

DRAFT CHAPTER ERC 90

CALCULATION OF MAXIMUM BASE WAGE INCREASE FOR GENERAL MUNICIPAL EMPLOYEES

ERC 90.01 Scope. This chapter implements ss. 111.70 (4) (mb) 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.

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

- (1) "Authorized positions" are those positions in the bargaining unit.
- (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.

ERC 90.03 Calculation of Maximum Increase in Total Base Wages for Initial Agreement. To calculate the maximum dollar amount subject to collective bargaining over base wages for the first collective bargaining agreement 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 stated 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) For the one year prior to the commencement of the first collective bargaining agreement entered into on or after June 29, 2011, calculate the annual wages or salary (excluding overtime and pay for extra duties) to be received by the individuals holding the authorized positions identified in ERC 90.03(1).
- (3) Add the wages or salary referenced in ERC 90.03(2) for all individuals holding the authorized positions identified in ERC 90.03(1).
- (4) Multiply the total wage or salary amount calculated in ERC 90.03(3) by the consumer price index change applicable to the collective bargaining agreement. The resulting dollar amount is the maximum amount subject to collective bargaining for the first bargaining agreement entered into on or after June 29, 2011.

ERC 90.04 Calculation of Maximum Increase in Total Base Wages for Successor Agreements. To calculate the maximum dollar amount subject to collective bargaining over base wages for successor collective bargaining agreements to the first collective bargaining agreement entered into on or after June 29, 2011, do the following:

- (1) Identify all of the authorized positions that existed 180 days prior to the stated expiration date of the most recent collective bargaining agreement.
- (2) For the one year prior to the commencement of the new collective bargaining agreement, calculate the base wages to be received by the individuals holding the authorized positions identified in ERC 90.04(1). Base wages includes only total bases wages and excludes any other form of compensation, which includes, but is not limited to, overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions.
- (3) Add the base wages referenced in ERC 90.04(2) for all individuals holding the authorized positions identified in ERC 90.04(1).
- (4) Multiply the total base wage calculated in ERC 90.04(3) by the consumer price index change applicable to the collective bargaining agreement. The resulting dollar amount is the maximum amount subject to collective bargaining for successor agreements.