




# 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 09 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.

**NEGOTIATING NOTE NO. 51**

**2001 - 2003 AGREEMENT**

**DEPARTMENT OF NATURAL RESOURCES: NATIONAL INCIDENT COMMAND  
SYSTEM OUT-OF-AGENCY ASSIGNMENT**

The parties agree that within one hundred-twenty (120) days of the effective date of the 1995-1997 Agreement, the Department of Natural Resources will convene a meeting with representatives from the Forestry Technician (Fire Control) work force with the intent to discuss and resolve issues raised during the 1995-1997 master negotiations concerning out-of-agency assignment of Department of Natural Resources employees. Up to two (2) Forestry Technicians from each of five (5) affected districts, who have participated in out-of-agency assignment within the last four (4) years, will be selected to attend such meeting. Employee representatives will be selected by mutual agreement between the Employer and WSEU. The President and Vice President of Local 1218, along with a Council 24 designated representative, will also attend. Attendance will be without loss of pay and with reimbursement for necessary travel expenses.

**NEGOTIATING NOTE NO. 52**

**2001 - 2003 AGREEMENT**

**DEPARTMENT OF TRANSPORTATION - DIVISION OF MOTOR VEHICLES ONLY**

When an employee is directed to work at a worksite other than the assigned headquarters, and leaves from home, the employee will be in pay status for the time spent traveling to the worksite that exceeds the distance between the employee's place of residence and his/her assigned headquarters.

**NEGOTIATING NOTE NO. 53**

**20013 - 20035 AGREEMENT**

## **ADD-ON PILOT PROGRAM**

During the course of the 1997-99 WSEU negotiations, the parties discussed alternative compensation patterns dealing with responsibilities and other duties as may be assigned to employees. These discussions will continue in the ongoing interim class meetings. The initial focus will be on a few carefully selected classes in which we will use an add-on form of compensation as a pilot. These pilots will be reviewed during the 1999-2001 set of negotiations by the parties.

There is no guarantee that these pilots will continue into the next collective bargaining agreement.

It is understood that because of the joint nature of the decision regarding the application of add-ons, and the fact that it is a pilot program, the Union agrees that actions specific to add-ons and assignments for these affected workers are not grievable, or appealable.

### **NEGOTIATING NOTE NO. 54**

#### **2001 - 2003 AGREEMENT**

#### **DEPARTMENT OF NATURAL RESOURCES: COLD WEATHER PROTECTIVE CLOTHING**

The parties agree that within ninety (90) days of the effective date of the 1997-99 Agreement, the Department of Natural Resources will convene a joint union-management meeting with representatives of AFSCME Council 24 - WSEU and WSEU Locals 1218 and 1215 to discuss and resolve issues raised during the 1997-99 master negotiations concerning the provision of cold weather protective clothing to Department of Natural Resources employees. Four (4) union-designated employee representatives will attend without loss of pay.

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

**NEGOTIATING NOTE NO. 55**  
**2001 - 2003 AGREEMENT**

**DEPARTMENT OF TRANSPORTATION, DIVISION OF STATE PATROL**  
**TROOPER/INSPECTOR PAY STATUS**

The Employer and the Union agree that Troopers/Inspectors who are assigned a take home vehicle will, during travel time to/from their assigned work sector/site and their place of residence, be in pay status for the following occurrences:

- A. Response to emergency situations,
- B. Motorist assistance when the vehicle is occupied on the roadway,
- C. Enforcement action taken in response to traffic violations or unsafe equipment violations,
- D. Reception of instructions, and/or directions from the Employer,
- E. Performance of job duties expected of a sworn Law Enforcement Officer,
- F. Necessary vehicle maintenance required by the Employer.

The Employer and the Union agree that the above points may be changed, deleted or modified through local negotiations, with mutual agreement of both parties, pursuant to 11/2/8Q.

**NEGOTIATING NOTE NO. 56**  
**2001-2003 AGREEMENT**

Date: July 1, 1999

To: Agency Heads

From: Peter D. Fox, Secretary  
Department of Employment Relations

Subject: Harassment in the Work Place

(AS, BC, LE) This is to advise you that new or modified language in the WSEU 1999-2001 Agreement (11/1/5/G., 11/1/6, 11/1/10, 11/1/11, 9/20/1, 9/20/2 and 11/1/9) has been negotiated, addressing the issue of "harassment in the work place", a "hostile work environment" and "violence in the workplace." Many of you may already have programs or offices in place where such issues are routinely addressed. This new language is not intended to supplant any of your existing efforts.

**NEGOTIATING NOTE NO. 57**  
**20013 - 20035 AGREEMENT**

The Management and the Union bargaining teams encourage DOSER and Council 24 to mutually agree to try alternative procedures to improve the arbitration process.

**NEGOTIATING NOTE NO. 58**  
**20013 - 20035 AGREEMENT**

## **LYME DISEASE PREVENTION**

The Employer agrees to reimburse employees who are regularly assigned to field duties which could expose them to the risk of contracting Lyme Disease, the cost of obtaining from their own medical care provider the Lyme Disease vaccination series that is not covered by the employee's present health insurance program. It is understood by the parties that (1) the vaccination is not required or recommended by the Employer; (2) the decision by an employee to obtain the vaccination is strictly voluntary based on the advice of the employee's medical care provider; and (3) the Employer shall have no liability for any side effects the vaccine may have on the employee's health.

**NEGOTIATING NOTE NO. 59**

**2001 - 2003 AGREEMENT**

**TELECOMMUTING**

(AS) The Employer recognizes that telecommuting is a concept that involves formal, scheduled work location alternatives in which an employee may be assigned to work partially at an assigned office and partially at home and that telecommuting alternatives are constantly evolving due to rapidly changing advancements in technology. The Employer and the Union recognize the potential value and benefits of telecommuting and agencies considering telecommuting are encouraged to develop policies where appropriate and feasible after consideration of the Department of Administration's telecommuting guidelines. Implementation of a telecommuting alternative for an employee shall be by mutual agreement between the Employer and the Union.

This negotiating note will sunset on June 30, 2003, unless mutually agreed to extend.

**NEGOTIATING NOTE NO. 60**

**2001 - 2003 AGREEMENT**

**POWER PLANT ASSISTANT/OPERATOR ADD-ONS**

(BC) The Employer and Union recognize that there are recruitment and retention problems in the Power Plant Assistant and Power Plant Operator classification series. To address the most urgent needs, the parties agree that an add-on will be paid to all employees in positions classified as Power Plant Assistant, Power Plant Operator, Power Plant Operator-Senior, and Power Plant Operator-In Charge permanently assigned or temporarily assigned to one of these named facilities for longer than four weeks, as follows:

UW-Madison Charter Street

\$2.00 per hour

UW-Milwaukee

\$2.00 per hour

DOA Capitol Heat & Power

\$1.00 per hour

These add-ons shall apply to all hours in pay status and are effective the beginning of the pay period following the effective date of this agreement. These add-ons will end when the employee is permanently assigned to a facility that is not granting add-ons or if this add on provision sunsets.

During the course of the Agreement, the Employer and Union may agree to changes or additions to add-ons for Power Plant Assistants and Power Plant Operators at these and other facilities to address recruitment and retention problems.

This negotiating note will be reviewed and shall terminate June 30, 2003, unless the collective bargaining agreement is extended by mutual agreement beyond the June 30, 2003, expiration date.



**NEGOTIATING NOTE NO. 61**

**2001 - 2003 AGREEMENT**

**CORRECTIONAL OFFICER, OFFICER, PSYCHIATRIC CARE TECHNICIAN AND YOUTH  
COUNSELOR PAY PROGRESSION**

Effective December 29, 2002, or the first pay period following the effective date of the Agreement, whichever is later, the Employer will reallocate Correctional Officer, Officer, Psychiatric Care Technician 1 & 2, and Youth Counselor positions to PR 05-31 as follows:

Old Title	Pay Range	New Title	Pay Range
Correctional Officer (A)		PR 05-30	Correctional Officer PR 05-31
Correctional Officer (B)		PR 05-31	Correctional Officer PR 05-31
Correctional Sergeant		PR 05-32	Correctional Sergeant PR 05-32
Officer (A)		PR 05-30	Correctional Officer PR 05-31
Officer (B)		PR 05-31	Correctional Officer PR 05-31
Officer – Lead		PR 05-32	Correctional Sergeant PR 05-32
Psychiatric Care Tech. 1		PR 05-10	Psychiatric Care Tech. PR 05-31
Psychiatric Care Tech. 2		PR 05-12	Psychiatric Care Tech. PR 05-31
Youth Counselor (A)		PR 05-30	Youth Counselor PR 05-31
Youth Counselor (B)		PR 05-31	Youth Counselor PR 05-31
Youth Counselor – Adv		PR 05-32	Youth Counselor – Adv PR 05-32

## FOR HISTORICAL PURPOSES

**Pay Structure.** Effective July 2, 2000, pay progression structure for the Correctional Officer and Youth Counselor classifications was as follows:

Upon appointment to a Correctional Officer or Youth Counselor position, the employee's position was allocated to the (A) level (PR 05-30). After twenty-four (24) months in pay status as a Correctional Officer or Youth Counselor, the employee's position is moved to the (B) level (PR 05-31). Pay provisions of Appendix 5 of the 99-01 agreement were applied.

<b>Classification Title</b>	<b>Pay Range</b>	<b>Time in Class</b>
Correctional Officer		
**Correctional Officer (A)	05-30	Upon Appointment
**Correctional Officer (B)	05-31	24 months at (A) level
Youth Counselor		
**Youth Counselor (A)	05-30	Upon Appointment
**Youth Counselor (B)	05-31	24 months at (A) level

\*Beginning of the pay period following completion of twenty-four (24) months time in pay status.

\*\*Payroll System Reference Point.

In counting the number of hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of time changed to a s. 230.36 claim or Workers Compensation claim. This pay progression system does not apply to Correctional Sergeant (PR 05-32) or Youth Counselor – Advanced (PR 05-32).

Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, pay progression structure for the Correctional Officer, Correctional Sergeant, , Psychiatric Care Technician, Youth Counselor, and Youth Counselor – Advanced will be according to the applicable structure in Appendix 3 of this Agreement. Employees new to one of the above classifications, from outside the WSEU-SPS unit, will enter at the minimum of the respective pay range. If an employee promotes from PR 05-31 to PR 05-32, prior to completing twenty-four (24) months in the Correctional Officer or Youth Counselor classification, his or her base pay rate will be increased by five percent (5.0%). The first day of the pay period following twenty-four (24) months in pay status while in one of these classifications, employees' pay will be set at the pay rate associated with the two year seniority point on the transaction grid. If an employee demotes from PR 05-32 to Correctional Officer or Youth Counselor, prior to completing twenty-four (24) months in the Correctional Sergeant or Youth Counselor – Advanced classification, his or her pay rate will be reduced by five percent (5.0%).

In counting the number of hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of time changed to a s. 230.36 claim or Workers Compensation claim. Pay will be set in accordance with Appendix 5 of this Agreement.

**NEGOTIATING NOTE NO. 62**

**20013 - 20035 AGREEMENT**

**SOCIAL WORKER - CORRECTIONS PAY PROGRESSION**

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Social Worker-Corrections:

Social Worker-Corrections (A)	PR 12-04
Social Worker-Corrections (B)	PR 12-05
Social Worker-Corrections (C)	PR 12-07

**Concept:** This maintains the single classification of Social Worker-Corrections.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, pay progression structure for the Social Worker-Corrections classification will be as follows:

Upon appointment to a position allocated to the classification of Social Worker-Corrections, the employee holding temporary certification/license through the Department of Regulation and Licensing will be paid on the PR 12-04 pay grid/schedule. Once certification/license is received, the employee will be paid on the PR 12-05 pay grid/schedule.

Upon appointment to a position allocated to the classification of Social Worker-Corrections (B), a fully certified/licensed employee will be paid on the PR 12-05 grid/schedule. After eighteen (18) months time in pay status in the classification as a Social Worker-Corrections (B), the employee will be paid on the PR 12-07 pay

grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
Social Worker-Corrections		
*Social Worker-Corrections (A)	PR 12-04	Upon appointment with temporary certification/license
*Social Worker-Corrections (B)	PR 12-05	Upon receipt of full certification/ license or Upon appointment with full certification/license**
*Social Worker-Corrections (C)	PR 12-07	18 months at the (B) level **

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a s. 230.36 claim or Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee holds a temporary certification/license through the Department of Regulation and Licensing, the employee will be placed at the (A) pay range assignment (PR 12-04). When an employee is fully certified/licensed through the Department of Regulation and Licensing and the employee provides a copy of the certificate/license to their immediate supervisor, the employee will be moved to the (B) pay range assignment PR 12-05 effective the first day of the pay period following receipt of the copy.

If an employee is fully certified/licensed through the Department of Regulation and Licensing, the employee will be placed at the (B) pay range assignment (PR 12-05). After eighteen (18) months time in pay status in classification as a Social Worker-Corrections (B), the employee will be placed at the (C) pay range assignment (PR 12-07).

Social Worker-Corrections (C). All employees at this classification level will be placed at the (C) pay range assignment (PR 12-07).

**NEGOTIATING NOTE NO. 63  
20013 - 20035 AGREEMENT**

**PROBATION AND PAROLE AGENT PAY PROGRESSION**

**Classification Structure:** Effective ~~July 2, 2000~~ the first pay period following the effective date of the Agreement, the Employer will implement the classification of Probation and Parole Agent:

Probation and Parole Agent (A)	PR 12-04
Probation and Parole Agent (B)	PR 12-05
Probation and Parole Agent (C)	PR 12-07

**Concept:** This change in class title combines the Probation and Parole Agent – Entry, Probation and Parole Agent – Objective and Probation and Parole Agent – Senior into the single classification of Probation and Parole Agent.

**Pay Structure:** Effective ~~July 2, 2000~~ the first pay period following the effective date of the Agreement, the pay progression structure for the Probation and Parole Agent classification will be as follows:

Upon appointment to a position allocated to the classification of Probation and Parole Agent, the employee will be paid on the PR 12-04 pay grid/schedule. After eighteen (18) months time in pay status in

classification as a Probation and Parole Agent, the employee will be paid on the PR 12-05 pay grid/schedule. After an additional eighteen (18) months time in pay status as a Probation and Parole Agent (eighteen [18] months at PR 12-04 and eighteen [18] months at PR 12-05), the employee will be paid on the PR 12-07 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the contract.

Classification Title	Pay Range	Time in Class
Probation and Parole Agent		
*Probation and Parole Agent (A)	PR 12-04	Upon Appointment
*Probation and Parole Agent (B)	PR 12-05	18 months at the (A) level**
Probation and Parole Agent (C)	PR 12-07	18 months at the (B) level**

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of time ~~changed~~ charged to a s. 230.36 claim or Workers Compensation claim.

**Implementation of these provisions shall be as follows:** ~~Probation and Parole Agent – Entry.~~ If an employee has less than eighteen (18) months in pay status ~~at the~~ as a Probation and Parole Agent ~~– Entry~~, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of eighteen (18) months in pay status as either a Probation and Parole Agent – Entry or Probation and Parole Agent (A) or combination of both.

If an employee has greater than eighteen (18) months in pay status ~~at the~~ as a Probation and Parole Agent ~~– Entry~~ (A), the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay

range assignment, the employee will be moved to the (C) pay range assignment after a total of eighteen (18) months in pay status as either a Probation and Parole Agent – Objective or Probation and Parole Agent (B) or combination of both.

~~Probation and Parole Agent – Objective. If an employee has less than eighteen (18) months in pay status at the Probation and Parole Agent – Objective, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of eighteen (18) months in pay status as either a Probation and Parole Agent – Objective or Probation and Parole Agent (B) or combination of both. If the employee has more than eighteen (18) months in pay status at the Probation and Parole Agent – Objective, the employee will be placed at the (C) pay range assignment (PR 12-07).~~

If an employee has greater than thirty-six (36) months in pay status as a Probation and Parole Agent, the employee will be placed at the (C) pay range assignment (PR 12-07).

~~Probation and Parole Agent – Senior. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-07).~~

Effective April 3, 2005, the following pay range adjustments will be implemented:

<u>Classification Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
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<u>Probation and Parole Agent</u>		
<u>*Probation and Parole Agent (A)</u>	<u>PR 12-05</u>	<u>Upon Appointment</u>
<u>*Probation and Parole Agent (B)</u>	<u>PR 12-06</u>	<u>18 months at the (A) level**</u>
<u>Probation and Parole Agent (C)</u>	<u>PR 12-07</u>	<u>18 months at the (B) level**</u>

**NEGOTIATING NOTE NO. 64  
2001 - 2003 AGREEMENT**

**Psychiatric Care Technician 1 Pay**

The following will occur with the effective date of the 1999-2001 Agreement:

A. An employee who has served at least two (2) years as a Psychiatric Care Technician 1 but who is ineligible for reclassification to Psychiatric Care Technician 2 will automatically be paid using the appropriate full years of seniority, according to the seniority-based grid for the Psychiatric Care Technician 2 classification.

B. Pay will be set effective the first day of the pay period following the date in which the two (2) years in pay status is attained. In counting time in pay status, the Employer will waive up to sixty (60) days, per occurrence, for time charged to a s. 230.36 claim or a Workers Compensation claim.

C. Pay will continue to be based on the seniority-based grid for Psychiatric Care Technician 2 as long as the employee remains in the Psychiatric Care Technician 1 classification.

**NEGOTIATING NOTE NO. 65**

**2001-2003 AGREEMENT**

**Add-on Pilot for Fire/Crash Rescue Specialists  
in the Department of Military Affairs**

The employee agrees to implement the following skill based add-on program, effective December 29, 2002, for eligible Fire/Crash Rescue Specialists employed in the Department of Military Affairs:

<b>Skill Category</b>	<b>Add-on</b>
State of Wisconsin Certified EMT. Certification must be valid for county in which job is located. Employee must maintain required continuing education and certification to maintain eligibility for add-on.	\$ .30/hr
DOD Fire Officer Minimum Certification. To be eligible for this add-on, the employee must have Department of Defense Certifications of Fire Officer I, and Fire Instructor I and HAZMAT Incident Command.	\$ .20/hr

Red Cross or American Heart Association Certified CPR Instructor. Certification must be valid for county in which job is located. The Base Fire Chief will determine how many instructors are needed at the base. If an additional instructor is needed and the number of applicants for this add-on exceeds the number of instructors needed, the selection shall be based on seniority in classification series, with the most senior employee selected first. \$.20/hr

Department of Defense Certified Specialized Rescue Technician. To be eligible for this add-on, the employee must be a graduate of the United States Air Force/DOD Fire Crash Rescue Course and hold applicable certificates. \$.20/hr

Department of Defense Certified Hazardous Materials Train-the-Trainer. To be eligible for this add-on, the employee must be a graduate of the DOD School at Good Fellow AFB, Texas. The base Fire Chief will determine how many instructors are needed at that base. If an additional instructor is needed and the number of applicants for this add-on exceeds the number of instructors needed, the selection shall be based on seniority in classification series, with the most senior employee selected first. \$.20/hr

Associate Degree in Fire Science. Must be from an \$\$.20/hr accredited school of higher learning within the United States of America.

#### ADMINISTRATION PROVISIONS.

##### **All Skill Categories.**

Classifications covered by these provisions include Fire/Crash Rescue Specialist 1-Trainee, 1, 2 and 3.

A. The effective date of the add on shall be the beginning of the pay period following receipt by the Fire Chief of proof of eligibility.

B. Any applicable add-on will end immediately if the employee leaves a covered classification or if the employee loses eligibility by failure to maintain certification or obtain required re-certification.

##### **Skill Categories 1 – 5**

A. Attainment of eligibility for Skill Categories 1 – 5 shall be without loss of pay, including travel time and at the employer's expense.

B. The employer shall grant the employee's request for attendance at required training necessary to attain or maintain eligibility for skill based all-ons 1- 5. However, the effective date of such leave of absence may be delayed because of certain factors such as the following:

1. Operational needs of the department

2. Number of employees availing or scheduled to avail themselves to attend training
3. Availability of qualified replacements
4. Adequate advanced notice from the employee

C. The employer shall approve or deny the request for training leave within two (2) weeks after the request is received. Any denial shall include written reasons for the denial.

### **Skill Category 6**

Attainment of eligibility for Skill Category 6 shall be administered in accordance with Section 11/12/6 Career Related Training.

**NEGOTIATING NOTE NO. 66**  
**20013-20035 AGREEMENT**

**EMPLOYMENT AND TRAINING SPECIALIST PAY PROGRESSION**

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Employment and Training Specialist:

Employment and Training Specialist (A) PR 12-04

Employment and Training Specialist (B) PR 12-05

**Concept:** This change in class title combines the Job Service Specialist 1, Job Service Specialist 2, and positions within Job Service Specialist 3 that are not assigned lead work or team leader duties into the single classification of Employment and Training Specialist.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Employment and Training Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Employment and Training Specialist, the employee will be paid on the PR 12-04 pay grid/schedule. After twelve (12) months in pay status in classification as an Employment and Training Specialist (A), the employee will be paid on the PR 12-05 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Employment and Training Specialist		
*Employment and Training Specialist (A)	PR 12-04	Upon appointment
*Employment and Training Specialist (B)	PR 12-05	12 months at the (A) level**

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Job Service Specialist 1, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment

after a total of twelve (12) months in pay status as either a Job Service Specialist 1 or Employment and Training Specialist (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Job Service Specialist 1, the employee will be placed at the (B) pay range assignment (PR 12-05).

Job Service Specialist 2. All employees at this classification level will be placed at the (B) pay range assignment (PR 12-05).

Job Service Specialist 3. All employees except lead workers and team leaders will be placed at the (B) pay range assignments (PR 12-05).

## **NEGOTIATING NOTE NO. 67**

### **20013-20035 AGREEMENT**

#### **LABOR MARKET ANALYST PAY PROGRESSION**

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Labor Market Analyst:

Labor Market Analyst (A)	PR 12-04
Labor Market Analyst (B)	PR 12-05
Labor Market Analyst (C)	PR 12-06

**Concept:** This change in class title combines the Labor Market Analyst 1, Labor Market Analyst 2, Labor Market Analyst 3, and Labor Market Analyst 4 into the single classification of Labor Market Analyst.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Labor Market Analyst classification will be as follows:

Upon appointment to a position allocated to the classification of Labor Market Analyst, the employee will be paid on the PR 12-04 pay grid/schedule. After twelve (12) months in pay status in classification as a Labor Market Analyst, the employee will be paid on the PR 12-05 pay grid/schedule. After an additional twelve (12) months time in pay status as a Labor Market Analyst (twelve [12] months at PR 12-04 and twelve [12] months at PR 12-05), the employee will be paid on the PR 12-06 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Labor Market Analyst		
*Labor Market Analyst (A)	PR 12-04	Upon appointment
*Labor Market Analyst (B)	PR 12-05	12 months at the (A) level**
*Labor Market Analyst (C)	PR 12-06	12 months at the (B) level**

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame.

**Counting Time in Pay Status.** In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.



**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Labor Market Analyst 1, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Labor Market Analyst 1 or Labor Market Analyst (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Labor Market Analyst 1, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of twenty-four (24) months in pay status as either a Labor Market Analyst 1 or Labor Market Analyst (B) or combination of both.

If an employee has less than twelve (12) months in pay status at the Labor Market Analyst 2, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of twelve (12) months in pay status as either a Labor Market Analyst 2 or Labor Market Analyst (B) or combination of both.

If the employee has more than twelve (12) months in pay status at the Labor Market Analyst 2, the employee will be placed at the (C) pay range assignment (PR 12-06).

Labor Market Analyst 3. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-06).

Labor Market Analyst 4. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-06).

**NEGOTIATING NOTE NO. 68**

**20013-20035 AGREEMENT**

**APPRENTICESHIP TRAINING REPRESENTATIVE PAY PROGRESSION**

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Apprenticeship Training Representative:

Apprenticeship Training Representative (A)	PR 12-05
Apprenticeship Training Representative (B)	PR 12-06
Apprenticeship Training Representative (C)	PR 12-07

**Concept:** This change in class title combines the Industry and Labor Training Coordinator 1 and Industry and Labor Training Coordinator 2 into the single classification of Apprenticeship Training Representative.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Apprenticeship Training Representative classification will be as follows:

Upon appointment to a position allocated to the classification of Apprenticeship Training Representative, the employee will be paid on the PR 12-05 pay grid/schedule. After twelve (12) months in pay status in classification as an Apprenticeship Training Representative (A), the employee will be paid on the PR 12-06 pay grid/schedule. After an additional twelve (12) months time in pay status as an Apprenticeship Training Representative (B) (twelve [12] months at PR 12-05 and twelve [12] months at PR 12-06), the employee will be

paid on the PR 12-07 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Apprenticeship Training Representative		
*Apprenticeship Training Representative (A)	PR 12-05	Upon appointment
*Apprenticeship Training Representative (B)	PR 12-06	12 months at the (A) level**
*Apprenticeship Training Representative (C)	PR 12-07	12 months at the (B) level**

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Industry and Labor Training Coordinator 1, the employee will be placed at the (A) pay range assignment (PR 12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either an Industry and Labor Training Coordinator 1 or Apprenticeship Training Representative (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Industry and Labor Training Coordinator 1, the employee will be placed at the (B) pay range assignment (PR 12-06). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment (PR 12-07) after a total of twenty-four (24) months in pay status as either a Industry and Labor Training Coordinator 1 or Apprenticeship Training Representative (B) or combination of both.

If an employee has less than twelve (12) months in pay status at the Industry and Labor Training Coordinator 2, the employee will be placed at the (B) pay range assignment (PR 12-06). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment (PR 12-07) after a total of twelve (12) months in pay status as either an Industry and Labor Training Coordinator 2 or Apprenticeship Training Representative (B) or combination of both.

If the employee has more than twelve (12) months in pay status at the Industry and Labor Training Coordinator 2, the employee will be placed at the (C) pay range assignment (PR 12-07).  
and Labor Training Coordinator 2, the employee will be placed at the (C) pay range assignment (PR 12-07).

**NEGOTIATING NOTE NO. 69**  
**2001-2003 2003-2005 AGREEMENT**

**VOCATIONAL REHABILITATION COUNSELOR PAY PROGRESSION**

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Vocational Rehabilitation Counselor:

Vocational Rehabilitation Counselor (A)    PR 12-07

Vocational Rehabilitation Counselor (B)    PR 12-08

**Concept:** This change in class title combines the Vocational Rehabilitation Counselor and Vocational Rehabilitation Counselor-Senior into the single classification of Vocational Rehabilitation Counselor.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Vocational Rehabilitation Counselor classification will be as follows:

An employee classified as a Vocational Rehabilitation Counselor-In Training who becomes a licensed Counselor as determined by the Department of Regulations and Licensing will be allocated to Vocational Rehabilitation Counselor and will be placed at the (A) pay range assignment (PR 12-07). The allocation will be effective the beginning of the pay period following Employer's receipt of written confirmation of licensure to practice as a counselor.

Upon appointment to a position allocated to the classification of Vocational Rehabilitation Counselor, a licensed employee will be paid on the PR 12-07 pay grid/schedule. After twelve (12) months in pay status in classification as a Vocational Rehabilitation Counselor (A), the employee will be paid on the PR 12-08 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Vocational Rehabilitation Counselor		
*Vocational Rehabilitation Counselor (A)	PR 12-07	Upon appointment**
*Vocational Rehabilitation Counselor (B)	PR 12-08	12 months at the (A) level**

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If the employee has greater than twelve (12) months in pay status at the Vocational Rehabilitation Counselor, the employee will be placed at the (B) pay range assignment (PR 12-08).

If the employee has less than twelve (12) months in pay status at the Vocational Rehabilitation Counselor, the employee will be placed at the (A) pay range assignment (PR 12-07). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Vocational Rehabilitation Counselor or Vocational Rehabilitation Counselor (A) or a combination of both.

Vocational Rehabilitation Counselor-Senior. All employees at this classification level will be placed at the (B) pay range assignment (PR 12-08).

**NEGOTIATING NOTE NO. 70**

**2003-2005 AGREEMENT**

**(PSS)**

Recognizing the caseload nature of Professional Social Services duties, the Employer will take into account allowable steward activities. The Union will make a good faith effort to evenly distribute steward work. This provision does not obligate the Employer to reduce caseload.

**NEGOTIATING NOTE NO. 71**

**2003-2005 AGREEMENT**

Movement under this provision precedes other transfers under Article 7/1/1 of the Agreement.

When a permanent vacancy occurs in a probation/parole agent position, all permanent agents within both the same work unit and city will be electronically notified. Permanent agents who have been employed for at least six (6) months within both the same work unit and city as the vacancy shall have the right to transfer based upon seniority. Interested agents will have five (5) full working days to respond in writing.

Pursuant to 7/5/1 B, employees are limited to one (1) transfer every six (6) months, under either this provision or 7/1/1.

**NEGOTIATING NOTE NO. 72**

**2003 - 2005 AGREEMENT**

**PSYCHOLOGICAL SERVICES ASSISTANT PAY PROGRESSION**

**Classification Structure:** Effective June 27, 2004, the Employer will implement the classification of Psychological Services Assistant:

Psychological Services Assistant (A) PR 12-05

Psychological Services Assistant (B) PR 12-06

**Concept:** This change in class title combines the Psychological Services Associate-Entry and Psychological Services Associate-Objective into the single classification of Psychological Services Assistant.

**Pay Structure:** Effective June 27, 2004, the pay progression structure for the Psychological Services Assistant classification will be as follows:

Upon appointment to a position allocated to the classification of Psychological Services Assistant, the employee will be paid on the PR 12-05 pay schedule. Once the employee has twelve (12) months in pay status as a Psychological Services Assistant (A), the employee will be paid on the PR 12-06 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

<b>Classification-Title</b>	<b>Pay Range</b>	<b>Time in Class</b>
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<u>Psychological Services Assistant</u>		
<u>Psychological Services Assistant (A)*</u>	<u>PR 12-05</u>	<u>Upon appointment</u>
<u>Psychological Services Assistant (B)*</u>	<u>PR 12-06</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Psychological Services Associate – Entry, the employee will be placed at the (A) pay range assignment (12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Psychological Services Associate – Entry or Psychological Services Assistant (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Psychological Services Associate – Entry, the employee will be placed at the (B) pay range assignment (12-06).

Psychological Services Associate – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-06).

**NEGOTIATING NOTE NO. 73**

**2003 - 2005 AGREEMENT**

## PSYCHOLOGICAL ASSOCIATE PAY PROGRESSION

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Psychological Associate:

<u>Psychological Associate (A)</u>	<u>PR 12-08</u>
<u>Psychological Associate (B)</u>	<u>PR 12-09</u>

**Concept:** This change in class title combines the Psychologist, Psychologist-Doctorate, Psychologist-Senior and Psychologist-Senior Doctorate into the single classification of Psychological Associate.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Psychological Associate classification will be as follows:

Upon appointment to a position allocated to the classification of Psychological Associate, the employee will be paid on the PR 12-08 pay schedule. Once the employee has twelve (12) months in pay status as a Psychological Associate (A), the employee will be paid on the PR 12-09 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

<u>Classification-Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
<u>Psychological Associate</u>		
<u>Psychological Associate (A)*</u>	<u>PR 12-08</u>	<u>Upon appointment</u>
<u>Psychological Associate (B)*</u>	<u>PR 12-09</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If a non-licensed employee has less than twelve (12) months in pay status at the Psychologist, the employee will be placed at the (A) pay range assignment (12-08). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Psychologist or Psychological Associate (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Psychologist, the employee will be placed at the (B) pay range assignment (12-09).

If an employee has less than twelve (12) months in pay status at the Psychologist-Doctorate, the employee will be placed at the (A) pay range assignment (12-08). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Psychologist-Doctorate or Psychological Associate (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Psychologist-Doctorate, the employee will be placed at the (B) pay range assignment (12-09).

Psychologist Senior. All employees at this classification level will be placed at the (B) pay range assignment (12-09).

Psychologist-Senior Doctorate. All employees at this classification level will be placed at the (B) pay range assignment (12-09).

If an employee has greater than twelve (12) months in pay status in any combination of the classifications mentioned above, the employee will be placed at the (B) pay range assignment (12-09).

Effective June 27, 2004, an employee classified as Psychological Associate who becomes a licensed Psychologist as determined by the Department of Regulation and Licensing will be reallocated to the Psychologist-Licensed classification and placed at the (12-10) pay range assignment. The reallocation will be effective at the beginning of the pay period following written confirmation of licensure.

**NEGOTIATING NOTE NO. 74**

**2003 - 2005 AGREEMENT**

**RECREATION LEADER PAY PROGRESSION**

**Classification Structure:** Effective April 3, 2005, the Employer will implement the classification of Recreation Leader:

Recreation Leader (A) PR 12-04

Recreation Leader (B) PR 12-05

**Concept:** This change in class title combines the Recreation Leader-Entry and Recreation Leader-Objective into the single classification of Recreation Leader.

**Pay Structure:** Effective April 3, 2005, the pay progression structure for the Recreation Leader classification will be as follows:

Upon appointment to a position allocated to the classification of Recreation Leader, the employee will be paid on the PR 12-04 pay schedule. Once the employee has twelve (12) months in pay status as a Recreation Leader (A), the employee will be paid on the PR 12-05 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

<u>Classification-Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
<u>Recreation Leader</u>		
<u>Recreation Leader (A)*</u>	<u>PR 12-04</u>	<u>Upon appointment</u>
<u>Recreation Leader (B)*</u>	<u>PR 12-05</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Recreation Leader-Entry, the employee will be placed at the (A) pay range assignment (12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Recreation Leader-Entry or Recreation Leader (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Recreation Leader-Objective, the employee will be placed at the (B) pay range assignment (12-05).

Recreation Leader-Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-05).

**NEGOTIATING NOTE NO. 75**

**2003 - 2005 AGREEMENT**

## REHABILITATION CASE MANAGER PAY PROGRESSION

Classification Structure: Effective June 27, 2004, the Employer will implement the classification of Rehabilitation Case Manager:

Rehabilitation Case Manager (A) PR 12-05

Rehabilitation Case Manager (B) PR 12-06

Concept: This change in class title combines the Rehabilitation Case Manager-Objective and Rehabilitation Case Manager-Senior into the single classification of Rehabilitation Case Manager.

Pay Structure: Effective June 27, 2004, the pay progression structure for the Rehabilitation Case Manager classification will be as follows:

Upon appointment to a position allocated to the classification of Rehabilitation Case Manager, the employee will be paid on the PR 12-05 pay schedule. Once the employee has twelve (12) months in pay status as a Rehabilitation Case Manager (A), the employee will be paid on the PR 12-06 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

<u>Classification-Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
<u>Rehabilitation Case Manager</u>		
<u>Rehabilitation Case Manager (A)*</u>	<u>PR 12-05</u>	<u>Upon appointment</u>
<u>Rehabilitation Case Manager (B)*</u>	<u>PR 12-06</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Rehabilitation Case Manager-Objective, the employee will be placed at the (A) pay range assignment (12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Rehabilitation Case Manager-Objective or Rehabilitation Case Manager (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Rehabilitation Case Manager-Objective, the employee will be placed at the (B) pay range assignment (12-06).

Rehabilitation Case Manager-Senior. All employees at this classification level will be placed at the (B) pay range assignment (12-06).



**NEGOTIATING NOTE NO. 76**

**2003 - 2005 AGREEMENT**

**OMBUDSMAN SERVICES SPECIALIST PAY PROGRESSION**

**Classification Structure:** Effective December 26, 2004, the Employer will implement the classification of Ombudsman Services Specialist:

Ombudsman Services Specialist (A) PR 12-05

Ombudsman Services Specialist (B) PR 12-07

**Concept:** This change in class title combines the Ombudsman Services Specialist-Entry and Ombudsman Services Specialist-Objective into the single classification of Ombudsman Services Specialist.

**Pay Structure:** Effective December 26, 2004, the pay progression structure for the Ombudsman Services Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Ombudsman Services Specialist, the employee will be paid on the PR 12-05 pay schedule. Once the employee has twelve (12) months in pay status as an Ombudsman Services Specialist (A), the employee will be paid on the PR 12-07 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

<u>Classification-Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
<u>Ombudsman Services Specialist</u>		
<u>Ombudsman Services Specialist (A)*</u>	<u>PR 12-05</u>	<u>Upon appointment</u>
<u>Ombudsman Services Specialist (B)*</u>	<u>PR 12-07</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Ombudsman Services Specialist – Entry, the employee will be placed at the (A) pay range assignment (12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either an Ombudsman Services Specialist – Entry or Ombudsman Services Specialist (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Ombudsman Services Specialist – Entry, the employee will be placed at the (B) pay range assignment (12-07).

Ombudsman Services Specialist – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-07).

**NEGOTIATING NOTE NO. 77**

**2003 - 2005 AGREEMENT**

**MEDIGAP INSURANCE SPECIALIST**

**Classification Structure:** Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Medigap Insurance Specialist:

Medigap Insurance Specialist (A) PR 12-04

Medigap Insurance Specialist (B) PR 12-05

**Concept:** This change in class title combines the Medigap Insurance Specialist-Entry and Medigap Insurance Specialist-Objective into the single classification of Medigap Insurance Specialist.

**Pay Structure:** Effective the first day of the pay period following the effective date of the Agreement, pay progression structure for the Medigap Insurance Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Medigap Insurance Specialist, the employee will be paid on the PR 12-04 pay schedule. Once the employee has twelve (12) months in pay status as a Medigap Insurance Specialist (A), the employee will be paid on the PR 12-05 pay schedule.

<b>Classification-Title</b>	<b>Pay Range</b>	<b>Time in Class</b>
<u>Medigap Insurance Specialist</u>		
<u>Medigap Insurance Specialist (A)*</u>	<u>PR 12-04</u>	<u>Upon appointment</u>
<u>Medigap Insurance Specialist (B)*</u>	<u>PR 12-05</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a s. 230.36 claim or Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) month in pay status at the Medigap Insurance Specialist – Entry, the employee will be placed at the (A) pay range assignment (12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months time in pay status as either an Medigap Insurance Specialist – Entry, or Medigap Insurance Specialist (A), or combination of both.

If the employee has greater than twelve (12) months in pay status at the Medigap Insurance Specialist – Entry, the employee will be placed at the (B) pay range assignment (12-05).

Medigap Insurance Specialist – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-05).

**NEGOTIATING NOTE NO. 78**

**2003 - 2005 AGREEMENT**

**EXPERIENTIAL RECREATION SPECIALIST PAY PROGRESSION**

**Classification Structure:** Effective April 3, 2005, the Employer will implement the classification of Experiential Recreation Specialist:

Experiential Recreation Specialist (A)

PR 12-04

Experiential Recreation Specialist (B)

PR 12-05

**Concept:** This change in class title combines the Experiential Recreation Specialist-Entry and Experiential Recreation Specialist-Objective into the single classification of Experiential Recreation Specialist.

**Pay Structure:** Effective April 3, 2005, the pay progression structure for the Experiential Recreation Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Experiential Recreation Specialist, the employee will be paid on the PR 12-04 pay schedule. Once the employee has twelve (12) months in pay status as an Experiential Recreation Specialist (A), the employee will be paid on the PR 12-05 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

<b>Classification-Title</b>	<b>Pay Range</b>	<b>Time in Class</b>
<u>Experiential Recreation Specialist</u>		
<u>Experiential Recreation Specialist (A)*</u>	<u>PR 12-04</u>	<u>Upon appointment</u>
<u>Experiential Recreation Specialist (B)*</u>	<u>PR 12-05</u>	<u>12 months at the (A) level **</u>

\*Payroll System designation for Pay Range reference

\*\*Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

**Implementation of these provisions shall be as follows:** If an employee has less than twelve (12) months in pay status at the Experiential Recreation Specialist – Entry, the employee will be placed at the (A) pay range assignment (12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either an Experiential Recreation Specialist – Entry or Experiential Recreation Specialist (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Experiential Recreation Specialist – Entry, the employee will be placed at the (B) pay range assignment (12-05).

Experiential Recreation Specialist – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-05).

**NEGOTIATING NOTE NO. 79**

**2003-2005 AGREEMENT**

Permissive transfers under this negotiating note, between Probation and Parole Agents (C) and Social Worker-Corrections (C), are subject to the Employer's discretion, and if allowed, shall be without loss of pay under the following conditions:

Social Worker-Corrections must have four (4) years in classification, serve a one (1) year permissive probationary period, and successfully complete agent basic training.

Probation and Parole Agents must have four (4) years in classification, hold social worker certification, and serve a six (6) month permissive probationary period.

## **MEMORANDUM OF UNDERSTANDING NO. 1**

### **20013 - 20035 AGREEMENT**

(AS, BC, LE, PSS) The Employer agrees to republish and distribute the report referenced in 9/16/1. The report will be accompanied by a letter from the Secretary of the Department Employment Relations supporting and encouraging agencies to address ergonomic conditions and assist employees who experience problems relating to these issues. Both the Employer and the Union wish to emphasize their continued commitment to ergonomically sound workplace conditions.

## **MEMORANDUM OF UNDERSTANDING NO. 2**

### **20013 - 20035 AGREEMENT**

During the course of negotiating the 1999-2001 Agreement, there were discussions regarding the mutual goal of the Union and the Employer of minimizing disputes over the intent of contractual terms or provisions; therefore, the parties agree to the creation of a joint committee to seek ways to accomplish said objective. Some examples of mutual activities which may be pursued by the parties could include the dissemination of joint bulletins for the purpose of interpreting the various provisions of the Agreement; joint training on the interpretation of newly adopted changes in the Agreement; joint interpretation of arbitration decisions, and so forth. The Joint Committee will be composed of an equal number of representatives from Council 24, AFSCME, and the State of Wisconsin. The Joint Committee will meet during the term of the Agreement and decide on matters of mutual interest which will serve to minimize such disputes and will disseminate information or training accordingly. Employees who are appointed by Council 24 as representatives of this committee will serve without loss of pay. Each of the parties will be responsible for their representatives' travel and expenses.



This committee will consider clarifying contractual language and interpretations of arbitrations with respect to overtime. The committee will research the issue and disseminate a joint bulletin clarifying the overtime provisions by February 1, 1996.

**MEMORANDUM OF UNDERSTANDING NO. 3**  
**20013 - 20035 AGREEMENT**

The Employer and the Union agree that it is in the interests of the parties to review the use of Sick Leave and research Sick Leave Incentive Programs and other alternatives with the intent to promote the reduction of the use of sick leave.

The parties agree to establish a Joint Study Committee to review the use of sick leave, research sick leave incentive programs and other alternatives which would promote the reduction of the use of sick leave. The Joint Committee will be composed of an equal number of representatives from Council 24, AFSCME, and the State of Wisconsin. The Joint Committee will meet during the term of the Agreement and provide its report to the parties by no later than December 15, 2000. Employees who are appointed by Council 24 as representatives to this committee will serve without loss of pay. Each of the parties will be responsible for their representatives' travel and expenses.