

State of Wisconsin

## DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

**Date:** February 04, 2020

**Locator No:** DPM-0514-CC/PP

**Subject:** Information for Processing FY 2019-2020 Base Wage Adjustments for Employees in the Building Trades Crafts Bargaining Unit (Unit 04), Nonrepresented Project Employees in Pay Schedule 04, and Nonrepresented Craftworker Supervisors

This information is provided to assist appointing authorities in determining 2019-2020 fiscal year base wage adjustments for employees in the building trades crafts bargaining unit (bargaining unit 04) and related nonrepresented project and supervisory craftworkers. The wage increases for represented staff are granted in accordance with the Fiscal Year 2020 collective bargaining agreement between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee (Trades). The wage increases for nonrepresented craftworker project and supervisory staff are granted in accordance with the 2019-2021 State Compensation Plan.

### SECTION I. FY20 GENERAL WAGE ADJUSTMENT (GWA) FOR REPRESENTED AND PROJECT CRAFTSWORKERS

- A. Effective Date.** The GWA is effective February 2, 2020.
- B. Amount.** Each employee in pay status on February 2, 2020, in a permanent or project position in pay schedule 04, shall receive a GWA equal to 2.44% of the employee's base pay rate to match the occupational rates in the new Building Trades Rate Booklet effective February 2, 2020, attached to this bulletin and posted on the Division of Personnel Management website.
- C. Lump Sum for the Delay in Implementation.** Employees eligible for this GWA will also receive a lump sum payment calculated as the amount of the GWA increase multiplied by the number of hours in pay status in a Pay Schedule 04 position or in a supervisory crafts worker position from January 5, 2020 through February 1, 2020.
- D. Employees Not in Pay Status on February 2, 2020.** Employees on an approved unpaid leave of absence on February 2, 2020, will receive the GWA and associated lump sum payment upon their return to pay status in an eligible position.
- E. Employees and Former Employees Who Left a Schedule 04 Permanent or Project position since January 5, 2020.** Employees and former employees who left a Schedule 04 permanent or project position since January 5, 2020, will not receive this GWA, but will receive a lump sum payment calculated as the difference between their final base rate and the rate they would have been eligible for on the attached rate booklet, multiplied by the

number of hours in pay status in a Schedule 04 permanent or project position since January 5, 2020. (For eligible employees, this will include the effects of both the FY19 2.13% and FY20 2.44% increases.)

- F. LTE Craftworkers.** Pay increases may be provided but are not necessary for limited-term employees in pay schedule 04 craftworker jobs. LTE craftworker pay is set in accordance with Section D, 2.01(2)(c) of the Compensation Plan, and is subject to the Maximum LTE Rate as indicated in the Building Trades Rate Booklet. There is no lump sum payment associated with LTE pay increases.

## SECTION II. PAY INCREASE FOR SUPERVISORY CRAFTSWORKERS

- A. Effective Date.** The pay increase is effective February 2, 2020. Supervisors who terminate or leave an eligible classification prior to the effective date are not eligible for this increase or associated lump sum payment.
- B. Eligible Employees.**  
Crafts Worker Supervisor – class code 76710  
Shop Supervisor – class code 76810
- C. Amount.** The pay rates for supervisory craftworkers are set in accordance with the provisions at Section A, 2.13, (2) and (3), of the Compensation Plan.
1. Crafts Worker Supervisors will be paid one dollar (\$1.00) per hour more than the adjusted state rate for the highest paid Craft supervised, or one dollar (\$1.00) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
  2. Shop Supervisors will be paid one dollar and fifty cents (\$1.50) per hour more than the pay rate for the highest paid Crafts Worker Supervisor supervised, or one dollar and fifty cents (\$1.50) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
  3. The pay rate calculations for Crafts Worker Supervisors and Shop Supervisors will be based on the applicable rate for 100 hours of annual leave as shown in the Building Trades Rate Booklet, regardless of the actual choice of annual leave by subordinate craftworker staff. The pay rates of LTE craftworkers are not considered in the pay rate calculations for supervisors.
- D. Lump Sum for the Delay in Implementation.** Supervisory craftworkers will also receive a lump sum payment calculated as the amount of the pay increase received on February 2, 2020 multiplied by the number of hours in pay status in a supervisory craftworker position from January 5, 2020 through February 1, 2020.

**SECTION III. DETERMINING HOURS IN PAY STATUS**

- A. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated above.
- B. Hours excluded from hours in pay status:
1. Work hours for which holiday or compensatory time-off credits were earned but not used.
  2. Hours in an ineligible position.
- C. For purposes of calculating employee benefits, any lump sum wage payment received under Section I or Section II, above, for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period.

**SECTION IV. REFERRAL OF QUESTIONS**

**Employee Questions:** Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their agency Human Resources or Payroll Office directly.

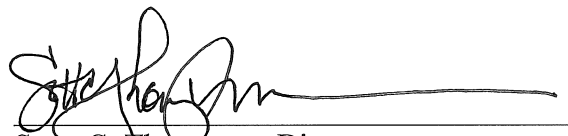
**Employer Questions:** Employer questions regarding the *pay provisions* contained in this bulletin should be directed to:

John Wiesman at [John.Wiesman@Wisconsin.gov](mailto:John.Wiesman@Wisconsin.gov) or by phone at (608) 266-1418, or the Bureau of Classification and Compensation mailbox at [DOADPMCompEmploymentRelGenI@wisconsin.gov](mailto:DOADPMCompEmploymentRelGenI@wisconsin.gov).

Employer questions regarding *payroll processing* should be directed to DOA Central Payroll:

**DOA Central Payroll:**

Nancy Krueger at (608) 264-9571



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Scott C. Thompson, Director  
Bureau of Classification and Compensation

## Building Trades Adjusted Hourly Rate Booklet

**Rates are effective February 2, 2020**

These rates apply only to craftworker employees of the Executive Branch of WI state government, excluding any employee of the University of Wisconsin. See Section A – 2.13 of the Compensation Plan for information on setting pay for lead craftworkers and supervisors.

\*Craftworker LTEs that are WRS-eligible may be paid no more than 93% of the Maximum LTE Rate listed here, in accordance with the Compensation Plan at Section D, 2.01(2)(c).

<u>INSTITUTION OR FACILITY</u>	<u>AREA NAME</u>	<u>MAXIMUM LTE RATE*</u>	<u>ADJUSTED 100 HOUR LEAVE RATE</u>	<u>ADJUSTED 140 HOUR LEAVE RATE</u>	<u>ADJUSTED 180 HOUR LEAVE RATE</u>
<b>76100 HEAT &amp; FROST INSULATOR WORKER</b>					
	Green Bay/ Appleton/Wausau	49.88	42.14	41.48	40.83
	Milwaukee/Madison	55.89	47.22	46.47	45.73
<b>76200 BRICKLAYER &amp; MASON</b>					
DHS-Northern WI Center	Eau Claire	48.17	40.69	40.05	39.41
DHS-Sand Ridge	Stevens Point/Wausau/ WI Rapids	48.17	40.69	40.05	39.41
DOC-Green Bay CI DHS-Winnebago MHI DVA-Vets Home	Green Bay	48.16	40.68	40.04	39.40
	La Crosse	48.17	40.69	40.05	39.41
DHS-Southern WI Center	Racine/Kenosha	52.75	44.56	43.87	43.16
DOA DHS-Mendota MHI	Madison	49.95	42.20	41.54	40.88
State Fair Park	Milwaukee	52.92	44.72	44.01	43.31

DOC-Waupun CI DOC-Dodge CI	Jefferson/Dodge	49.95	42.20	41.54	40.88
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**76260 CARPENTER**

State Fair Park	Milwaukee	50.52	42.67	42.01	41.35
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DHS-Southern WI Center	Racine/Kenosha	50.52	42.67	42.01	41.35
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DOA (includes Lather) DOC-Dodge CI DOC-Fox Lake CI DOC-Waupun CI DHS-Mendota MHI DMA-Volk Field	Madison	45.91	38.79	38.17	37.57
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DOC-Green Bay CI DOC-Kettle Moraine CI DHS-Northern WI Center DHS-Sand Ridge DHS-Winnebago MHI DVA-Vets Home	Greater Fox River Valley Eau Claire/ LaCrosse/ Stevens Point/ Green Bay	45.91	38.79	38.17	37.57
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DPI-Schl for Visually Impaired/Deaf	Janesville	45.91	38.79	38.17	37.57
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	Superior	42.29	35.73	35.16	34.61
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Hudson	Hudson	45.70	38.60	38.00	37.40
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**76300 ELECTRICIAN**

DOC-Oshkosh CI DHS-Winnebago MHI DVA-Vets Home DOC-Red Granite CI	Appleton/Oshkosh	46.42	39.21	38.59	37.99
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DHS-Northern WI Center DOT-District 5 & 6 DOC-Jackson CC DOC-WSPF DOC - Stanley CI	Eau Claire/ La Crosse	48.45	40.93	40.29	39.65
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DOC-Green Bay CI DOT	Green Bay	46.25	39.08	38.46	37.85
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DOT DMA-Volk Field DHS-Sand Ridge DOC-New Lisbon CI	Stevens Point/ WI Rapids	47.24	39.91	39.27	38.65
	Kenosha	55.61	46.96	46.24	45.50
DPI-Schl for the Deaf	Janesville	49.03	41.43	40.77	40.12
DOA DOC-Columbia CI DOC-Fox Lake CI DHS-Mendota MHI DWD DOT	Madison	52.61	44.43	43.76	43.05
DOC-Dodge CI DOC-Kettle Moraine CI DOC-Waupun CI DOC-Taycheedah CI	Kettle Moraine/ Milwaukee	50.30	42.50	41.83	41.16
DOT	Superior	54.15	45.75	45.03	44.31
DHS-Southern WI Center DOC-Racine CI	Racine	54.39	45.95	45.23	44.50
State Fair Park DOT - District 2 Milw Secure Detention Fac DMA - Mitchell Field	Milwaukee	54.89	46.38	45.64	44.91
<b>76250 ELEVATOR MECHANIC</b>					
	Milwaukee	65.85	55.64	54.76	53.89
	Dane County	68.19	57.61	56.71	55.79
	Menomonie	61.61	52.03	51.22	50.41
<b>76360 GLAZIER</b>					
	Madison	48.17	40.69	40.05	39.41

	Oshkosh	43.03	36.35	35.78	35.20
<b>76400 PAINTER-BRUSH</b>					
DMA-Camp Williams	Wausau/Stevens Point	33.85	28.60	28.16	27.70
DMA-Chippewa Falls DHS-Northern WI Center	Eau Claire/LaCrosse	39.97	33.77	33.24	32.70
DMA-Fort McCoy	LaCrosse (Fort McCoy)	32.10	27.12	26.69	26.27
DOC-Green Bay CI DMA-Green Bay	Green Bay	33.85	28.60	28.16	27.70
DPI-Delavan	Kenosha/Walworth	45.83	38.72	38.10	37.50
	Superior/Duluth	42.32	35.75	35.18	34.63
DOA DOC-Dodge CI DOC-Fox Lake CI DOC-Waupun CI DHS-Central WI Center DHS-Mendota MHI DMA-Madison	Madison	41.06	34.70	34.15	33.61
DOC-Kettle Moraine CI	Sheboygan/Manitowoc	33.85	28.60	28.16	27.70
DMA-West Bend State Fair Park	Milwaukee	45.85	38.74	38.12	37.52
DHS-Winnebago MHI DVA-Veterans Home	Oshkosh	33.85	28.60	28.16	27.70
DHS-Southern WI Center	Racine	45.83	38.72	38.10	37.50
<b>76460 PLASTERER</b>					
	Madison	44.65	37.71	37.13	36.54
	Milwaukee	47.88	40.46	39.82	39.18

DHS-Southern WI Center	Racine/Kenosha	47.88	40.46	39.82	39.18
	Stevens Point/Wausau	48.17	40.69	40.05	39.41

**76500 PLUMBER**

DHS-Northern WI Center DHS-Sand Ridge DOC-WSPF DOC-Jackson CC DOC-Stanley CI	Eau Claire/La Crosse/ WI Rapids/Stevens Pt	49.35	41.69	41.03	40.40
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DOC-Waupun CI DOC-Green Bay CI DOC-Dodge CI DOC-Fox Lake CI DOC-Red Granite CI DOC-Taycheedah CI DOC-Oshkosh CI DHS-Winnebago MHI DVA-Vets Home	Appleton/ Fond du Lac/ Green Bay/ Oshkosh	48.85	41.28	40.61	39.97
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DPI-School for the Blind and Visually Impaired	Janesville	54.45	46.00	45.28	44.56
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DHS-Southern WI Center DPI-School for the Deaf	Racine/Kenosha/ Walworth County	55.36	46.78	46.04	45.30
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DOA DHS-Mendota MHI DOC-Columbia CI	Madison	51.74	43.70	43.02	42.34
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DOC-Milw Secure Fac (MSDF) State Fair Park	Milwaukee	54.20	45.79	45.06	44.35
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	Superior	51.29	43.34	42.64	41.96
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**76560 SHEETMETAL WORKER**

	Eau Claire	49.06	41.45	40.81	40.15
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	Madison	54.12	45.72	45.01	44.29
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La Crosse	44.24	37.38	36.78	36.20
Wausau/Stevens Pt	47.98	40.53	39.90	39.25
Milwaukee	55.54	46.91	46.16	45.45

**76600 STEAMFITTER & (76660 WELDER)**

DVA-Camp Douglas DHS- Sand Ridge	Eau Claire/LaCrosse/ WI Rapids/Stevens Pt	49.35	41.69	41.03	40.40
DOC-Waupun CI DOC-Green Bay CI DOC-Dodge CI DOC-Fox Lake CI DOC-Red Granite CI DOC-Taycheedah CI DOC-Oshkosh CI DHS-Winnebago MHI DVA-Vets Home	Appleton/Fond du Lac/ Green Bay	48.85	41.28	40.61	39.97
DHS-Southern WI Center DPI-Delavan	Racine/Kenosha/ Walworth Counties	55.36	46.78	46.04	45.30
DOA DHS-Mendota MHI	Madison	56.23	47.51	46.77	46.01
DOC	Milwaukee/Janesville	55.30	46.73	45.99	45.25
	Superior	51.29	43.34	42.64	41.96

**76870 TERRAZZO & TILE SETTER**

TERRAZZO

DOA	Madison	50.53	42.68	42.02	41.35
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TILE SETTER

DOA	Madison	46.82	39.56	38.94	38.31
	LaCrosse	48.17	40.69	40.05	39.41

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