

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: November 20, 2023

Locator No: DPM-0614-CC/PP

Subject: Information Necessary to Process FY 2023-2025 Wage Adjustments, and Revised Meal and Lodging Reimbursements and Foot Protection Allowances for Employees in the Public Safety Bargaining Unit (Unit 63).

This information is provided to assist appointing authorities in determining FY 2023-2025 base pay adjustments, lump sum payments, and meal and lodging reimbursements for employees in the public safety bargaining unit (DP code 63). These adjustments are made in accordance with the provisions in the Collective Bargaining Agreement (Agreement) between the State and the Wisconsin Law Enforcement Association (WLEA) for the 2023-2025 fiscal biennium. This bulletin also contains information on meal reimbursement rate increases, lodging rate increases, and potential pay parity for nonrepresented state patrol.

SECTION I. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Multiple pay adjustments that have the same effective date will be processed in accordance with s. ER 29.04, Wis. Adm. Code, except as modified here for adjustments effective November 19, 2023, and June 30, 2024.

Use the current pay range from the 2021-23 Agreement for personnel transactions number 1 through number 6, below, that are effective November 19, 2023.

The new Pay Schedule 63-40 pay ranges and progression pay points effective November 19, 2023, and June 30, 2024, are provided in the Attachment to this bulletin.

1. Reclassification/regrade adjustment
2. Promotion/upward movement adjustment
3. Demotion/downward movement adjustment
4. Transfer/lateral movement adjustment
5. Reinstatement
6. Restoration
7. General Wage Adjustment (GWA)
8. Market Adjustment, if applicable
9. Implementation of new Pay Schedule 63-40 effective the same date as the GWA
10. Pay progression
11. Original appointment

SECTION II. FISCAL YEAR 2023-24 GENERAL WAGE ADJUSTMENT

A. Effective Date. The General Wage Adjustment (GWA) is effective November 19, 2023.

B. Eligibility.

Eligible. All employees in pay status in a bargaining unit position on November 19, 2023, with satisfactory performance are eligible for the GWA.

Ineligible.

1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
2. Any former employee who separated from state service prior to November 19, 2023.
3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to November 19, 2023.

C. Amount. Each eligible employee will receive a GWA equal to 4.0% of their current base pay rate.

D. 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 pay increase received multiplied by the number of hours in pay status in a bargaining unit position from July 2, 2023, through November 18, 2023, and shall include adjustment for premium pay paid. For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing July 2, 2023, through November 18, 2023.

E. Employees Not in Pay Status. Employees on an approved unpaid leave of absence on November 19, 2023, will receive the GWA and associated lump sum payment upon their return to pay status during the life (including extension) of the Agreement.

SECTION III. FISCAL YEAR 2023-24 MARKET ADJUSTMENT

A. Effective Date. The market adjustment is effective November 19, 2023.

B. Eligibility.

Eligible. All employees in pay status in a bargaining unit position on November 19, 2023, with satisfactory performance are eligible for the market adjustment.

Ineligible.

1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
2. Any former employee who separated from state service prior to November 19, 2023.

3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to November 19, 2023.
- C. Amount.** Each eligible employee will receive a \$5.00 increase to their current base pay rate (after the 4.0% GWA, above).
- D. Lump Sum for the Delay in Implementation.** Employees eligible for this market adjustment will also receive a lump sum payment calculated as \$5.00 multiplied by the number of hours in pay status in a bargaining unit position from July 2, 2023, through November 18, 2023, and shall include adjustment for premium pay paid. For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing July 2, 2023, through November 18, 2023.
- E. Employees Not in Pay Status.** Employees on an approved unpaid leave of absence on November 19, 2023, will receive the market adjustment and associated lump sum payment upon their return to pay status during the life (including extension) of the Agreement.

SECTION IV. IMPLEMENTATION OF PAY PROGRESSION STRUCTURE 2

Effective November 19, 2023, immediately following the Market Adjustment, Pay Progression Structure 2, shown in the Attachment, is fully implemented, and any employee paid below the minimum of the pay range is raised to the pay range minimum of \$33.67, even if the employee was disqualified from the GWAs and Market Adjustment due to unsatisfactory performance. There is no lump sum payment associated with this increase to the pay range minimum.

SECTION V. CONTINUATION OF PAY PROGRESSION

Pay Progression adjustments during the life (including extension) of the Agreement will continue to be administered for bargaining unit employees in accordance with Appendix C of the 2023-25 Agreement. The terms for pay progression are unchanged from the previous Agreement.

SECTION VI. FISCAL YEAR 2024-25 GENERAL WAGE ADJUSTMENT

- A. Effective Date.** The General Wage Adjustment (GWA) is effective June 30, 2024.
- B. Eligibility.**
- Eligible.** All employees in pay status in a bargaining unit position on June 30, 2024, with satisfactory performance are eligible for the GWA.
- Ineligible.**
1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
 2. Any former employee who separated from state service prior to June 30, 2024.

3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to June 30, 2024.
- C. Amount.** Each eligible employee will receive a GWA equal to 2.0% of their current base pay rate.
- D. Employees Not in Pay Status.** Employees on an approved unpaid leave of absence on June 30, 2024, will receive the GWA upon their return to pay status during the life (including extension) of the Agreement.

SECTION VII. IMPLEMENTATION OF PAY PROGRESSION STRUCTURE 3

Effective June 30, 2024, immediately following the 2.0% GWA, Pay Range 63-40, Pay Progression Structure 3, shown in the Attachment, is fully implemented, and any employee paid below the minimum of the pay range is raised to the pay range minimum of \$34.35, even if the employee was disqualified from the GWA due to unsatisfactory performance.

SECTION VIII. DETERMINING HOURS IN PAY STATUS

- A.** “Hours in pay status” include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated above.
- B.** Hours excluded from hours in pay status: Work hours for which holiday or compensatory time-off credits were earned but not used.

SECTION IX. NONREPRESENTED PARITY

In accordance with Section L-2.01(6) of the 2023-2025 State Compensation Plan, DPM may approve parity, with the amounts to be determined separately, for employees in the following nonrepresented classifications:

Class Code	Class Title
65921	State Patrol Sergeant
65931	State Patrol Sergeant-DPU
65922	State Patrol Lieutenant
65940	State Patrol Captain

Funding. Costs of these parity pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

SECTION X. INCREASE TO FOOT PROTECTION ALLOWANCE

Effective with the 2023-25 WLEA Agreement, per 9/9/1 of the Agreement, the annual allowance for employees required to purchase safety shoes necessary in the performance of assigned duties is increased to \$60.00.

SECTION XI. INCREASE TO MEAL REIMBURSEMENT RATES

Effective December 1, 2023, per 12/16/7 of the Agreement, the in-state and out-of-state meal rates are increased to the following amounts, including tax and tip:

In-State	Out-of-State
Breakfast - \$10.00	Breakfast - \$11.00
Lunch - \$12.00	Lunch - \$17.00
Dinner - \$23.00	Dinner - \$27.00

SECTION XII. INCREASE TO BAG MEAL RATE

Effective with the 2023-25 WLEA Agreement, per 12/16/9 of the Agreement, employees shall be paid a flat rate of five dollars (\$5.00) for each bag meal.

SECTION XIII. INCREASE TO LODGING REIMBURSEMENT RATES

Effective with the 2023-25 WLEA Agreement, per 12/16/11 of the Agreement, the normal maximum reimbursement for lodging in Wisconsin is increased to \$98.00 per night, except that the normal maximum reimbursement rate will be \$103.00 per night in the counties of Milwaukee, Racine, and Waukesha.

SECTION XIV. REFERRAL OF QUESTIONS

Employee Questions: Questions regarding pay rates or pay adjustments indicated in this bulletin should be directed to:

Megan Reichel at Megan.Reichel@dot.wi.gov or by phone/TEAMS at (608) 267-4471.

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

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

Employer questions regarding *all other provisions of the WLEA Agreement* should be referred to Doug Thayer at Douglas.Thayer@wisconsin.gov or by phone/TEAMS at (608) 266-2052.

Questions regarding payroll processing should be directed to DOA Central Payroll:

DOA Central Payroll:

Dennis Dissmore at (608) 266-8431

DocuSigned by:

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Jen Fogel, Administrator
Division of Personnel Management

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ATTACHMENT

Pay Schedule 63-40

Pay Progression Structure 1
effective November 19, 2023
 (reflects 4.0% GWA)

Pay Progression Structure 2
effective November 19, 2023
 (reflects \$5 market)

Pay Progression Structure 3
effective June 30, 2024
 (reflects 2.0% GWA)

	Years of State Patrol Law Enforcement Experience	Pay Point
Min	0	28.67
	0.5	29.45
	2	30.00
	3	30.55
	4	31.39
	5	33.33
	6	35.55
Max	7	41.56

	Years of State Patrol Law Enforcement Experience	Pay Point
Min	0	33.67
	0.5	34.45
	2	35.00
	3	35.55
	4	36.39
	5	38.33
	6	40.55
Max	7	46.56

	Years of State Patrol Law Enforcement Experience	Pay Point
Min	0	34.35
	0.5	35.14
	2	35.70
	3	36.27
	4	37.12
	5	39.10
	6	41.37
Max	7	47.50

Effective November 19, 2023, through June 29, 2024			
Pay Schedule	Pay Range	Minimum	Maximum
63	40	33.67	46.56

Effective June 30, 2024, through June 30, 2025			
Pay Schedule	Pay Range	Minimum	Maximum
63	40	34.35	47.50