

Notes provided by DWD HR to division management:

The 2013-2015 State Compensation Plan provides agencies with the discretion to grant market adjustments to employees in positions allocated to IS classifications that are assigned to pay schedules 81, 70, and 07. Pages L-5 and L-6 of the Plan cover these adjustments (<http://oser.state.wi.us/docview.asp?docid=7651>).

- Agencies generate \$1.500 per hour for each employee in a covered IS position.
- This dollar value of the adjustment is a generated rather than granted or guaranteed amount.
- The adjustments may be funded in whole or part. DOA Budget will be determining and communicating the funded amount in the coming weeks or months.
- Division management will be determining the affordability of granting adjustments. If the adjustments are affordable, we will be determining the amounts of the adjustments based on factors such as recruitment/retention, pay equity, expertise, and performance.
- We expect to communicate decisions on the adjustments by the first part of June.
- The effective date for granted adjustments is June 29.