

RE: Records Request -- Guidance Provided to Office of the Public Defender

Kopp, Kathy - OSER [Kathy.Kopp@wisconsin.gov]

Sent: Monday, August 04, 2014 11:31 AM**To:** wpec@aft-wisconsin.org**Cc:** Carne, Danielle L - OSER [Danielle.Carne@wisconsin.gov]**Attachments:** OSER Bulletin 0363-CLR-PP.pdf (963 KB) ; IT Market - Sample Agency ~1.pdf (116 KB) ; IT Market - OSPD Draft Wor~1.pdf (39 KB) ; IT Market - SHRMC Info.pdf (77 KB)

Information regarding implementation of FY 2014-2015 wage adjustments, including IT market adjustments, was provided to agencies in bulletin OSER-0363-CLR/PP, issued May 23, 2014. See Section IV. Market and/or Parity Adjustments, of this bulletin, for information specific to IT Market Adjustments under 2.03(2)(b), of the Compensation Plan.

Guidance was provided, along with draft worksheets for planning purposes, in e-mails distributed to agencies on April 18, 2014. A sample of the e-mail that was sent to agencies is attached, along with the draft OSPD worksheet. Unfortunately, because the e-mails to agencies were the same, only this one sample was retained, so the actual OSPD e-mail is not available. This e-mail references "...information that was presented to the SHRMC meeting in February..." That information was presented verbally so no document was disseminated. The information included in the sample e-mail covers all the information presented orally at that February SHRMC meeting. The draft OSPD worksheet for planning purposes which was distributed by OSER is attached, however, the final agency worksheet on which final amounts were to be noted was distributed by DOA so I don't have that document.

General information related to implementation of the IT market adjustments was provided to agencies through the State Human Resource Management Council. A copy of that e-mail is attached.

Because IT market adjustments were granted at the discretion of the appointing authority and with no OSER approval required, I have only the final amounts awarded to OSPD employees but no information related to how these adjustments were distributed at that agency.

Kathy Kopp
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From: wpec@aft-wisconsin.org [<mailto:wpec@aft-wisconsin.org>]
Sent: Tuesday, July 22, 2014 4:45 PM
To: Kopp, Kathy - OSER
Subject: Records Request -- Guidance Provided to Office of the Public Defender

Kathy,

Legal Counsel from the Office of the Public Defender said they "did not develop separate criteria or documents for distribution of adjustments because we relied on the guidance provided by the Office of State Employment Relations in determining our market award amounts."

I'd like a copy of the guidance you provided to them. Specifically, I would like to know why Mr. Kersh only received \$.75 while the others received \$1.75. Section L of the Comp Plan said "Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit." I'd like to know what the criteria was for OPD that resulted in Mr. Kersh receiving less.

Thank you.

Jill Hynum

From: Lee, Devon [leede@opd.wi.gov]
Sent: Monday, July 21, 2014 1:18 PM
To: wpec@aft-wisconsin.org
Subject: Re: Records Request
Ms. Hynum:

I am writing in response to your July 10, 2014 open records request.

The following SPD IT professionals were awarded base-building market adjustments in accordance with Section L - Market and Parity Provisions of the 2013-2015 Compensation Plan:

James Davidson, IS Network Services-Senior, \$1.75/hr
Ehren Hasz, IS Network Services-Senior, \$1.75/hr
Michael Kersh, IS Systems Development Services Specialist, \$.75/hr
Cynthia Archer, Management Information Manager, \$1.75

Increases were awarded to address issues of equity with other IT professionals and for retention reasons. All eligible SPD IT professionals received a market adjustment.

The SPD did not develop separate criteria or documents for distribution of adjustments because we relied on the guidance provided by the Office of State Employment Relations in determining our market award amounts.

Please feel free to contact me if you have any questions.

Devon

On Thu, Jul 10, 2014 at 4:43 PM, wpec@aft-wisconsin.org <wpec@aft-wisconsin.org> wrote:

Dear Mr. Lee:

I can't find any information on your website for Open Records Requests so I'm sending this to you.

This is to request a copy of the criteria OPD developed for distribution of adjustments listed in Section L - Market and Parity Provisions of the 2013-15 Compensation Plan. I would also like a copy of any documents which describe how OPD distributed these adjustments in a "uniform manner throughout the agency or employing unit".

I would also like a list of all IS staff covered by section 2.03 IS Market and/or

Part Adjustments and the adjustment the received under this section.

I would prefer to have any documents sent electronically to wpec@ft-wisconsin.org.

Thank you.

Jill Munn

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