

DRAFT CHAPTER ERC 90

CALCULATION OF MAXIMUM AMOUNT SUBJECT TO COLLECTIVE BARGAINING FOR REPRESENTED GENERAL MUNICIPAL EMPLOYEES

ERC 90.01 Scope. This chapter implements ss. 111.70 (4) (mb) 2. and (mbb), Stats. by defining how to calculate the maximum dollar amount subject to collectively bargained increases in a general municipal employee bargaining unit's base wages without an authorizing referendum.

ERC 90.02 Definitions. As used in this chapter, the following definitions shall apply:

- (1) "Authorized positions" are those positions in the bargaining unit that are filled.
- (2) "Consumer price index change" is percentage increase provided by the Wisconsin Department of Revenue to the Commission for the specific term of a contract.
- (3) "General municipal employee" is an employee of a municipal employer who is not a public safety employee or a transit employee.
- (4) "Subject to collective bargaining" includes both the dollar amount identified in ERC 90.03(5) and the distribution thereof to employees in the bargaining unit.

ERC 90.03 Calculation of Maximum Amount Subject to Collective Bargaining. To calculate the maximum dollar amount subject to collective bargaining over base wages for collective bargaining agreements entered into on or after June 29, 2011, do all of the following:

(1) Identify all of the authorized positions that existed 180 days prior to the expiration date of the most recent collective bargaining agreement. If this is the initial bargaining agreement for this bargaining unit, identify the authorized positions that existed 180 days prior to the last day before the first day of the agreement.

(2) Determine the hourly, or annual, if applicable, base wage rate for each authorized position. The hourly, or annual, base wage rate is the hourly or annual rate applicable to the position excluding supplemental compensation which includes but is not limited to, education credits or credentials in pay schedules, overtime, premium pay, lump sum merit pay, performance pay, and extra duty pay.

(3) If applicable, multiply the hourly base wage rate by the annual number of regularly scheduled hours for each authorized position.

(4) Total the annual base wages for all authorized positions.

(5) Multiply the total base wage amount by the applicable consumer price index change. The resulting dollar amount is the maximum amount subject to collective bargaining.