

State of Wisconsin

**DOA – DIVISION OF PERSONNEL MANAGEMENT**

*– CLASSIFICATION AND COMPENSATION BULLETIN –*

**Date:** February 16, 2022

**Locator No:** DPM-0568-CC/PP

**Subject:** Information for Processing FY 2021-2022 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 2021-2022 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 2022 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. FY22 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 on February 13, 2022, in a permanent or project position in pay schedule 04, shall receive a GWA equal to 1.23% of the employee’s base pay rate to match the occupational rates in the new Building Trades Rate Booklet effective February 13, 2022, 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 2, 2022, through February 12, 2022. The lump sum will 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 2, 2022, 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 2, 2022, 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. 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, 2.15, (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

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or in a Pay Schedule 04 craftworker position from January 2, 2022 through February 12, 2022. The lump sum will include adjustment for premium pay paid.

### SECTION III. DETERMINING HOURS IN PAY STATUS

1. "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.
2. Hours excluded from hours in pay status:
  - a. Work hours for which holiday or compensatory time-off credits were earned but not used.
  - b. Hours in an ineligible position.
3. 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/TEAMS 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:**

Dennis Dissmore at (608) 266-8431




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Malika Evanco, Administrator

**Building Trades Adjusted Hourly Rate Booklet**

**Rates are effective February 13, 2022, and reflect implementation of the Fiscal Year 2021-2022 labor agreement.**

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).

INSTITUTION OR FACILITY	AREA NAME	MAXIMUM LTE RATE*	ADJUSTED 100 HOUR LEAVE RATE	ADJUSTED 140 HOUR LEAVE RATE	ADJUSTED 180 HOUR LEAVE RATE
<b>76200 BRICKLAYER &amp; MASON</b>					
DHS-Northern WI Center	Eau Claire	49.66	41.94	41.29	40.63
DHS-Sand Ridge	Stevens Point/Wausau/ WI Rapids	49.66	41.94	41.29	40.63
DOC-Green Bay CI DHS-Winnebago MHI DVA-Vets Home	Green Bay	49.65	41.93	41.28	40.62
DOC-Prairie du Chien CI	La Crosse	49.66	41.94	41.29	40.63
DHS-Southern WI Center	Racine/Kenosha	54.38	45.93	45.22	44.50
DOA DHS-Mendota MHI	Madison	51.49	43.50	42.83	42.14
State Fair Park	Milwaukee	54.55	46.10	45.37	44.65
DOC-Waupun CI DOC-Dodge CI	Jefferson/Dodge	51.49	43.50	42.83	42.14

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**76260 CARPENTER**

State Fair Park	Milwaukee	52.08	43.99	43.31	42.62
DHS-Southern WI Center	Racine/Kenosha	52.08	43.99	43.31	42.62
DOA (includes Lather)	Madison	47.33	39.99	39.35	38.74
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Mendota MHI					
DMA-Volk Field					
DOC-Green Bay CI	Greater Fox River Valley	47.33	39.99	39.35	38.74
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	47.33	39.99	39.35	38.74
	Superior	43.59	36.83	36.25	35.68
Hudson	Hudson	47.11	39.79	39.17	38.55

**76300 ELECTRICIAN**

DOC-Oshkosh CI	Appleton/Oshkosh	47.86	40.42	39.78	39.16
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Red Granite CI					
DHS-Northern WI Center	Eau Claire/	49.94	42.20	41.53	40.87
DOT	La Crosse				
DOC-Jackson CC					
DOC-WSPF					
DOC - Stanley CI					
DOC-Green Bay CI	Green Bay	47.67	40.28	39.65	39.02
DOT					
DOT	Stevens Point/	48.70	41.14	40.49	39.84
DMA-Volk Field	WI Rapids				

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DHS-Sand Ridge  
 DOC-New Lisbon CI

Kenosha	57.32	48.40	47.66	46.90
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DPI-Schl for the Deaf Janesville	50.54	42.70	42.03	41.36
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DOA DOC-Columbia CI DOC-Fox Lake CI DHS-Mendota MHI DWD DOT Madison	54.23	45.80	45.11	44.37
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DOC-Dodge CI DOC-Kettle Moraine CI DOC-Waupun CI DOC-Taycheedah CI Kettle Moraine/ Milwaukee	51.86	43.81	43.12	42.43
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DOT Superior	55.82	47.16	46.42	45.68
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DHS-Southern WI Center DOC-Racine CI Racine	56.07	47.37	46.62	45.87
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State Fair Park DOT Milw Secure Detention Fac DMA - Mitchell Field Greater Milwaukee area	56.58	47.81	47.05	46.30
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**76400 PAINTER-BRUSH**

DMA-Camp Williams Wausau/Stevens Point	34.90	29.48	29.03	28.56
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DMA-Chippewa Falls DHS-Northern WI Center Eau Claire/LaCrosse	41.21	34.82	34.27	33.71
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DMA-Fort McCoy LaCrosse (Fort McCoy)	33.10	27.96	27.52	27.08
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DOC-Green Bay CI DMA-Green Bay Green Bay	34.90	29.48	29.03	28.56
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DPI-Delavan Kenosha/Walworth	47.24	39.92	39.27	38.65
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Superior/Duluth	43.63	36.85	36.27	35.70
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DOA	Madison	42.33	35.77	35.20	34.65
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Central WI Center					
DHS-Mendota MHI					
DMA-Madison					

DOC-Kettle Moraine CI	Sheboygan/Manitowoc	34.90	29.48	29.03	28.56
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DMA-West Bend	Milwaukee	47.26	39.94	39.29	38.67
State Fair Park					

DHS-Winnebago MHI	Oshkosh	34.90	29.48	29.03	28.56
DVA-Veterans Home					

DHS-Southern WI Center	Racine	47.24	39.92	39.27	38.65
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<b>76500 PLUMBER</b>
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DHS-Northern WI Center	Eau Claire/La Crosse/	50.87	42.98	42.30	41.65
DHS-Sand Ridge	WI Rapids/Stevens Pt				
DOC-WSPF					
DOC-Jackson CC					
DOC-Stanley CI					
DOC-Prairie du Chien CI					
DOC-New Lisbon CI					

DOC-Waupun CI	Appleton/	50.36	42.55	41.86	41.21
DOC-Green Bay CI	Fond du Lac/				
DOC-Dodge CI	Green Bay/				
DOC-Fox Lake CI	Oshkosh				
DOC-Red Granite CI					
DOC-Taycheedah CI					
DOC-Oshkosh CI					
DHS-Winnebago MHI					
DVA-Vets Home					

DPI-School for the Blind and Visually Impaired	Janesville	56.13	47.42	46.67	45.93
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DHS-Southern WI Center	Racine/Kenosha/	57.07	48.22	47.46	46.69
DPI-School for the Deaf	Walworth County				

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DOA DHS-Mendota MHI DOC-Columbia CI	Madison	53.33	45.05	44.34	43.65
DOC-Milw Secure Fac (MSDF) State Fair Park	Milwaukee	55.87	47.20	46.45	45.72
	Superior	52.87	44.68	43.96	43.25
<b>7660 STEAMFITTER &amp; 7660 WELDER</b>					
DVA-Camp Douglas DHS- Sand Ridge	Eau Claire/LaCrosse/ WI Rapids/Stevens Pt	50.87	42.98	42.30	41.65
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	50.36	42.55	41.86	41.21
DHS-Southern WI Center DPI-Delavan	Racine/Kenosha/ Walworth Counties	57.07	48.22	47.46	46.69
DOA DHS-Mendota MHI	Madison	57.96	48.97	48.21	47.43
DOC	Milwaukee/Janesville	57.01	48.17	47.41	46.64
	Superior	52.87	44.68	43.96	43.25