

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: August 7, 2025

Locator No: DPM-0646-CC/PP

Subject: Processing Fiscal Year 2025-2026 and  
Fiscal Year 2026-2027 GWA Pay  
Provisions

The Administrator of the Division of Personnel Management per the authority under s. 230.04 Wis. Stat. as clarified in *Evers v. Marklein*, 2024 WI 31, 412 Wis. 2d 525, 8 N.W.3d 395, is implementing the General Wage Adjustments (GWAs) approved by the legislature and governor in 2025 Act 15. This bulletin will outline the provisions needed to administer the GWAs until they are also included in the 2025-2027 Compensation Plan.

The following information will determine the administrative process of the fiscal year 2025-2026 GWA and fiscal year 2026-2027 GWA provisions as the funding was approved under the 2025 Act 15. Provisions included in this bulletin are first effective **August 10, 2025**.

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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).
- Represented employees of the building trades bargaining unit.

**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, except:

- Represented employees of the assistant district attorney unit.

**C. Covered Elected Employees.** All employees where the rate of office is established in Sections B, 2.00 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 maximums specified in the Attachments. Certain executive positions are limited, by state statute, to be less than the salary of the governor. 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.

## **SECTION 4. 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:

**On August 10, use the current FY 2024-25 pay schedules for transactions 1 through 11. Refer to new FY 2025-26 pay range maximums and pay progression structures in Attachment A for applying limits on pay adjustments under 12 and transactions 13 through 18.**

**On June 28, 2026, use the FY 2025-26 pay schedules for transactions 1 through 11. Refer to the new FY 2026-27 pay range maximums and pay progression structures in Attachment B for applying limits on pay adjustments under 12 and transactions 13 through 18.**

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. **The August 10, 2025, or June 28, 2026, General Wage Adjustments (GWAs)**
13. Implementation of new pay schedules
14. Progression adjustments other than those under Section A, 2.03 of the Plan
15. Establishment of a raised minimum rate (RMR)
16. Discretionary Equity or Retention Adjustment (DERA)
17. Discretionary Merit Compensation (DMC)
18. Original appointment, except when considered a return to previous level

## **B. Covered Unclassified Employees**

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.

## **SECTION 5. IMPLEMENTATION OF THE FISCAL YEAR GWAs**

**A. Effective Date.** The GWAs are effective August 10, 2025, and June 28, 2026.

**B. Eligible Employees.**

1. Except as specified in 2., below, the following employees in pay status on August 10, 2025, or June 28, 2026, as applicable, are eligible:
  - a. All permanent and project classified employees covered by Section A of the Compensation Plan,
  - b. Non-fixed term employees covered by Section B, 3.05, of the Compensation Plan,
  - c. Attorneys covered by Section C of the Compensation Plan who are not eligible for merit progression under s. 230.12 (10) through (11), 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 on the GWA effective date.
  - b. Supervisors covered in Sections A and C of the Compensation Plan who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the 12-month period ending on the GWA effective date. See 3.b., below, regarding a delayed GWA for supervisors.

***NOTE: DPM will separately send out instructions to agencies to identify employees and supervisors ineligible for a 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 August 10, 2025, or June 28, 2026, pay range maximum as applicable. Refer to the applicable pay schedules in the Attachments.
- d. Attorneys eligible for merit progression under s. 230.12(10) through (11), 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 2025-26 and if applicable Fiscal Year 2026-27, 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 Compensation 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 August 10, 2025, or June 28, 2026, as applicable, but who were ineligible under 2./e., above and who did not receive or were not considered for a corresponding fiscal year 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.
- b. Supervisors who do not receive the GWA on August 10, 2025, or June 28, 2026, 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 November 10, 2025 for the FY 2025-26 GWA, or by September 28, 2026, for the FY 2026-27 GWA. 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.

**C. Amount.** Effective August 10, 2025, each eligible employee will be granted a GWA in an amount equal to 3.0% of the employee's base pay rate immediately preceding the GWA, subject to the new August 10, 2025, pay range maximum. Except for delayed GWAs, the new pay rates will be realized in the bi-weekly paycheck of September 4, 2025.

Effective June 28, 2026, each eligible employee will be granted a GWA in an amount equal to 2.0% of the employee's base pay rate immediately preceding the GWA, subject to the new June 28, 2026, pay range maximum. Except for delayed GWAs, the new pay rates will be realized in the bi-weekly paycheck of July 23, 2026.

**D. 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.

### **E. Annualized GWA Payment**

1. **Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after the August 10, 2025, and June 28, 2026, GWA effective dates.
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 August 10, 2025, or June 28, 2026, pay range maximum as applicable.
  - b. The employee did not receive the full GWA amount (i.e., 3.0% or 2.0%, as applicable, of the 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 3.0% of the employee's base pay rate for the August 10, 2025, GWA or 2.0% of the employee's base pay rate for the June 28, 2026, GWA as applicable.
  - 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 3.0% or 2.0%, as applicable, 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 August 10, 2025, or June 28, 2026, as applicable.

**F. Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence.** Any employee who is on an approved unpaid leave of absence (LOA) on August 10, 2025, or June 28, 2026, 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 the end of the fiscal year (June 27, 2026, or June 26, 2027, as applicable) 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.

#### **G. Lump Sum for the Delay in Implementation of the FY 2025-26 GWA**

1. **Granting Date.** The lump sum will be paid as soon as administratively feasible after the effective date of the Fiscal Year 2025-26 GWA.
2. **Eligibility.** Each employee eligible to receive a base pay adjustment for the Fiscal Year 2025-26 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 GWA.
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 June 29, 2025, through August 09, 2025. The lump sum will include adjustment to premium pay paid.
4. **One-time Lump Sum Payment.** This is provided in lieu of retroactive implementation of the GWA and therefore the calculation does not account for intervening personnel transactions. This lump sum is a one-time payment which approximates additional wages which would have been paid if there hadn't been a delay in the effective date of the GWA. This payment is calculated based on each employee's classification, pay rate, and history of hours worked at the time of implementation of the GWA and does not confer the right for additional future adjustments if backdated changes are made to an employee's record.

### **SECTION 6. IMPLEMENTATION OF THE NEW PAY SCHEDULES EFFECTIVE AUGUST 10, 2025, AND JUNE 28, 2026**

The new pay schedules effective August 10, 2025, and June 28, 2026, respectively, are implemented. These pay schedules, provided in Attachments A and B to this bulletin, will remain in effect until included in an amended or new Compensation Plan. The Alphabetical Listing of Classifications (Alpha List) on the DPM website will be updated to reflect the new rates. Generally, all pay schedule minimums and maximums were increased by the value of the GWA, except for small differences in the ESG schedules and other schedules where the maximum is set at a certain percentage greater than the minimum. 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 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.

## SECTION 7. IMPLEMENTATION OF ELECTED RATES OF OFFICE EFFECTIVE AUGUST 10, 2025, AND JUNE 28, 2026

- A. The incumbents for all elected officials, except for Judges and Justices per paragraph B., below, will remain at the existing Rate for Office as established in the 2023-2025 Compensation Plan for the remainder of their term of office. Attachment C lists the updated Rates of Office revised to include the GWAs.
- B. The Judges and Justices Rates for Office in Attachment C become each incumbent's rate at the time any judge or justice takes the oath of office in accordance with s. 20.923(3), Wis. Stats., and Article IV, Section 26, of the Wisconsin Constitution as defined in Section B, 2.01 of the 2023-2025 Compensation Plan.

## SECTION 8. 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 August 10, 2025, and June 28, 2026, 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 August 10, 2025, or June 28, 2026. (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 are 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.

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.** If 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 adjustments equal to the August 10, 2025, or June 28, 2026, GWA amounts for all of an agency's LTEs under the new pay range minimum. There is no back pay associated with these increases. Contact Dennis Dissmore with your request by Friday, August 15, 2025, or Friday, July 3, 2026, or as soon as possible. Agencies wishing to apply more complex criteria to LTE increases should contact Dennis Dissmore.

## SECTION 9. REFERRAL OF QUESTIONS

**Employee Questions:** Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their designated Human Resources or Payroll contacts 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](mailto:DOADPMCompEmploymentRelGenI@wisconsin.gov).

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

DocuSigned by:  
  
F1861263FCA1462...  
Jen Flögel, Administrator  
Division of Personnel Management

**ATTACHMENT A – UPDATED FY 2025-26 PAY SCHEDULES**

PAY SCHEDULE 01: TRADES SUPERVISORY/MANAGEMENT									
Effective: August 10, 2025									
<u>Pay</u>									
<u>Range</u>									
01-99	Refer to Section A, 2.19, of the Compensation Plan								
For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$1.02.									

<b>PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT</b>							
<b>Effective: August 10, 2025</b>							
					<b><u>Within Range</u></b>	<b><u>8% of</u></b>	
	<b><u>Range</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>		<b><u>Pay Step</u></b>	<b><u>Minimum</u></b>	
	<b>8</b>	17.65	23.48		0.53	1.42	
	<b>9</b>	19.10	24.89		0.58	1.53	
	<b>10</b>	20.63	26.90		0.62	1.66	
	<b>11</b>	22.31	29.09		0.67	1.79	
	<b>12</b>	24.12	31.46		0.73	1.93	
	<b>13</b>	26.08	33.98		0.79	2.09	
	<b>14</b>	28.20	36.75		0.85	2.26	
	<b>15</b>	30.47	39.73		0.92	2.44	

<b>PAY SCHEDULE 03: BLUE COLLAR</b>							
<b>Effective: August 10, 2025</b>							
					<b><u>Within Range</u></b>	<b><u>8% of</u></b>	
	<b><u>Range</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>		<b><u>Pay Step</u></b>	<b><u>Minimum</u></b>	
	<b>8</b>	16.67	23.48		0.51	1.34	
	<b>9</b>	17.64	24.89		0.53	1.42	
	<b>10</b>	19.05	26.90		0.58	1.53	
	<b>11</b>	20.55	29.09		0.62	1.65	
	<b>12</b>	22.18	31.46		0.67	1.78	
	<b>13</b>	23.94	33.98		0.72	1.92	
	<b>14</b>	25.85	36.75		0.78	2.07	
	<b>15</b>	27.91	39.73		0.84	2.24	
	<b>16</b>	30.16	42.99		0.91	2.42	
	<b>17</b>	32.54	46.48		0.98	2.61	

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$1.02.

					Within Range	8% of		
		Range	Minimum	Maximum	Pay Step	Minimum		
		8	16.96	24.69	0.51	1.36		
		9	18.32	26.68	0.55	1.47		
		10	19.81	28.82	0.60	1.59		
		11	21.42	31.17	0.65	1.72		
		12	23.14	33.72	0.70	1.86		
		13	25.03	36.47	0.76	2.01		
		14	27.07	39.42	0.82	2.17		
		15	29.29	42.66	0.88	2.35		
		16	31.31	45.60	0.94	2.51		
		17	33.52	48.80	1.01	2.69		
		31	34.67	41.06	1.05	2.78		
		32	36.35	46.61	1.10	2.91		

		Pay Range 05-31			Pay Range 05-32			
		Years Seniority*	Pay Rate		Pay Rate			
		0	\$34.67		\$36.35			
		1	\$35.35		\$39.74			
		2	\$36.51		\$41.12			
		3	\$37.20		\$41.98			
		5	\$37.93		\$42.83			
		10	\$38.68		\$43.74			
		15	\$39.44		\$44.68			
		20	\$40.25		\$45.63			
		25	\$41.06		\$46.61			
*Full years of state service based on the employee's adjusted continuous service date.								

PAY SCHEDULE 06: TECHNICAL								
Effective: August 10, 2025								
					<u>Within Range</u>	<u>8% of</u>		
		<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>		
		8	17.21	23.48	0.52	1.38		
		9	17.55	24.89	0.53	1.41		
		10	18.98	26.90	0.57	1.52		
		11	20.52	29.09	0.62	1.65		
		12	22.20	31.46	0.67	1.78		
		13	24.02	33.98	0.73	1.93		
		14	25.98	36.75	0.78	2.08		
		15	28.11	39.73	0.85	2.25		
		16	30.41	42.98	0.92	2.44		
		17	32.94	46.48	0.99	2.64		
		18	35.64	50.26	1.07	2.86		
		19	38.49	54.36	1.16	3.08		

NURSING ASSISTANT AND RESIDENT CARE TECHNICIAN PAY STRUCTURE AND PROGRESSION							
For the Listed Classifications in Pay Schedules 06-11 and 06-12							
Effective: August 10, 2025							
		Nursing Assistant 2, Nursing Assistant 2- Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj- Weekend			Nursing Assistant 3, Nursing Assistant 3- Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv- Weekend		
		Years Seniority*	Pay Rate		Pay Rate		
		0	\$25.82		\$27.22		
		1	\$26.35		\$27.78		
		2	\$26.88		\$28.35		
		3	\$27.41		\$28.93		
		5	\$27.94		\$29.49		
		10	\$28.47		\$30.06		
		15	\$29.01		\$30.63		
*Full years of state service based on the employee's adjusted continuous service date.							

BROADBAND PAY SCHEDULE 06: TECHNICAL							
Effective: August 10, 2025							
Official Hourly Basis							
		<u>Appointment</u>				<u>8% of</u>	
	<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Minimum</u>	
	<b>5</b>	29.42	34.83	40.23	0.89	2.36	
	<b>63</b>	23.66	43.66	63.65	0.71	1.90	
	<b>64</b>	19.83	34.34	48.84	0.60	1.59	

LICENSED PRACTICAL NURSE PAY STRUCTURE AND PROGRESSION							
For Broadband Pay Schedule 06-05							
Effective: August 10, 2025							
Licensed Practical Nurse							
Licensed Practical Nurse-Weekend							
Years Professional Experience*	Pay Rate						
0	\$29.42						
3	\$31.11						
5	\$32.79						
7	\$34.47						
9	\$36.15						
11	\$37.83						
*Placement and progression is based on full years of practical nursing experience as established by the practical nurse license granting date.							

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES							
Effective: August 10, 2025							
Official Hourly Rate							
	Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum	
	2	32.39	53.41	74.42	0.98	2.60	
	3	27.68	45.67	63.65	0.84	2.22	
	4	21.27	35.06	48.84	0.64	1.71	
	5	17.07	27.93	38.79	0.52	1.37	
	32	40.22	61.15	75.09	1.21	3.22	
	33	35.19	53.97	66.49	1.06	2.82	
	34	30.15	46.78	57.86	0.91	2.42	
	35	25.16	39.62	49.26	0.76	2.02	

PAY SCHEDULE 07: EXCISE TAX AGENT PAY PROGRESSION					
Effective: August 10, 2025					
Excise Tax Agent Progression Points			Excise Tax Agent - Senior Progression Points		
A	31.11		A	38.24	
B	32.93		B	39.77	
C	34.77		C	41.32	
D	36.57		D	42.82	
			E	44.36	

BROADBAND PAY SCHEDULE 08: PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS AND ANALYSIS							
Effective: August 10, 2025							
Official Hourly Rate							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
	3	27.68	45.67	63.65	0.84	2.22	
	4	21.27	35.06	48.84	0.64	1.71	

BROADBAND PAY SCHEDULE 09: CLASSIFIED ATTORNEYS							
Effective: August 10, 2025							
Official Hourly Rate							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
	09-75	37.83	58.07	78.31	1.14	3.03	

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT							
Effective: August 10, 2025							
Official Hourly Basis							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>	
	49	74.68	97.06	119.44	2.25	5.98	
	50	81.46	100.45	119.44	2.45	6.52	
	51	96.64	120.80	144.96	2.90	7.74	
	52	119.38	149.22	179.06	3.59	9.56	

BROADBAND PAY SCHEDULE 11: PATIENT CARE							
Effective: August 10, 2025							
Official Hourly Rate							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
	1	40.59	56.10	71.61	1.22	3.25	
	2	35.80	51.11	66.42	1.08	2.87	
	3	31.15	45.54	59.93	0.94	2.50	
	4	27.50	40.45	53.40	0.83	2.20	
	5	23.96	32.10	40.23	0.72	1.92	

NURSE CLINICIAN 2 PAY STRUCTURE AND PROGRESSION							
For Broadband Pay Schedule 11-02							
Effective: August 10, 2025							
		Nurse Clinician 2					
		Nurse Clinician 2-Weekend					
		Years Professional Experience*	Pay Rate				
		0	\$42.86				
		3	\$45.06				
		5	\$46.19				
		7	\$47.33				
		9	\$48.48				
		11	\$49.61				
*Placement and progression is based on full years of professional nursing experience as established by the nurse license granting date.							

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES							
Effective: August 10, 2025							
					<u>Within Range</u>	<u>8% of</u>	
	<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>		<u>Pay Step</u>	<u>Minimum</u>	
	6	23.19	36.75		0.70	1.86	
	7	25.09	39.73		0.76	2.01	
	8	27.12	42.98		0.82	2.17	
	9	29.32	46.48		0.88	2.35	
	10	31.68	50.26		0.96	2.54	
	11	34.10	54.36		1.03	2.73	
	12	36.69	58.80		1.11	2.94	
	13	39.52	63.60		1.19	3.17	

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES							
Effective: August 10, 2025							
<u>Official Hourly Basis</u>							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>	
	80	39.80	73.87	89.53	1.20	3.19	
	60	31.74	51.55	71.36	0.96	2.54	
	63	23.66	43.66	63.65	0.71	1.90	
	64	19.83	34.34	48.84	0.60	1.59	
	65	15.70	27.25	38.79	0.48	1.26	



PROBATION AND PAROLE AGENT PROGRESSION							
For the Listed Classifications in Pay Schedules 12-06 and 12-08							
Effective: August 10, 2025							
		Probation and Parole Agent			Probation and Parole Agent-Senior		
		Years Seniority*	Pay Rate		Pay Rate		
		0	\$23.19		\$27.12		
		1	\$23.89		\$27.95		
		2	\$24.61		\$28.78		
		3	\$25.36		\$29.66		
		5	\$26.13		\$30.55		
		10	\$26.92		\$31.47		
		15	\$27.72		\$32.42		
*Full years of state service based on the employee's adjusted continuous service date.							

BROADBAND PAY SCHEDULE 13: EDUCATION							
Effective: August 10, 2025							
Official Hourly Basis							
		<u>Appointment</u>				<u>8% of</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>WRPS</u>		<u>Minimum</u>	
2	32.39	53.41	74.42	0.98		2.60	
3	27.68	45.67	63.65	0.84		2.22	
4	21.27	35.06	48.84	0.64		1.71	

BROADBAND PAY SCHEDULE 14: ENGINEERING							
Effective: August 10, 2025							
Official Hourly Basis							
		<u>Appointment</u>		<u>Within Range</u>		<u>8% of</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>		<u>Minimum</u>	
13	27.68	51.07	63.65	0.84		2.22	
14	21.27	37.82	48.84	0.64		1.71	
15	16.91	30.04	38.79	0.51		1.36	

PAY SCHEDULE 14: ENGINEERING ENTRY PROGRESSION							
Effective: August 10, 2025							
Specialist		Engineer			Construction Representative Facility Designer		
6 month progression points:		6 month progression points:			6 month progression points:		
A	23.50	A	32.12	A	28.28		
B	24.90	B	33.21	B	29.84		
C	26.33	C	34.32	C	31.46		
D	27.74	D	35.45				
E	29.13	E	36.57				

BROADBAND PAY SCHEDULE 15: SCIENCE							
Effective: August 10, 2025							
Official Hourly Rate							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
	2	51.41	61.69	71.96	1.55	4.12	
	3	27.68	45.67	63.65	0.84	2.22	
	4	21.27	35.06	48.84	0.64	1.71	

PAY SCHEDULE 15: SCIENCE ENTRY PROGRESSION							
Effective: August 10, 2025							
Developmental (15-04)				Hydrogeologist (15-04)			
6 month progression points:				6 month progression points:			
A (1 year)	22.27			A (1 year)	24.82		
B	23.41			B	26.83		
C (2 years)	24.57			C (2 years)	28.78		
D	25.72						
E (3 years)	26.88						

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS							
Effective: August 10, 2025							
Official Hourly Rate							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>				
	20-75	37.83	78.31				

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS							
Effective: August 10, 2025							
<u>Official Hourly Rate</u>							
		<u>Appointment</u>					
	<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>			
	21-75	37.83	58.07	78.31			

BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT							
Effective: August 10, 2025							
<u>Official Hourly Basis</u>							
		<u>Appointment</u>				<u>8% of</u>	
	<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Minimum</u>	
	63	25.11	48.24	63.65	0.76	2.01	
	64	22.02	35.43	48.84	0.67	1.77	

GENERAL BROADBAND PAY SCHEDULES							
Effective: August 10, 2025							
Official Hourly Rate							
<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
Patient-Related							
<b>50</b>	<b>50-11</b>	43.36	65.01	86.66	1.31	3.47	
	<b>50-20</b>	50.26	75.37	100.47	1.51	4.03	
	<b>50-50</b>	81.46	105.86	130.26	2.45	6.52	
	<b>50-51</b>	97.78	122.23	146.67	2.94	7.83	
	<b>50-52</b>	120.53	150.65	180.77	3.62	9.65	
Information Systems-Related							
<b>70</b>	<b>70-01</b>	45.23	71.41	83.72	1.36	3.62	
	<b>70-02</b>	40.22	63.94	75.09	1.21	3.22	
	<b>70-03</b>	35.19	53.97	66.49	1.06	2.82	
	<b>70-04</b>	30.15	46.78	57.86	0.91	2.42	
	<b>70-05</b>	25.16	39.62	49.26	0.76	2.02	
Professional Legal-Related							
<b>71</b>	<b>71-01</b>	37.83	58.07	78.31	1.14	3.03	
General							
<b>81</b>	<b>81-01</b>	35.78	59.88	83.97	1.08	2.87	
	<b>81-02</b>	32.39	53.41	74.42	0.98	2.60	
	<b>81-03</b>	27.68	45.67	63.65	0.84	2.22	
	<b>81-04</b>	21.27	39.20	48.84	0.64	1.71	
	<b>81-05</b>	16.91	27.85	38.79	0.51	1.36	
Architect/Engineer							
<b>81</b>	<b>81-30</b>	42.03	58.67	66.49	1.27	3.37	
Security							
<b>81</b>	<b>81-33</b>	46.23	53.17	60.11	1.39	3.70	
	<b>81-34</b>	48.33	55.99	63.65	1.45	3.87	

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)							
Effective: August 10, 2025							
Official Hourly Rate				Annual Basis			
	<b>Pay Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>		<b>Minimum</b>	<b>Maximum</b>
	<b>90-01</b>	35.78	59.04	1.08		74,422	122,803
	<b>90-02</b>	38.64	63.76	1.16		80,371	132,621
	<b>90-03</b>	41.74	68.88	1.26		86,819	143,270
	<b>90-04</b>	45.09	74.40	1.36		93,787	154,752
	<b>90-05</b>	48.70	80.36	1.47		101,296	167,149
	<b>90-06</b>	52.61	86.81	1.58		109,429	180,565
	<b>90-07</b>	56.82	93.76	1.71		118,186	195,021
	<b>90-08</b>	61.37	101.27	1.85		127,650	210,642
	<b>90-09</b>	66.29	109.38	1.99		137,883	227,510
	<b>90-10</b>	71.59	118.13	2.15		148,907	245,710
Note. In accordance with s. 20.923(15)(b), the pay of employees covered by this ESG structure must be less than the pay of the governor, except for positions approved by the joint committee on employment relations.							
Note. In accordance with s. 230.33(3), Wis. Stats., an employee who has completed an original appointment probationary period in the classified service and is appointed to a position in the unclassified service from the classified service shall be entitled to receive at least the same pay received in the classified position while serving in such unclassified position. See s. 230.33 for complete details.							

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)							
Effective: August 10, 2025							
Official Hourly Rate				Annual Basis			
	<b>Pay Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>		<b>Minimum</b>	<b>Maximum</b>
	<b>95-01</b>	52.24	91.52	1.57		108,659	190,362
	<b>95-02</b>	69.63	121.97	2.09		144,830	253,698

POLICE AND WARDEN PROGRESSION							
For Broadband Pay Schedules 05-63 and 36-63							
Conservation Warden, Police Officer				Police Detective, Safety Specialist Warden, Special			
Effective: August 10, 2025				Effective: August 10, 2025			
Pay Progression Points				Pay Progression Points			
0 yrs	30.47			0 yrs	32.57		
1 yr	32.05			1 yr	34.15		
2 yrs	33.62			2 yrs	35.73		
3 yrs	35.73			3 yrs	37.83		
4 yrs	37.83			4 yrs	39.93		
5 yrs	39.93			5 yrs	42.03		
6 yrs	42.03			6 yrs	44.13		
7 yrs	44.13			7 yrs	46.23		

Placement and progression is based on full years of service in one or more classifications identified on this page, or other law enforcement.

ATTORNEY STEP RATES							
PAY RANGES 09-75, 20-75, 21-75 AND 71-01							
Effective: August 10, 2025							
Pay Step				Step Rates			
Pay Range Minimum				37.83			
1				40.21			
2				42.59			
3				44.97			
4				47.35			
5				49.74			
6				52.12			
7				54.50			
8				56.88			
9				59.26			
10				61.64			
11				64.02			
12				66.40			
13				68.79			
14				71.17			
15				73.55			
16				75.93			
Pay Range Maximum				78.31			

**ATTACHMENT B – UPDATED FY 2026-27 PAY SCHEDULES**

PAY SCHEDULE 01: TRADES SUPERVISORY/MANAGEMENT							
Effective: June 28, 2026							
<u>Pay Range</u>							
01-99	Refer to Section A, 2.19						
For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$1.05.							

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT							
Effective: June 28, 2026							
	<b><u>Range</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>	<b><u>Within Range Pay Step</u></b>	<b><u>8% of Minimum</u></b>		
	8	18.01	23.95	0.55	1.45		
	9	19.49	25.39	0.59	1.56		
	10	21.05	27.44	0.64	1.69		
	11	22.76	29.68	0.69	1.83		
	12	24.61	32.09	0.74	1.97		
	13	26.61	34.66	0.80	2.13		
	14	28.77	37.49	0.87	2.31		
	15	31.08	40.53	0.94	2.49		

PAY SCHEDULE 03: BLUE COLLAR							
Effective: June 28, 2026							
	<b><u>Range</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>	<b><u>Within Range Pay Step</u></b>	<b><u>8% of Minimum</u></b>		
	8	17.01	23.95	0.52	1.37		
	9	18.00	25.39	0.54	1.44		
	10	19.44	27.44	0.59	1.56		
	11	20.97	29.68	0.63	1.68		
	12	22.63	32.09	0.68	1.82		
	13	24.42	34.66	0.74	1.96		
	14	26.37	37.49	0.80	2.11		
	15	28.47	40.53	0.86	2.28		
	16	30.77	43.85	0.93	2.47		
	17	33.20	47.41	1.00	2.66		

SECURITY PAY STRUCTURE AND PROGRESSION							
For All Classifications in Pay Schedules 05-31 and 05-32							
Effective: July 28, 2026							
Pay Range 05-31				Pay Range 05-32			
Years Seniority*		Pay Rate			Pay Rate		
0		\$35.37			\$37.08		
1		\$36.06			\$40.54		
2		\$37.25			\$41.95		
3		\$37.95			\$42.82		
5		\$38.69			\$43.69		
10		\$39.46			\$44.62		
15		\$40.23			\$45.58		
20		\$41.06			\$46.55		
25		\$41.89			\$47.55		

\*Full years of state service based on the employee's adjusted continuous service date.



BROADBAND PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY							
Effective: June 28, 2026							
<u>Official Hourly Basis</u>							
				<u>Appointment</u>			
	<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of</u>	
	63	24.14	48.62	64.93	0.73	1.94	
	64	20.23	35.03	49.82	0.61	1.62	

PAY SCHEDULE 06: TECHNICAL							
Effective: June 28, 2026							
				<u>Within Range</u>	<u>8% of</u>		
	<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>		
	8	17.56	23.95	0.53	1.41		
	9	17.91	25.39	0.54	1.44		
	10	19.36	27.44	0.59	1.55		
	11	20.94	29.68	0.63	1.68		
	12	22.65	32.09	0.68	1.82		
	13	24.51	34.66	0.74	1.97		
	14	26.50	37.49	0.80	2.12		
	15	28.68	40.53	0.87	2.30		
	16	31.02	43.84	0.94	2.49		
	17	33.60	47.41	1.01	2.69		
	18	36.36	51.27	1.10	2.91		
	19	39.26	55.45	1.18	3.15		

NURSING ASSISTANT AND RESIDENT CARE TECHNICIAN PAY STRUCTURE AND PROGRESSION							
Effective: June 28, 2026							
		Nursing Assistant 2, Nursing Assistant 2- Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj- Weekend			Nursing Assistant 3, Nursing Assistant 3- Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv- Weekend		
		<b>Years Seniority*</b>	<b>Pay Rate</b>		<b>Pay Rate</b>		
		0	\$26.34		\$27.77		
		1	\$26.88		\$28.34		
		2	\$27.42		\$28.92		
		3	\$27.96		\$29.51		
		5	\$28.50		\$30.08		
		10	\$29.04		\$30.67		
		15	\$29.60		\$31.25		
*Full years of state service based on the employee's adjusted continuous service date.							

BROADBAND PAY SCHEDULE 06: TECHNICAL							
Effective: June 28, 2026							
<u>Official Hourly Basis</u>							
		<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>
		5	30.01	35.53	41.04	0.91	2.41
		63	24.14	44.54	64.93	0.73	1.94
		64	20.23	35.03	49.82	0.61	1.62

LICENSED PRACTICAL NURSE PAY STRUCTURE AND PROGRESSION							
For Broadband Pay Schedule 06-05							
Effective: June 28, 2026							
Licensed Practical Nurse							
Licensed Practical Nurse-Weekend							
Years Professional Experience*		Pay Rate					
	0	\$30.01					
	3	\$31.74					
	5	\$33.45					
	7	\$35.16					
	9	\$36.88					
	11	\$38.59					
*Placement and progression is based on full years of practical nursing experience as established by the practical nurse license granting date.							

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES							
Effective: June 28, 2026							
Official Hourly Rate							
	Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Pay Step	8% of Minimum	
	2	33.04	54.48	75.91	1.00	2.65	
	3	28.24	46.59	64.93	0.85	2.26	
	4	21.70	35.76	49.82	0.66	1.74	
	5	17.42	28.50	39.57	0.53	1.40	
	32	41.03	62.38	76.60	1.24	3.29	
	33	35.90	55.06	67.82	1.08	2.88	
	34	30.76	47.72	59.02	0.93	2.47	
	35	25.67	40.42	50.25	0.78	2.06	

PAY SCHEDULE 07: EXCISE TAX AGENT PAY PROGRESSION							
Effective: June 28, 2026							
Excise Tax Agent Progression Points				Excise Tax Agent - Senior Progression Points			
A	31.74			A	39.01		
B	33.59			B	40.57		
C	35.47			C	42.15		
D	37.31			D	43.68		
				E	45.25		

**BROADBAND PAY SCHEDULE 08: PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS AND ANALYSIS**

Effective: June 28, 2026

Official Hourly Rate

<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
3	28.24	46.59	64.93	0.85	2.26
4	21.70	35.76	49.82	0.66	1.74

**BROADBAND PAY SCHEDULE 09: CLASSIFIED ATTORNEYS**

Effective: June 28, 2026

Official Hourly Rate

<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
09-75	38.59	59.24	79.88	1.16	3.09

**BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT**

Effective: June 28, 2026

Official Hourly Basis

<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>
49	76.18	99.01	121.83	2.29	6.10
50	83.09	102.46	121.83	2.50	6.65
51	98.58	123.22	147.86	2.96	7.89
52	121.77	152.21	182.65	3.66	9.75

**BROADBAND PAY SCHEDULE 11: PATIENT CARE**

Effective: June 28, 2026

Official Hourly Rate

<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
1	41.41	57.23	73.05	1.25	3.32
2	36.52	52.14	67.75	1.10	2.93
3	31.78	46.46	61.13	0.96	2.55
4	28.05	41.26	54.47	0.85	2.25
5	24.44	32.74	41.04	0.74	1.96

NURSE CLINICIAN 2 PAY STRUCTURE AND PROGRESSION							
For Broadband Pay Schedule 11-02							
Effective: June 28, 2026							
		Nurse Clinician 2					
		Nurse Clinician 2-Weekend					
Years Professional Experience*		Pay Rate					
		0	\$43.72				
		3	\$45.97				
		5	\$47.12				
		7	\$48.28				
		9	\$49.45				
		11	\$50.61				
*Placement and progression is based on full years of professional nursing experience as established by the nurse license granting date.							

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES						
Effective: June 28, 2026						
	<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
<b>6</b>		23.66	37.49	0.71	1.90	
<b>7</b>		25.60	40.53	0.77	2.05	
<b>8</b>		27.67	43.84	0.84	2.22	
<b>9</b>		29.91	47.41	0.90	2.40	
<b>10</b>		32.32	51.27	0.97	2.59	
<b>11</b>		34.79	55.45	1.05	2.79	
<b>12</b>		37.43	59.98	1.13	3.00	
<b>13</b>		40.32	64.88	1.21	3.23	

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES							
Effective: June 28, 2026							
Official Hourly Basis							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>	
	80	40.60	75.35	91.33	1.22	3.25	
	60	32.38	52.59	72.79	0.98	2.60	
	63	24.14	44.54	64.93	0.73	1.94	
	64	20.23	35.03	49.82	0.61	1.62	
	65	16.02	27.80	39.57	0.49	1.29	

PROBATION AND PAROLE AGENT PROGRESSION							
For the Listed Classifications in Pay Schedules 12-06 and 12-08							
Effective: June 28, 2026							
	Probation and Parole Agent			Probation and Parole Agent-Senior			
	<u>Years Seniority*</u>	<u>Pay Rate</u>		<u>Pay Rate</u>			
	0	\$23.66		\$27.67			
	1	\$24.37		\$28.51			
	2	\$25.11		\$29.36			
	3	\$25.87		\$30.26			
	5	\$26.66		\$31.17			
	10	\$27.46		\$32.10			
	15	\$28.28		\$33.07			
*Full years of state service based on the employee's adjusted continuous service date.							

BROADBAND PAY SCHEDULE 13: EDUCATION							
Effective: June 28, 2026							
Official Hourly Basis							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>	
	2	33.04	54.48	75.91	1.00	2.65	
	3	28.24	46.59	64.93	0.85	2.26	
	4	21.70	35.76	49.82	0.66	1.74	

BROADBAND PAY SCHEDULE 14: ENGINEERING							
Effective: June 28, 2026							
<u>Official Hourly Basis</u>							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
	13	28.24	52.09	64.93	0.85	2.26	
	14	21.70	38.58	49.82	0.66	1.74	
	15	17.25	30.65	39.57	0.52	1.38	

PAY SCHEDULE 14: ENGINEERING ENTRY PROGRESSION							
Effective: June 28, 2026							
	Specialist		Engineer		Construction Representative Facility Designer		
	6 month progression points:		6 month progression points:		6 month progression points:		
	A	23.97	A	32.77	A	28.85	
	B	25.40	B	33.88	B	30.44	
	C	26.86	C	35.01	C	32.09	
	D	28.30	D	36.16			
	E	29.72	E	37.31			

BROADBAND PAY SCHEDULE 15: SCIENCE							
Effective: June 28, 2026							
<u>Official Hourly Rate</u>							
	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
	2	52.44	62.92	73.40	1.58	4.20	
	3	28.24	46.59	64.93	0.85	2.26	
	4	21.70	35.76	49.82	0.66	1.74	

PAY SCHEDULE 15: SCIENCE ENTRY PROGRESSION							
Effective: June 28, 2026							
Developmental (15-04)				Hydrogeologist (15-04)			
6 month progression points:				6 month progression points:			
A (1 year)	22.72			A (1 year)	25.32		
B	23.88			B	27.37		
C (2 years)	25.07			C (2 years)	29.36		
D	26.24						
E (3 years)	27.42						

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS							
Effective: June 28, 2026							
<u>Official Hourly Rate</u>							
<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>					
20-75	38.59	79.88					

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS							
Effective: June 28, 2026							
<u>Official Hourly Rate</u>							
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>				
21-75	38.59	59.24	79.88				

BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT							
Effective: June 28, 2026							
<u>Official Hourly Basis</u>							
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>		
63	25.62	49.21	64.93	0.77	2.05		
64	22.47	36.15	49.82	0.68	1.80		



GENERAL BROADBAND PAY SCHEDULES							
Effective: June 28, 2026							
<u>Official Hourly Rate</u>							
<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>	
Patient-Related							
<b>50</b>	<b>50-11</b>	44.23	66.32	88.40	1.33	3.54	
	<b>50-20</b>	51.27	76.88	102.48	1.54	4.11	
	<b>50-50</b>	83.09	107.98	132.87	2.50	6.65	
	<b>50-51</b>	99.74	124.68	149.61	3.00	7.98	
	<b>50-52</b>	122.95	153.67	184.39	3.69	9.84	
Information Systems-Related							
<b>70</b>	<b>70-01</b>	46.14	72.84	85.40	1.39	3.70	
	<b>70-02</b>	41.03	65.22	76.60	1.24	3.29	
	<b>70-03</b>	35.90	55.06	67.82	1.08	2.88	
	<b>70-04</b>	30.76	47.72	59.02	0.93	2.47	
	<b>70-05</b>	25.67	40.42	50.25	0.78	2.06	
Professional Legal-Related							
<b>71</b>	<b>71-01</b>	38.59	59.24	79.88	1.16	3.09	
General							
<b>81</b>	<b>81-01</b>	36.50	61.08	85.65	1.10	2.92	
	<b>81-02</b>	33.04	54.48	75.91	1.00	2.65	
	<b>81-03</b>	28.24	46.59	64.93	0.85	2.26	
	<b>81-04</b>	21.70	39.98	49.82	0.66	1.74	
	<b>81-05</b>	17.25	28.41	39.57	0.52	1.38	
Architect/Engineer							
<b>81</b>	<b>81-30</b>	42.88	59.84	67.82	1.29	3.44	
Security							
<b>81</b>	<b>81-33</b>	47.16	54.24	61.32	1.42	3.78	
	<b>81-34</b>	49.30	57.12	64.93	1.48	3.95	

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)							
Effective: June 28, 2026							
Official Hourly Rate				Annual Basis			
	Pay Range	Minimum	Maximum	3% of Minimum		Minimum	Maximum
	90-01	36.50	60.23	1.10		75,920	125,278
	90-02	39.42	65.05	1.19		81,994	135,304
	90-03	42.58	70.26	1.28		88,566	146,141
	90-04	46.00	75.90	1.38		95,680	157,872
	90-05	49.68	81.98	1.50		103,334	170,518
	90-06	53.67	88.56	1.62		111,634	184,205
	90-07	57.96	95.64	1.74		120,557	198,931
	90-08	62.60	103.29	1.88		130,208	214,843
	90-09	67.62	111.58	2.03		140,650	232,086
	90-10	73.03	120.50	2.20		151,902	250,640
Note. In accordance with s. 20.923(15)(b), the pay of employees covered by this ESG structure must be less than the pay of the governor, except for positions approved by the joint committee on employment relations.							
Note. In accordance with s. 230.33(3), Wis. Stats., an employee who has completed an original appointment probationary period in the classified service and is appointed to a position in the unclassified service from the classified service shall be entitled to receive at least the same pay received in the classified position while serving in such unclassified position. See s. 230.33 for complete details.							

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)							
Effective: June 28, 2026							
Official Hourly Rate				Annual Basis			
	Pay Range	Minimum	Maximum	3% of Minimum		Minimum	Maximum
	95-01	53.29	93.36	1.60		110,843	194,189
	95-02	71.03	124.41	2.14		147,742	258,773

<b>POLICE AND WARDEN PROGRESSION</b>							
<b>For Broadband Pay Schedules 05-63 and 36-63</b>							
<b>Conservation Warden, Police Officer</b>				<b>Police Detective, Safety Specialist Warden, Special Investigative Warden</b>			
<b>Effective: June 28, 2026</b>				<b>Effective: June 28, 2026</b>			
<b>Pay Progression Points</b>				<b>Pay Progression Points</b>			
<b>0 yrs</b>	31.08			<b>0 yrs</b>	33.23		
<b>1 yr</b>	32.70			<b>1 yr</b>	34.84		
<b>2 yrs</b>	34.30			<b>2 yrs</b>	36.45		
<b>3 yrs</b>	36.45			<b>3 yrs</b>	38.59		
<b>4 yrs</b>	38.59			<b>4 yrs</b>	40.73		
<b>5 yrs</b>	40.73			<b>5 yrs</b>	42.88		
<b>6 yrs</b>	42.88			<b>6 yrs</b>	45.02		
<b>7 yrs</b>	45.02			<b>7 yrs</b>	47.16		
Placement and progression is based on full years of service in one or more classifications identified on this page, or other law enforcement.							

<b>ATTORNEY STEP RATES</b>							
<b>PAY RANGES 09-75, 20-75, 21-75 AND 71-01</b>							
<b>Effective: June 28, 2026</b>							
		<b>Pay Step</b>		<b>Step Rates</b>			
	<b>Pay Range Minimum</b>			38.59			
		1		41.02			
		2		43.45			
		3		45.88			
		4		48.31			
		5		50.73			
		6		53.16			
		7		55.59			
		8		58.02			
		9		60.45			
		10		62.88			
		11		65.31			
		12		67.74			
		13		70.16			
		14		72.59			
		15		75.02			
		16		77.45			
	<b>Pay Range Maximum</b>	17		79.88			

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**ATTACHMENT C – UPDATED ELECTED OFFICIALS RATES FOR OFFICE****Justices and Judges Annual Rates for Office**

The rate for office becomes the incumbent's rate at the time any judge or justice takes the oath of office in accordance with s. 20.923(3), Wis. Stats., and Article IV, Section 26, of the Wisconsin Constitution.

<b>Position</b>	<b>Incumbent's August 9, 2025 Pay Rate</b>	<b>August 10, 2025 Rate for Office</b>	<b>June 28, 2026 Rate for Office</b>
Circuit Court Judge	\$174,512	\$179,754	\$183,352
Court of Appeals Judge	\$184,983	\$190,540	\$194,354
Supreme Court Justice	\$196,082	\$201,973	\$206,016

**Legislative Member Annual Rate for Office**

<b>Position</b>	<b>Incumbent's August 9, 2025 Pay Rate</b>	<b>August 10, 2025 Rate for Office</b>	<b>June 28, 2026 Rate for Office</b>
Legislative Member	\$60,924	\$62,754	\$64,023

**Constitutional Officer Annual Rates for Office**

<b>Constitutional Office</b>	<b>Executive Salary Group</b>	<b>Incumbent's August 9, 2025 Pay Rate</b>	<b>August 10, 2025 Rate for Office</b>	<b>June 28, 2026 Rate for Office</b>
State Treasurer	1	\$78,583	\$85,904	\$87,631
Secretary of State	1	\$78,583	\$85,904	\$87,631
Lieutenant Governor	4	\$87,423	\$95,576	\$97,490
State Superintendent, Public Instruction	7	\$146,183	\$150,551	\$153,567
Attorney General	10	\$160,680	\$175,698	\$179,213
Governor	10	\$165,568	\$181,064	\$184,684

Note. The next set of elected constitutional officers will take office January 4, 2027, except that the elected State Superintendent will take office July 2, 2029, for a four-year term.

**District Attorney Annual Rates for Office**

The salary for elected district attorneys “shall be established at the rate that is in effect for his or her office on the 2nd Tuesday of July preceding the commencement of his or her term of office” per s. 978.12(1)(a)1, Wis. Statutes. The most recent four-year terms began January 6, 2025.

<b>Prosecutorial Unit Size (as determined under s. 978.12(1)(a)1., Wis. Stats.)</b>	<b>Incumbent's August 9, 2025 Pay Rate</b>	<b>August 10, 2025 Rate for Office</b>	<b>June 28, 2026 Rate for Office</b>
More than 750,000	\$145,288	\$149,656	\$152,652
More than 250,000 but not more than 750,000	\$162,469	\$167,357	\$170,706
More than 100,000 but not more than 250,000	\$162,469	\$167,357	\$170,706
More than 75,000 but not more than 100,000	\$162,469	\$167,357	\$170,706
More than 50,000 but not more than 75,000	\$149,116	\$153,608	\$156,687
More than 35,000 but not more than 50,000	\$149,116	\$153,608	\$156,687
More than 20,000 but not more than 35,000	\$149,116	\$153,608	\$156,687
Not more than 20,000	\$149,116	\$153,608	\$156,687