

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: March 31, 2025

Locator No: DPM-0640-CC/PP

Subject: Information for Processing FY 2024-2025 Base Wage Adjustments for Employees in the Building Trades Crafts Bargaining Unit (Unit 04), Nonrepresented Project Employees in Pay Schedule 04, and Nonrepresented Craftworker Supervisors

This information is provided to assist appointing authorities in determining 2024-2025 fiscal year base wage adjustments for employees in the building trades crafts bargaining unit (bargaining unit 04) and related nonrepresented project and supervisory craftworkers. The wage increases for represented staff are granted in accordance with the Fiscal Year 2025 collective bargaining agreement between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee (Trades). The wage increases for nonrepresented craftworker project and supervisory staff are granted in accordance with the 2023-2025 State Compensation Plan.

SECTION I. FY25 GENERAL WAGE ADJUSTMENT (GWA) FOR REPRESENTED AND PROJECT CRAFTSWORKERS

- A. Effective Date.** The GWA is effective April 6, 2025.
- B. Amount.** Each employee in pay status on April 6, 2025, in a permanent or project position in pay schedule 04, shall receive a GWA equal to 4.12% of the employee’s base pay rate to match the occupational rates in the new Building Trades Rate Booklet effective April 6, 2025, attached to this bulletin and posted on the Division of Personnel Management website. This GWA rate shall be rounded down for each employee, to the nearest cent, in accordance with the negotiated agreement.
- C. Lump Sum for the Delay in Implementation.** Employees eligible for this GWA will also receive a lump sum payment calculated as the amount of the GWA increase multiplied by the number of hours in pay status in a Pay Schedule 04 position or in a supervisory crafts worker position from June 30, 2024, through April 5, 2025. The lump sum will include an adjustment for premium pay paid.
- D. Employees on Leave of Absence or Layoff.** Employees on an approved unpaid leave of absence on April 6, 2025, will receive the GWA and associated lump sum payment upon their return to pay status prior to implementation of a successor Trades agreement. Employees in layoff status are immediately eligible for a lump sum payment calculated in accordance with the lump sum for the delay in implementation.

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- E. Former Employees.** Former employees who retired or died while in a bargaining unit position after June 30, 2024, will be eligible for the GWA applied to their final pay rate, and will receive a lump sum wage payment in an amount equal to the amount of the GWA increase multiplied by the number of hours in pay status in a bargaining unit position from June 30, 2024, through April 5, 2025. The lump sum will include an adjustment for premium pay paid. Except for retirement or death, other former employees are not eligible for the GWA nor the lump sum payment.
- F. LTE Craftworkers.** Pay increases may be provided but are not necessary for limited-term employees in pay schedule 04 craftworker jobs. LTE craftworker pay is set in accordance with Section D, 2.01(2)(c) of the Compensation Plan, and is subject to the Maximum LTE Rate as indicated in the Building Trades Rate Booklet. There is no lump sum payment associated with LTE pay increases.

SECTION II. PAY INCREASE FOR SUPERVISORY CRAFTSWORKERS

- A. Effective Date.** The pay increase is effective April 6, 2025. Supervisors who terminate or leave an eligible classification prior to the effective date are not eligible for this increase or associated lump sum payment.
- B. Eligible Employees.**
Crafts Worker Supervisor – class code 76710
Shop Supervisor – class code 76810
- C. Amount.** The pay rates for supervisory craftworkers are set in accordance with the provisions at Section A, 2.15, (2) and (3), of the Compensation Plan.
1. Crafts Worker Supervisors will be paid one dollar (\$1.00) per hour more than the adjusted state rate for the highest paid Craft supervised, or one dollar (\$1.00) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
 2. Shop Supervisors will be paid one dollar and fifty cents (\$1.50) per hour more than the pay rate for the highest paid Crafts Worker Supervisor supervised, or one dollar and fifty cents (\$1.50) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
 3. The pay rate calculations for Crafts Worker Supervisors and Shop Supervisors will be based on the applicable rate for 100 hours of annual leave as shown in the Building Trades Rate Booklet, regardless of the actual choice of annual leave by subordinate craftworker staff. The pay rates of LTE craftworkers are not considered in the pay rate calculations for supervisors.
- D. Lump Sum for the Delay in Implementation.** Supervisory craftworkers will also receive a lump sum payment calculated as the amount of the pay increase received on April 6, 2025, multiplied by the number of hours in pay status in a supervisory craftworker position or in a

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Pay Schedule 04 craftworker position from June 30, 2024, through April 5, 2025. The lump sum will include an adjustment for premium pay paid.

SECTION III. DETERMINING HOURS IN PAY STATUS

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

SECTION IV. REFERRAL OF QUESTIONS

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

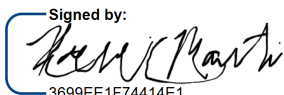
Employer Questions: Employer questions regarding the *pay provisions* contained in this bulletin should be directed to:

Peter Flood at Peter.Flood@Wisconsin.gov or by phone at (608) 266-8149, or the Bureau of Classification and Compensation mailbox at DOADPMCompEmploymentRelGenI@wisconsin.gov.

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

DOA Central Payroll:

Dennis Dissmore at (608) 266-8431

Signed by:

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Rachel Martin, Director
Bureau of Classification and Compensation

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Building Trades Adjusted Hourly Rate Booklet

Rates are effective April 6, 2025, and reflect implementation of the Fiscal Year 2024-2025 labor agreement.

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

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

<u>INSTITUTION OR FACILITY</u>	<u>AREA NAME</u>	<u>MAXIMUM LTE RATE*</u>	<u>ADJUSTED 100 HOUR LEAVE RATE</u>	<u>ADJUSTED 140 HOUR LEAVE RATE</u>	<u>ADJUSTED 180 HOUR LEAVE RATE</u>
76200 BRICKLAYER & MASON					
DHS-Northern WI Center	Eau Claire	56.30	47.56	46.82	46.07
DHS-Sand Ridge	Stevens Point/ Wausau/ WI Rapids	56.30	47.56	46.82	46.07
DOC-Green Bay CI DHS-Winnebago MHI DVA-Vets Home	Green Bay	56.29	47.55	46.81	46.06
DOC-Prairie du Chien CI	La Crosse	56.30	47.56	46.82	46.07
DHS-Southern WI Center	Racine/Kenosha	61.65	52.08	51.27	50.46
DOA DHS-Mendota MHI	Madison	58.39	49.33	48.57	47.79
State Fair Park	Milwaukee	61.85	52.27	51.45	50.62
DOC-Waupun CI DOC-Dodge CI	Jefferson/Dodge	58.39	49.33	48.57	47.79
76260 CARPENTER					

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State Fair Park	Milwaukee	59.05	49.88	49.11	48.33
DHS-Southern WI Center	Racine/Kenosha	59.05	49.88	49.11	48.33
DOA (includes Lather)	Madison	53.67	45.34	44.61	43.93
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Mendota MHI					
DMA-Volk Field					
DOC-Green Bay CI	Greater Fox River Valley/ Eau Claire/ LaCrosse/ Stevens Point/ Green Bay	53.67	45.34	44.61	43.93
DOC-Kettle Moraine CI					
DHS-Northern WI Center					
DHS-Sand Ridge					
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Lincoln Hills/Copper Lakes					
DPI-Schl for Visually Impaired/Deaf	Janesville	53.67	45.34	44.61	43.93
	Superior	49.42	41.77	41.10	40.46
Hudson	Hudson	53.42	45.12	44.42	43.71
76300 ELECTRICIAN					
DOC-Oshkosh CI	Appleton/Oshkosh	54.26	45.83	45.10	44.41
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Red Granite CI					
DHS-Northern WI Center	Eau Claire/ La Crosse	56.63	47.85	47.09	46.35
DOT					
DOC-Jackson CC					
DOC-Jackson CI					
DOC-WSPF					
DOC - Stanley CI					
DMA-Fort McCoy					
DOC-Green Bay CI	Green Bay	54.05	45.67	44.96	44.25
DOT					
DOT	Stevens Point/ WI Rapids	55.21	46.65	45.91	45.17
DMA-Volk Field					

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DHS-Sand Ridge
 DOC-New Lisbon CI
 DOC-Lincoln Hills/Copper Lakes

Kenosha	65.00	54.88	54.04	53.18
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DPI-Schl for the Deaf Janesville	57.30	48.41	47.66	46.90
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DOA DOC-Columbia CI DOC-Fox Lake CI DOC-Oakhill CI DHS-Mendota MHI DWD DOT Madison	61.49	51.93	51.15	50.31
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DOC-Dodge CI DOC-Kettle Moraine CI DOC-Waupun CI DOC-Taycheedah CI Kettle Moraine/ Milwaukee	58.80	49.67	48.89	48.11
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DOT Superior	63.29	53.47	52.64	51.79
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DHS-Southern WI Center DOC-Racine CI Racine	63.57	53.71	52.87	52.01
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State Fair Park DOT Milw Secure Detention Fac DMA - Mitchell Field Greater Milwaukee area	64.14	54.21	53.36	52.49
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76400 PAINTER-BRUSH

DMA-Camp Williams Wausau/Stevens Point	39.58	33.43	32.92	32.39
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DMA-Chippewa Falls DHS-Northern WI Center Eau Claire/LaCrosse	46.72	39.48	38.86	38.23
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DMA-Fort McCoy LaCrosse (Fort McCoy)	37.53	31.71	31.21	30.71
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DOC-Green Bay CI DMA-Green Bay Green Bay	39.58	33.43	32.92	32.39
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DPI-Delavan Kenosha/Walworth	53.56	45.27	44.53	43.82
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	Superior/Duluth	49.47	41.79	41.12	40.48
DOA	Madison	47.99	40.56	39.91	39.29
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Central WI Center					
DHS-Mendota MHI					
DMA-Madison					
DOC-Kettle Moraine CI	Sheboygan/Manitowoc	39.58	33.43	32.92	32.39
DMA-West Bend	Milwaukee	53.59	45.29	44.55	43.84
State Fair Park					
DHS-Winnebago MHI	Oshkosh	39.58	33.43	32.92	32.39
DVA-Veterans Home					
DHS-Southern WI Center	Racine	53.56	45.27	44.53	43.82
76500 PLUMBER					
DHS-Northern WI Center	Eau Claire/ La Crosse/ WI Rapids/ Stevens Pt	57.69	48.74	47.96	47.22
DHS-Sand Ridge					
DOC-WSPF					
DOC-Jackson CC					
DOC-Stanley CI					
DOC-Prairie du Chien CI					
DOC-New Lisbon CI					
DOC-Lincoln Hills/Copper Lakes					
DOC-Waupun CI	Appleton/ Fond du Lac/ Green Bay/ Oshkosh	57.09	48.24	47.46	46.72
DOC-Green Bay CI					
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Red Granite CI					
DOC-Taycheedah CI					
DOC-Oshkosh CI					
DOC-Winnebago CC					
DHS-Winnebago MHI					
DVA-Vets Home					
DPI-School for the Blind and Visually Impaired	Janesville	63.64	53.76	52.92	52.08

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DHS-Southern WI Center DPI-School for the Deaf DOC-Racine CI and RYOOF	Racine/ Kenosha/ Walworth County	64.72	54.67	53.81	52.94
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DOA DHS-Mendota MHI DOC-Columbia CI DOC-Oakhill CI	Madison	60.47	51.08	50.27	49.49
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DOC-Milw Secure Fac (MSDF) State Fair Park	Milwaukee	63.34	53.51	52.67	51.84
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	Superior	59.95	50.66	49.85	49.05
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76600 STEAMFITTER & 76660 WELDER

DVA-Camp Douglas DHS- Sand Ridge	Eau Claire/ LaCrosse/ WI Rapids/ Stevens Pt	57.69	48.74	47.96	47.22
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DOC-Waupun CI DOC-Green Bay CI DOC-Dodge CI DOC-Fox Lake CI DOC-Red Granite CI DOC-Taycheedah CI DOC-Oshkosh CI DHS-Winnebago MHI DVA-Vets Home	Appleton/ Fond du Lac/ Green Bay	57.09	48.24	47.46	46.72
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DHS-Southern WI Center DPI-Delavan	Racine/ Kenosha/ Walworth County	64.72	54.67	53.81	52.94
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DOA DHS-Mendota MHI	Madison	65.72	55.53	54.66	53.77
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DOC	Milwaukee/Janesville	64.63	54.62	53.75	52.89
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	Superior	59.95	50.66	49.85	49.05
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