

State of Wisconsin**DOA – DIVISION OF PERSONNEL MANAGEMENT****– CLASSIFICATION AND COMPENSATION BULLETIN –****Date:** October 20, 2023**Locator No:** DPM-0608-CC/PP

Edited 4/8/24 for date typo in Section 50./F.

Subject: Processing Fiscal Year 2023-2024
Compensation Plan Pay Provisions

This information will assist appointing authorities to determine and process the new fiscal year 2023-2024 pay provisions provided in Sections A, B, C, E, G, I, K, L, and Z of the 2023-2025 Compensation Plan. (Fiscal Year 2024-2025 pay provisions will be covered in a subsequent bulletin, and non-wage changes in Sections F, G, and K are covered in a separate bulletin, DPM-0609-CC/PP.) All provisions covered in this bulletin represent changes from the 2021-2023 Compensation Plan. The Compensation Plan is effective October 22, 2023, and new provisions are effective on that date except where a future date is specifically noted. All “Plan Reference(s)” in this bulletin refer to the 2023-2025 Compensation Plan.

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SECTION 1. COVERAGE UNDER THIS BULLETIN

- A. Covered Classified Employees.** All permanent and project employees are covered by this bulletin, except represented employees of the public safety bargaining unit (i.e., State Patrol Troopers and Inspectors).
- B. Covered Unclassified Employees.** All indefinite-term GSEG, ESG and Non-ESG unclassified employees described in Sections B, 3.01 (1) through (3), and Section C, of the 2023-2025 Compensation Plan.

SECTION 2. ALL INCREASES LIMITED BY PAY RANGE MAXIMUM

All pay increases described in this bulletin are limited by the pay range maximum. There will be no lump sum payment for the amount limited by the pay range maximum except where specified for General Wage Adjustments.

SECTION 3. INELIGIBILITY DUE TO UNSATISFACTORY PERFORMANCE

Pay adjustments that have a performance contingency will explicitly state that contingency in the Compensation Plan and in this bulletin. If no performance contingency is stated, then the pay adjustment applies without regard to performance. Agency criteria for distributing generated market adjustments may consider unsatisfactory performance.

SECTION 4. TERMINATION OF PILOT ADD-ONS

All pilot add-ons provided under Section A, 4.39 of the 2021-2023 Compensation Plan in effect prior to implementation of the 2023-2025 Compensation Plan are terminated. This does not include the add-on for High-Vacancy Adult Correctional Institutions which is not a pilot add-on and is provided through a separate provision in Section A continuing in effect for the 2023-2025 Compensation Plan.

Many of the terminated pilot add-ons are being converted to base pay adjustments or continued as a Compensation Plan provision.

It is possible that pilot add-ons under Section A, 4.42 of the 2023-25 Compensation Plan may be implemented as soon as October 22, 2023.

SECTION 5. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

A. Covered Classified Employees

Pursuant to Section I, 4.01 of the Compensation Plan, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use current or expiring pay schedules for transactions 1 through 11. Refer to new pay range maximums effective on the same date for applying limits on Compensation Plan adjustments under 12 and transactions 13 through 19.

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Progression adjustment provided under Section A, 2.03 of the Plan
4. Promotion, except when considered a return to previous level
5. Career executive movement to a higher class
6. Demotion
7. Career executive reassignment or voluntary movement to a lower class
8. Transfer
9. Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range
10. Reinstatement and return to previous level
11. Restoration
- 12. Compensation Plan pay adjustments in the order provided in this bulletin**
13. Parity adjustments
14. Implementation of new pay schedules
15. Progression adjustments other than those under Section A, 2.03 of the Plan
16. Establishment of a raised minimum rate (RMR)
17. Discretionary Equity or Retention Adjustment (DERA)
18. Discretionary Merit Compensation (DMC)
19. Original appointment, except when considered a return to previous level

NOTE: Reallocations to new broadband pay ranges will occur immediately after implementation of the new pay schedules per (14) above.

B. Covered Unclassified Employees

1. Multiple pay adjustments with the same effective date will be applied in an order consistent with the order of pay adjustments for analogous transactions in the classified service.
2. The only pay adjustments permitted for covered unclassified employees are those authorized in the Compensation Plan.

SECTION 6. IMPLEMENTATION OF THE FISCAL YEAR 2023-24 GWA

A. Effective Date. The GWA is effective October 22, 2023.

B. Plan References. Section A, 2.01, Section B, 3.05, Section C, 2.00

C. Eligible Employees.

1. Except as specified in (2) below, the following employees in pay status on October 22, 2023, are eligible:
 - a. All permanent and project classified employees covered in Section A,
 - b. Non-fixed term employees covered in Section B, 3.05,
 - c. Attorneys covered by Section C who are not eligible for merit progression under s. 230.12 (10) through (12), Wis Stats., or under Section C, 3.00 of the Compensation Plan.

2. **Ineligible.**
 - a. Employees whose job performance was rated unsatisfactory as a result of formal performance evaluations conducted during the 12-month period ending October 22, 2023.
 - b. Supervisors covered in Sections A and C who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the 12-month period ending October 22, 2023. See (3)(b), below, regarding a delayed GWA for supervisors.

NOTE: DPM has separately sent out instructions to agencies to identify employees and supervisors ineligible for this GWA. DPM will provide the resulting list of disqualified employees to Central Payroll. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. For assistance with case-by-case determinations, contact the Bureau of Classification and Compensation at DOADPMCompEmploymentRelGenI@wisconsin.gov.

- c. Any employee paid at or above the new October 22, 2023 pay range maximum. Refer to the applicable pay schedules in Section Z of the Compensation Plan.
- d. Attorneys eligible for merit progression under s. 230.12(10) through (12), Wis. Stats., or Section C, 3.00.
- e. Employees represented by a certified collective bargaining unit on the effective date of the GWA. For Fiscal Year 2023-24, the following bargaining units are certified by the WERC:

DP Code

- | | |
|----|------------------------------|
| 04 | Building Trades |
| 20 | Assistant District Attorneys |
| 63 | Public Safety |

- f. Trainees eligible for scheduled trainee increases (refer to Section E, 1.04, of the Plan).
- g. Crafts Worker Supervisors (class code 76710) and Shop Supervisors (class code 76810) whose pay is set under Section A, 2.19 of the Compensation Plan in relation to subordinate staff.

3. **Delayed Eligibility.**

- a. **Formerly represented employees.** Employees in employment status on October 22, 2023, but who were ineligible under (2)(e), above, and who did not receive or were not considered for a corresponding FY24 GWA under a collective bargaining agreement, upon entering a nonrepresented position will be granted a GWA, or annualized GWA payment as described in E., below. Classified employees will be granted the GWA prior to setting pay upon appointment for the new position. These employees will also receive an associated lump sum payment based on the GWA for all hours in pay status from July 2, 2023 to the date of eligibility for the delayed GWA.
- b. Supervisors who do not receive the GWA on October 22, 2023, per (2)(b), above, because performance evaluations for subordinates were not completed, may receive a delayed GWA. To receive the delayed GWA, all required evaluations must be completed by January 22, 2024. The GWA will be effective the first pay period following completion of all required performance evaluations, with no retroactive pay or lump sum payment for the delay.

D. Amount. Each eligible employee will be granted a GWA in an amount equal to 4.0% of the employee's base pay rate immediately preceding the GWA, subject to the new October 22, 2023, pay range maximum as noted in (2)(c) above.

E. Ineligibility Due to Performance. Any employee who is not eligible to receive a GWA because of unsatisfactory performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.

F. Annualized GWA Payment

- 1. **Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after October 22, 2023.
- 2. **Eligibility.** Any eligible classified employee, or eligible unclassified employee covered by Section C, will receive an Annualized GWA Payment if either of the two following conditions apply:

- a. The employee was not eligible to receive a GWA solely because the employee's base pay rate was at or above the new October 22, 2023, pay range maximum.
 - b. The employee did not receive the full GWA amount (i.e., 4.0% of base pay rate) because of the pay range maximum limitation.
3. **Amount.** The amount of an employee's Annualized GWA Payment is subject to the following limitations:
- a. For employees who qualify because of the condition described in (2)(a), above, the hourly amount used in calculating an Annualized GWA Payment will equal 4.0% of the employee's base pay rate.
 - b. For employees who qualify because of the condition described in (2)(b), above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 4.0% of the employee's base pay rate (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
4. **Calculating Annualized GWA Payments.** To calculate an employee's Annualized GWA Payment, multiply the hourly amount that is appropriate for the employee, in accordance with (3), above, by 2,080. Annualized GWA Payments will be prorated for permanent part-time and seasonal employees based on the employee's budgeted percentage of full-time equivalency (FTE) status on October 22, 2023.

G. Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence. Any employee who is on an approved unpaid leave of absence (LOA) on October 22, 2023, and who qualifies for an Annualized GWA Payment will receive such payment subject to the following restrictions:

1. The employee must return from the LOA to pay status by June 28, 2025, and the employee's restoration right must be derived from a position covered by this bulletin.
2. The employee will not receive the Annualized GWA until the employee returns to pay status.
3. The hourly amount used in the calculation of the employee's Annualized GWA Payment will equal the amount determined under E., above.

H. Lump Sum for the Delay in Implementation of the Compensation Plan

1. **Granting Date.** The lump sum will be paid as soon as administratively feasible after the effective date of the Fiscal Year 2023-24 GWA.

2. **Eligibility.** Each employee eligible to receive a base pay adjustment for the Fiscal Year 2023-24 GWA or an increase to the new pay range minimum effective on the same date, is eligible for a lump sum for the delay in implementation of the Compensation Plan.
3. **Amount.** Each eligible employee will receive a lump sum payment calculated as the amount of the GWA increase, plus any increase needed to raise the employee to the new pay range minimum, multiplied by all hours in pay status from July 2, 2023, to October 22, 2023. The lump sum will include adjustment to premium pay paid.
4. This lump sum is provided in lieu of retroactive implementation of the GWA and therefore the calculation does not account for intervening personnel transactions.

SECTION 7. CONVERSION OF ADD-ON TO BASE PAY FOR EMPLOYEES IN PAY RANGES 05-31 AND 05-32

- A. **Effective Date.** October 22, 2023
- B. **Plan Reference.** Section A, 2.06(1)
- C. **Eligible Employees.** All permanent and project employees in classifications assigned to pay ranges 05-31 and 05-32.
- D. **Amount.** All eligible employees in pay status will receive a base pay increase of \$4.00 per hour. (This increase is applied after the FY24 GWA and replaces the prior pilot add-on which is discontinued.)

SECTION 8. IMPLEMENTATION OF ENHANCED PAY PROGRESSION STRUCTURE IN PAY RANGES 05-31 AND 05-32

- A. **Effective Date.** October 22, 2023
- B. **Plan Reference.** Section A, 2.06
- C. **Eligible Employees.** All permanent and project employees in classifications assigned to pay ranges 05-31 and 05-32.
- D. **Placement of Eligible Employees on New Pay Progression Structure.** Effective October 22, 2023, and after the GWA and \$4.00 increase on the same date, all employees in pay status in pay ranges 05-31 and 05-32 will be placed on the following pay schedule, according to their full years of adjusted continuous service. Employees whose current pay rate is already at or above the applicable pay rate in the table will keep their current pay

rate. Employees on unpaid leave of absence will be placed upon their return to pay status. Note: the 25 Years point is a new addition to this progression structure.

Years of State Service	Pay Range 05-31	Pay Range 05-32
Minimum	33.00	34.59
1 Year	33.64	37.82
2 Years	34.74	39.13
3 Years	35.40	39.95
5 Years	36.09	40.76
10 Years	36.81	41.62
15 years	37.53	42.51
20 Years	38.30	43.43
25 Years	39.07	44.36

E. Lump Sum Payment for the Delay in Implementation.

Each employee eligible for a placement increase on the enhanced progression structure will receive a lump sum payment equal to the amount of the placement increase, multiplied by all hours in pay status in a classification assigned to pay ranges 05-31 or 05-32 from July 2, 2023, to the implementation date. The lump sum will include adjustment of premium pay paid. **There is no lump sum payment for the prior \$4.00 per hour increase.**

F. Ongoing Pay Progression. Pay Progression will continue without any change to the administrative process in the 2023-25 Plan.

SECTION 9. CONVERSION OF ADD-ON TO BASE PAY FOR CERTAIN NURSE CLINICIAN 2 EMPLOYEES

A. Effective Date: October 22, 2023, after the FY24 GWA effective the same date.

B. Plan References. Section A, 2.09(1)

C. Eligible Employees: Permanent and Project employees in pay status in the following classifications working in the Departments of Corrections, Health Services, and Veterans Affairs only.

38302 Nurse Clinician 2

38862 Nurse Clinician 2-Weekend

D. Amount: Each employee will receive a base pay increase of \$5.00 per hour. This increase replaces the previous pilot add-on for work hours which is discontinued.

SECTION 10. NURSE CLINICIAN 2 PAY STRUCTURE PLACEMENT

- A. Effective Date:** October 22, 2023, after the \$5.00 base pay increase effective the same date.
- B. Plan References.** Section A, 2.09, 2.10; Section Z Nurse Clinician 2 Pay Structure and Progression on page Z-19 of the Compensation Plan.
- C. Eligible Classifications:** Permanent and Project employees in pay status in the following classifications working in any agency.

38302 Nurse Clinician 2
38862 Nurse Clinician 2-Weekend

- D. Pay Structure Implementation.** Per Section A, 2.09 of the Compensation Plan, permanent and project employees in pay status in the eligible classifications will be placed at the applicable pay point on the Nurse Clinician 2 Pay Structure and Progression schedule shown below and found on page Z-19 in the Compensation Plan. Placement will be based on full years of licensure as a professional nurse. However, nurses already paid more than the applicable pay point will keep their current pay rate. Employees on leave of absence will receive the structure increase (if any) upon return to pay status.

**Nurse Clinician 2
Nurse Clinician 2-Weekend**

Years Professional Experience*	Pay Rate
0	\$40.79
3	\$42.88
5	\$43.96
7	\$45.04
9	\$46.13
11	\$47.21

*Placement and progression is based on full years of professional nursing experience as established by the nurse license granting date.

- E. Pay Progression Continuation.** There are no changes to the administrative process for pay progression in the 2023-25 Compensation Plan.

SECTION 11. CONVERSION OF ADD-ON TO BASE PAY FOR CERTAIN NURSING ASSISTANTS AND RESIDENT CARE TECHNICIANS

- A. Effective Date:** October 22, 2023, after the FY24 GWA effective the same date.
- B. Plan References.** Section A, 2.11(1)

C. Eligible Employees: Permanent and Project employees in pay status in the following classifications working in the Departments of Corrections, Health Services, and Veterans Affairs only.

- | | |
|-----------------------------------|--------------------------------------|
| 38102 Nursing Assistant 2 | 38502 Resident Care Tech-Obj |
| 38103 Nursing Assistant 3 | 38503 Resident Care Tech-Adv |
| 38112 Nursing Assistant 2-Weekend | 38512 Resident Care Tech-Obj-Weekend |
| 38113 Nursing Assistant 3-Weekend | 38513 Resident Care Tech-Adv-Weekend |

D. Amount: Each employee will receive a base pay increase of \$5.00 per hour. This increase replaces the previous pilot add-on for work hours which is discontinued.

SECTION 12. NURSING ASSISTANT AND RESIDENT CARE TECHNICIAN MARKET PLACEMENT

A. Effective Date: October 22, 2023, after the \$5.00 base pay increase effective the same date.

B. Plan References. Section A, 2.11 and 2.12; Section Z page Z-9, Nursing Assistant and Resident Care Technician Pay Structure and Progression

C. Eligible Classifications: Permanent and Project employees in pay status in the following classifications working in any agency.

- | | |
|-----------------------------------|--------------------------------------|
| 38102 Nursing Assistant 2 | 38502 Resident Care Tech-Obj |
| 38103 Nursing Assistant 3 | 38503 Resident Care Tech-Adv |
| 38112 Nursing Assistant 2-Weekend | 38512 Resident Care Tech-Obj-Weekend |
| 38113 Nursing Assistant 3-Weekend | 38513 Resident Care Tech-Adv-Weekend |

D. Pay Structure Implementation. Permanent and project employees in pay status in the eligible classifications will be placed at the applicable pay point on the Nursing Assistant and Resident Care Technician Pay Structure and Progression schedule shown below and found on page Z-9 in the Compensation Plan. Placement will be based on class title and full years of state service based on an employee’s adjusted continuous service date. However, employees already paid more than the applicable pay point will keep their current pay rate. Employees on leave of absence will receive the structure increase (if any) upon return to pay status.

Years Seniority	Nursing Assistant 2, Nursing Assistant 2-Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj-Weekend Pay Rate	Nursing Assistant 3, Nursing Assistant 3-Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv-Weekend Pay Rate
0	\$24.56	\$25.90

1	\$25.07	\$26.44
2	\$25.57	\$26.98
3	\$26.08	\$27.52
5	\$26.58	\$28.06
10	\$27.09	\$28.60
15	\$27.60	\$29.14

E. Pay Progression Continuation. There are no changes to the administrative process for pay progression in the 2023-25 Compensation Plan.

SECTION 13. CONVERSION OF ADD-ON TO BASE PAY FOR CERTAIN LICENSED PRACTICAL NURSES

A. Effective Date: October 22, 2023, after the FY24 GWA effective the same date.

B. Plan References. Section A, 2.13(1)

C. Eligible Employees: Permanent and Project employees in pay status in the following classification working in the Departments of Corrections and Veterans Affairs only.

38500 Licensed Practical Nurse

D. Amount: Each employee will receive a base pay increase of \$5.00 per hour. This increase replaces the previous pilot add-on for work hours which is discontinued.

SECTION 14. LICENSED PRACTICAL NURSE MARKET PLACEMENT

A. Effective Date: October 22, 2023, after the \$5.00 base pay increase effective the same date.

B. Plan References. Section A, 2.13 and 2.14; Section Z Licensed Practical Nurse Pay Structure and Progression on page Z-11 of the Compensation Plan.

C. Eligible Classifications: Permanent and Project employees in pay status in the following classification working in any agency.

38500 Licensed Practical Nurse (LPN)

D. Pay Structure Implementation. Per Section A, 2.13(2) of the Compensation Plan, permanent and project employees in pay status in the eligible classifications will be placed at the applicable pay point on the Licensed Practical Nurse Pay Structure and Progression schedule shown below and found on page Z-11 in the Compensation Plan. Placement will be based on full years of licensure as a practical nurse. However, LPNs already paid more than the applicable pay point will keep their current pay rate.

Employees on leave of absence will receive the structure increase (if any) upon return to pay status.

**Licensed Practical Nurse
Licensed Practical Nurse -Weekend**

Years Professional Experience*	Pay Rate
0	\$28.00
3	\$29.60
5	\$31.20
7	\$32.80
9	\$34.40
11	\$36.00

*Placement and progression is based on full years of practical nursing experience as established by the practical nurse license granting date.

E. Pay Progression Implementation for LPNs.

1. Eligibility. Starting the pay period following market placement, all permanent and project employees in positions allocated to the classification of Licensed Practical Nurse or Licensed Practical Nurse-Weekend will be eligible for a base-building progression adjustment, except as follows:
 - (a) An employee whose base pay rate is equal to or greater than the amount established for the employee's licensed practical nurse experience.
 - (b) An employee who has received an unsatisfactory performance evaluation within twelve (12) months prior to the granting date. The denial of a progression adjustment based upon unsatisfactory performance is not grievable under s. 230.12(5)(e), Wis. Stats. Employees must be notified of the unsatisfactory performance in writing, and will receive a new performance evaluation within six (6) months. The written notification(s) will include:
 - i. Details of each occurrence of unsatisfactory performance;
 - ii. Identification of goals and expectations stated in terms that are measurable and which specify how expectations are to be accomplished; and
 - iii. Upon satisfactory completion of the goals and expectations, the supervisor will provide the employee with written notification of satisfactory performance.
2. Granting Date. Progression adjustments for eligible employees will be awarded following the employee's attainment of 3, 5, 7, 9, and 11 years of practical nursing experience.

The progression adjustments will be effective on the first day of the pay period following the employee attaining the next experience level. If the employee attains the next progression level on the first day of a pay period, the semi-automatic progression adjustment will be effective on that date.

An employee who is ineligible for the progression adjustment due to unsatisfactory performance will receive the progression adjustment effective the first day of the pay period following the employee’s receipt of the written satisfactory performance evaluation.

3. Amount.

On the effective date of a progression adjustment, the employee’s base pay rate will be increased to the applicable progression point in accordance with the Licensed Practical Nurse progression schedule provided with pay schedule 06 in Section Z of this Plan. If the employee’s base pay rate equals or exceeds the applicable progression point, the current rate of pay will be retained.

SECTION 15. PROBATION AND PAROLE AGENT MARKET PLACEMENT AND PAY PROGRESSION

- A. Effective Date:** October 22, 2023, after the FY24 GWA effective the same date.
- B. Plan References.** Section A, 2.17 and 2.18; Section Z page Z-21, Probation and Parole Agent Progression
- C. Eligible Classifications:** Permanent and Project employees in pay status in the following classifications.

- 49501 Probation and Parole Agent
- 49502 Probation and Parole Agent-Senior

D. Pay Structure Implementation. Permanent and project employees in pay status in the eligible classifications will have their base pay rate increased to the amount designated in the Pay Schedule 12 Probation and Parole Agent Progression schedule shown below and found on page Z-21 in the Compensation Plan. Placement will be based on class title and full years of state service based on an employee’s adjusted continuous service date. However, employees already paid more than the applicable pay point will keep their current pay rate. Employees on leave of absence will receive the structure increase (if any) upon return to pay status.

	Probation and Parole Agent	Probation and Parole Agent-Senior
Years Seniority	Pay Rate	Pay Rate

0	\$22.06	\$25.81
1	\$22.73	\$26.59
2	\$23.42	\$27.39
3	\$24.13	\$28.22
5	\$24.86	\$29.07
10	\$25.61	\$29.95
15	\$26.38	\$30.85

E. Pay Progression Implementation.

1. **Eligibility.** Effective the pay period following market placement, all permanent and project employees in positions allocated to the following classifications will be eligible for base-building progression adjustments, based on years of state service.
 - Probation and Parole Agent
 - Probation and Parole Agent-Senior
2. **Granting Date.** Progression adjustments for eligible employees will be awarded following the employee's attainment of 1, 2, 3, 5, 10, and 15 years of state service.

The progression adjustments will be effective on the first day of the pay period following the employee attaining the next seniority level. If the employee attains the next progression level on the first day of a pay period, the progression adjustment will be effective on that date.

3. **Amount.** On the effective date of a progression adjustment, the employee's base pay rate will be increased to the applicable progression point in accordance with the Probation and Parole Progression schedule provided with pay schedule 12 in Section Z of this Plan. If the employee's base pay rate equals or exceeds the applicable progression point, the current rate of pay will be retained.

SECTION 16. FUNDED MARKET ADJUSTMENTS

A. Effective Date: October 22, 2023

B. Plan References. Section L, 2.02 of the Compensation Plan.

C. Eligible Employees. Each employee in pay status in a permanent or project position in a classification listed below will receive the base pay increase shown for the classification, limited by the new pay range maximum effective the same date.

D. Ineligible Employees.

1. Any employee whose performance was rated unsatisfactory as a result of a formal performance evaluation conducted in the previous 12-months.

2. Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending on the date of the market adjustment. If the required performance evaluations are performed by three months after that date, the supervisor may be provided the delayed adjustment effective with the next pay period, with no retroactive pay or lump sum payment for the delay.
3. Any employee paid at or above the pay range maximum.

E. Market Classifications and Amounts:

Code	Classification	Amount
61401	Audiovisual Production Spec	\$1.50
61402	Audiovisual Production Spec-Sen	\$1.50
83102	Automotive/Equipment Tech-Dev	\$1.50
83101	Automotive/Equipment Tech-Entry	\$1.50
83104	Automotive/Equipment Tech-Master	\$1.50
83103	Automotive/Equipment Tech-Sen	\$1.50
87400	Beautician	\$0.75
64101	Breath Alcohol Program Spec	\$1.50
64102	Breath Alcohol Program Spec-Adv	\$1.50
64130	Breath Alcohol Program Spec Supervisor	\$1.50
53601	Cadet Specialist Entry	\$1.50
53603	Cadet Specialist Lead	\$1.50
53602	Cadet Specialist Obj	\$1.50
53420	Cadet Specialist Supervisor	\$1.50
91001	Cemetery Caretaker	\$1.50
91002	Cemetery Caretaker-Sen	\$1.50
53201	Chaplain	\$1.00
53501	Child Care Counselor 1	\$1.50
53502	Child Care Counselor 2	\$1.50
53503	Child Care Counselor 3	\$1.50
54301	Child Care Subsidy Spec	\$1.00
54304	Child Care Subsidy Spec-Adv	\$1.00
54302	Child Care Subsidy Spec-Obj	\$1.00
54303	Child Care Subsidy Spec-Sen	\$1.00
84401	Cook 1	\$1.50
84402	Cook 2	\$1.50
92204	Correctional Enterprise Spec-Adv	\$0.75
92202	Correctional Enterprise Spec-Dev	\$0.75
92201	Correctional Enterprise Spec-Entry	\$0.75
92203	Correctional Enterprise Spec-Sen	\$0.75
66100	Corrections Communication Operator	\$1.50
84202	Corrections Food Service Leader 2	\$0.75
84203	Corrections Food Service Leader 3	\$0.75
84204	Corrections Food Service Leader 4	\$0.75

89162	Custodian Lead	\$0.75
89161	Custodian	\$0.75
39200	Dental Assistant	\$0.75
40200	Dental Hygienist	\$0.75
37302	Dietetic Technician-Administrative	\$1.50
37301	Dietetic Technician-Clinical	\$1.50
19172	DMV Customer Service Representative	\$0.75
19171	DMV Customer Service Representative Entry	\$0.75
19173	DMV Customer Service Representative-Adv	\$0.75
19175	DMV Customer Service Representative-Lead	\$0.75
19174	DMV Customer Service Representative-Spec	\$0.75
19031	Employment Security Assistant 1	\$0.75
19032	Employment Security Assistant 2	\$0.75
19033	Employment Security Assistant 3	\$0.75
19034	Employment Security Assistant 4	\$0.75
23270	Environmental Program Associate	\$0.75
76101	Facilities Maintenance Spec	\$0.75
76102	Facilities Maintenance Spec-Adv	\$0.75
76125	Facilities Repair Worker	\$0.75
76126	Facilities Repair Worker-Adv	\$0.75
00161	Financial Specialist	\$0.75
00163	Financial Specialist-Adv	\$0.75
00162	Financial Specialist-Sen	\$0.75
67004	Fingerprint Technician-Adv	\$0.75
67003	Fingerprint Technician-Sen	\$0.75
67001	Fingerprint Technician-Ent	\$0.75
66601	Fire/Crash Rescue Spec	\$0.75
66602	Fire/Crash Rescue Spec-Crew/Chief	\$0.75
66920	Fire/Crash Rescue Spec Supervisor	\$0.75
84801	Food Service Assistant 1	\$0.75
84802	Food Service Assistant 2	\$0.75
84803	Food Service Assistant 3	\$0.75
84804	Food Service Assistant 4	\$0.75
71400	Grain Sampling Technician	\$0.75
71460	Grain Weighing Technician	\$0.75
90170	Grounds Crew Lead	\$0.75
91050	Groundskeeper	\$0.75
80500	Heavy Equipment Operator	\$0.75
20500	Inventory Control Assistant	\$0.75
20501	Inventory Control Coordinator	\$0.75
20502	Inventory Control Coordinator-Adv	\$0.75
23471	Justice Program Assoc	\$0.75
23473	Justice Program Assoc-Lead	\$0.75
23472	Justice Program Assoc-Sen	\$0.75
34101	Laboratory Technician 1	\$0.75
34102	Laboratory Technician 2	\$0.75

34103	Laboratory Technician 3	\$0.75
18301	Legal Associate	\$0.75
23690	License/Permit Program Associate	\$0.75
23692	License/Permit Program Associate-Lead	\$0.75
23691	License/Permit Program Associate-Sen	\$0.75
35661	Medical Assistant 1	\$0.75
35662	Medical Assistant 2	\$0.75
23001	Medical Program Assistant	\$0.75
23002	Medical Program Assistant-Assoc	\$0.75
23003	Medical Program Assistant-Sen	\$0.75
80402	Motor Vehicle Operator-Heavy	\$0.75
80401	Motor Vehicle Operator-Light	\$0.75
18900	Offender Records Associate	\$0.75
16160	Office Operations Associate	\$0.75
16470	Operations Program Associate	\$0.75
83301	Orthopedic Appliance Tech-Entry	\$0.75
83302	Orthopedic Appliance Tech-Obj	\$0.75
83304	Orthopedic Appliance Technician-Lead	\$0.75
83303	Orthopedic Appliance Technician-Sen	\$0.75
36401	Pharmacy Technician-Entry	\$0.75
36402	Pharmacy Technician-Obj	\$0.75
39860	Physical Therapy Assistant	\$0.75
77101	Power Plant Operator	\$0.75
77103	Power Plant Operator-In Charge	\$0.75
77102	Power Plant Operator-Sen	\$0.75
70801	Produce Inspector	\$0.75
70803	Produce Inspector-Adv	\$0.75
12261	Publications Editor	\$1.00
12262	Publications Editor 3	\$1.00
12263	Publications Editor 4	\$1.00
16500	Purchasing Associate	\$0.75
18010	Secretary Conf	\$0.75
21271	Tax Representative 1	\$0.75
21272	Tax Representative 2	\$0.75
21273	Tax Representative 3	\$0.75
39821	Therapy Assistant-Entry	\$0.75
39822	Therapy Assistant-Obj	\$0.75
12701	Tourist Information Assistant	\$0.75
12702	Tourist Information Assistant-Sen	\$0.75
25101	Transportation Technician	\$0.75
25104	Transportation Technician-Adv	\$0.75
25105	Transportation Technician-Adv 2	\$0.75
25102	Transportation Technician-Jrny	\$0.75
25103	Transportation Technician-Sen	\$0.75
19701	Unemployment Compensation Associate 1	\$0.75
19702	Unemployment Compensation Associate 2	\$0.75

19703	Unemployment Compensation Associate 3	\$0.75
88910	Upholsterer	\$0.75
19991	Workers Compensation Associate 1	\$0.75
19992	Workers Compensation Associate 2	\$0.75
19993	Workers Compensation Associate 3	\$0.75

SECTION 17. DHS FUNDED RESPIRATORY THERAPIST MARKET ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.03

C. Market Increase. Each permanent and project employee in the following classifications will receive a base pay increase of \$2.50 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
35903	Respiratory Therapist
35904	Respiratory Therapist-Senior
35905	Respiratory Therapist-Advanced
35960	Respiratory Therapist Supervisor

SECTION 18. DOC FUNDED NURSE CLINICIAN 3 AND 4 MARKET ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.04

C. Market Increase. Each permanent and project employee in the Department of Corrections in the following classifications will receive a base pay increase of \$5.00 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
38303	Nurse Clinician 3
38863	Nurse Clinician 3-Weekend
38304	Nurse Clinician 4

SECTION 19. DHS FUNDED INCOME MAINTENANCE SPECIALIST MARKET ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.05

- C. Market Increase.** Each permanent and project employee in the following classifications working at the Milwaukee Enrollment Services (MILES) will receive a base pay increase of \$1.00 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
54200	Income Maintenance Specialist
54203	Income Maintenance Specialist-Advanced

SECTION 20. DHS FUNDED DISABILITY DETERMINATION BUREAU MARKET ADJUSTMENT

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section L, 2.06
- C. Market Increase.** Each permanent and project employee in the following classifications will receive a base pay increase for the amount shown, limited by the new pay range maximum effective the same date.

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$4.00	49200	Disability Associate
\$4.00	49300	Disability Program Associate
\$4.00	49201	Disability Determination Specialist- Entry
\$4.00	49202	Disability Determination Specialist – Objective
\$4.00	49260	Disability Claims Reviewer
\$4.00	49270	Disability Claims Specialist
\$2.00	49220	Disability Determination Supervisors
\$2.00	16420	Program Assistant Supervisor-Advanced – eligibility for this classification is limited to positions within the DHS Disability Determination Bureau.

SECTION 21. DMA FUNDED MILITARY AFFAIRS SECURITY OFFICER MARKET ADJUSTMENT

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section L, 2.07
- C. Market Increase.** Each permanent and project employee in the following classifications will receive a base pay increase of \$3.00 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
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65502 Military Affairs Security Officer
 65503 Military Affairs Security Officer-Senior

SECTION 22. DOC AND DHS FUNDED CORRECTIONS PROGRAM SUPERVISOR MARKET ADJUSTMENT

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section L, 2.08
- C. Market Increase.** Each permanent and project employee in the following classification will receive a base pay increase of \$4.00 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
51520	Corrections Program Supervisor

SECTION 23. DHS AND DOC FUNDED SECURITY SUPERVISOR MARKET ADJUSTMENT

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section L, 2.09
- C. Market Increase.** Each permanent and project employee in the following classifications will receive a base pay increase of \$4.00 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
51520	Psychiatric Care Supervisor
66360	Supervising Officer-DHS
66581	Supervising Officer 1
66582	Supervising Officer 2
53881	Supervising Youth Counselor 1
53880	Supervising Youth Counselor 2
49780	Institution Unit Supervisor – eligibility for this classification is limited to positions at Mendota MHI, Winnebago MHI, Sandridge Secure Treatment Center, and WI Resource Center

SECTION 24. DOA AND DNR POLICE OFFICER AND WARDEN MARKET ADJUSTMENT

- A. Effective Date.** October 22, 2023

B. Plan Reference. Section L, 2.10

C. Market Increase. Each permanent and project employee in the following classifications will receive a base pay increase of \$5.00 per hour, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
65100	Conservation Warden
65110	Safety Specialist Warden
65170	Special Investigative Warden
65200	Police Officer
65260	Police Detective

SECTION 25. DOA AND DNR POLICE OFFICER AND WARDEN ENHANCED PAY PROGRESSION STRUCTURE

A. Effective Date. October 22, 2023, following the DOA and DNR Police Officer and Warden Market Adjustment.

B. Plan Reference. Section A, 2.02, Section Z Police and Warden Progression

C. Eligible Classifications. Permanent and project employees in the following classifications:

<u>Code</u>	<u>Classification</u>
65100	Conservation Warden
65110	Safety Specialist Warden
65170	Special Investigative Warden
65200	Police Officer
65260	Police Detective

D. Implementation of New Police and Warden Progression Structure. The following enhanced and accelerated pay progression structure is implemented:

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
<u>Pay Progression Points</u>		<u>Pay Progression Points</u>	
0 yrs	29.00	0 yrs	31.00
1 yr	30.50	1 yr	32.50
2 yrs	32.00	2 yrs	34.00
3 yrs	34.00	3 yrs	36.00
4 yrs	36.00	4 yrs	38.00

5 yrs	38.00	5 yrs	40.00
6 yrs	40.00	6 yrs	42.00
7 yrs	42.00	7 yrs	44.00

E. Placement on New Progression Structure. Permanent and project employees in the eligible classifications whose performance is not currently unsatisfactory are placed on the applicable pay progression point, based on full years of law enforcement experience. A law enforcement experience date for each employee is maintained by the Department of Administration for Capitol Police and by the Department of Natural Resources for Wardens.

Employees with unsatisfactory performance will not be placed on the new structure until satisfactory performance is attained in accordance with the Compensation Plan provisions at Section A 2.02 (1) and (2), and without back pay.

Pay progression on the new progression structure will continue in accordance with the Compensation Plan provisions at Section A, 2.02.

F. Lump Sum for Delay in Implementation. Each employee eligible for a placement increase onto the new pay progression structure will receive a lump sum payment for the amount of the placement increase, multiplied by the number of hours in pay status in one or more of the eligible classifications from July 2, 2023, to the date of implementation. The lump sum will include adjustment to premium pay paid. **There is no lump sum payment for the preceding \$5.00 market increase.**

SECTION 26. DOT FUNDED ENGINEERING MARKET ADJUSTMENT AND AGENCY-FUNDED PARITY

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.11

C. Market Increase. Each permanent and project employee in the following market and parity classifications will receive a base pay increase of 10.0%, limited by the new pay range maximum effective the same date.

<u>Code</u>	<u>Classification</u>
26761	Civil Engineer-Transpr
26520	Civil Engineer-Transpr Supv
26763	Civil Engineer-Transpr-Adv
26762	Civil Engineer-Transpr-Sen
26530	DOT Engineering Chief
24040	DOT Technical Services Chief
26801	Structural Engineer-Transpr
26803	Structural Engr-Transpr-Adv

26802 Structural Engr-Transpr-Sen
26820 Structural Engr-Transpr-Supv
25961 Transportation Specialist
25920 Transportation Specialist Supv
25966 Transportation Specialist-Adv
25963 Transportation Specialist-Sen
(Designated Parity Classifications)
28361 Agricultural Engineer
28363 Agricultural Engineer-Adv
28362 Agricultural Engineer-Sen
28201 Air Management Engineer
28203 Air Management Engineer-Adv
28202 Air Management Engineer-Sen
26271 Architect
26273 Architect-Adv
26272 Architect-Sen
25201 CADD Specialist
25205 CADD Specialist-Adv
25202 CADD Specialist-Sen
26290 Capital Projects Manager
26040 Capital Projects Principal-Mgmt
24861 Capital Projects Specialist
24863 Capital Projects Specialist-Adv
24840 Capital Projects Specialist-Mgmt
24862 Capital Projects Specialist-Sen
26020 Capital Projects Supervisor
26561 Civil Engineer
26563 Civil Engineer-Adv
26562 Civil Engineer-Sen
29061 Communications Engineer
29063 Communications Engineer-Adv
29062 Communications Engineer-Sen
26330 Construction Coordinator Supervisor
26361 Construction Representative
26363 Construction Representative-Sen
26362 Construction Representative -Jrny
24261 Consultant-Building Systems
24263 Consultant-Building Systems-Adv
24262 Consultant-Building Systems-Sen
24361 Consultant-Electrical Systems
24363 Consultant-Electrical Systems-Adv
24362 Consultant-Electrical Systems-Sen
24561 Consultant-Fire Suppression Systems
24563 Consultant-Fire Suppression Systems-Adv
24562 Consultant-Fire Suppression Systems-Sen
24461 Consultant-HVAC Systems

24463 Consultant-HVAC Systems-Adv
24462 Consultant-HVAC Systems-Sen
24661 Consultant-Plumbing Product Review
24663 Consultant-Plumbing Product Review-Adv
24662 Consultant-Plumbing Product Review-Sen
24471 Consultant-Refrigeration Systems
24473 Consultant-Refrigeration Systems-Adv
24472 Consultant-Refrigeration Systems-Sen
24761 Consultant-Uniform Dwelling
24762 Consultant-Uniform Dwelling-Sen
24763 Consultant-Uniform Dwelling-Adv
29361 Electrical Engineer
29363 Electrical Engineer-Adv
29362 Electrical Engineer-Sen
29261 Electronic Engineer
29263 Electronic Engineer-Adv
29262 Electronic Engineer-Sen
27020 Engineer Supervisor
26080 Enterprise Capital Projects Supervisor
27001 Environmental Civil Engineer
27003 Environmental Civil Engineer-Adv
27002 Environmental Civil Engineer-Sen
27030 Environmental Engineer Supervisor
26961 Environmental Spec
26963 Environmental Spec-Adv 1
26964 Environmental Spec-Adv 2
26962 Environmental Spec-Sen
26061 Facility Designer
26062 Facility Designer-Journey
29400 Frequency Specialist
26171 Landscape Architect
26173 Landscape Architect-Adv
26172 Landscape Architect-Sen
29861 Mechanical Engineer
29863 Mechanical Engineer-Adv
29862 Mechanical Engineer-Sen
27161 Natural Resources Engineer
27163 Natural Resources Engineer-Adv
27162 Natural Resources Engineer-Sen
27771 Nuclear Safety Spec
27773 Nuclear Safety Spec-Adv
27772 Nuclear Safety Spec-Sen
27780 Nuclear Safety Spec-Supv
26163 Presentation Architect-Adv
26161 Preservation Architect
26162 Preservation Architect-Sen

25601	Public Service Engineer
25603	Public Service Engineer-Adv
25602	Public Service Engineer-Sen
27661	Radiation Safety Spec
27680	Radiation Safety Spec Supervisor
27663	Radiation Safety Spec-Adv 1
27664	Radiation Safety Spec-Adv 2
27662	Radiation Safety Spec-Sen
24901	Surveyor
24903	Surveyor-Adv
24902	Surveyor-Sen
27861	Waste Management Engineer
27863	Waste Management Engineer-Adv
27862	Waste Management Engineer-Sen
27261	Wastewater Engineer
27263	Wastewater Engineer-Adv
27262	Wastewater Engineer-Sen
27961	Water Reg and Zoning Engineer
27963	Water Reg and Zoning Engineer-Adv
27962	Water Reg and Zoning Engineer-Sen
28061	Water Resources Engineer
28063	Water Resources Engineer-Adv
28062	Water Resources Engineer-Sen
27461	Water Supply Engineer
27463	Water Supply Engineer-Adv
27462	Water Supply Engineer-Sen

SECTION 27. DHS INCOME MAINTENANCE SPECIALIST MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.12

C. Market Generation. Subject to 1 through 4 below, the Department of Health Services will generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.

2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classification will generate \$3.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

Code Classification

54200 Income Maintenance Specialist
54203 Income Maintenance Specialist-Adv

**SECTION 28. DPI, DOC, AND DHS PSYCHOLOGY MARKET EQUITY
ADJUSTMENT**

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.13

C. Market Generation. Subject to 1 through 4 below, the Departments of Public Instruction, Health Services, and Corrections will each generate funding for each employee in positions allocated to the classification listed in 5. below. A single fund will be created within each agency for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

5. Effective October 22, 2023, each employee in the following classifications will generate \$3.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

<u>Code</u>	<u>Classification</u>
52100	Psychological Associate
52160	Psychologist-Licensed
52170	Psychologist-Licensed Chapter 980
52240	Psychologist Supervisor
52250	Psychologist Supervisor-Mgmt

SECTION 29. DPI, DOC, DHS, AND DVA THERAPIST MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.14

C. Market Generation. Subject to 1 through 4 below, the Departments of Public Instruction, Corrections, Health Services, and Veterans Affairs will each generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created within each agency for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classifications will generate the indicated amount per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an

unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

Generated

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$3.00	38903	Occupational Therapist
\$3.00	38904	Physical Therapist
\$2.00	39661	Therapist
\$2.00	39662	Therapist-Sen
\$2.00	39720	Therapist Supervisor

SECTION 30. DOC, DHS, AND DMA TREATMENT SPECIALIST MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.15

C. Market Generation. Subject to 1 through 4 below, the Departments of Corrections, Health Services and Military Affairs will generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created within each agency for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classifications will generate \$2.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

Code Classification

50201 Treatment Specialist 1
50202 Treatment Specialist 2

SECTION 31. OCI INSURANCE EXAMINERS MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.16

C. Market Generation. Subject to 1 through 4 below, the Office of the Commissioner of Insurance will generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classifications will generate \$2.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

<u>Code</u>	<u>Classification</u>
02300	Insurance Financial Examiner
02301	Insurance Examiner
02302	Insurance Examiner-Jrny
02303	Insurance Examiner-Sen
02304	Insurance Examiner-Adv
02340	Insurance Examiner Chief
02372	Insurance Financial Examiner-Jrny
02373	Insurance Financial Examiner-Sen
02374	Insurance Financial Examiner-Adv
02375	Insurance Financial Examiner-Principal

02390 Insurance Financial Examiner Chief

SECTION 32. DOT AND DOA LAW ENFORCEMENT DISPATCHER MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.17

C. Market Generation. Subject to 1 through 4 below, the Departments of Transportation and Administration will generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created within each agency for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classifications will generate \$2.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

Code Classification

81600 Law Enforcement Dispatcher

81620 Law Enforcement Dispatcher Supervisor

SECTION 33. DOC, DHS, AND DVA NURSING MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.18

C. Market Generation. Subject to 1 through 4 below, the Departments of Corrections, Health Services and Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created within each agency for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classifications will generate \$3.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

<u>Code</u>	<u>Classification</u>
38210	Nursing Instructor
38260	Nursing Specialist

SECTION 34. DOC, DHS, AND DVA ADVANCED PRACTICE NURSE MARKET EQUITY ADJUSTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section L, 2.19

C. Market Generation. Subject to 1 through 4 below, the Departments of Corrections, Health Services and Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in 5. below. A single fund will be created within each agency for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds. Funds generated by employees in one classification may be used to grant pay adjustments to employees in a different classification.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
5. Effective October 22, 2023, each employee in the following classifications will generate \$2.00 per hour for distribution. Employees on leave of absence are included for generation except employees on leave to fill an unclassified position. Employees on leave of absence will receive the distributed market increase (if any) upon return to pay status.

Code Classification

38460 Advanced Practice Nurse

38470 Advanced Practice Nurse-Prescriber

SECTION 35. PARITY WITH MARKET ADJUSTMENTS

- A. Effective Date.** The effective date for an approved parity adjustment will be the same as the effective date of the associated market adjustment. Employees on leave of absence will receive the parity increase upon return to pay status.
- B. Plan References.** Section L, 2.01
- C. Parity Limited by New Pay Range Maximums.** All parity adjustments are limited by the new pay range maximum taking effect on the same effective date.
- D. Parity Requests.** Per Section L, 2.01(4) of the Compensation Plan, agencies may submit parity requests to DPM. Parity may be considered for permanent and project employees in additional classifications, or individual positions, if such positions provide technical supervision, spend a majority of their time in, or are primarily responsible for duties related to those performed by employees in the classifications listed for market adjustments in Section L of the Compensation Plan. Parity will be provided only upon an agency recommendation and DPM approval. **However, parity adjustments for agency-funded market adjustments will NOT be permitted unless specifically noted and approved by DPM.**
- E. Parity with DOC/DHS Security Staff Increases.** Per Section L, 2.01(5) of the Compensation Plan, permanent and project employees in DOC and DHS that provide

direct supervision to employees in pay ranges 05-31 and 05-32 may be considered for parity with the enhanced pay progression tables in Section A, 2.06. Parity will be provided only upon agency recommendation and DPM approval. Any such parity may only be provided to employees in the following classifications:

Psychiatric Care Supervisor
 Supervising Officer 1
 Supervising Officer 2
 Supervising Officer-DHS
 Supervising Youth Counselor 1
 Supervising Youth Counselor 2
 Institution Unit Supervisor (or newly created classification for positions that supervise security in Department of Health Services Institutions)

Since the placement of security staff on the enhanced pay progression tables includes a lump sum payment back to July 2, 2023, parity for supervisory staff may also include a lump sum payment back to July 2, 2023.

F. Parity with Represented State Patrol. Per Section L, 2.01(6) of the Compensation Plan, the Department of Transportation may request and DPM may approve parity for a 2023-25 labor agreement reached with the public safety bargaining unit. Any such parity may only be provided to employees in the following classifications:

State Patrol Sergeant
 State Patrol Sergeant-DPU
 State Patrol Lieutenant
 State Patrol Captain

G. Attorney Parity with WSAA Labor Agreement. Per Section L, 2.01(7) of the Compensation Plan, agencies may request and DPM may approve parity for the Fiscal Year 2022-23 labor agreement with the Wisconsin State Attorneys Association. Any such parity must be funded by agency and may only be provided to employees in the following classifications:

Attorney Confidential
 Attorney Confidential/Supervisor
 Attorney Management
 Attorney Supervisor

Since the WSAA labor agreement included a lump sum for back pay to January 1, 2023, parity may also include a lump sum for back pay to January 1, 2023.

H. Parity with Nurse Clinicians. Per Section L, 2.01(8) of the Compensation Plan, the Departments of Corrections, Health Services, Military Affairs, Public Instruction, and Veterans Affairs may request and DPM may approve parity for the Nurse Clinician series

pay structure and market increases. Any such parity may only be provided to employees in the following classification:

Nursing Supervisor

- I. Parity with Nursing Assistants and Resident Care Technicians.** Per Section L, 2.01(9) of the Compensation Plan, the Departments of Corrections, Health Services, and Veterans Affairs may request and DPM may approve parity for the Nursing Assistant and Resident Care Technician pay structure and market increases. Any such parity may only be provided to employees in the following classification:

Resident Care Supervisor

- J. Parity with Probation & Parole Pay Progression Structure.** The Department of Corrections may request and DPM may approve parity for the new pay progression structure for the Probation and Parole Agent classification series implemented in Sections A and Z of this Plan. Any such parity may only be provided to employees in the following classification:

Corrections Field Supervisor

- K. Parity with Nurse Clinician 3 and 4 Market Adjustment.** Per Section L, 2.04(4) of the Compensation Plan, DHS and DVA may request parity for the following classifications in their agencies:

Nurse Clinician 3
Nurse Clinician 3-Weekend
Nurse Clinician 4

- L. Parity with Military Affairs Security Officer Market Adjustment.** Per Section L, 2.07(4) of the Compensation Plan, DMA may request parity for the classification of Military Affairs Security Officer Supervisor.

- M. Parity with Police Officer and Warden Market Adjustment.** Per Section L, 2.10(4) of the Compensation Plan, parity may be considered for the classifications of Police Sergeant and Natural Resources Law Enforcement Supervisor.

- N. Parity with Income Maintenance Specialist Market Equity Adjustment.** Per Section L, 2.12(4), DHS may request parity for the classification of Health Care Supervisor.

- O. Parity Process.** DPM will communicate with all covered agencies the process, guidelines, and expectations for submitting parity requests. DPM will inform Central Payroll and affected agencies of any parity approvals.

SECTION 36. IMPLEMENTATION OF THE OCTOBER 22, 2023, THROUGH JUNE 29, 2024, PAY SCHEDULES

- A. Full Implementation of New FY 2023-24 Pay Ranges.** The pay schedules effective October 22, 2023, through June 29, 2024, are implemented. This includes pay schedules listed in Section Z of the Compensation Plan. Any classified employee (except trainees) whose pay is less than the new minimum of the applicable pay range shall receive an increase to that minimum, without regard to level of work performance. Trainee pay will be adjusted, if necessary, to maintain the same relationship to the applicable pay range minimum that was in place prior to implementation of the new schedules.
- B. Information on Pay Range Revisions.** While many pay schedule minimums and maximums were increased by the value of the GWA, many non-broadband pay range minimums were increased by 22% in recognition of Raised Minimum Rates (RMRs) that have been in effect. However, these minimums are lower than the RMRs plus 4.0%. Other deviations from increasing pay ranges by the GWA amount include:
- Schedule 05 security pay progression ranges.
 - The appointment maximums for 05-63 and 36-63 are increased to be 60% through each range.
 - The pay range minimum for 06-05 to match the LPN progression structure minimum.
 - The minimums and maximums of attorney pay ranges are increased by \$8.76 to match the recent increases approved for certain attorneys, with the intent to keep all attorney pay ranges aligned.
 - The appointment maximums for pay schedule 14 are set farther through the ranges.
 - The pay points in the pay schedule 14 entry level progression are increased by the GWA plus 10% to match the engineering-related market increase.
 - Pay progression structures are increased to match market adjustments.
 - The process for calculating ESG schedules.
 - Certain other schedules where the maximum is a certain percentage greater than the minimum.
- C. New Pay Ranges.** New broadband pay ranges 81-30 for engineering supervisors and 81-33 and 81-34 for security supervisors are created in Section Z.

SECTION 37. SUPPLEMENTAL PAY FOR PSYCHOLOGISTS

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section A, 4.10(5)
- C. Eligible Classifications.** Employees in the following classifications.

Psychologist-Licensed
 Psychologist-Licensed-Chapter 980
 Chief Regional Psychologist
 School Psychologist
 School Psychologist – Senior
 Psychological Associate
 Psychologist Supervisor
 Psychologist Supervisor – Chapter 980
 Psychologist Supervisor Management
 Psychologist Manager
 Psychologist Chief

D. Implementation of Additional Add-ons. In addition to the add-ons currently available for eligible psychologists, appointing authorities may provide an additional add-on. The add-on shall be based on licensure to practice in the State of Wisconsin.

E. Amount.

\$3.00 per hour for Interim licensure; or
 \$5.00 per hour for permanent licensure.

In total, psychologists with a doctorate may receive two add-ons: one for their interim or permanent licensure under this new provision, and one for their doctorate under already-existing provisions.

SECTION 38. CERTIFIED PUBLIC ACCOUNTANT (CPA) ADD-ON

A. Effective Date. October 22, 2023

B. Plan Reference. Section A, 4.15

C. Amount. The pre-certification and post-certification add-ons are each increased from \$0.25 to \$0.50 per hour. Therefore, the total combined add-on for CPA certification increases to \$1.00 per hour.

SECTION 39. SUPPLEMENTAL PAY FOR CREDENTIALS IN THE OFFICE OF THE COMMISSIONER OF INSURANCE

A. Effective Date. October 22, 2023

B. Plan Reference. Section A, 4.19. The previous insurance examiner add-on provisions are deleted and replaced by these new provisions.

C. Eligible Employees. Employees in the following classifications will receive any add-on listed below, for which the employee has the credential in good standing.

Insurance Examiner classification series
 Insurance Financial Examiner classification series
 Insurance Program Manager
 Insurance Examiner Chief
 Insurance Financial Examiner Chief
 On a case-by-case basis, the appointing authority may request DPM's approval of add-on eligibility for other positions.

D. Credential and Add-on Amount.

Accredited Financial Examiner	\$3.00 per hour
Accredited Insurance Examiner	\$1.00 per hour
Certified Financial Examiner	\$5.00 per hour
Certified Insurance Examiner	\$1.00 per hour
Automated Examination Specialist	\$5.00 per hour
Certified Information System Auditor:	
• Pass CISA tests	\$1.50 per hour
• CISA designation	\$1.50 per hour

E. Administration. Any add-on granted to an employee will take effect at the beginning of the first pay period following the appointing authority's approval of the add-on. Any add-on will immediately cease when the employee is no longer employed in the position for which the add-on was approved, unless the employee continues employment in another covered position.

SECTION 40. SUPPLEMENTAL PAY FOR SPECIFIC LAW ENFORCEMENT ASSIGNMENTS

A. Effective Date. October 22, 2023

B. Plan Reference. Section A, 4.20.

C. Addition of Eligible Law Enforcement Classifications. The following classifications are added to the list of eligible classifications for the \$1.50 per hour add-on for special assignments:

Police Officer	State Patrol Sergeant
Police Detective	State Patrol Sergeant-DPU
Police Sergeant	State Patrol Lieutenant
Police Lieutenant	

D. Law Enforcement Dispatcher. A new add-on is created as follows:

Employees in the classification of Law Enforcement Dispatcher or Law Enforcement Dispatcher Supervisor may be provided a \$1.50 per hour add-on for performing the duties of a Communications Training Officer.

The add-on will be provided only for hours performing Communications Training Officer duties, and only if they are duties considered outside of the employee's normal job responsibilities. Eligible hours will not include any training sessions where the employee is a trainee, or travel time to or from training sessions.

SECTION 41. SUPPLEMENTAL PAY FOR LICENSING AND PERMIT AND RELATED CLASSIFICATIONS AT DSPTS

A. Effective Date. October 22, 2023

B. Plan Reference. Section A, 4.38. This provision replaces a pilot add-on which is discontinued.

C. Add-on for Worked Hours Only.

1. Employees in the following eligible classifications working in the Department of Safety and Professional Services (DSPTS) will receive an add-on of \$3.00 per hour, for worked hours only.

2. Eligible Classifications Working at DSPTS:

<u>Code</u>	<u>Classification</u>
23690	License Permit Program Associate-Entry
23691	License Permit Program Associate-Senior
23692	License Permit Program Associate-Lead
16160	Office Operations Associate

3. The add-on will immediately cease when the employee is no longer employed in an eligible position at DSPTS.

4. At any time, the DPM Administrator may determine a critical need no longer exists and terminate this add-on.

SECTION 42. SUPPLEMENTAL PAY FOR PSYCHIATRY SPECIALTY – ADVANCED PRACTICE NURSE

A. Effective Date. October 22, 2023

B. Plan Reference. Section A, 4.39.

C. Creation of Discretionary Add-on.

1. At the discretion of the appointing authority, an add-on may be provided to an employee classified as Advanced Practice Nurse or Advanced Practice Nurse-Prescriber who has a psychiatry specialty credential and the credential is relevant to perform the duties of the position.
2. The add-on will be an amount not to exceed \$10.00 per hour. The add-on will be effective at the beginning of the first pay period following the appointing authority's approval of the add-on. The amount can be subsequently changed only with DPM approval.

SECTION 43. TEACHER AND YOUTH COUNSELOR ADD-ON IN JUVENILE SCHOOLS

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section A, 4.41. The add-on which currently exists for Teachers at the Lincoln Hills/Copper Lakes Schools continues. This new added provision replaces a pilot add-on for Youth Counselors which is discontinued.
- C. Eligible Employees.** Department of Corrections permanent and project employees working at Lincoln Hills or Copper Lake School in the following classifications:
 - 53760 Youth Counselor
 - 53703 Youth Counselor-Advanced
- D. Add-on Amount.** Eligible Youth Counselors will receive \$5.00 per hour for worked hours only. The add-on will end immediately for any employee that leaves a covered classification or leaves the named schools, and the add-on will expire for all employees with closure of both these schools.

SECTION 44. DOC MAXIMUM AND MEDIUM SECURITY ADD-ONS

- A. Effective Date.** October 22, 2023
- B. Plan Reference.** Section A, 4.44. The provisions are shown here in their entirety, even though a lesser maximum security add-on existed prior to these revisions and additions.
- C. Amounts.**
 - Maximum Security: The add-on will be \$3.00 per hour for hours worked only.
 - Medium Security: The add-on will be \$1.00 per hour for hours worked only.
- D. Eligible Employees.** Employees in one of the following classifications working in an eligible maximum or medium security correctional location.

Eligible Classifications:

<u>Job Code</u>	<u>Classification</u>
66500	Correctional Officer
66503	Correctional Sergeant
66581	Supervising Officer 1
66582	Supervising Officer 2
53760	Youth Counselor
53703	Youth Counselor Advanced
53880	Supervising Youth Counselor 2
53881	Supervising Youth Counselor 1

Eligible Maximum Security Locations:

- Columbia Correctional Institution
- Dodge Correctional Institution
- Green Bay Correctional Institution
- Taycheedah Correctional Institution
- Waupun Correctional Institution
- Wisconsin Secure Program Facility
- Lincoln Hills/Copper Lake Schools

Eligible Medium Security Locations:

- Fox Lake Correctional Institution
- Jackson Correctional Institution
- Kettle Moraine Correctional Institution
- Milwaukee Secure Detention Facility
- New Lisbon Correctional Institution
- Oshkosh Correctional Institution
- Racine Correctional Institution
- Racine Youthful Offender Correctional Facility
- Redgranite Correctional Institution
- Stanley Correctional Institution

E. Lump Sum for Delay in Implementation. Employees in employment status on the date of implementation are eligible for a lump sum payment for hours worked in an eligible classification at an eligible location from July 2, 2023, to the date of implementation.

For non-supervisory classifications, the lump sum will be based on \$1.00 per hour for all qualifying work hours at a qualifying maximum or medium security facility.

For supervisory classifications, the lump sum will be based on \$1.00 per hour worked at a medium security facility and \$3.00 per hour at a maximum security facility.

Note. Non-supervisory staff were previously receiving \$2.00 per hour for the maximum security add-on, and therefore need only the additional \$1.00 per hour for hours since July 2, 2023.

SECTION 45. DOC EXTRA SECURITY SHIFT INCENTIVE PAYMENTS

A. Effective Date. October 22, 2023

B. Plan Reference. Section A, 4.45.

C. Concept. Eligible employees who volunteer to work correctional security shifts in an eligible “high-vacancy” location in addition to their own regularly scheduled non-security shifts will be eligible to receive an incentive payment for each correctional security shift worked. The Extra Security Shift Incentive is in addition to other pay differentials for which the employee may qualify.

D. Eligible Employees.

1. Employees in the following classifications who are qualified and volunteer to work a correctional security shift at an eligible high-vacancy location for which they are not regularly scheduled, will be eligible to receive an incentive payment.

Probation and Parole Agent
Probation and Parole Agent-Senior.

2. An employee may not receive this incentive for any shift the employee is on paid or unpaid leave from the employee’s regular position.

E. Eligible Locations. A high-vacancy location is a location eligible for the High-Vacancy add-on provided under Section A, 4.43 of the Compensation Plan.

F. Eligible Shift. Correctional Officer/Sergeant shifts that are scheduled for 4-hours, 8-hours, or 12 hours.

G. Incentive Payment Amounts.

\$75.00 lump sum for each additional 4-hour shift
\$150.00 lump sum for each additional 8-hour shift
\$225.00 lump sum for each additional 12-hour shift

Employees must work the stated number of hours to be eligible for the incentive payment. For example, an employee that works an additional 6 hours will be eligible for

the 4-hour amount, and an employee that works an additional 11 hours will be eligible for the 8-hour amount.

H. Other Provisions.

1. If the employee does not work the shift due to illness or other reasons, they are not eligible for payment.
2. Employees may not exceed \$300.00 in lump sum incentives in any 24-hour period.

SECTION 46. PAY ADMINISTRATION FOR PROBATION AND PAROLE CLASSIFICATIONS

A. Effective Date. October 22, 2023

B. Plan Reference. Section E, 4.00(11).

C. Concept. With the implementation of a pay progression structure for Probation and Parole Agent classifications, pay administration provisions are created for employees moving into and between Probation and Parole Agent positions. These provisions supersede other Section E non-broadband pay administration provisions.

D. Pay Administration. The following pay administration provisions apply for these classifications:

Probation and Parole Agent
Probation and Parole Agent-Senior

1. For all transfers **between positions** within the same classification, an employee shall maintain their current rate of pay.
2. For all upward movements from Probation and Parole Agent to Probation and Parole Agent-Senior, employees will receive the greater of their current pay rate or the rate on the progression schedule corresponding to their years of state service.
3. For all downward movements from Probation and Parole Agent-Senior to Probation and Parole Agent, employees will receive the pay rate on the progression schedule corresponding to their years of state service.
4. An employee with prior state continuous service entering a position in one of the above-listed classifications from outside state service, or from a state position not in one of the above-listed classifications, shall receive either:

- a. The pay rate on the pay structure and progression schedule for Pay Schedule 12 in Section Z that corresponds to the employee's years of state service based on the adjusted continuous service date.
 - b. If an employee has more than 15 years of state service, the employee may have their pay set at a rate equitable with other employees in the same progression structure statewide with similar length of service.
5. New hires into one of the listed classifications without state continuous service credit shall be paid at the rate for zero years of service.

SECTION 47. PAY ADMINISTRATION FOR TRANSACTIONS TO NON-BROADBAND PAY RANGES FROM SECURITY PAY RANGES

A. Effective Date. October 22, 2023

B. Plan Reference. Section E, 5.00.

C. Pay Administration. On any transaction from a classification assigned to security pay range 05-31, 05-32, 81-33, or 81-34, to a non-broadband classification not assigned to one of these security pay ranges, pay must be set at either:

1. A rate from the minimum of the pay range to a rate calculated as an original appointment plus the General Wage Adjustments and market adjustments applied to the new classification under this current Compensation Plan, or,
2. A rate set in accordance with an established pay progression structure in this Compensation Plan.
3. For all transactions, the base pay rate may not exceed the pay range maximum.

SECTION 48. LICENSED PRACTICAL NURSE PAY ON APPOINTMENT

A. Effective Date. October 22, 2023

B. Plan Reference. Section I, 4.17.

C. Pay Administration. With the implementation of a pay progression structure for the classification of Licensed Practical Nurse, pay administration provisions are created for employees moving into and between positions. These provisions supersede other Section I broadband pay administration provisions, except for pay on restoration or reinstatement.

1. Except as otherwise provided below, for personnel transactions between or into the classifications of Licensed Practical Nurse or Licensed Practical Nurse-Weekend,

pay will be set at the amount designated in the Pay Schedule 06-05 Licensed Practical Nurse progression structure found in Section Z based on full years of practical nursing experience as established by the LPN license granting date.

2. Employees who are transferring or promoting into one of these classifications and whose current pay rate is equal to or greater than the designated amount will keep their current pay rate.
3. Except as provided in 4., below, an employee demoting into one of these classifications will be placed at the progression structure rate corresponding to their full years of professional nursing experience.
4. Notwithstanding 1. and 3., above, new hires or current employees with more than 11 years of practical nursing experience may have their pay set at a rate equitable with other employees in the classification state-wide with similar experience, with approval of DPM.

SECTION 49. BROADBAND PAY ON APPOINTMENT COMING FROM SECURITY PAY RANGES 05-31, 05-32, 81-33, OR 81-34

A. Effective Date. October 22, 2023

B. Plan Reference. Section I, 4.18

C. Pay Administration. Except for Pay on Restoration, Pay on Reinstatement, and Pay on Involuntary Transfer, these provisions supersede the other broadband pay provisions in this Section I.

On any transaction from a classification assigned to security pay range 05-31, 05-32, 81-33, or 81-34, to a broadband classification not assigned to one of these security pay ranges, pay shall be set at either:

1. In the same manner as if the transaction were an Original Appointment, in accordance with 4.04(2), of Compensation Plan Section I, or,
2. A rate set in accordance with an established pay progression structure in this Compensation Plan.

SECTION 50. MISCELLANEOUS SMALL PROVISIONS

A. Criminal Analyst Pay Progression Deleted. Section A, 2.04 and Section Z for Pay Schedule 07 are updated to remove pay progression for the Criminal Analyst classification series. Since this progression was already grandfathered for employees that

had started by February 18, 2018, removal of this provision does not affect any current employees.

- B. Weekend LPNs.** Section A, 4.32 is revised to add Licensed Practical Nurse to the health care classifications for which a Weekend classification title and program may be created with a \$5.00 per hour add-on for qualifying weekend work hours.
- C. Weekend Security Classifications Program.** Section A, 4.33 is created to authorize the creation of security Weekend programs and the listed Weekend classification titles. Positions in these “—Weekend” classifications will receive a weekend add-on of \$5.00 per hour for all hours worked during qualifying periods to be determined by the employing units, but those qualifying periods are not to exceed the hours between 6:00 a.m. Friday and 11:30 p.m. Monday.

Correctional Officer--Weekend
 Correctional Sergeant--Weekend
 Psychiatric Care Technician--Weekend
 Psychiatric Care Technician--Advanced-Weekend
 Youth Counselor--Weekend
 Youth Counselor--Advanced-Weekend

- D. DPI Special Activities.** The listing at Section A, 5.02 of DPI school activities and associated lump sum payments is revised to add and delete various activities and revise some of the payment amounts. A provision is added that positions may be split between staff members for a split payment amount.
- E. Sign-on Bonus.** Section A, 5.05(4) is revised to allow employees to move to other positions in the same occupational area within an agency and retain eligibility for the full-sign bonus.
- F. DOC/DHS Retention Incentive Payments for Protective Staff.** The retention incentive payments under Section A, 5.08 for DOC and DHS protective staff continue for Fiscal Year 2024 under the same administrative provisions. Payments will be awarded for the pay period beginning June 2, 2024. However, this provision expires with the Fiscal Year 2024 payments and is not continued for Fiscal Year 2025.
- G. Rates of Office.** In Section B, the rates of office are updated for judges and justices, legislative members, and constitutional officers. The District Attorney rates for office had special increases of the annualized amounts of \$8.76 per hour for FY24 and \$2.27 for FY25, except that District Attorney Rate of Office will not be adjusted for the largest jurisdiction exceeding 750,000 population. None of the District Attorney salary revisions will affect current incumbents until the next term of office after reelection.
- H. Attorney GWA guarantee removed.** The provision that merit-progression eligible attorneys are guaranteed a Fiscal Year increase equal to or greater than the GWA amount is removed.

- I. Protective Shoes.** The annual allowance for protective shoes at Section G, 4.02, is increased from \$40 to \$60 per year.

SECTION 51. ADJUSTING PAY OF LIMITED TERM EMPLOYEES (LTEs)

The provisions described in A., B., and C., below, are not new provisions, but are provided here for informational purposes. Paragraph D. provides the timeline for submitting LTE pay change requests to Central Payroll.

- A. LTEs eligible for discretionary pay increases.** In general, appointing authorities may increase at any time the pay rates for LTEs paid below the pay range minimum for their classification, or below the Maximum / Not-to-Exceed Rate for Pay Schedule 18 LTEs listed in Section D, 5.00 of the Compensation Plan. Therefore, when the pay ranges are increased on October 22, 2023, LTEs that were previously paid the maximum allowable LTE rate may have their pay rate increased at any amount up to the new maximum allowable LTE amount, at the discretion of the appointing authority. If any such increases are awarded, they need not be effective on October 22, 2023. (See Section D, 3.01 to 3.03 of the Compensation Plan.)

In two special situations, LTEs may have their pay rates adjusted on the same date and by the same amount as a GWA, in accordance with Section D, 3.05 (2) or (3) of the Compensation Plan:

1. The LTE was hired above the pay range minimum because the employee had eligibility for “return to previous level,” reinstatement eligibility, or restoration rights to the applicable permanent classification and the duties of the LTE position is related to those of the previous permanent position.
2. The LTE was hired above the pay range minimum because the LTE is also a current classified permanent employee, and the duties and responsibilities of the LTE position are related to those of the permanent position.

- B. LTEs not eligible for pay increases.** An LTE hired above the minimum of a broadband pay range using broadband pay on appointment flexibility is not eligible for a pay adjustment for the duration of the appointment, except that if the broadband minimum increases to exceed the pay rate of the LTE, the pay rate of the LTE may be increased to the new minimum.

Of course, any LTE that is paid at the maximum allowable rate for the LTE title is not eligible for any pay increase.

- C. LTEs and Supplemental Pay.** As new supplemental pay provisions are implemented this is a reminder that per Section D, 4.04 of the Compensation Plan, Limited Term Employees may receive the same types of supplemental pay including add-ons as

permanent employees in the same or most closely related classification if the supplemental pay is based on hours worked.

D. Payroll Processing Instructions. Central Payroll can apply the October 22, 2023, GWA for all of an agency's LTEs under the new pay range minimum. Contact Dennis Dissmore with your request by Thursday, October 26, 2023, or as soon as possible. Agencies wishing to apply more complex criteria to LTE increases should contact Dennis Dissmore.

SECTION 52. 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 the Bureau of Classification and Compensation at DOADPMCompEmploymentRelGenI@wisconsin.gov.

Employer questions regarding *payroll processing* should be directed to DOA Central Payroll: Dennis Dissmore at (608) 266-8431.

DocuSigned by:

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Jen Flugel, Administrator
Division of Personnel Management