



Scott Walker, Governor

Gregory L. Gracz, Director

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MEMORANDUM

DATE: October 25, 2011
TO: All State Employees
FROM: Gregory L. Gracz, Director 
SUBJECT: 2011-2013 Compensation Plan

The 2011-2013 Compensation Plan, as submitted to the Joint Committee on Employment Relations (JCOER), will be published on OSER's website by the end of the day today: <http://oser.state.wi.us/>. The Compensation Plan covers all classified employees, except those in the public safety bargaining unit (which covers State Troopers and Inspectors), and certain unclassified employees not covered by a separate Plan (e.g., UW faculty and academic staff). If approved by JCOER, the Compensation Plan will be effective January 1, 2012.

It is important to note that very little is changing in the Compensation Plan from the former collective bargaining agreements in terms of employee base pay, supplemental pay, and benefits. Provisions covering base pay, vacation, and sick leave, including sick leave conversion credits, remain largely unchanged and are generally the same or slightly modified versions of provisions that used to be included in collective bargaining agreements. Also, the vast majority of pay progression and supplemental pay and differential provisions from the former contracts were incorporated into the new Compensation Plan with only minor changes in some areas. For the most part, the modified language results in consistency and equity in application of pay and benefit provisions across employee groups.

At the link provided above, you will also find an Overview document that covers some of the issues included in the Compensation Plan that will likely be of greatest interest to state employees. Included at this link as well are tables for each former collective bargaining agreement which indicate if and where Agreement provisions can be found in the new Compensation Plan. Please be aware that even those provisions that were incorporated into the Compensation Plan may not be identical to the provision as it existed in the former contract. If provisions were not incorporated into the Compensation Plan, a link is provided to governing statutes or administrative code, or other reference sources.

The final version of the Compensation Plan (without underlining and strikethrough), as approved by JCOER, will be available on OSER's website as soon as possible after such approval.

If you have any questions about using the collective bargaining agreement tables or about the contents of the Compensation Plan, please contact your agency's Human Resources Office via e-mail to the address provided by your agency.