

16. ~~Differential/Add-on Implementation~~

~~Effective December 29, 2002 or the first day of the pay period following the effective date of the Agreement, whichever is later, the following will be implemented:~~

~~Department of Military Affairs Fire Crash Rescue Specialist Lead Work Differential in accordance 12/7/4.~~

~~Department of Military Affairs Add-on Pilot for Fire Crash Rescue Specialist in accordance with Negotiating Note #65.~~

~~Licensed Practical Nurse and Nursing Assistant Add-on in accordance with 12/7/5 of this Agreement.~~

~~17. (SPS, LE): Pay Range Reassignments~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Military Affairs Security Guard Entry	*	05-08
Military Affairs Security Guard Objective	*	05-09
Military Affairs Security Guard Senior	*	05-10
Military Funeral Honors Team Member	05-09	05-10
Security Officer 1	05-06	05-07
Security Officer 2	05-07	05-08
Security Officer 3	05-08	05-09
Security Officer 4	05-09	05-10

~~*original assignment of new classification~~

~~18. (SPS): Market Adjustment~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide each eligible employee in pay status on the effective date whose position is classified as Fire/Crash Rescue Specialist 1, Fire/Crash Rescue Specialist 2, or Fire/Crash Rescue Specialist 3, a market adjustment of fifty cents (\$0.500) per hour.~~

~~19. (SPS): Pay Range Reassignments~~

~~Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Life Saving Station Operator	05-09	05-11

~~20. (T): Personnel Management Survey Implementation~~

~~Effective March 9, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, the following surveys will be implemented:~~

~~Electronics Technician Survey~~

~~Media Technician Survey~~

~~21. (T): Pay Range Reassignments~~

~~Effective March 9, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Computer Printing Technician Lead	*	06-11
Dental Hygienist	06-16	06-17
Lab Sample Control & Recvg Tech-Obj.	06-08	06-09
Lab Sample Control & Recvg Tech-Senior	06-09	06-10
Licensed Practical Nurse 1	06-11	06-13
Licensed Practical Nurse 2	06-12	06-13
Mortician	06-11	06-12
Occupational Therapy Assistant-Entry	06-10	06-11
Occupational Therapy Assistant-Obj.	06-12	06-13
Pharmacy Technician-Entry	06-07	06-09
Pharmacy Technician-Objective	06-08	06-10
Phlebotomist-Entry	06-09	06-11
Phlebotomist-Objective	06-10	06-11
Physical Therapy Assistant-Entry	06-10	06-11
Physical Therapy Assistant-Obj.	06-12	06-13
Respiratory Therapist 1	06-12	06-13

Respiratory Therapist 2	06-13	06-14
Respiratory Therapist 3	06-14	06-15
Respiratory Therapist 4	06-15	06-16
Respiratory Therapist 5	06-16	06-17

*original assignment of new classification

~~22. (T, LE): Chemical Test Coordinator Reallocations~~

~~Effective March 9, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, positions allocated to the Chemical Test Coordinator series will be reallocated as follows:~~

Classification	Old Pay Range	New Pay Range
Chemical Test Coordinator 1	36-12	06-14
Chemical Test Coordinator 2	36-13	06-15

~~23. (T): Pay Range Reassignments~~

~~Effective March 9, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Diagnostic Radiologic Technician-Entry	*	06-14

Diagnostic Radiologic Technician-Obj.	*	06-15
Diagnostic Radiologic Technician-Adv.	*	06-16
Electroencephalograph Technician 1	06-10	06-13
Electroencephalograph Technician 2	06-11	06-13
Forensic Program Technician	*	06-09
Forensic Program Technician-Senior	*	06-10
Laboratory Animal Technician 1	06-06	06-07
Laboratory Animal Technician 2	06-07	06-08
Laboratory Animal Technician 3	06-09	06-10
Medical Assistant 1	06-08	06-09
Medical Assistant 2	06-09	06-10
Medical Laboratory Technician-Entry	06-09	06-10
Medical Laboratory Technician-Obj	06-10	06-11
Ocular Photography Technician	06-08	06-09
Ultrasound Technician	06-16	06-18
Veterinary Technician 1	06-10	06-11
Veterinary Technician 2	06-11	06-12
Veterinary Technician 3	06-12	06-13

*original assignment of new classification

~~24. (BC): Pay Range Reassignments~~

~~Effective April 6, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

~~Classification~~ _____ ~~Old Pay Range~~ _____ ~~New Pay Range~~

~~Automotive Equipment Technician Entry~~ _____ ~~03-05~~ _____ ~~03-06~~

~~25. (AS, BC, SPS, T, LE): General Wage Adjustment~~

~~Effective April 6, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide each eligible employee in pay status on the effective date a General Wage Adjustment of an amount equal to two and one-half percent (2.5%) of the current base pay rate.~~

~~26. Grid Implementation~~

~~Effective April 6, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the applicable Grids set forth in Appendices #3 and #4.~~

~~27. (AS): Program Assistant Market Stratification~~

~~Effective April 6, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement a Program Assistant market increase. Any employee in pay status on that date whose position is allocated to Program Assistant 1, Program Assistant 2, Program Assistant 3, or Program Assistant 4 will receive an increase as follows:~~

~~Full Years of Seniority as of April 6, 2003~~ _____ ~~Amount of Increase~~

10 through 14 years	\$0.10
15 through 19 years	\$0.20
20 through 24 years	\$0.25
25 through 29 years	\$0.30
30 through 34 years	\$0.35
35 through 39 years	\$0.40
40 through 44 years	\$0.45
45 or more years	\$0.50

28. (BC): Pay Range Reassignments

Effective June 1, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:

Classification	Old Pay Range	New Pay Range
Auto Equipment Technician-Entry	03-06	03-07
Custodian	03-06	03-07
Farm Laborer	03-06	03-07
Food Service Assistant 1	03-06	03-07
Laboratory Helper	03-06	03-07
Laundry Worker	03-06	03-07
Motor Vehicle Operator-Light	03-06	03-07
Seamstress/Seamer 1	03-06	03-07

Shipping and Mailing Clerk 1	03-06	03-07
Stock Clerk	03-06	03-07

~~29. (T): Pay Range Reassignments~~

~~Effective June 15, 2003, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Plumbing Consultant 1	06-15	06-17
Plumbing Consultant 2	06-16	06-17
Plumbing Plan Reviewer 1	06-15	06-17
Plumbing Plan Reviewer 2	06-16	06-17
Private Sewage Plan Reviewer 1	06-15	06-17
Private Sewage Plan Reviewer 2	06-16	06-17

~~30. (PSS): Pay Range Reassignments~~

~~Effective the first day of the pay period following the effective date of the Agreement, the employer will implement the pay range reassignments specified below:~~

Classification	Old Pay Range	New Pay Range
Client Services Spec.	12-06	12-07
Community Integration Spec.	12-06	12-07

Crisis Intervention Worker	12-06	12-07
Disability Claims Reviewer	12-07	12-08
Disability Claims Spec.	12-08	12-09
Disability Determ. Spec. Entry	12-05	12-06
Disability Determ. Spec. Obj.	12-06	12-07
Experiential Recreation Spec. Entry	12-02	12-03
Experiential Recreation Spec. Obj.	12-03	12-04
Licensing/Certification Spec.	12-06	12-07
Psychological Svcs. Assoc. Entry	12-03	12-04
Psychological Svcs. Assoc. Obj.	12-05	12-06
Recreation Leader Entry	12-02	12-03
Recreation Leader Obj.	12-03	12-04
Rehabilitation Case Mgr. Obj.	12-04	12-05
Rehabilitation Case Mgr. Sr.	12-05	12-06
Victim Svcs. Spec. 1	12-04	12-05
Vocational Rehab. Counselor	12-05	12-07
Vocational Rehab. Counselor Sr.	12-07	12-08
Voc. Rehab. Counselor In-training	12-04	12-06
Volunteer Coordinator	12-03	12-04

~~31. (PSS): Reallocations and Classification Implementation~~

~~a. Effective the first day of the pay period following the effective date of the Agreement, various relocations and new classifications will be implemented in accordance with Negotiating Notes 15, 34, 62, 66, 67, 68, and 69. Pay for these transactions will be in accordance with the appropriate Negotiating Note.~~

~~b. Effective the first day of the pay period following the effective date of the Agreement, the following reallocations will be implemented:~~

~~**Old Classification Title Old Pay Range New Classification Title New Pay Range**~~

Job Service Analyst 1	12-04	Employment & Training Analyst 1	12-07
Job Service Analyst 2	12-05	Employment & Training Analyst 2	12-07
Job Service Analyst 3	12-06	Employment & Training Analyst 3	12-07
Job Service Analyst 4	12-07	Employment & Training Analyst 4	12-08

~~32. (PSS): Market Stratification~~

~~Effective the first day of the pay period following the effective date of the Agreement, the market stratification provided in b. below, will be provided to employees in pay status on that date whose positions are allocated to the classifications listed in a., below.~~

~~a. Eligible Classifications~~

Classification Title	Class Code
Chief Reg. Psychologist	52360
Chief Reg. Psychologist Doctorate	52370
Correctional Prog. Spec. Obj.	51572
Offender Class Spec. Entry	51601
Offender Class Spec. Obj.	51602
Probation & Parole Agent (A)	51701

Probation & Parole Agent (B)	51702
Probation & Parole Agent (C)	51703
Psychologist	52161
Psychologist-Doctorate	52171
Psychologist-Sr.	52162
Psychologist-Sr.-Doctorate	52172
School Psychologist	52461
School Psychologist-Doctorate	52471
School Psychologist-Sr.	52462
School Psychologist-Sr.-Doctorate	52472
Social Services Spec. 1	51871
Social Services Spec. 2	51872
Social Worker	50862
Social Worker-Adv.	50864
Social Worker-Sr.	50863
Social Worker-Corrections (A)	51801
Social Worker-Corrections (B)	51802
Social Worker-Corrections (C)	51803
Treatment Spec. 1	50201
Treatment Spec. 2	50202

(b) Market Stratification

Full Years of Seniority	Base Pay
as of June 30, 2002	Per Hour Increase

5 thru 9 years	\$0.130
10 thru 14 years	\$0.230
15 thru 19 years	\$0.330
20 or more years	\$0.430

~~33. (PSS): General Wage Adjustment~~

~~Effective the first day of the pay period following the effective date of the Agreement, the Employer will provide each eligible employee in pay status on the effective date a General Wage Adjustment of an amount equal to two and one half percent (2.5%) of the current base pay rate.~~

1. (PSS): General Wage Adjustment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide each eligible employee in pay status on the effective date a General Wage Adjustment of an amount equal to 1.0% of the employee's current base pay rate.

2. (PSS): Progression Implementation

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to implement the pay progressions in Negotiating Note 72 (Psychological Services Assistant) and 75 (Rehabilitation Case Manager).

3. (PSS): Pay Schedule Implementation

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the applicable pay schedule set forth in Appendix #2.

4. (PSS): Market Adjustment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide a market adjustment to each employee in pay status whose base rate is less than thirteen dollars (\$13.000). An employee will receive a base increase of not more than twenty-five cents (\$0.250) per hour, subject to a maximum base pay rate of thirteen dollars (\$13.000) per hour except that no employee will receive less than ten cents (\$0.100).

5. (PSS): Pay Range Reassignments

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to reassign the following classifications to the specified pay ranges below:

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Psychologist-Licensed	12-09	12-10

Pay on regrade for this pay range reassignment shall not be subject to the pay range maximum.

6. (PSS): Assignment of Pay Ranges

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to assign the following classifications to the specified pay ranges below:

<u>Classification</u>	<u>Pay Range</u>
<u>Psychological Services Asst. (A)</u>	<u>12-05</u>
<u>Social Worker Clinical</u>	<u>12-09</u>
<u>Veterans Claims Officer 1</u>	<u>12-05</u>
<u>Veterans Claims Officer 2</u>	<u>12-06</u>

Pay on regrade for movements into these classifications shall not be subject to the pay range maximum.

7. (PSS): General Wage Adjustment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, all employees in pay status on that date who were not eligible for an adjustment under 3., above, will receive a base pay rate increase of \$0.100.

8. (PSS): General Wage Lump Sum Payment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, all employees in pay status on that date will receive a lump sum payment of two hundred fifty dollars (\$250.00), pro-rated by FTE on that date.

9. (PSS): Pay Range Reassignments

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to reassign the following classification to the specified pay ranges below:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Chief Regional Psychologist</u>	<u>12-10</u>	<u>12-11</u>

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

10. (PSS): Progression Implementation/Pay Range Reassignments

Effective December 26, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to implement the pay progression in Negotiating Notes 76 (Ombudsman Services Specialist), and to reassign the following classifications to the specified pay ranges below:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Medigap Ins. Spec.-Lead</u>	<u>12-06</u>	<u>12-07</u>
<u>Ombudsman Svcs. Spec.-Obj</u>	<u>12-06</u>	<u>12-07</u>

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

11. (PSS): Market Adjustment

Effective December 26, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, any employee in pay status on that date whose position is allocated to the following classifications will receive a market adjustment of \$0.200 per hour:

Classifications

Offender Class Spec. (A)

Offender Class Spec. (B)

Probation & Parole Officer (A)

Probation & Parole Officer (B)

Probation & Parole Officer (C)

Social Worker

Social Worker-Adv.

Social Worker Clinical

Social Worker-Corrections (A)

Social Worker-Corrections (B)

Social Worker-Corrections (C)

Social Worker-In Training

Social Worker-Sr.

12. (PSS): Market Adjustment

Effective December 26, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, any employee in pay status on that date whose position is allocated to the classification of Social Worker-Advanced at the Bureau of Milwaukee Child Welfare will receive a market adjustment of \$0.300 per hour.

13. (PSS): Progression Implementation/Pay Range Reassignments

Effective April 3, 2005, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to implement the pay progressions in Negotiating Notes 74 (Recreation Leader) and 78 (Experiential Recreation Specialist) and to reassign the following classifications, prior to the implementation, to the specified pay ranges below:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Experiential Rec. Spec.-Entry</u>	<u>12-03</u>	<u>12-04</u>
<u>Experiential Rec. Spec.-Obj.</u>	<u>12-04</u>	<u>12-05</u>
<u>Probation & Parole Agent (A)</u>	<u>12-04</u>	<u>12-05</u>
<u>Probation & Parole Agent (B)</u>	<u>12-05</u>	<u>12-06</u>
<u>Recreation Leader-Entry</u>	<u>12-03</u>	<u>12-04</u>
<u>Recreation Leader-Obj.</u>	<u>12-04</u>	<u>12-05</u>
<u>Unemployment Benefit Specialist 1</u>	<u>12-04</u>	<u>12-05</u>
<u>Unemployment Benefit Specialist 2</u>	<u>12-05</u>	<u>12-06</u>
<u>Unemployment Benefit Specialist 3</u>	<u>12-06</u>	<u>12-07</u>
<u>Unemployment Benefit Specialist 4</u>	<u>12-07</u>	<u>12-08</u>
<u>Unemployment Benefit Specialist 5</u>	<u>12-08</u>	<u>12-09</u>

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

12/1/3 Former Employees Eligible for 2001-2003 Wage Adjustments

A. Any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from July 1, 2001, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/A.

~~B. Any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from June 30, 2002, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./1.,3.,4.,5.,6., and 7. If the effective date of the Agreement is later than June 26, 2004, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from June 26, 2004, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./1. through 7., and 9.~~

C. If the effective date of the Agreement is later than ~~December 25, 2004, 29, 2002,~~ any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from ~~December 25, 2004, 29, 2002,~~ to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in ~~12/1/2/B./10. through 12.8. through 19.~~

D. If the effective date of the Agreement is later than ~~April 2, 2005, March 9, 2003,~~ any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from ~~April 2, 2005, March 9, 2003,~~ to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in ~~12/1/2/B./13.20. through 23., 30. and 31.~~

~~E. If the effective date of the Agreement is later than April 6, 2003, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from April 6, 2003, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./24. through 27., 32. and 33.~~

~~F. If the effective date of the Agreement is later than June 1, 2003, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from June 1, 2003, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./28.~~

~~G. If the effective date of the Agreement is later than June 15, 2003, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from June 15, 2003, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./29.~~

12/1/4 Employees Not Eligible for 20013-20035 Wage Adjustments and Lump Sum Payments

~~A. Except as provided for employees affected by 12/1/2/A./2/d., those employees Employees who have previously been considered for or received a FY 20014-20025 wage adjustment or corresponding lump sum payment will not be eligible for the FY 20014-20025 wage adjustments as set forth in 12/1/2/AB./1., 7. and 8.~~

~~B. Those employees who have previously been considered for or received a FY 2002-2003 two percent (2.0%) general wage adjustment or corresponding lump sum payment will not be eligible for the FY 2002-2003 wage adjustments as set forth in 12/1/2/B./4.~~

~~C. Those employees who began serving an original appointment after April 6, 2003, and whose seniority began after April 6, 2003, will not be eligible for the FY 2002-2003 wage adjustment as set forth in 12/1/2/B./25.~~

12/1/5 Lump Sum Payments for Delay in Implementing Wage Adjustments

~~_____ The Employer agrees to provide lump sum payments for any negotiated increases that would have occurred before the effective date of the Agreement had there not been a delay in implementation. The lump sum calculations will provide payments for the value of the increases as determined at the time the Agreement is implemented, even if a personnel transaction (promotion, reclassification, demotion, etc.) occurred during the stated time period. No re-construction of pay history will be used for, or result from, calculation of these payments.~~

~~_____ A. Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/A., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between July 1, 2001, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.~~

~~_____ The following employees will be eligible:~~

~~_____ 1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/A.~~

~~_____ 2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between July 1, 2001, and the effective date of the Agreement who would have received adjustments under 12/1/1/A.. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.~~

~~_____ 3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after June 30, 2001, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/A. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.~~

~~B. Eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./1., 3., 4., 5., 6., and 7 multiplied by the number of his/her hours in pay status in the bargaining unit(s) between June 30, 2002, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.~~

~~The following employees will be eligible:~~

~~1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./1., 3., 4., 5., 6., and 7.~~

~~2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between June 30, 2002, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./1., 3., 4., 5., 6., and 7. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.~~

~~3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after June 29, 2002, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./1., 3., 4., 5., 6., and 7. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.~~

AC. If the effective date of the Agreement is later than June 26, 2004, December 29, 2002, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./1. through 7., and 9., 8. through 19 multiplied by the number of his/her hours in pay status in the bargaining unit(s) between June 26, 2004, December 29, 2002, and the effective date of the Agreement. This

lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./1. through 7., and 9.8. Through 19.
2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between June 26, 2004, December 29, 2002, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./1. through 7., and 9.8. through 19. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.
3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after June 25, 2004, December 28, 2002, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./1. through 7., and 9.8. through 19. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

BD. If the effective date of the Agreement is later than December 25, 2004, March 9, 2003, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./10. through 12.20. through 23., 30. And 31., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between December 25, 2004, March 9, 2003, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on the effective date of the Agreement who receive adjustments under ~~12/1/2/B./10. through 12.20. through 23., 30. and 31.~~

2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between ~~December 25, 2004, March 9, 2003,~~ and the effective date of the Agreement who would have received adjustments under ~~12/1/2/B./10. through 12.20. through 23., 30. and 31.~~ These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.

3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after ~~December 24, 2004, March 8, 2003,~~ and before the effective date of the Agreement and who would have received adjustments under ~~12/1/2/B./10. through 12.20. through 23., 30. and 31.~~ Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

CE. If the effective date of the Agreement is later than April ~~2, 2005, 6, 2003,~~ eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under ~~12/1/2/B./13., 24. through 27., 32. and 33.,~~ multiplied by the number of his/her hours in pay status in the bargaining unit(s) between April ~~2, 2005, 6, 2003,~~ and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on the effective date of the Agreement who receive adjustments under ~~12/1/2/B./13, 24. through 27., 32. and 33.~~

2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between April 2, 2005, 6, 2003, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./24. through 27., 32. and 33. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.

3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after April 1, 2005, 2003, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./13.24. through 27., 32. and 33. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

~~F. If the effective date of the Agreement is later than June 1, 2003, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./28., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between June 1, 2003, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.~~

~~_____ The following employees will be eligible:~~

~~_____ 1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./28.~~

~~_____ 2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between June 1, 2003, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./28. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.~~

~~3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after May 31, 2003, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./28. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.~~

~~G. If the effective date of the Agreement is later than June 15, 2003, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./29., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between June 15, 2003, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.~~

~~The following employees will be eligible:~~

~~1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./29.~~

~~2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between June 15, 2003, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./29. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.~~

~~3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after June 14, 2003, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./29. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.~~

SECTION 2: Recruitment Rates

12/2/1 In the event the Employer uses Hiring Above the Minimum (HAM) or Raised Hiring Rates (RHR) for recruitment, the Employer will notify the Union before implementation.

SECTION 3: Pay Period

12/3/1 Each employee covered by this Agreement shall be paid on a biweekly basis.

SECTION 4: Shift Differential

12/4/1 The Employer agrees to pay a shift differential of \$.45 (forty five cents) per hour for all hours worked between the hours of 6:00 p.m. and 6:00 a.m.

12/4/2 Weekend Differential: The Employer agrees to pay a weekend differential of \$.60 (sixty cents) per hour for all hours worked between the hours of 12:01 a.m. on Saturday and 12:00 midnight on Sunday.

12/4/3 Employees shall be paid one and one-half (1-1/2) times the base rate plus applicable differentials for overtime pay purposes.

SECTION 5: Flight Pay

12/5/1 (SPS, T, LE) Any employee required to pilot an aircraft as a portion of his/her assigned duties shall receive as additional pay five dollars (\$5.00) for each hour of aircraft log time during which this duty is performed unless:

A. His/her current classification* and job specification already includes this duty as a regularly assigned duty of the job, or

B. The time spent in flying the air craft is a casual occurrence solely for the purpose of arriving at a destination and not a part of a regular duty assignment.

No additional compensation shall be granted for any ground duty or preparation time even though such duties may be directly connected with the actual flying assignment.

*Examples of classes which are specifically exempt from this provision include but are not limited to: Conservation Pilot, Aircraft Pilot, Aircraft Mechanic.

SECTION 6: Motorcycle Pay

12/6/1 (LE) State Patrol Troopers required to operate motorcycles in the performance of their assigned duties shall receive the additional pay of twenty five dollars (\$25.00) per month when required to operate motorcycles during the months of May through October of each year.

SECTION 7: Add-ons

12/7/1 Employees in positions allocated to the classifications of ~~classified as Psychologist~~ Doctorate Psychologist-Licensed, Chief Regional Psychologist, School Psychologist, School Psychologist-Senior or Psychological Associate who have obtained a recognized doctoral degree in Psychology or a related field such as Behavioral Disabilities, which is approved by the agency shall receive a salary add-on equal to thirteen percent (13%) of the minimum of the pay range. Employees who possess a doctorate equivalent, as evidenced by licensure issued by the Department of Regulation and Licensing, will also be eligible. An

additional amount of up to five percent (5%) of the minimum of the pay range may also be added on at the sole discretion of the Employer.

12/7/2 Effective the first day of the pay period following the effective date of the Agreement, an add-on of fifty cents (\$0.50) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to the Aircraft Mechanic classification, based upon the employee's possession of a current Repairman's Certification under FAR part 65.103 (Specialized Services & Instrument). If an employee receiving this supplemental add-on ceases to hold a current certification or a position allocated to the Aircraft Mechanic classification, the add-on will cease effective the first day of the pay period following termination of the current certification or from the position allocated to the Aircraft Mechanic classification.

12/7/3 Effective the first day of the pay period following the effective date of the Agreement, an add-on of one dollar (\$1.00) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to the Security Officer classification and has been permanently assigned the UW Hospital & Clinics. If an employee receiving this supplemental add-on ceases to hold a position allocated to the Security Officer classification or the position is no longer permanently assigned to the UW Hospital & Clinics, the add-on will cease effective the first day of the pay period following termination from the position allocated to the Security Officer classification or the permanent assignment to the UW Hospital & Clinics.

12/7/4 Effective December 29, 2002, or the the first day of the pay period following the effective date of the Agreement, whichever is later, when a Fire Crash Rescue Specialist 3 is not available to lead a shift, the Employer may designate an employee classified as a Fire Crash Rescue Specialist 2 as a relief lead worker for that shift. The employee will receive a differential of ninety cents (\$0.90) per hour for each hour assigned as relief lead worker. The differential will cease when the employee is no longer assigned as a relief lead worker.

12/7/5 Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, an add-on of one dollar (\$1.00) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to Licensed Practical Nurse 1 or 2, or Nursing Assistant 1, 2, or 3 for all hours in pay status during individual work shifts in which the employee is specifically designated by a supervisor to work in a mentoring capacity at a Wisconsin Veterans Home. If an employee receiving this supplemental add-on ceases to hold a position allocated to licensed Practical Nurse 1 or 2, or Nursing Assistant 1, 2, or 3 or is no longer designated to work in a mentoring capacity, the add-on will not apply.

SECTION 8: Administrative Date For Pay Adjustments

12/8/1 The Employer agrees to continue to implement all bargainable pay adjustments affecting employees covered under this Agreement at the beginning of the pay period falling closest to the statutory or administrative date of said adjustments.

SECTION 9: Periodic Classification/Pay Range Assignment Meetings

12/9/1 The parties agree to meet quarterly during the life of this Agreement, or as may be mutually agreed, to discuss the assignment of new bargaining unit classifications or reassignment of existing bargaining unit classifications to pay ranges. The parties may also agree to discuss other issues relating to the classification system, such as the need for classification and/or pay surveys. Nothing in this section will preclude the parties from mutually agreeing to implement specific assignments, or reassignments or labor market adjustments. In the event there is not mutual agreement, the Employer may implement its proposed assignments/reassignments/adjustments. The Union will not be precluded from bargaining on these assignments/reassignments/adjustments or assignment/reassignment/adjustments of any other bargaining unit classifications to different pay ranges during the succeeding round of negotiations. Bargaining unit members who attend such meetings by mutual agreement will do so without loss of pay.

12/9/2 Absent mutual agreement as provided under 12/9/1 above, the assignment/reassignment of a bargaining unit classification to a pay range will not be implemented during the life of the contract when such action will adversely impact the contractual rights or benefits of bargaining unit employees in the affected class(es), or result in a reassignment of a classification to a lower pay range.

12/9/3 Pay range assignment/reassignment decisions implemented by the Employer as provided under this Article are not grievable under provisions of Article IV of this Agreement.

12/9/4 During the life of this Agreement, the ~~Department of Employment Relations (DOSER)~~, upon mutual agreement of the parties, will meet with Council 24 designated bargaining team members for the purpose of identifying and discussing classification issues. The agendas for such meetings and union representatives attending such meetings will be determined jointly by ~~DOSER~~ and Council 24. Criteria for placement of an issue on the agenda shall include: administration of the Classification Plan, recruitment problems, retention problems, and other issues that the parties believe are appropriate at the time. Designated bargaining team member's compensation for attendance will be the same as it is for the master Agreement bargaining process for negotiation of the 2001-2003 Agreement. This section shall terminate on June 30, 2003, unless extended by mutual agreement of the parties.

SECTION 10: Pay Administration

12/10/1 Except as otherwise noted in 12/10/2 or elsewhere in this Agreement, pay administration shall be in accordance with Appendix 5 of this Agreement from the effective date of the Agreement through June 27, 2004 and in accordance with the provisions provided in this section from June 27, 2004, subsequent to the implementation of the FY 05 pay schedule in Appendix 2, through June 30, 2005. The provisions of this

section shall apply for all personnel transactions to, between, or within positions allocated to classifications in any of the WSEU bargaining units.

12/10/2 Except as otherwise noted in this Agreement, pay administration for pay ranges 05-40, 05-41, 06-25, 36-40, 36-41 and 36-42 will be in accordance with Appendix 5 from the effective date of the Agreement through June 30, 2005.

12/10/3 On completion of any personnel transaction, the employee shall receive a base pay rate no lower than the minimum of the appropriate pay range.

12/10/4 All pay transactions are subject to the pay range maximum unless the pay is determined in accordance with provisions that allow the pay rate to exceed the pay range maximum or the employee is receiving a temporary transaction rate (TTR).

12/10/5 There shall be no pay increase upon completion of the first six months of any probationary period.

12/10/6 On promotion, movement to a higher pay range within a lettered classification (example: from Probation and Parole Agent A to Probation and Parole Agent B), or regrade for reclassification or reallocation to a higher pay range, except in cases where the employee has reinstatement eligibility to the higher pay range, the employee's current base pay rate shall be increased by the Range Adjustment amount (RA) for the pay range of the position to which the employee is moving. If the regrade is more than one (1) pay range, the employee shall receive an additional increase(s) equal to the RA(s) for each pay range(s) between the old and new range.

12/10/7 On regrade for reclassification or reallocation to the same, counterpart, or lower pay range, the employee's current rate of pay shall be retained. If the present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for one year. The first day of the pay period following the date of expiration of the employee's TTR, the employee's pay rate shall be reduced to the maximum of the pay range. If at

expiration of the employee's TTR the pay range maximum exceeds the employee's TTR, the TTR will become the employee's present rate of pay.

Regraded employees serving a probationary period for an original appointment shall continue to be compensated at their present rate of pay as long as it does not exceed the pay range maximum of their new classification. If the present rate of pay exceeds the pay range maximum, it shall be reduced to the pay range maximum.

12/10/8 On voluntary demotion, excluding those in 12/10/9, the employee's current base pay rate shall be decreased by the RA for the pay range of the position from which the employee is moving. If the demotion is more than one (1) pay range, the employee shall receive an additional pay rate decrease equal to the RA(s) for each pay range(s) between the old and new pay ranges, limited to the next two (2) highest RAs, if the demotion is more than three pay ranges. Therefore, the pay rate decrease shall not be more than the aggregate of three (3) RAs. The RA(s) for the pay range of the position from which the employee is moving for demotion from a non-WSEU bargaining unit shall be determined as follows:

1. If the non-WSEU position is allocated to a classification which is in a pay range that is counterpart to a pay range in the applicable WSEU schedule, the RA(s) of the WSEU counterpart pay range shall be considered the RA(s) for the pay range of the position from which the employee is moving;
2. If the non-WSEU position is allocated to a classification which is in a pay range that is not counterpart to a pay range in the applicable WSEU schedule, the RA used shall be that of the WSEU pay range having a maximum closest to but higher than the pay range maximum of the non-WSEU pay range involved; and
3. If, under 2., above, there are no higher pay range maximums in the applicable WSEU schedule, the highest RA in that schedule shall be the RA for the pay range of the position from which the employee is

moving. In addition, this RA shall also be considered the first RA between the old and new pay ranges if the demotion is more than one (1) range.

12/10/9 On involuntary demotions, demotions in lieu of layoff, or demotion after being designated at risk under 8/2/1, the employee shall continue to be compensated at their present rate of pay. If the present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for one year. The first day of the pay period following the expiration of the employee's TTR, the employee's pay rate shall be reduced to the maximum of the pay range into which they demoted. If at expiration of the TTR period the pay range maximum exceeds the employee's TTR, the employee's TTR will become the employee's present rate of pay.

An employee demoted for disciplinary purposes shall be compensated at their present rate of pay, subject to the maximum. The employee demoted for disciplinary purposes shall not be eligible for a TTR.

12/10/10 On voluntary transfer, except those in 12/10/11, the employee shall continue to be compensated at their present rate of pay.

12/10/11 On involuntary transfers, transfers in lieu of layoff, or transfers after being designated at risk under 8/2/1, the employee shall continue to be compensated at their present rate of pay. If the employee's present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for one year. The first day of the pay period following the expiration of the TTR, the employee's pay rate shall be reduced to the maximum of the pay range. If at expiration the pay range maximum exceeds TTR, the TTR will become the present rate of pay.

12/10/12 On reinstatement, the employee's base pay rate shall be the last rate received in the position from which reinstatement eligibility is derived.

When an employee who has not held permanent status in class within the last 5 years is reinstated, pay on reinstatement shall be determined as if in accordance with pay on original appointment.

12/10/13 On restoration, the employee shall receive a base pay rate equal to the last rate received plus intervening adjustments. The adjustments applied to the employee's last rate received shall be that of the appropriate pay schedule for the classification from which restoration rights are derived.

12/10/14 On movement to a trainee position, a current employee's base pay rate shall be determined in accordance with provisions applicable to the transaction type involved.

12/10/15 A TTR received under the provisions of Appendix 5 shall continue if the employee is subsequently covered by the provisions of this section. If an employee received a TTR in accordance with the provisions of Appendix 5, but is no longer covered by the Appendix 5 provisions on the TTR expiration date or the date the employee leaves a WSEU-represented position, the pay rate will be determined as follows:

Effective the first day of the pay period following the expiration date of the TTR, or the date of the employee leaves a WSEU-represented position, the employee's pay shall be calculated as if the employee had been voluntarily demoted or voluntarily transferred in accordance with 12/10/9 or 12/10/10, whichever is applicable for the transaction that caused the TTR. If the date of expiration or termination is the first day of the pay period, that date will be the effective date.

The TTR shall also expire if a subsequent transaction will result in a higher pay rate. The new pay rate will be calculated as if the employee had voluntarily demoted or transferred in accordance with 12/10/9 or 12/10/10, whichever is applicable for the transaction that caused the TTR, immediately prior to the transaction.

For all demotion calculations, RAs in effect at the time of the TTR expiration, termination or subsequent transaction shall be used.

12/10/16 Any personnel transaction not covered in this section will be administered in accordance with Chapter ER 29, Wis. Adm. Code.

ARTICLE XIII

EMPLOYEE BENEFITS

SECTION 1: Health Insurance

13/1/1 The Employer agrees that the benefits offered under the Standard Plan and all compensable alternative plans shall be comparable. The parties agree that the alternative plans approved by the Group Insurance Board at its meeting on September 5, 1985, are comparable in benefit levels and shall be considered as examples of comparability.

~~13/1/2 The Employer agrees to pay ninety percent (90%) of the gross premium for the single or family standard health insurance plan offered to State employees by the Group Insurance Board or one hundred five percent (105%) of the gross premium of the alternative qualifying plan offered under s. 40.03(6), Wis. Stats., that is the least costly qualifying plan within the county in which the alternate plan is located, whichever is lower, but not more than the total amount of the premium. Employer contributions for employees residing outside of Wisconsin who select the standard plan shall be based on their county of residence. Qualifying health insurance plans shall be determined in accordance with standards established by the Group Insurance Board.~~

~~13/1/3 The Employer agrees to pay fifty percent (50%) of the above listed contribution amounts for insured employees in permanent part time or project positions defined under s. 230.27, Wis. Stats., who are appointed to work for at least six hundred (600) but less than one thousand forty four (1044) hours per year.~~

13/1/3 Effective with premiums due for coverage beginning January 1, 2004, a three-tier health insurance model will be implemented. The employee monthly contributions toward health insurance premiums will be

based on the specific tier to which their qualifying health insurance plan has been assigned for employees appointed to work one thousand and forty four (1044) hours or more per year. Employee contributions under this three-tier approach are as follows:

	<u>Employee Monthly Contribution Effective January 2004 through December 2004</u>		<u>Employee Monthly Contribution Effective January 2005 through December 2005</u>	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
<u>Tier 1</u>	<u>\$18.00</u>	<u>\$45.00</u>	<u>\$22.00</u>	<u>\$55.00</u>
<u>Tier 2</u>	<u>\$47.00</u>	<u>\$117.50</u>	<u>\$50.00</u>	<u>\$125.00</u>
<u>Tier 3</u>	<u>\$100.00</u>	<u>\$250.00</u>	<u>\$100.00</u>	<u>\$250.00</u>

Qualifying health insurance plans, and the tier to which each will be assigned, will be determined in accordance with standards established by the Group Insurance Board.

The administrative means by which the monthly premium payments are paid will be established in a manner similar to that established for premium payment by nonrepresented employees and that does not cause undue hardship on affected employees.

13/1/4 Effective with health insurance premiums due for coverage beginning January 1, 2004, provided in 13/1/3, above, the Employer agrees to pay fifty percent (50%) of the total monthly premium amount for the health plan selected for insured employees in part-time positions defined under s. 230.27, Wis. Stats., who are appointed to work for at least six hundred (600) hours but less than one thousand forty-four (1044) hours per year.

3/1/45 The Employer agrees to ~~continue in effect that health~~ offer the State Maintenance Program Plan in those counties in which there are no approved alternative plans.

SECTION 2: Life Insurance

13/2/1 The Employer agrees to continue in effect the present level of benefits provided under the existing master contract between the insurance carrier and the State of Wisconsin Group Insurance Board.

13/2/2 The Employer agrees to continue in effect the present administration of the group life insurance plan provided under the provisions of Chapter 40, Wis. Stats., the master contract between the insurance carrier and the Group Insurance Board, and the Rules of the Department of Employee Trust Funds.

13/2/3 The Employer agrees to pay the difference between the employee contribution and total premium.

SECTION 3: Dental Insurance

13/3/1 (BC, SPS, T, PSS, LE) The Employer agrees to deduct from the pay of participating employees the amount necessary to pay the total premium for a dental insurance plan to be administered by the Union. The Union shall notify the Employer of the premium amounts.

13/3/2 (AS) The Employer agrees to deduct from the pay of participating employees the amount necessary to pay the total premium for a dental insurance plan to be administered by the Union. The Union shall notify the Employer of the premium amounts and provide signed deduction authorization cards for employees from whose pay the premium shall be deducted.

13/3/3 (AS) The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability which may arise out of any action taken or not taken by the Employer for the purpose of complying with the provisions of this section.

13/3/4 (AS) Notwithstanding the foregoing provision of this section, it is neither the intent nor purpose of this section that the Employer is offering, providing or making available dental insurance coverage to employees nor does the Employer assume or accept responsibility or liability for the administration, coverage or conduct of such a program.

13/3/5 The Employer agrees to establish a labor-management committee for the purpose of developing the dental plan design.

SECTION 4: Income Continuation Insurance

13/4/1 The Employer agrees to continue in effect the income continuation program and the administrative provisions of the program provided under Chapter 40, Wis. Stats., and the master contract between the insurance carrier and the Group Insurance Board.

SECTION 5: Sick Leave

13/5/1 The Employer agrees to provide a sick leave plan as follows:

A. Employees shall earn sick leave at the rate of .0625 of an hour in pay status in a biweekly period to a maximum of five (5) hours for each full biweekly pay period of service.

B. Employees shall earn sick leave at the rate of .0625 of an hour for each hour in excess of eighty (80) hours in a biweekly pay period to a maximum of one (1) hour for ninety six (96) hours work in a pay period.

C. Employees who regularly work nine and six tenths (9.6) hours per day and forty eight (48) hours per week shall be paid nine and six tenths (9.6) hours of pay for each nine and six tenths (9.6) hours of sick leave taken.

D. Sick leave shall not accrue during any period of absence without pay, except for leaves authorized by management for Union activities, or for any hours in excess of ninety six (96) hours per biweekly period of service. Approved leaves of absence without pay totaling four (4) hours or less in a biweekly pay period will be disregarded for administrative purposes.

E. Unused sick leave shall accumulate from year to year in the employee's sick leave account.

USE OF SICK LEAVE

13/5/2A The Employer agrees to provide the following:

Employees may use accrued sick leave for personal illnesses, bodily injuries, maternity, or exposure to contagious disease:

A. which require the employee's confinement; or

B. which render the employee unable to perform assigned duties; or

C. where performance of assigned duties would jeopardize the employee's health or recovery.

In the event the Employer has reason to believe that an employee is abusing the sick leave privilege or may not be physically fit to return to work, the Employer may require a medical certificate or other appropriate verification for absences covered by this Article. When an employee has been identified as a sick leave abuser by the Employer and required to obtain a medical doctor's statement for sick leave use, the notice of such requirement will be given to the employee and the local Union in writing. If the medical certificate verifies that the employee was not abusing sick leave or is physically fit to report to work, the Employer shall pay the cost of the medical certificate. When an employee must obtain such medical certificate during his/her regularly scheduled hours of employment, he/she shall be allowed time off without loss of pay or sick leave credits to obtain the certificate. Employees will be permitted to use holidays, compensatory time off and/or annual leave in lieu of sick leave when they so request.

To protect employee privacy, the parties shall make a good faith effort to maintain the confidentiality of personal medical information which is received by or disclosed to the Employer in the course of administering this section.

Sick leave, unanticipated use of sick leave, and innovative positive methods or programs to reduce the use of sick leave are appropriate topics of discussion at local labor/management meetings.

13/5/2B (BC, SPS, T, PSS, LE) Review Program for Unanticipated Use of Sick Leave

In those employing units which have established a sick leave review program, or in those employing units which establish such programs at a future date, such programs will be used to address the unanticipated use of sick leave.

For purposes of these programs, unanticipated use of sick leave is defined as: