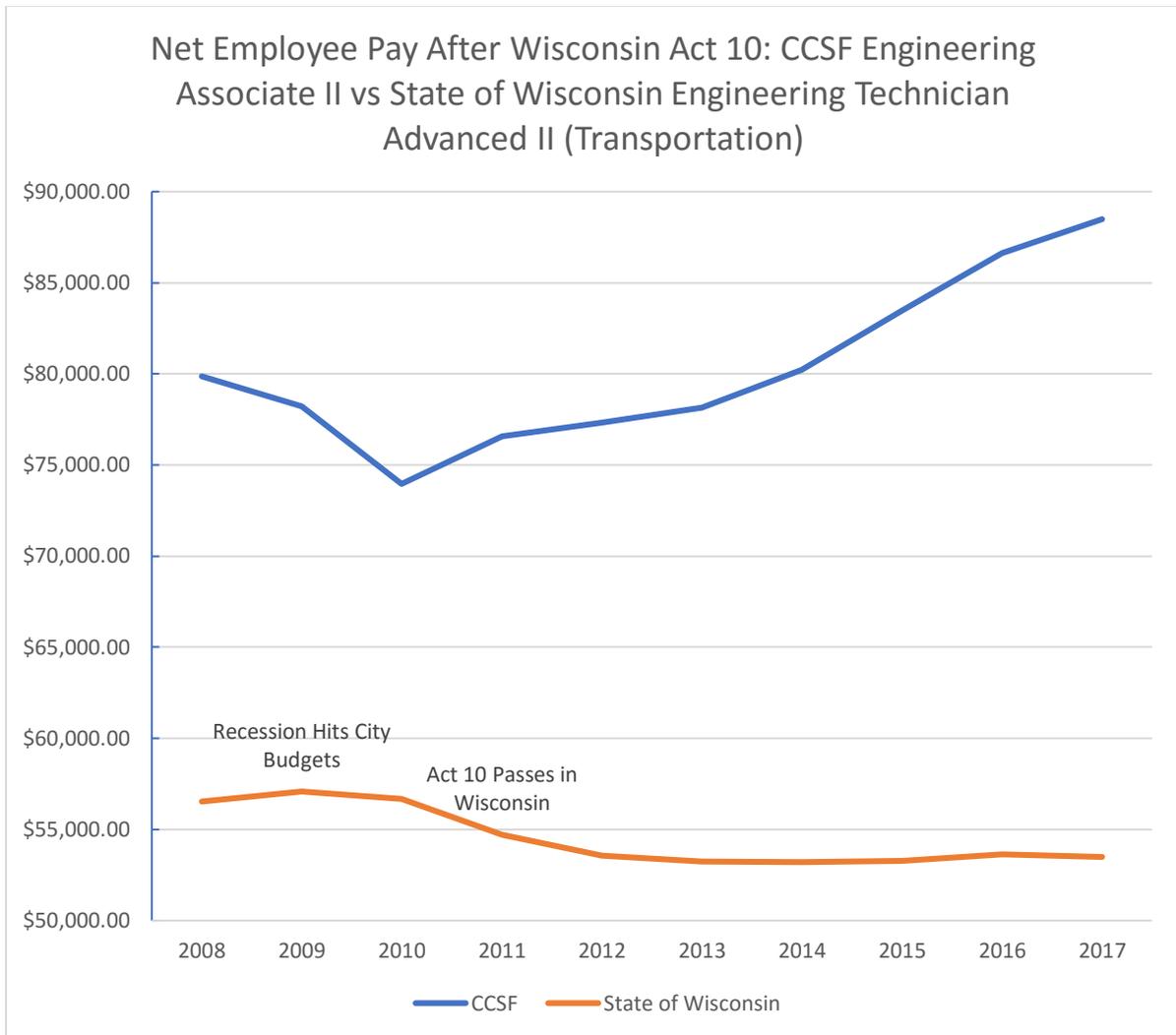


Wisconsin State Workers Report Methodology/Technical Notes:



Comparator Classifications –

Engineering Associate II – this classification is the highest level technical engineering job code in CCSF. Job duties include working on complex projects under general supervision and supervising other technical and clerical personnel.¹

Engineering Technician Transportation – Advanced 2 – this classification is highest in the state’s engineering technician series, and is a general or “agency” classification which encompasses technical

¹ Engineering Associate II Job Description, City and County of San Francisco. Accessed 6/28/17

engineering work in multiple departments and fields. Job duties include varying levels of supervision of other personnel under general direction, and high complexity of projects.²

Wisconsin

Collective Bargaining/Wage Adjustment History for AFSCME Council 24 –

Year	Wage Adjustments
2008	MOU in place from May 13/July 22, 2006 – June 30, 2007, second MOU from June 7 2008-June 30 2009 Wages: June 30 th , 2007- \$27.199 June 8, 2008 -July 5, 2008 - \$27.743 July 6, 2008 - \$28.021
2009	MOU in place through June 30-2009 followed by Status Quo Wages: January 1, 2009 - \$28.021 June 7, 2009 - \$28.582 July 6, 2009 – WSEU enters agreement on furloughs agreeing to 16 unpaid days for 2009-2011
2010	Status Quo Maintained, senate fails to approve tentative MOU
2011	Contract terminated by Walker March 13 th Components of Act 10 go into effect June 29, 2011 (pension) and August 25, 2011 (healthcare) September 2011 – Council 24 does not recertify as a bargaining unit
2012	No GWA for non-represented employees ³
2013	GWA effective June 30, 2013, 1%; GWA does not go to employees with "below satisfactory performance evaluations" ⁴
2014	GWA effective June 29, 2014, 1% ⁵ MOU in place from January 25, 2014-June 30, 2014, solidified 1% GWA for unit members

² Engineering Technician—Transportation Classification Series. State of Wisconsin Classification Specification. Modified June 28, 2015. Accessed 6/28/2017.

³ *State of Wisconsin 2011-2013 Compensation Plan*, pg. A-3 section 2.01

⁴ *State of Wisconsin 2013-2015 Compensation Plan*, pg. A-3, section 2.01

⁵ *State of Wisconsin 2013-2015 Compensation Plan*, pg. A-3, section 2.01

2015	No GWA February 13, 2015 – Suspended merit increases and retention pay until June 30 ⁶
2016	No GWA ⁷
2017	No GWA ⁸

Retirement

Beginning in January of 2011, most State of Wisconsin Employees began contributing .2% of the Benefit Adjustment Contribution, including employees covered under collective bargaining agreements.⁹ Act 10 requires that employees pay half of the “normal” or “actuarial” costs, and prevents employers from paying any of the employee contribution amount. This change occurs immediately as Act 10 goes into effect on June 29, 2011.

Furloughs

According to OSER documents providing guidance on the administration of furlough days for the 2009-2011 biennium, employees were required to take eight furlough days (equivalent to 64 hours) in each fiscal year (a total of 128 hours/16 days). Total lost compensation due to furloughs was calculated by assuming four furlough days from the beginning of the 2009 fiscal year in July through December 2009. Four furlough days were assumed from January to June of 2010, and four furlough days were assumed from July 2010 to December 2010.¹⁰

Healthcare

During the years that Council 24 members were covered under an MOU, premium rates reflect the monthly employee contribution rates for a Tier 1 Family Plan as described in the agreement. For years in which MOU’s were not in place, Tier 1 Family Rates are taken from the “It’s Your Choice Decision Guide” for the appropriate year.

⁶ “Scott Walker’s Administration Suspends Merit Raises, retention pay hikes for public employees,” *Wisconsin State Journal*, February 13, 2015.

⁷ *State of Wisconsin 2015-2017 Compensation Plan*, pg. A-3, section 2.01

⁸ *State of Wisconsin 2015-2017 Compensation Plan*, pg. A-3, section 2.01

⁹ “Wisconsin Retirement System (WRS) Rate Increases and Impact on Some State Employees,” State of Wisconsin Department of Employee Trust Funds, letter from Secretary David A. Stella, November 17, 2010.

¹⁰ “Questions & Answers Regarding State Employee Hours of Work Reductions (Furloughs) for 2009-2011 Biennium,” OSER, April 27, 2010.

City and County of San Francisco

Collective Bargaining/Wage Adjustment History

Annualized wages for CCSF employees are based on CBA data and compensation schedules, utilizing the top pay rate for Engineering Associate II.

Retirement

Pension contribution rates reflect those outlined in MOU's through 7/1/2012, after which they are adjusted to the rates set by Prop C. According to Prop C's tier system of calculating contribution rates, Engineering Associate II's fall into the second wage tier for adjusted contribution percentage each year until 2017, at which point they fall into the third and highest wage category at mid-year. All pension contribution rates are adjusted mid-year as levels are recalculated.

Healthcare

Employee-Paid premiums were found on myhss.org, using search term "Bi-weekly medical premium contribution rates," and utilizing the policy for the appropriate year.

Furloughs

Furlough percentage data is drawn from Local 21's internal documents on furlough records.

Other Changes After Act 10

Job classifications

Though it's not clear what job descriptions looked like pre-Act 10, the job descriptions/class specifications available as of 2017 include relatively fluid benchmarks for classifications. Entry level classifications can also be considered "objective level" with varying levels of supervision. Journey level engineering tech jobs may also be considered entry level, "objective level," or developmental level, and may have a broad spectrum of responsibilities.

Merit increases

In 2016, 2/3rds of all merit increases are given as one-time lump sum payments rather than annual base building increases in 2016. Often increases go only to certain departments. According to *Wisconsin State Journal* investigation, the majority of increases occurred in the Department of Transportation, Department of Natural Resources, and Wisconsin Department of Health Services.¹¹

Some data is currently available on the extent to which merit increases have actually been issued to employees:

2013- \$17.9 Million in merit increases

2014 - \$16.3 Million in merit increases, about 44% were for University of Wisconsin system employees

¹¹ http://host.madison.com/wsj/news/local/govt-and-politics/state-spent-m-on-merit-bonuses-retention-and-pay-equity/article_98b4e2f2-5229-55c9-a006-31ad9e989692.html

2015 – 1,544 merit awards (\$3.7 Million)

2016 – 15% of workforce receives merit increases (\$9.7 Million), average base pay raise for workers who received it was 5.5%, average lump sum bonus was \$1,721. Total of 4,638 employees received increases.¹²

It should also be noted that all General Wage Adjustments in 2013 and 2014 are also dependent on a “satisfactory” rating of job performance per the OSER compensation plan for 2013-2015, though most employees did receive the adjustments.

Civil Service

The Civil Service system is overhauled in 2016, including all processes for hiring, promotion, and discipline. Progressive discipline begins with single day suspension, followed by three-day suspension, five-day suspension and ultimately termination. Written reprimands are eliminated. Offenses that can merit discipline include:

- “misuse or abusing days off”
- “Inflicting mental anguish on another person
- Appearing unkempt or inappropriately dressed

The civil service exam is replaced with a resume based hiring system.

Layoffs

Under new civil service rules implemented in 2016, layoffs are completed in a 60 day timeframe and are driven by employee performance, not seniority per civil service rules.

After the revamp of the civil service program, Governor Walker consolidated 485 positions, mostly in human resources, payroll, recruitment, and training under the Department of Administration, bringing these employees more directly under gubernatorial control.¹³

¹² All numbers are derived from the *Wisconsin State Journal* investigation, as well as the Department of Administration. A searchable database has also been created here:
http://host.madison.com/wsj/news/data/database-merit-raises-for-wisconsin-state-employees/html_4d0ef4f4-1adc-5305-b68f-e47e44b7532e.html

¹³ http://host.madison.com/wsj/news/local/govt-and-politics/state-employees-get-first-look-at-new-rules-under-civil/article_149f17eb-b161-57b9-b769-9c7b44a67782.html