

Wisconsin Human Resources Handbook

Chapter 780

Counterpart Pay Ranges

Sec. 780.010	Introduction	Sec. 780.080	UWHC Board
Sec. 780.020	Statutory and Rule Authority	Sec. 780.090	Referral of Questions
Sec. 780.030	Definitions	Sec. 780.100	Administrative Information
Sec. 780.040	Concept	Attachment #1	Main Counterpart Designations
Sec. 780.050	Counterpart Pay Ranges	Attachment #2	Other Counterpart Designations
Sec. 780.060	Personnel Transaction	Attachment #3	Key Changes to Counterpart Designations Since 1987
Sec. 780.070	“Counting” Pay Ranges		

Sec. 780.010 Introduction

Counterparting pay ranges is an appointment and compensation tool which establishes rational relationships between different pay schedules and pay ranges. Through the counterparting process, human resources and payroll staff (and employees) can determine if a movement between positions is an upward movement, lateral movement, or downward movement. This determination is critical in establishing the employee’s appointment eligibility, rights, and compensation. This chapter provides background regarding the Office of State Employment Relations’ (OSER) responsibility to designate counterpart pay ranges and describes how to use counterpart pay range tables to determine transaction type and associated pay options, if any.

Sec. 780.020 Statutory and Rule Authority

1. “The director shall promulgate rules on all matters relating to the administration of the office and the performance of the duties assigned to the director, except on matters relating to those provisions of subch. II for which the responsibility is specifically charged to the administrator.”
s. 230.04(5), Wis. Stats.
2. “To accommodate and effectuate the continuing changes in the classification plan as a result of the classification survey program and otherwise, the director shall, upon initial establishment of a classification, assign that class to the appropriate pay rate or range, and may, upon subsequent review, reassign classes to different pay rates or ranges.”
s. 230.09(2)(b), Wis. Stats.
3. “Except as provided under sub. (2), the compensation plan provisions of s. 230.12 apply to all employees of the classified service. If an employee is covered under a collective bargaining agreement under subch. V of ch. 111, the compensation plan provisions of s. 230.12 apply to that employee, except for those provisions relating to matters that are subject to bargaining under a collective bargaining agreement that covers the employee.”
s. 230.10(1), Wis. Stats.

4. “*Schedules.* The several separate pay schedules may incorporate different wage and salary administration features. Each schedule shall provide for pay ranges or pay rates and applicable methods and frequency of within range pay adjustments based on such consideration as competitive practices, appropriate principles and techniques of wage and salary administration and determination, elimination of pay inequities based on gender or race, and the needs of the service. Not limited by enumeration, such considerations for establishment of pay rates and ranges and applicable within range pay adjustments may include provisions prevalent in schedules used in other public and private employment, professional or advanced training, recognized expertise, or any other criteria which assures state employee compensation is set on an equitable basis.”
s. 230.12(1)(b), Wis. Stats.
5. “The administrator will authorize a transfer when requested by an appointing authority providing the appointing authority has determined that the employee meets the eligibility requirement under s. ER-MRS 15.01 and that the position to which the employee is transferring is assigned to a class in the same or counterpart pay rate or pay range to which any of the employee’s current positions is assigned, and such documentation is provided to the administrator. The administrator may delegate this authority to appointing authorities.”
s. ER-MRS 15.02, Wis. Adm. Code

Sec. 780.030 Definitions

The following are definitions of terms use in this chapter:

1. Counterpart pay ranges means “pay ranges or groupings of pay ranges in different pay schedules which are designated by the director to be at the same level for the purpose of determining personnel transactions.”
ss. ER 1.02(7) and ER-MRS 1.02(4), Wis. Adm. Code
2. Higher pay range means “the pay range which has the greater pay range dollar value maximum when comparing ranges not designated as counterparts.”
ss. ER 1.02(13) and ER-MRS 1.02(9), Wis. Adm. Code
3. Lower pay range means “the pay range which has the lesser pay range dollar value maximum when comparing pay ranges not designated as counterparts.”
ss. ER 1.02(19) and ER-MRS 1.02(16), Wis. Adm. Code
4. Reasonable offer means an offer of appointment that “meets the following 5 conditions as of the date of the offer:
 - (a) The position is one which the employee would be qualified to perform after customary orientation provided to new workers in the position;
 - (b) The position is the highest level position available within the agency to which the employee could either transfer or demote;
 - (c) The number of work hours required does not vary substantially from the number of work hours previously worked; and
 - (d) The position is located at a work site that is within reasonable proximity of the original work site.
 - (e) The pay range of the position offered is no more than 3 pay ranges or counterpart pay ranges lower than the pay range of the position from which the employee was laid off.”
s. ER-MRS 22.09(2), Wis. Adm. Code
5. Transfer means “the permanent appointment of an employee to a different position assigned to a class having the same or counterpart pay rate or range as a class to which any of the employee’s current positions is assigned.”
ss. ER 1.02(46) and ER-MRS 1.02(33), Wis. Adm. Code

Sec. 780.040 Concept

Classifications are assigned to pay ranges within the state's pay schedules based on factors such as nature of work, knowledge and skill requirements, responsibility, authority, and working conditions. Historically, and by rule (see Section 780.030 above), pay range maximums have been compared to determine the appropriate personnel transaction in any given situation which impacts pay. Pay range maximums have also been used to determine reasonable offers in layoff/restoration situations. However, broadbanding, collective bargaining, and labor market pressures can sometimes make such pay range maximum comparisons inappropriate. Because assignment of classifications to pay ranges was previously a mandatory subject of bargaining (and still is for the Public Safety bargaining unit), historical links between pay ranges and classifications within them were/are sometimes broken. Often, the labor market influences the bargaining of pay ranges for certain classifications. Also, collective bargaining has caused maximums of pay ranges to increase at different rates and with different effective dates. Broadbanding and collective bargaining may also result in the creation or deletion of pay ranges. Consequently, the OSER Director may designate pay ranges to be at the same level (i.e., counterpart) for the purpose of determining personnel transactions.

The counterparting of pay ranges is a mechanism to establish or maintain historical and logical transaction and pay relationships between positions and pay schedules, despite the potential for different pay range maximums. A simple example is the use of the counterparting concept for the Attorney (represented) and Attorney-Confidential (non-represented) classifications. Because the skills required, complexity of duties, independence, and responsibility of positions within these classifications are basically the same, movements from a position in one of these classifications to a position in the other should be logically viewed as a lateral movement.

The tables and explanations provided in this chapter assist agencies in determining how to treat each personnel transaction and provide written documentation to support the determination of a transaction if a dispute arises. If an employee claims that the type of transaction was determined in error, the burden of proof typically lies with the employer. This chapter can help prove that the type of transaction was determined consistent with how it would have been determined for other employees and other similar situations.

Counterparting is not a static concept and cannot always maintain relationships when specific classifications change pay ranges. Creation of new pay ranges (e.g., broadband pay ranges) has also made it difficult, if not impossible, to always maintain historical relationships. Agencies may recommend revisions or additions to the counterparts by contacting the OSER Bureau of Compensation.

Sec. 780.050 Counterpart Pay Ranges

The attachments to this chapter provide tables indicating counterpart pay ranges (e.g., pay ranges 02-10 and 03-10 are counterparts) and also relationships that are not direct counterparts (e.g., pay range 02-11 is a higher pay range than 03-10). **That is, pay ranges in the same row of a counterpart table are counterparts, and of two pay ranges in different rows, the pay range in the lower row of the table is the higher of the two ranges** (e.g., pay range 02-10 is in a lower row than pay range 03-08 in the table attached to the bulletin, so 02-10 is the higher of the two ranges). **In addition, counterpart tables should be used instead of pay range maximum comparisons whenever both pay ranges involved are in the same counterpart table.**

In making comparisons, **both pay ranges involved must be in the same counterpart table.** For example, although pay range 81-03 is a higher pay range than pay range 81-04, one cannot assume that pay range 81-03 is a higher pay range than a counterpart to 81-04, such as pay range 02-14. When both pay ranges involved are not present in the same counterpart table, pay range maximums must be used.

Further, blank spaces on the counterpart table are intentional. Any given row across the table will show ranges in some schedules and blank spaces in others. Thus, not all ranges will have counterparts in every schedule on the chart (e.g., pay range 12-08 does not have a counterpart in Schedule 81 because there is a blank space on that row of the schedule 81 column).

Sec. 780.060 Personnel Transactions

General Rule: If a movement is to a counterpart pay range, or between pay ranges with the same pay range maximum for ranges not on a counterpart table, the transaction is typically a transfer. If a movement is to a higher pay range based on comparison of rows on a counterpart table or based on having a higher pay range maximum, the transaction is typically a promotion. If a movement is to a lower pay range based on comparison of rows on a counterpart table or based on having a lower pay range maximum, the transaction is typically a demotion.

However, maximums should be compared only when the two ranges being compared are not shown on the same counterpart table.

Trades: When nonrepresented Crafts Worker classifications are involved, except with movements involving broadbands (see Attachment #2), the maximum for the pay range 01-99 shall be the rate of pay for the nonrepresented Crafts Worker position involved (i.e., the employee's current rate of pay if leaving the nonrepresented Crafts Worker position and the rate the employee would receive if going to the nonrepresented Crafts Worker position), excluding any add-on. An exception to this is that a movement from a nonrepresented Crafts Worker classification to a represented Crafts Worker classification is normally considered a demotion and a movement from a represented Crafts Worker classification to a nonrepresented Crafts Worker classification is normally considered a promotion, regardless of the maximums involved. In addition, all represented craft positions in the same classification (e.g., two Plumber positions) will be considered to be in the same pay range regardless of differences in area adjusted prevailing rates. Therefore, movement between them will typically result in a transfer. The personnel transaction for movements between represented craft classifications (e.g., Plumber and Painter) shall be determined using the local adjusted 100 hour annual leave rates for each position as the maximums for comparison purposes. For movements between a represented craft classification and a non-craft classification, the local adjusted 100 hour annual leave rate for the craft position involved should be compared to the non-craft classification maximum.

Pay Ranges 05-31 and 05-32: All movement involving 05-31 or 05-32 requires comparison of the maximum of the pay range of the position from which the employee is moving to the maximum of the pay range to which the employee is moving (even if the other pay range involved is counterpart to another range in Schedule 05). When "counting" pay ranges for movements involving pay ranges 05-31 or 05-32, all pay ranges in schedule 05 must be "rearranged" according to their pay range maximums. Specifically, at the time of this publication 05-31 should be moved between 05-11 and 05-12, and 05-32 should be moved between ranges 05-12 and 05-13. For movements that involve schedule 05 but do not involve pay ranges 05-31 or 05-32, these pay ranges are not to be included.

Pay Schedule 07: For all movements involving Schedule 07, there are two "sub-schedules" that differentiate between IS and non-IS pay ranges. Pay ranges 07-02 through 07-05 are considered one sub-schedule and 07-32 through 07-35 are considered a second sub-schedule. When counting the pay ranges within schedule 07, movement within each sub-schedule should be considered separately. For movements involving both of the sub-schedules, a comparison of the maximum of the pay range of the position from which the employee is moving to the maximum of the pay range to which the employee is moving is necessary to determine the type of transactions. The number of ranges moved will be "counted" on the sub-schedule to which the employee is moving. For movements that involve Schedule 07 and another schedule, the counterpart tables should be referenced to determine if the ranges are counterpart. If not, pay range maximums should be compared and for the purposes of "counting" pay ranges, only the ranges in the sub-schedule within 07 that the individual is moving to should be considered.

Examples:

Within Schedule 07

- 1) A Program and Policy Analyst Adv. (07-03) is going to an IS Business Automation Consultant/Administrator (07-32) position. The maximum for 07-03 falls between the maximums for 07-34 and 07-33. Since one broadband is equivalent to three pay ranges, it is a three-range movement to 07-33, and a six-range movement to 07-32. Therefore, it is a six-range promotion.

With Another Schedule

- 2) A Management Information Manager (70-01) is going to an IS Business Automation Specialist (07-33) position. The maximum for 70-01 is above the maximum for 07-32. Therefore, it is a three-range movement to 07-32 and six-range movement to a 07-33. Therefore, it is a six-range demotion.

Exceptions:

Exceptions to these rules, and the rules regarding use of the counterpart table, usually occur when the employee does not have permanent status in the pay range that the movement is from, or if the employee has reinstatement eligibility to the pay range the movement is to. Please review Chs. ER-MRS 14 (Promotion), 15 (Transfer), 16 (Reinstatement and Restoration) and 17 (Demotion), Wis. Adm. Code, to see if any exceptions are either optional or mandatory.

In addition, please note that Sec. 156.050 (1), *Wisconsin Human Resources Handbook* has established the policy that "...non-career executives cannot transfer or be transferred into vacant career executive positions even though the schedules and pay ranges may be "counterparted" with one another."

Transactions that do not involve movement to another position (i.e., reallocations or reclassifications to higher, lower, same or counterpart pay ranges) are also an exception.

Sec. 780.070 "Counting" Pay Ranges

Under certain circumstances, it is necessary to determine the number of pay ranges one would go up or down as a result of a personnel transaction. For example, s. ER-MRS 22.09 (2) (e), Wis. Adm. Code, defines a reasonable offer after layoff as one in which the "pay range of the position offered is no more than 3 ranges or counterpart ranges lower than the pay range of the position from which the employee was laid off." Also, certain transactions may require "counting" of pay ranges to determine the new rate of pay.

When "counting" pay ranges, one first must determine whether to use a counterpart table or compare pay range maximums. If both pay ranges are on the same counterpart table, counting up or down on the table is appropriate. If they are not on a counterpart table, determine where the pay range maximum that the movement is from would fall on the pay schedule that the movement is to, and then count up or down on that pay schedule to the pay range of the new position's classification. When a broadband pay schedule is involved in the "count," each broadband pay range shall be considered to be equivalent to three pay ranges.

Examples:

- 1) *An employee in PR 81-03 is laid off. According to the Wis. Adm. Code, a reasonable offer can be no more than three pay ranges lower than the pay range from which the employee was laid off for nonrepresented employees. Since one broadband is equivalent to three pay ranges, an offer to PR 07-04 or 81-04 position would be reasonable. However, an offer to a PR 07-05 or 81-05 position would be considered equivalent to six ranges down and would not be considered reasonable.*
- 2) *The employee in PR 81-03 is offered a demotion to a PR 03-13 position. One compares the range maximums and counts down ranges on the schedule to which the employee is moving. Since the PR 81-03 maximum is greater than the PR 03-17 maximum (at the time this chapter was published), count down starting with PR 03-17 being one range down, PR 03-16 being two ranges down, etc. Therefore, PR 03-13 is 5 pay ranges down from PR 81-03.*

It is important to note that when “counting” pay ranges, the number of ranges is determined by the number of rows, not whether or not there are ranges in each of those rows.

Example: *A movement from PR 12-10 to PR 81-04 is a three range movement because it is three rows lower on the counterpart chart, even though the chart does not show any counterparts in Schedule 81 to PR 12-08, PR 12-09 and PR 12-10 (i.e., the cells in the Schedule 81 column that are in the same rows of PR 12-08, PR 12-09 and PR 12-10 are blank).*

The counterparting of the lower level broadbands to multiple levels of nonbroadband pay ranges has created some unusual situations. In cases involving broadband and nonbroadband pay ranges, the appropriate way of counting pay ranges is:

1. If the movement would be to a lower pay range, determine the lowest pay range of the pay schedule to which the employee is moving that is counterparted to the range from which the employee is moving; or
2. If the movement would be to a higher pay range, determine the highest pay range of the schedule to which the employee is moving that is counterparted to the range from which the employee is moving; and then
3. Count up or down from the pay range determined in 1 or 2, above, to the pay range to which the employee is moving.

Examples: *A voluntary demotion from a PR 81-04 position to a PR 03-10 position would be a two-range movement because the lowest pay range in schedule 03 that is counterparted to PR 81-04 is PR 03-12 and PR 03-10 is two pay ranges below PR 03-12.*

Furthermore, even though the broadband pay ranges are counterparted to multiple levels on non-broadband pay ranges, these multiple levels do not become counterparts to each other.

Examples:

- 1) *An employee is considering a movement from PR 81-05 to PR 02-09. Since both ranges are in the same row of the table, such a movement will be a transfer.*
- 2) *An employee is considering a movement from PR 81-05 to PR 02-10. Since both ranges are in the same row of the table, such a movement will be a transfer.*

However:

- 3) *An employee is considering a movement from PR 02-09 to PR 02-10. These pay ranges are not counterparted to each other because they are not in the same row of the table, even though both are counterparted to PR 81-05. Therefore, such a movement will be a promotion.*
- 4) *An employee is considering a movement from PR 02-09 to PR 02-10 and has reinstatement eligibility to PR 81-05. Because by definition reinstatement eligibility also applies to counterpart ranges, such a movement will be a reinstatement.*
- 5) *An employee is considering a movement from PR 02-09 to PR 02-10 and has reinstatement eligibility to PR 81-04. Because by definition reinstatement eligibility also applies to lower ranges, such a movement will be a reinstatement.*

See Sec. 780.060 for examples involving Schedule 07 sub-schedules.

Sec. 780.080 UWHC Board

Effective with 2011 Wisconsin Act 10, University of Wisconsin Hospital and Clinics (UWHC) Board employees were moved into the UWHC Authority, which made them non-state employees and no longer eligible for state personnel transactions other than reinstatement. UWHC Board employees affected by the Act have reinstatement eligibility under s. ER-MRS 16.035(1), Wis. Admin. Code, for five years beginning June 29, 2011. See bulletin OSER-0286-MRS (http://oser.state.wi.us/bulletins/bulletin_get.asp?bid=515) for more details.

Sec. 780.090 Referral of Questions

Questions regarding the determination of a personnel transaction should be directed to your agency's assigned DMRS Human Resources Consultant. Questions regarding changing counterpart range designations should be directed to the Bureau of Compensation.

Sec. 780.100 Administrative Information

This handbook chapter was revised July 2010 to emphasize that the counterpart tables are to be used instead of comparing pay range maximums whenever both pay ranges involved are in the same table and to update some of the examples used in the chapter.

The chapter was revised February 2014 to include information formerly provided in OSER bulletins, to update examples, to remove information regarding single classification (lettered) progressions, and to update information regarding UWHC employees.

The chapter was revised June 2014 to add new counterparts for IS classifications in schedules 07 and 70 to Attachment #2, to add ranges 12-64 and 12-65 to the broadband table of Attachment #2, and to explain the determination of transactions and "counting" pay ranges when Schedule 07 sub-schedules are involved.

This chapter was revised August 2014 to add ranges 12-64 and 12-65 to Attachment #1 table, effective June 29, 2014. These changes were omitted in error from the June 2014 revisions.

MAIN COUNTERPART DESIGNATIONS *

	Pay Schedules												
	81	2	3	5	6	7	8	12	13	14	15	36	63
Pay Range(s):													
	05	08	08	08	08					15			
	05	09	09	09	09			01/65		15		09	
	05	10	10	10	10	05		02/65		15		10	
	05	11	11	11	11	05		03/65		15		11	
	04	12	12	12	12	04	04	04/64	04	14	04	12	
	04	13	13	13	13	04	04	05/64	04	14	04	13/42	
	04	14	14	14	14	04	04	06/64	04	14	04	14	
	04	15	15	15/40	15	04	04	07/64	04	14	04	15/40	40**
			16	16/41	16			08				41	
			17	17	17			09					
					18			10					
					19			11					
								12					
								13					

* Refer to Attachment #2 for additional counterpart designations.

OTHER COUNTERPART DESIGNATIONS

REPRESENTED AND NONREPRESENTED PATIENT TREATMENT CLASSIFICATIONS

The following pay ranges in pay schedules 10 and 50 are considered counterpart for purposes of determining personnel transactions:

	Pay Schedules	
Counterpart	10	50
Pay ranges:	50	50
	51	51
	52	52

BROADBANDED AND NONREPRESENTED CRAFTS WORKER CLASSIFICATIONS

The following pay ranges in pay schedules 01, 07, 08, 09, 12, 13, 14, 15, 50, 70, 71 and 81 are considered counterpart for purposes of determining personnel transactions:

Counterpart	01	07	08	09	12	13	14	15	50	70	71	81
Pay Ranges:		05			65		15					05
		04	04		64	04	14	04				04
	99	03	03		63	03	13	03	11			03
		02		75/76		02		02		02	01/02	02
										01		01

Please note that the *Wisconsin Human Resources Handbook*; Chapter 156, Section 156.040 (4), Career Executive Permissive Transfer Guidelines, has established the policy that “[n]on-career executive incumbent employees cannot transfer or be transferred into vacant career executive positions.” Some PR 70-02 and PR 71-01 positions and all PR 81-02 positions are included in the career executive program. **Therefore, employees in non-career executive positions cannot transfer into PR 70-02, PR 71-01, and PR 81-02 career executive positions even though they may be in the same or counterpart pay ranges.** However, for the purposes of payroll and compensation, the transaction will be **coded** as a transfer if a non-career executive employee goes through the competitive process and is hired into a PR 70-02, PR 71-01 or PR 81-02 career executive position.

SCHEDULES 07 AND 70 IS BROADBANDED CLASSIFICATIONS

Counterpart	07	70
Pay Ranges:	35	05
	34	04
	33	03
	32	02

KEY CHANGES TO COUNTERPART DESIGNATIONS SINCE 1987

- Effective 6/30/87: Counterpart designation removed for Crafts pay ranges [Schedule 4 (Rep) and Schedule 1 (Nonrep)]; Attorneys [Schedule 9 (Rep) and 49 (Nonrep)] and Physicians (Schedule 1)
- Effective 11/5/89: Psychiatrist classifications created and assigned to pay ranges without counterpart designation.
- Effective 8/20/90: Counterpart designation removed for Engineering pay ranges [Schedule 14 (Rep and Nonrep)] and Patient Care [Schedule 11 (Rep and Nonrep)]; 13-10 designated as a counterpart pay range.
- Effective 4/19/92: Schedule 15 pay ranges are renumbered.
- Effective 6/28/92: Teacher classification created and assigned to pay range 13-99 without counterpart designation; 03-13 designated as counterpart pay range.
- Effective 9/5/93: All pay ranges used for Attorney classifications designated as counterpart pay ranges.
- Effective 6/26/94: Multiple nonrepresented pay schedules established. Counterpart designation removed for Education pay ranges [Schedule 13 (Rep) and Schedule 33 (Nonrep)]
- Effective 10/12/97:
- Counterpart designations established for pay ranges in the represented and nonrepresented Engineering pay schedules (14, 34, and 54)
 - Counterpart designations established for pay ranges in the following represented and nonrepresented pay schedules: 1, 2, 3, 5, 6, 7, 8, 12, 15, 22, 23, 25, 26, 32, 36, and 56.
 - Senior Manager schedule (80) and Information Systems schedule (70) created; no counterpart designations for ranges in these two schedules. (This changed effective 7/19/98. See below.)
- Effective 7/19/98:
- Counterpart designations established for pay ranges in the represented and nonrepresented Patient Treatment pay schedules (10 and 50).
 - Counterpart designations established for pay ranges in the represented and nonrepresented broadbanded Information Systems pay ranges (PR 07-01, PR 07-02, and pay schedule 70).
- Effective 5/20/2000:
- Schedule 14 range 03 is counterparted with Schedule 14 range 23, consistent with Negotiating Note 3 in the 1999-2001 Agreement with the State Engineering Association.
- Effective 11/5/00:
- All pay ranges used for Attorney classifications (Schedules 09 and 71) are designated as counterpart pay ranges. This re-creates the counterparting effective 9/5/93, but interrupted July 4, 1999, when schedule 49 became an unclassified schedule.
 - Counterpart designations established for pay ranges 02-14, 02-15, 05-40, 05-41, 36-40, and 36-41. These were new pay ranges effective May 21, 2000.
 - Counterpart designations established for pay ranges 06-17 and 06-18. These were new pay ranges effective July 2, 2000.

Effective 5/20/01:

- Counterpart designations established for pay ranges 81-04 and 81-05 with pay ranges in the following pay schedules: 1, 2, 3, 5, 6, 7, 8, 12, 15, and 36.

Effective 1/12/03:

- Nonrepresented Crafts Worker classifications are assigned to pay range 01-99 and designated as counterpart to 81-03.
- Pay ranges 56-02 and 36-40 are designated as counterparts.

Effective 6/1/03:

- Counterpart certain pay ranges in Schedules 07, 15 and 81, and pay range 01-99.

Effective 7/13/03:

- Counterpart designations established for pay ranges 07-04 and 07-05 with pay ranges in the following pay schedules: 2, 3, 5, 6, 7, 8, 12, 15, and 36.

Effective 6/27/04:

- Counterpart designations established for pay ranges 11-09, 11-10, and 11-11.

Effective 12/9/07:

- Counterpart pay range 50-11 to 81-03.

Effective 1/20/08:

- Counterpart 50-11 to 01-99, 07-03, 15-03 and 56-01.
- Counterpart 56-01 to 01-99, 07-03, 15-03, 50-11 and 81-03.
- Counterpart 70-02 to 81-02.

Effective 4/12/09:

- Counterpart designations established for pay ranges 03-16, 03-17, 05-17, 06-19 and 36-15.

Effective 11/8/2009:

- Counterpart designations established for broadband pay ranges 08-03 and 08-04.

Effective 1/1/2012:

- Counterpart designations established for broadband pay ranges 13-02, 13-03 and 13-04.
- Counterpart 09-75 and 71-01 to 81-02.

Effective 6/30/13:

- Counterpart designations established for broadband pay ranges 09-76 12-63, 14-13, 14-14, 14-15, 15-04, and 71-02 in the broadband table.
- Delete 56-01 from the broadband counterpart table.
- Delete counterpart designation of Engineering classifications, Patient Care classifications, and 36-40 to 56-02.
- Counterpart designations established for 14-14, 15-04, and 63-40 in the attachment table.
- Change counterpart designations for 05-40, 05-41, 36-40, and 36-41
- Designate 81-04, 02-15, 03-15, 05-15, 05-41, 06-15, 07-04, 08-04, 12-07, 13-04, 14-14, 15-04, 36-15, and 36-41 as counterparts.

Effective 6/29/14:

- Counterpart designations established for broadband pay ranges 70-01 and 81-01 in the broadband table.
- Counterpart designations established for broadband pay ranges 12-64 and 12-65 in Attachment #1 and for pay ranges 12-63, 12-64 and 12-65 in the broadband table.
- Creation of an IS broadband table in which counterpart designations are established for the following pay range pairs: 07-32 and 70-02; 07-03 and 70-33; 07-34 and 70-04; 07-35 and 70-05.