

Base Wage Proposal # 1 to Professional Patient Care Bargaining Unit 11 (SEIU) from State of Wisconsin

7-31-13

WJM
8-13-13
BMS
8/13/13

Demographics for the payroll period ending 1/12/2013	
Number of Employees (non-LPN)	1,061
Average FTE (non-LPN)	960.70
Average Years of State Service	12.1
Annualized Base Payroll (non-LPN)	\$63,356,967
Average Base Pay Rate	\$31.60

LPN count = 260 employees

Unit wide Lift Summary	
FY 2013-2014	GWA
	0.86%

B. Wage Proposal:

Fiscal Year 2013-2014

- Effective the first pay period following the effective date of the Agreement, a General Wage Adjustment (GWA) of 1.0% will be paid to each eligible employee in pay status on the implementation date, subject to the pay range maximum.
Employees ineligible for a GWA:
 - Any employee with an original appointment in state service on or after June 30, 2013.
 - Any employee who previously received a 1.0% FY 2013-2014 GWA as a nonrepresented employee or as a represented employee in another bargaining unit (LPNs previously received a 1% GWA eff 6/30/13 therefore are not eligible for a BU 11 GWA).
 - Any employee who received a structure pay adjustment of at least 1.0% on June 30, 2013, to raise the employee's pay rate to the new pay range minimum that took effect on 6/30/13.
- Any employee who did not receive a FY 2013-2014 GWA on June 30, 2013, but received a structure pay adjustment on June 30, 2013, of less than 1.0%, shall receive a GWA equal to the difference between 1.0% and the structure adjustment value already received.
- Employees eligible to receive a GWA will receive a lump sum payment equal to the amount of the GWA multiplied by hours in pay status from June 30, 2013 to the effective date of the GWA.
- Employees who receive no GWA or a partial GWA due solely to the pay range maximum limitation shall receive a lump sum payment, based on 2,088 hours and prorated by FTE, for the amount of the 1.0% GWA limited by the pay range maximum.

C. New Costs:

Effective Date	Transaction	Funding Source	FY 2013-2014 Cost	Annualized Base Payroll	Lift	FTE Hit	Hit Percent	Average Annualized Increase for "hit" ees
January Base payroll								
Base payroll after 6/30/13 pay range structure increase			\$63,489,601					
1 and 3	FY 2013-2014 1.0% GWA	General Wage Funds	\$547,215	\$64,036,816	0.86%	830.18	86.4%	\$659
2	FY 2013-2014 partial GWA	General Wage Funds	\$416	\$64,037,231	0.00%	1.00	0.10%	\$416
4	FY 2013-2014 limited to Max	General Wage Funds	\$0	\$64,037,231	0.00%	0.00	0.00%	\$0.00
Total FY 2013-2014 cost			\$547,630					

Maximum Annualized Base Wages Subject to Negotiation: \$1,311,489
(Annualized Base Payroll Multiplied by CPI Change of 2.07%)

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