

DRAFT CHAPTER ERC 100

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

ERC 100.01 Scope. This chapter implements ss. 111.91 (3)(b) and (3q), Stats. by defining how to calculate the maximum dollar amount subject to collectively bargained increases in a general state employee bargaining unit's base wages without an authorizing referendum.

ERC 100.02 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 state employee" is an employee of the state who is not a public safety employee.
- (4) "Subject to collective bargaining" includes both the dollar amount identified in ERC 100.03(5) and the distribution thereof to employees in the bargaining unit.

ERC 100.03 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 exist 180 days prior to the expiration date of the most recent collective bargaining agreement. If there is no current collective bargaining agreement for a bargaining unit, identify the authorized positions that existed 180 days prior to the June 30th immediately preceding the fiscal year of the anticipated agreement.
 - (2) Determine the hourly base wage rate for each authorized position. The hourly base wage rate is the hourly wage rate applicable to a 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) Annualize the hourly base wage rate for each authorized full-time position by multiplying the rate by 2,088. For positions that are less than full-time, prorate the annualized base wages by the budgeted full-time equivalent status of the position.
 - (4) Total the annualized 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.