

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: February 16, 2022

Locator No: DPM-0567-CC/PP

Subject: Information for Processing FY 2020-2021 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 2020-2021 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 2021 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 2021-2023 State Compensation Plan.

SECTION I. FY21 GENERAL WAGE ADJUSTMENT (GWA) FOR REPRESENTED AND PROJECT CRAFTSWORKERS

- A. Effective Date.** The GWA is effective February 13, 2022.
- B. Amount.** Each employee in pay status in a permanent or project position in pay schedule 04 shall receive a GWA equal to 1.81% of the employee’s base pay rate to match the occupational rates in the new Building Trades Rate Booklet effective February 13, 2022 only, attached to this bulletin.
- 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 as a Crafts Worker Supervisor or Shop Supervisor from January 03, 2021, through February 12, 2022. The lump sum shall include adjustment for premium pay paid.
- D. Employees on Leave of Absence or Layoff.** Employees on an approved unpaid leave of absence on February 13, 2022, will receive the GWA and associated lump sum payment upon their return to pay status. Employees in layoff status are immediately eligible for a lump sum payment calculated in accordance with the lump sum for the delay in implementation.
- E. Former Employees.** Former employees who retired or died while in a bargaining unit or project position after January 03, 2021, will receive a lump sum wage payment in an amount equal to the value of the GWA applied to their pay rate at the time of retirement or

death, multiplied by the number of hours in pay status in a bargaining unit or project position from January 03, 2021, through February 12, 2022. Except for retirement or death, other former employees are not eligible for the GWA nor the lump sum payment.

- 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 13, 2022.
- 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 - 2.15, (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 13, 2022, multiplied by the number of hours in pay status in a supervisory craftworker position or in a Pay Schedule 04 craftworker position from January 03, 2021, through February 12, 2022. The lump sum shall include adjustment for premium pay paid.

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 or by phone/TEAMS at (608) 266-1418, or the Bureau of Classification and Compensation mailbox at DOADPMCompEmploymentRelGenI@wisconsin.gov.

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

DOA Central Payroll:

Dennis Dissmore at (608) 266-8431



Malika Evanco, Administrator
Division of Personnel Management

Building Trades Adjusted Hourly Rate Booklet

Rates are effective February 13, 2022, only, for implementation of the Fiscal Year 2020-2021 labor agreement, and will be immediately superseded by implementation of the Fiscal Year 2021-2022 agreement effective also effective February 13, 2022.

These rates apply only to craftworker employees of the Executive Branch of WI state government, and do not apply to employees of the University of Wisconsin. See the State Compensation Plan at Section A - 2.15 and Section Z for administrative information and lead crafts worker and supervisory pay.

*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>
76200 BRICKLAYER & MASON					
DHS-Northern WI Center	Eau Claire	49.05	41.43	40.78	40.13
DHS-Sand Ridge	Stevens Point/Wausau/ WI Rapids	49.05	41.43	40.78	40.13
DOC-Green Bay CI DHS-Winnebago MHI DVA-Vets Home	Green Bay	49.04	41.42	40.77	40.12
DOC-Prairie du Chien CI	La Crosse	49.05	41.43	40.78	40.13
DHS-Southern WI Center	Racine/Kenosha	53.71	45.37	44.67	43.95
DOA DHS-Mendota MHI	Madison	50.86	42.97	42.30	41.62
State Fair Park	Milwaukee	53.88	45.53	44.81	44.10
DOC-Waupun CI DOC-Dodge CI	Jefferson/Dodge	50.86	42.97	42.30	41.62

76260 CARPENTER

State Fair Park	Milwaukee	51.44	43.45	42.78	42.10
DHS-Southern WI Center	Racine/Kenosha	51.44	43.45	42.78	42.10
DOA (includes Lather)	Madison	46.75	39.50	38.87	38.26
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Mendota MHI					
DMA-Volk Field					
DOC-Green Bay CI	Greater Fox River Valley	46.75	39.50	38.87	38.26
DOC-Kettle Moraine CI	Eau Claire/				
DHS-Northern WI Center	LaCrosse/				
DHS-Sand Ridge	Stevens Point/				
DHS-Winnebago MHI	Green Bay				
DVA-Vets Home					
DPI-Schl for Visually Impaired/Deaf	Janesville	46.75	39.50	38.87	38.26
	Superior	43.06	36.38	35.80	35.24
Hudson	Hudson	46.53	39.30	38.69	38.08

76300 ELECTRICIAN

DOC-Oshkosh CI	Appleton/Oshkosh	47.27	39.92	39.29	38.68
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Red Granite CI					
DHS-Northern WI Center	Eau Claire/	49.33	41.68	41.02	40.37
DOT	La Crosse				
DOC-Jackson CC					
DOC-WSPF					
DOC - Stanley CI					
DOC-Green Bay CI	Green Bay	47.09	39.79	39.16	38.54
DOT					
DOT	Stevens Point/	48.10	40.64	39.99	39.35
DMA-Volk Field	WI Rapids				

DHS-Sand Ridge
DOC-New Lisbon CI

Kenosha	56.62	47.81	47.08	46.33
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DPI-Schl for the Deaf

Janesville	49.92	42.18	41.51	40.85
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DOA
DOC-Columbia CI
DOC-Fox Lake CI
DHS-Mendota MHI
DWD
DOT

Madison	53.57	45.24	44.56	43.83
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DOC-Dodge CI
DOC-Kettle Moraine CI
DOC-Waupun CI
DOC-Taycheedah CI

Kettle Moraine/ Milwaukee	51.22	43.27	42.59	41.91
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DOT

Superior	55.14	46.58	45.85	45.12
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DHS-Southern WI Center
DOC-Racine CI

Racine	55.38	46.79	46.05	45.31
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State Fair Park
DOT
Milw Secure Detention Fac
DMA - Mitchell Field

Greater Milwaukee area	55.89	47.22	46.47	45.73
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76400 PAINTER-BRUSH

DMA-Camp Williams

Wausau/Stevens Point	34.47	29.12	28.67	28.21
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DMA-Chippewa Falls
DHS-Northern WI Center

Eau Claire/LaCrosse	40.70	34.39	33.85	33.30
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DMA-Fort McCoy

LaCrosse (Fort McCoy)	32.69	27.62	27.18	26.75
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DOC-Green Bay CI
DMA-Green Bay

Green Bay	34.47	29.12	28.67	28.21
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DPI-Delavan

Kenosha/Walworth	46.66	39.43	38.79	38.18
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Superior/Duluth	43.09	36.40	35.82	35.26
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DOA DOC-Dodge CI DOC-Fox Lake CI DOC-Waupun CI DHS-Central WI Center DHS-Mendota MHI DMA-Madison	Madison	41.81	35.33	34.77	34.22
DOC-Kettle Moraine CI	Sheboygan/Manitowoc	34.47	29.12	28.67	28.21
DMA-West Bend State Fair Park	Milwaukee	46.68	39.45	38.81	38.20
DHS-Winnebago MHI DVA-Veterans Home	Oshkosh	34.47	29.12	28.67	28.21
DHS-Southern WI Center	Racine	46.66	39.43	38.79	38.18
76500 PLUMBER					
DHS-Northern WI Center DHS-Sand Ridge DOC-WSPF DOC-Jackson CC DOC-Stanley CI DOC-Prairie du Chien CI DOC-New Lisbon CI	Eau Claire/La Crosse/ WI Rapids/Stevens Pt	50.25	42.45	41.78	41.14
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	49.74	42.03	41.35	40.70
DPI-School for the Blind and Visually Impaired	Janesville	55.44	46.84	46.10	45.37
DHS-Southern WI Center DPI-School for the Deaf	Racine/Kenosha/ Walworth County	56.37	47.63	46.88	46.12

DOA DHS-Mendota MHI DOC-Columbia CI	Madison	52.68	44.50	43.80	43.11
DOC-Milw Secure Fac (MSDF) State Fair Park	Milwaukee	55.19	46.62	45.88	45.16
	Superior	52.22	44.13	43.42	42.72
7660 STEAMFITTER & 7660 WELDER					
DVA-Camp Douglas DHS- Sand Ridge	Eau Claire/LaCrosse/ WI Rapids/Stevens Pt	50.25	42.45	41.78	41.14
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	49.74	42.03	41.35	40.70
DHS-Southern WI Center DPI-Delavan	Racine/Kenosha/ Walworth Counties	56.37	47.63	46.88	46.12
DOA DHS-Mendota MHI	Madison	57.25	48.37	47.62	46.85
DOC	Milwaukee/Janesville	56.31	47.58	46.83	46.07
	Superior	52.22	44.13	43.42	42.72