

SUMMARY OF CHANGES
2015-2017 COMPENSATION PLAN
(Revisions to the 2013-2015 Compensation Plan)

Note: The following changes and some pay provisions contained in this Compensation Plan are provided for in the 2015-2017 budget bill. If the bill that is enacted does not allow for the implementation of certain provisions in this Compensation Plan, those provisions will be invalid and considered deleted.

- The Introductory Notes are revised to allow the UW System to pay employees according to the 2013-2015 Compensation Plan until July 1, 2015, when UW System implements its own personnel system and its employees are no longer subject to the Plan, or until its own Plan is implemented. In addition, they are revised to indicate that effective July 1, 2015, OSER will become a division of the Department of Administration and that all references to OSER or titles within OSER will mean the division or titles within that division. They are also revised to change base pay amounts from three decimal places to two decimal places, and annual hours from 2088 hours to 2080 hours, in anticipation of PeopleSoft implementation.
- Section A, 2.01 is revised to indicate that there will be no General Wage Adjustment (GWA) or Annualized GWA in either fiscal year.
- Section A, 2.03 is revised to remove UW specific classifications that will not be covered by the 2015-2017 Compensation Plan, to remove the Board Steward, Revenue Auditor and Revenue Field Auditor classifications, to delete (1)(c) and (2)(j) and revise (1)(d) to remove restrictions on the number of adjustments an employee can receive in different classifications, and to create a new (2)(j) to increase the progression for the Revenue and Revenue Field Auditor classifications.
- Section A, 2.05 is revised to remove obsolete language.
- Section A, 2.09 is revised to indicate that the Crafts Worker rate schedule is found on the OSER website.
- Section A, 2.10 is revised to change the Initial Assessment Specialist progression adjustment to remove the initial implementation language.
- Section A, 2.11 is created to provide a \$1.00 per hour progression for Fire/Crash Rescue Specialists.
- Section A, 2.12 is created to provide a progression for various Department of Revenue classifications.
- Section A, 2.13 is created to allow OSER and the Department of Corrections to develop a new pay system for Correctional Officers, Correctional Sergeants and Youth Counselors at the Department of Corrections.
- Section A, 2.14 is added to move Crafts Worker base pay adjustments out of the supplemental pay provisions and remove references to add-ons.
- Section A, 4.05 is revised to exclude Fire/Crash Rescue related positions from night differential pay.
- Section A, 4.06 is revised to exclude Fire/Crash Rescue related positions from weekend differential pay.
- Section A, 4.07 is revised to make the provisions clearer.

- Section A, 4.08 is revised to move base pay adjustments to 2.14 and to remove a UW specific classification that will not be covered by the 2015-2017 Compensation Plan. In addition, a reference to 84 hours of leave is deleted because covered employees no longer have that option.
- Section A, 4.11 is revised to reference exceptions that exist in Sections C and K.
- Section A, 4.12 is revised to allow all employees in the Psychologist-Licensed-Chapter 980 classification to receive the Psychologist add-on and to remove the Psychologist-Doctorate classification because it has been abolished.
- Section A, 4.19 is revised to terminate the Revenue Field Auditor add-on and provide an equivalent base pay increase to those employees losing the add-on.
- Section A, 4.21 is revised to remove UW specific positions that will not be covered by the 2015-2017 Compensation Plan and the Power Plant Supervisor classification because it has been abolished.
- Section A, 4.23 and 4.24 are deleted to remove add-ons for UW specific positions that will not be covered by the 2015-2017 Compensation Plan.
- Section A, 4.26 is revised to allow the Bilingual Skills Add-on to include American Sign Language.
- Section A, 4.30 is revised to terminate the Fire/Crash Rescue Skills Add-ons and provide an equivalent base pay increase to those employees losing the add-on(s).
- Section A, 4.32 is revised to allow Conservation Biologists, Wildlife Biologists and Wildlife Technicians to earn the Fire Duty Readiness Add-on.
- Section A, 4.33 is revised to allow employees in classifications other than those listed to receive an AODA certification add-on upon OSER approval or through delegation of approval to the agency.
- Section A, 4.36 is revised to add, delete and change the names of activities to receive the DPI Special Activities add-ons.
- Section A, 4.38 is revised to change the Department of Children and Family's Bureau of Child Welfare on call amount to a flat \$125 per on call shift on weekdays and \$150 per on call shift on weekends and holidays for Initial Assessment Specialist and Supervisors, and \$75 per any on call shift for Initial Assessment Program Managers.
- Section A, 4.47 is revised to include Department of Administration procurement classifications to the enterprise add-on.
- Section A, 4.49 is created to provide a \$4.00 per hour add-on to certain Department of Transportation employees permanently assigned to the Governor's Dignitary Protection Unit.
- Section A, 4.50 is created to provide a sign-on bonus for hires into Department of Revenue positions at specific locations or requiring certain skills.
- Section B, 2.00 is revised to indicate no adjustment to the rates for office of elected officials during the biennium. Because pay schedules are being rounded to two decimal places and annual rates are being converted from a 2088-hour to a 2080-hour basis to accommodate PeopleSoft implementation, the Rate for Office of Constitutional Officers will decrease slightly as of the implementation date of the 2015-2017 Compensation Plan. However, the current rate of pay for constitutional officers cannot be changed during their terms. In addition, 2.01(1) is revised to allow the stated Rates for Office of Judges and Justices and the supplemental pay for the Chief Justice to be changed if the Joint Committee on Employment Relations approves recommendations made by the Judicial Compensation Commission under s. 20.923(3), Wis. Stats.

- Section B, 3.03(2)(a) 3 is revised to add the Department of Children and Families' new Division of Safety and Permanence.
- Section B, 3.03(2)(a) 13, is revised to reflect a Department of Transportation division name change.
- Section B, 3.03(2)(b) 3 is revised to add the Department of Children and Families' Division of Milwaukee Child Welfare.
- Section B, 3.03(2)(c) 2 is deleted because this Department of Children and Families' division was split to create the new Division of Safety and Permanence and the Division of Milwaukee Child Welfare.
- Section B, 3.03(3)(a) is revised to add the bureau director of Merit Recruitment and Selection position because it is no longer a division administrator with an ESG level set by statute.
- Section B, 3.03(3)(g) is created to add the newly created Solicitor General and Deputy Solicitor General at pay ranges NTE ESG 5 and NTE ESG 4, respectively.
- Section B, 3.05 is revised to provide no GWA in either fiscal year.
- Section B, 4.00 is revised to remove the exclusion of Crafts related classifications from Discretionary Merit Compensation (DMC) eligibility.
- Section C, 2.00 is revised to provide no GWA or Annualized GWA in either fiscal year.
- Section C, 3.00 is revised to correct a statutory reference and to add a note that clarifies how the Attorney progressions under this provision and s. 230.12(10) to (12), Wis. Stats., may be grieved only to the appointing authority.
- Section C, 4.00 is revised to modify the pay upon appointment discretion for Assistant District Attorneys positions.
- Section C, 11.00 is created to include the holiday pay provisions for attorneys previously found in Section K, 5.03, and to make the provisions clearer.
- Section D, 2.01(1)(c) is revised to clarify that OSER determines the pay limitation for certain Limited Term Employee (LTE) classifications, and appointing authorities set and document the pay for each appointee hired under those limitations.
- Section D, 2.01(2)(c) is revised to change the title of the Craft LTE maximums from "gross prevailing rate" to "Maximum LTE Rate" and to clarify how the rates will be changed.
- Section D, 6.00 is revised to change the maximum pay for the LTE classifications of Psychologist Intern Level I & II and Vocational Rehabilitation Assistant from NTE Minimum 12-04 to NTE Appt. Maximum 12-64 to reflect broadbanding of related permanent classifications.
- Section E, 4.00, the introductory paragraph is revised to referred to Section A 4.13 because it also contains exceptions to the pay administration language.
- Section E, 4.00 (5) regarding pay for certain Department of Corrections classifications is deleted.
- Section E, 4.00(5) is revised to acknowledge that all temporary transaction rates currently in effect will expire on July 15, 2015, making the provision obsolete.
- Section E, 4.00(7) is created to limit pay transaction increases for Fire/Crash Rescue related positions to the federally funded maximum rate.
- Section E, 4.00(8) is created to clarify that multiple pay transactions on the same date will be calculated in accordance with Section I, 4.01 of the Plan.

- Section F, 3.05(3)(f) is revised to remove the additional mileage reimbursement that employees may receive using a personal vehicle as an emergency vehicle, under conditions that may cause excessive wear or depreciation, as transportation of other employees, or for off-road use.
- Section F, 5.02 is revised to set maximum in-state lodging rates in Milwaukee, Racine, and Waukesha counties at \$90 per night and at \$82 per night in all other counties.
- Section G, 3.00 is revised to remove a UW specific classification and “annually” because the license for which reimbursement is provided is good for four years.
- Section G, 8.00 is deleted because the exception within is no longer needed and now only the Employee Development and Training language in the Administrative Code applies.
- Section G, 8.00 is revised to change the reference from “the 2011-2013 Compensation Plan” to just “the Compensation Plan.”
- Section G, 13.00 is created to clarify that any fees for licenses and certifications cannot be reimbursed by the agencies unless specifically stated in the Compensation Plan or a collective bargaining agreement.
- Section H, 5.04 is revised to clarify that sick leave is to be converted at the highest base pay rate received in any appointment that actually provides sick leave.
- Section I, 4.01(13) is revised to acknowledge that an employee could, on the same day, receive a contractual pay increase and have another pay transaction covered by the Compensation Plan.
- Section I, 4.04(2)(c)4 is deleted because it allowed a project appointment from an unclassified position to have a higher rate of pay than if the appointment were to a permanent appointment.
- Section I, 4.04(3) is revised to increase from four to six the number of within range pay step increase for movements to supervisory or management positions.
- Section I, 4.08(1) is revised to remove the phrase “not greater than” because an employee who is restoring should have the pay rate restored to at least what the rate would have been if no break had occurred.
- Section I, 6.00(6) is revised to state specific criteria that must be met for Discretionary Equity or Retention Adjustment (DERA) approval.
- Section I, 6.00(10) is revised to change the amount used to convert a lump sum payment to a base pay equivalent from 2088 to 2080, in anticipation of PeopleSoft implementation.
- Section I, 7.00 is created to limit pay transaction increases for Fire/Crash Rescue Supervisor positions to the federally funded maximum rate.
- Section J, 2.00(1) and (10)(d) are revised to allow retention DMC for classified employees, and unclassified employees except the Executive Director of State Fair Park.
- Section J, 2.00(5) is revised to allow Crafts Worker and Crafts Worker-related employees to receive lump sum merit DMC, to remove a UW specific classification, and to add specific criteria that must be met for merit or retention approval.
- Section J, 2.00(9) is also revised to allow Crafts Worker and Crafts Worker-related employees to receive lump sum merit DMC and to change the amount used to convert a lump sum payment to a base pay equivalent from 2088 to 2080, in anticipation of PeopleSoft implementation.

- Section J, 2.00(10) is revised to increase the amount of DMC that can be received by unclassified employees from two to four within range pay steps, to change the amount used to convert a lump sum payment to a base pay equivalent from 2088 to 2080, in anticipation of PeopleSoft implementation, and to allow State Fair Park employees to receive retention DMC.
- Section J, 2.00(11) is deleted to remove suspended language regarding funded spending authority for DMC.
- Section K, 2.03 is created to assure correct transfer of state continuous service of UW employees to other agencies.
- Section K, 4.01 is revised to clarify that personal holiday payments need not be recouped if resignation is to accept another state position.
- Section K, 5.03 is deleted and moved to Section C.
- Section K, 5.03 is created to exclude Fire/Crash Rescue related classifications from receiving pay or compensatory time for legal holidays.
- Section K, 10.00 is created to assure the transfer of accrued sick leave of UW employees to other agencies.
- Section L regarding market and parity adjustments is revised to allow agency funded amounts for specific classifications at the Department of Administration, the Department of Employee Trust Funds, Department of Financial Institutions, and the Department of Revenue.
- Section Z is revised to:
 - Change all hourly amounts from three decimal places to two decimal places in anticipation of PeopleSoft implementation.
 - Change annual amounts to be based on 2080 hours instead of 2088 hours in anticipation of PeopleSoft implementation.
 - Add a within range pay step to pay schedules 01 and 04 for calculating lump sum DMC.
 - Remove pay schedule 4 language that was not approved by JCOER for the 2013-2015 Compensation Plan and replace it with a reference to the Building Trades Rate Booklet which lists the current pay rates for each trade by location.
 - Create broadband pay ranges for pay schedules 05 and 06.
 - Remove schedule 12 grid structures that are now obsolete.
 - Increase the spread of the schedule 90 pay ranges from 155% to 165% (i.e., the maximums will be 165% of the minimums).

Note: Schedules from the 2013-2015 Compensation Plan are not provided to save copying.