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• **How was the amount of IS Market Parity amount determined for each eligible employee?**

A workgroup was established last fall by the Operations Management Team (OMT) to establish the following goals for eligible employees. The workgroup analyzed different models of how to spend the funds available and developed a strategy which provided the best compensation methods for DNR information systems professionals to achieve the following five criteria and was approved by our Department Leadership Team (DLT):

- Closing the current pay gap which exists between DNR other state agencies by adjusting compensation to at least 80% of the state average to that of other major state agencies (DOT, DOC, DOA, UW System, DHS, and DWD) by classification as of April 28, 2014;
- Only applying funds to employees in “good standing”;
- Capping the maximum amount any employee may receive at \$5.00 per hour;
- Affecting as many staff as possible by providing those who are already **over** the state average with an increase of at least \$0.50 per hour;
- Limiting the market increase provided only to permanent employees .

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[REDACTED]

[REDACTED]

[REDACTED]