

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: December 12, 2025

Locator No: DPM-0652-CC/PP

Subject: Processing Fiscal Biennium 2025-2027 Compensation Plan New and Modified Pay Provisions

This information will assist appointing authorities to determine and process the new and modified fiscal biennium 2025-2027 pay provisions provided in Sections A, B, C, D, E, G, I, L, and Z of the 2025-2027 Compensation Plan. All provisions covered in this bulletin represent changes from the 2023-2025 Compensation Plan. The Compensation Plan is effective December 14, 2025, 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 2025-2027 Compensation Plan.

Note. General Wage Adjustments for non-represented employees for the 2025-2027 biennium, along with pay ranges revised for the GWAs, were implemented in bulletin [DPM-0646-CC/PP](#), published August 7, 2025.

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SECTION 1: COVERAGE UNDER THIS BULLETIN

Covered Classified Employees. All permanent, project, and limited-term employees are covered by this bulletin, except represented employees of the public safety bargaining unit (i.e., State Patrol Troopers and Inspectors).

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 2025-2027 Compensation Plan.

SECTION 2: INCREASES LIMITED BY PAY RANGE MAXIMUM

All pay increases described in this bulletin are limited by the pay range maximum. If a new or modified pay range takes effect on the same date as a market or parity adjustment, the applicable pay range maximum is the new or modified pay range maximum taking effect. There will be no lump sum payment for the amount limited by the pay range maximum.

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. Employees with unsatisfactory performance are ineligible for any market and parity adjustments provided in Section L of the Compensation Plan, unless otherwise specifically noted. For placement and progression on pay progression structures, 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

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 market and parity 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.

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.

The only pay adjustments permitted for covered unclassified employees are those authorized in the Compensation Plan.

SECTION 5: ANNUAL PAY PROGRESSION ADJUSTMENTS

Comp Plan Reference: Section A, 2.03(2)(h) Entry level IS Pay Progression

The provision for annual pay progression for information systems entry-level classifications is set to expire effective June 28, 2026. At that time this provision will be replaced by a general pay progression system for all levels of non-supervisory/management information technology classifications.

SECTION 6: MARKET PLACEMENT ADDITIONS & ADJUSTMENTS

Comp Plan Reference: Section A, 2.11 – Social Worker Pay Progression Structure

Effective December 14, 2025, permanent and project employees in pay status in the following classifications will have their pay increased to the amount designated in the Pay Schedule 12 Social Worker pay progression structure found in Section Z. Placement will be based on full years of professional social work experience as established by the initial Social Work license granting date by the Department of Safety & Professional Services. Time “in training” for initial licensure does not count as social work experience. Employees whose current pay rate is equal to or greater than the designated amount will keep their current pay rate.

Social Worker
Social Worker-Senior
Social Worker-Advanced
Social Worker-Clinical

The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this market placement.

Pay Progression criteria for these Social Worker classifications can be found in Section A, 2.12.

An employee with unsatisfactory performance is eligible for initial placement on the structure, but is ineligible for pay progression until the first day of the pay period following the employee’s receipt of a written satisfactory performance evaluation.

Comp Plan Reference: Section A, 2.13 – Treatment Specialist 1 and 2 Pay Progression Structure

Effective December 14, 2025, permanent and project employees in pay status in the following classifications will have their pay increased to the amount designated in the Pay Schedule 12 Treatment Specialist pay progression structure found in Section Z. Placement will be based on full years of state continuous service. Employees whose current pay rate is equal to or greater than the designated amount will keep their current pay rate.

Treatment Specialist 1
Treatment Specialist 2

The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this market placement.

Pay Progression criteria for the Treatment Specialist 1 and 2 classifications can be found in Section A, 2.14.

An employee with unsatisfactory performance is eligible for initial placement on the structure, but is ineligible for pay progression until the first day of the pay period following the employee’s receipt of a written satisfactory performance evaluation.

Comp Plan Reference: Section A, 2.15 – Initial Assessment Specialist Pay Progression Structure

Effective December 14, 2025, permanent and project employees in pay status in the following classifications will have their pay increased to the amount designated in the Pay Schedule 12 Initial Assessment Specialist pay progression structure found in Section Z. Placement will be based on full years

of state continuous service. Employees whose current pay rate is equal to or greater than the designated amount will keep their current pay rate.

Initial Assessment Specialist-Senior
Initial Assessment Specialist-Advanced

The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this market placement.

Pay Progression criteria for the Initial Assessment Specialist classifications can be found in Section A, 2.16.

An employee with unsatisfactory performance is eligible for initial placement on the structure, but is ineligible for pay progression until the first day of the pay period following the employee's receipt of a written satisfactory performance evaluation.

Comp Plan Reference: Section A, 2.18 – Revenue Auditor and Tax Resolution Officer Pay Progression

The following modifications have been made to this pay progression system:

The listing of eligible classification titles has been updated.

Effective December 14, 2025, the following additions are implemented for pay progression:

(a) A \$1.00 per hour progression adjustment at 5 years of state service is added for all eligible classifications.

(b) A \$2.00 per hour progression adjustment at 25 years of state service is added for Revenue Auditor 5, Revenue Auditor 6, Tax Resolution Officer 5, and supervisors/managers approved by the DPM Administrator in relation to these classifications.

Note. These progression adjustments are provided prospectively only upon attainment of the specified years of service. Employees who have already attained the specified years of service before the effective date are not eligible for these adjustments.

Comp Plan Reference: Section A, 2.19 – Information Technology Pay Progression

This provision is effective **June 28, 2026**. The first progression adjustments under this provision will be for employees with an adjusted continuous service anniversary date on June 28 and reaching one of the years of service levels on June 28, 2026.

All permanent and project employees, except those with unsatisfactory performance, in classifications assigned to one of the following pay ranges will be eligible for a base-building progression adjustment, except as provided in Section A, 2.19.

Eligible Pay Ranges

(a) 07-32, 07-33, 07-34, 07-35 (until June 13, 2027)

(b) All pay ranges in Pay Schedule 76

Employees in Information Technology classifications with a Confidential designation in the classification title will also be eligible under this provision.

Pay Progression criteria for the Information Technology eligible pay ranges can be found in Section A, 2.19. An employee who is ineligible for a progression adjustment due to unsatisfactory performance will receive the adjustment effective the first day of the pay period following the employee's receipt of the written satisfactory performance evaluation.

Comp Plan Reference: Section A, 2.20 Probation and Parole Agent Market Placement

Effective December 14, 2025, all permanent and project employees in pay status in the classifications listed below (without regard to performance status) will have their base pay rate increased to the amount designated in the Pay Schedule 12 Probation and Parole Agent progression schedule found in Section Z. Employees will be placed based on full years of state service based on their adjusted continuous service date. Employees whose current pay rate is equal to or greater than the designated rate will keep their current pay rate.

Eligible Classifications

Probation and Parole Agent

Probation and Parole Agent-Senior

Comp Plan Reference: Section A, 2.21 Probation and Parole Agent Pay Progression

The pay progression administrative language is modified to add pay progression points at 20 and 25 years of service. (These points are added to the structure in Section Z and are included for the market placement on this structure.)

SECTION 7: OVERTIME AND SUPPLEMENTAL PAY

Comp Plan Reference: Section A, 4.03 (2)(a) Compensatory Time Payout Modifications

Effective January 1, 2026, compensatory time may not be cashed out except where required by federal law. This includes elimination of the previous Compensation Plan requirement under Section A, 4.03(3) to cash out each November any compensatory time not used by October 31.

Comp Plan Reference: Section A, 4.08 Standby Pay Adjustment

Effective December 14, 2025, the hourly rate for Standby Pay is increased from \$2.25 to \$3.00.

Comp Plan Reference: Section A, 4.08 (7) Medical Officer of the Day Pay

Effective December 14, 2025, the following changes underlined and in bold font are implemented:

Physicians, **Physician Assistants, Advanced Practice Nurse-Prescribers**, or Psychiatrists assigned as Medical Officer of the Day are responsible for all aspects of the institution's medical program on weekends and from 4:30 p.m. to 7:45 a.m. on weekdays.

Comp Plan Reference: Section A, 4.15 Certified Public Accountant (CPA) License Add-on

Effective December 14, 2025, the previous separate CPA Pre-Certification and Post-Certification add-ons of \$0.50 per hour each are abolished and replaced with a single CPA Licensure Add-On (Post-Certification). Upon obtaining a CPA license, **an add-on amount of \$1.00 per hour** may be paid to supplement the base pay of an eligible employee.

As before, if an employee receiving an add-on ceases to hold a current license as the result of expiration or revocation of such license, the add-on will cease effective at the beginning of the first pay period following the expiration or revocation date.

Comp Plan Reference: Section A, 4.20 Supplemental Pay for Specific Law Enforcement Assignments

Effective December 14, 2025, the following changes underlined and in bold font are implemented:

Employees at the Department of Natural Resources who are in positions allocated to the classifications of Conservation Warden, Administrative Warden, and NR Law Enforcement Supervisor and Department of Administration employees in the classifications of Police Officer, Police Detective, Police Sergeant, and Police Lieutenant, and Department of Transportation employees in the classifications of State Patrol Sergeant, State Patrol Sergeant-DPU, and State Patrol Lieutenant, and **Department of Justice employees in the classifications of Special Agent, Special Agent – Senior, and Special Agent In-Charge** may be provided a \$1.50 per hour add-on.

Comp Plan Reference: Section A, 4.23 Flight Pay

Effective December 14, 2025, the following changes are made to eligibility for flight pay:

- (a) Payment of the \$5.00 per hour for Flight Pay will now be at the discretion of the appointing authority, rather than required for eligible employees.
- (b) Before awarding flight pay, each agency must submit a policy on its use to the Division of Personnel Management for approval.
- (c) Eligibility no longer excludes those whose classification and job specification already include piloting an aircraft as a regularly assigned duty of the job.
- (d) The Aircraft Pilot classification is no longer excluded from eligibility.

Comp Plan Reference: Section A, 4.27 AODA/SUD Treatment Programs Add-on

Effective December 14, 2025, the following changes underlined and in bold font are implemented:

Department of Corrections, Department of Veterans Affairs, and Department of Health Services employees who are classified as Social Services Supervisor, Social Worker – Corrections, Social Worker – Corrections - Senior, Social Worker-Clinical, Social Worker – Senior, Social Worker-Advanced, Treatment Specialist 1 or 2, **Corrections Program Supervisor, or Human Services Program Coordinator** and who hold positions identified as those assigned to AODA/SUD (Alcohol and Other Drug Abuse / Substance Use Disorder) treatment programs with the majority of each employee’s duties being social work related may be provided an add-on corresponding to their AODA/SUD certification:

Substance Abuse Counselor – in – Training (SACIT)	\$1.00 / hour
Substance Abuse Counselor (SAC)	\$1.50 / hour
Clinical Substance Abuse Counselor (CSAC)	\$2.00 / hour
<u>Clinical Supervisor in Training (CSIT)</u>	<u>\$3.00 / hour</u>
<u>Intermediate Clinical Supervisor (ICS)</u>	<u>\$3.50 / hour</u>
<u>Independent Clinical Supervisor (ICS)</u>	<u>\$4.00 / hour</u>

Comp Plan Reference: Section A, 4.47 Supplemental Pay for DOJ Special Agents

Effective December 14, 2025, any permanent or project employee in one of the following classifications working for the Department of Justice is eligible. The separate add-on of \$2.25 for Special Agent In-charge remains in effect.

67561 Special Agent
67562 Special Agent Senior
67580 Special Agent In-Charge

The add-on will be \$7.00 per hour for all hours in pay status.

Comp Plan Reference: Section A, 4.48 Supplemental Pay for Security Employees at Waupun Correctional Institution

Effective December 14, 2025, any permanent or project employee in one of the following classifications working at Waupun Correctional Institution is eligible.

66500 Correctional Officer
66503 Correctional Sergeant

The add-on will be \$5.00 per hour for hours worked only. The add-on automatically expires and is discontinued if Waupun Correctional Institution is no longer a Maximum Security facility.

Comp Plan Reference: Section A, 4.49 Supplemental Pay for Nurse Clinician 2 Weekend Hours at DHS and DVA

Effective December 14, 2025, eligible employees working in an eligible institution in the Department of Health Services (DHS) or Department of Veterans Affairs (DVA) will receive an add-on of \$3.00 per hour, for worked hours on Saturday and Sunday only.

Eligible Employees of DHS or DVA:

38302 Nurse Clinician 2

Eligible Institution:

Any 24/7 care institution in DHS or DVA that has a Nurse Clinician 2 budgeted position vacancy rate of 25% or more as determined by the Division of Personnel Management. The add-on will continue in effect at an institution until the budgeted position vacancy rate remains below 25% for six consecutive months.

This provision replaces the previous pilot add-on which is discontinued.

Also eligible are other registered nurses in non-supervisory and non-management classifications who volunteer or are directed to work shifts normally assigned to Nurse Clinician 2 employees. Employees in the classification of Nurse Clinician 2-Weekend are not eligible.

Comp Plan Reference: Section A, 4.50 DVA Nursing Home Administrator Add-on

Effective December 14, 2025, employees in Department of Veterans Affairs positions allocated to the following classifications that require possession of the Nursing Home Administrator license shall be provided a \$5.00 add-on for all hours in pay status.

Eligible Employees of DVA:

07180 Administrative Manager
49540 Veterans Home Administrator
49590 Veterans Home Assistant Administrator

Comp Plan Reference: Section A, 5.05 Sign-on Bonus

The maximum amount for a sign-on bonus is increased from \$2,000 to \$3,000. Administrative language is modified to refer to payments following a “pay period” instead of with a “paycheck” for consistency of payments across employees paid weekly versus employees paid biweekly.

SECTION 8: BEGINNING BASE PAY RATES FOR LIMITED TERM APPOINTMENTS

Comp Plan Reference: Section D, 2.01 (2)b 2.f Limited Term Appointments in the Classified Service Addition

Effective December 14, 2025, the following provision is added to pay on appointment for LTEs:

The LTE position is allocated to a classification with a pay progression structure in Section Z. The LTE may be appointed at a pay rate up to the pay point designated for zero years of experience or licensure.

SECTION 9: BASE PAY ADJUSTMENTS FOR LTES

Comp Plan Reference: Section D, 3.01 (3) If Paid Below the Maximum Rate for an LTE Class Title Addition

Effective December 14, 2025, An LTE in a classification with a pay progression structure in Section Z may have their base pay rate adjusted up to the pay point designated for zero years of experience or licensure.

SECTION 10: PAY ADMINISTRATION FOR TRANSACTIONS TO NON-BROADBAND PAY RANGES

Comp Plan Reference: Section E, 5.00 Pay Administration for Transactions to Non-Broadband Pay Ranges from Classifications with Pay Progression Structures or From Pay Ranges 81-33 and 81-34

The former Section E, 5.00, is replaced and re-titled with the following new provisions:

On any transaction **from:**

- a classification assigned to a pay progression structure in schedules 05, 06, 11, 12, and 36 in Section Z having specified pay rates based on either years of state service or years of occupational licensure; or
- a classification assigned to 81-33 and 81-34,

into a classification assigned to a non-broadband pay range other than craftworker, pay must be set in accordance with one of the following:

- (1) A rate from the minimum of the pay range to a rate calculated as an original appointment plus any intervening adjustments under this current Compensation Plan applied to the new classification; or,
- (2) A rate set in accordance with a pay progression structure provided in Section Z in this Compensation Plan; or, E-10
- (3) A rate set as if the employee were being reinstated under the Pay on Reinstatement provisions at ER 29.03(6) of the Administrative Code, except that the “last rate received” must be for a previous classification not in a pay progression structure.

For all transactions, the new base pay rate may not exceed the pay range maximum.

SECTION 11: PROTECTIVE SHOES

Comp Plan Reference: Section G, 4.02 Protective Shoes

If the employer requires the purchase of safety shoes necessary in the performance of assigned duties, the employer shall pay an allowance of **\$80.00** per year as an expense check payable the first pay period of January or July of each calendar year.

SECTION 12: TRANSACTION PAY ADJUSTMENTS

Comp Plan Reference: Section I, 4.18 Social Worker Pay on Appointment

Effective December 14, 2025, the following pay on appointment provisions are created in conjunction with the new Social Worker pay progression structure.

(1) Except for Pay on Restoration and Pay on Reinstatement, these provisions supersede the other pay provisions in this Section (Section I) for the following classifications:

- Social Worker
- Social Worker-Senior
- Social Worker-Advanced
- Social Worker-Clinical

Except as otherwise provided below, for personnel transactions between or into these classifications, pay will be set at the amount designated in the applicable Pay Schedule 12 Pay Progression structure found in Section Z based on full years of licensed social worker experience as established by the initial license granting date at any level of licensure. In-training status does not count as licensed experience. Employees that have not yet attained Social Worker licensure, or have not provided documentation of licensure to the employing agency, will be placed at the pay point for zero years of licensure.

(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 may keep their current pay rate only with the approval of DPM.

(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 licensed experience.

(4) Notwithstanding (2) and (3), above, new hires or current employees with more than 11 years of licensed 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.

Comp Plan Reference: Section I, 4.19 Pay Administration for Certain Pay Schedule 12 Non-Licensed Classifications

Effective December 14, 2025, the following pay on appointment provisions are created in conjunction with newly created pay progression structures.

(1) Except for Pay on Restoration and Pay on Reinstatement, these provisions supersede the other pay provisions in this Section (Section I) for the following classifications:

Initial Assessment Specialist-Senior
Initial Assessment Specialist-Advanced
Treatment Specialist 1
Treatment Specialist 2

(2) For all transfers between positions within the same classification, an employee shall maintain their current rate of pay.

(3) For all upward movements within each classification series, employees will receive the greater of their current pay rate or the rate on the progression schedule corresponding to their years of state service.

(4) For all downward movements within each classification series, employees will receive the pay rate on the progression schedule corresponding to their years of state service.

(5) An employee with prior state continuous service entering a position in one of the above-listed classifications from outside state service, from a state position not in one of the above-listed classifications, or moving into a different classification series, shall receive either: The pay rate on the applicable Pay Schedule 12 pay progression structure in Section Z that corresponds to the employee's full years of state service based on the adjusted continuous service date.

If an employee has more than 11 years of state service, the employee may have their pay set at a rate equitable with other employees in the classification state-wide with similar years of state service, with approval of DPM.

(6) New hires into one of the listed classifications without state continuous service credit shall be paid at the rate for zero years of service.

Comp Plan Reference: Section I, 4.20 Pay Administration for Transactions to Broadband Pay Ranges from Classifications with Pay Progression Structures or From Pay Ranges 81-33 and 81-34

The former Section I, 4.18, is replaced and re-titled with the following new provisions:

On any transaction **from:**

- a classification assigned to a pay progression structure in schedules 05, 06, 11, 12, and 36 in Section Z having specified pay rates based on either years of state service or years of occupational licensure; or,
- a classification assigned to 81-33 or 81-34,

into a classification assigned to a broadband pay range, pay must be set in accordance with one of the following:

(1) A rate from the minimum of the pay range to a rate calculated as an original appointment under Section I, 4.04; or,

(2) A rate set in accordance with a pay progression structure provided in this Compensation Plan (the Attorney Step Rates provided in Section Z are NOT a pay progression structure for this provision); or,

(3) A rate set as if the employee were being reinstated under the Pay on Reinstatement provisions at ER 29.03(6) of the Administrative Code, except that the “last rate received” must be for a previous classification not in a pay progression structure.

For all transactions, the new base pay rate may not exceed the pay range maximum.

SECTION 13: MARKET AND/OR PARITY ADJUSTMENTS

Comp Plan Reference: Section L, 2.01 Eligibility

At 2.01(1), revisions are made to disqualify employees with unsatisfactory performance from any market or parity adjustment in Section L of the Compensation Plan, unless otherwise noted.

At 2.01(2), language is added to clarify that if a new or modified pay range take effect on the same date as a market or parity adjustment, the applicable pay range maximum is the new or modified pay range maximum taking effect.

The following parity provisions are created for market adjustments or progression structure placements effective December 14, 2025:

The Department of Corrections may request and DPM may approved parity for the modified pay progression structure for the Probation and Parole Agent classifications 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

The Departments of Children & Family Services, Corrections, Health Services, Public Instruction, and Veterans Affairs may request and DPM may approve parity for the Social Worker series market placement under Section A-2.11. Any such parity may only be provided to employees in the following classifications:

- Social Services Supervisor
- Institution Social Services Director
- Corrections Program Supervisor

The Departments of Corrections, Health Services, and Military Affairs may request and DPM may approve parity for the Treatment Specialist series market placement under Section A-2.13. Any such parity may only be provided to employees in the following classifications:

- Treatment Coordinator
- Clinical Coordinator
- Corrections Program Supervisor
- Military Affairs Program Supervisor

The Department of Children & Families may request and DPM may approve parity for the Initial Assessment Specialist series market placement under Section A-2.15. Any such parity may only be provided to employees in the following classification:

- Initial Assessment Supervisor

Comp Plan Reference: Section L, 2.02 Funded Market and/or Parity Adjustments

Effective December 14, 2025, each employee in pay status in positions allocated to the classifications listed below will receive the base pay increase indicated for the employee's classification, limited by the pay range maximum.

Code	Classification	Amount
84401	Cook 1	\$0.75
84402	Cook 2	\$0.75
92204	Correctional Enterprises Spec-Adv	\$2.00
92202	Correctional Enterprises Spec-Dev	\$2.00
92201	Correctional Enterprises Spec-Entry	\$2.00
92203	Correctional Enterprises Spec-Sen	\$2.00
92220	Correctional Enterprises Supervisor	\$3.00
84202	Corrections Food Service Leader 2	\$0.75
84203	Corrections Food Service Leader 3	\$0.75
84204	Corrections Food Service Leader 4	\$0.75
89161	Custodian	\$0.75
89162	Custodian Lead	\$0.75
39200	Dental Assistant	\$1.00
55231	Fisheries Biologist	\$2.00
55233	Fisheries Biologist-Adv	\$2.00
55232	Fisheries Biologist-Senior	\$2.00
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
84120	Food Service Supervisor	\$0.75
35500	Hemodialysis Technician	\$1.00
20501	Inventory Control Coordinator	\$1.00
20502	Inventory Control Coordinator-Adv	\$2.00
20520	Inventory Control Supervisor	\$2.00
51970	Medigap Insurance Specialist	\$2.00
51410	Parole Commission Member	\$1.00

46661	Public Util Rate Analyst	\$2.00
46663	Public Util Rate Analyst-Principal	\$2.00
46662	Public Util Rate Analyst-Senior	\$2.00
74861	Railroad Safety Analyst	\$2.00
74863	Railroad Safety Analyst-Principal	\$2.00
74862	Railroad Safety Analyst-Senior	\$2.00
58200	Teacher	\$1.00
58220	Teacher Supervisor	\$1.00
50701	Veterans Benefit Specialist 1	\$2.00
50702	Veterans Benefit Specialist 2	\$2.00
50771	Veterans Claims Officer 1	\$3.00
50772	Veterans Claims Officer 2	\$3.00
50720	Veterans Program Supervisor	\$3.00
33262	Veterinarian Specialist-Adv	\$3.00
33261	Veterinarian Specialist-Senior	\$3.00
33201	Veterinarian-Obj	\$3.00
33202	Veterinarian-Senior	\$3.00

Comp Plan Reference: Section L, 2.03 Agency Funded Manager Pay Compression Equity Adjustment

Effective Date. The adjustments will be effective December 14, 2025.

Eligible. Except as noted all managers in a classified service position at a management level of deputy or assistant bureau director or higher.

Ineligible.

- Persons in unclassified service positions
- Persons in elected office positions
- Persons in fixed-term positions
- Persons who have been appointed to serve “at-will” of the appointing authority
- Persons in a Surplus position
- Persons whose supervisory level is section level manager or lower.
- Persons who are not in a position designated as Career Executive positions.

Subject to 1 through 5 below, various agencies will generate funding for each eligible manager. An agency single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those managers generating the funds.

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. Agencies will prioritize alleviating pay compression rather than providing the same amount to each eligible employee in the agency.
4. Any funds that are not distributed on the effective date will remain unspent.
5. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

Each eligible manager will generate two within-range pay steps (2 WRPS) according to their job classification.

No increase awarded to a manager under this provision may exceed four within-range pay steps (4 WRPS).

Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agencies will be required to provide the necessary funding.

Parity. There will be no eligible classification for parity for this provision.

Comp Plan Reference: Section L, 2.04 DHS and DOC Security Supervisor Market Structure

Effective Date. The market adjustments will be effective December 14, 2025.

Eligible Classifications. Each employee in a position allocated to one of the classifications listed below are eligible.

Code	Classification	Pay Schedule/Pay Range
66180	Psychiatric Care Supervisor	81-33
66581	Supervising Officer 1	81-33
53881	Supervising Youth Counselor 1	81-33
66360	Supervising Officer-DHS	81-34
66582	Supervising Officer 2	81-34
53880	Supervising Youth Counselor 2	81-34

Amount. Each eligible employee in pay status will be raised to the corresponding pay point based on the year of continuous service, as follows:

Adjusted Continuous Service	Pay Point 81-33	Pay Point 81-34
2015 or less	\$47.45	\$51.32
2005-2014	\$48.70	\$52.58
2004 or earlier	\$50.35	\$54.22

Parity. Agencies may request parity for individuals in classifications assigned to Institution Unit Supervisor, Correction Center Superintendent, Correction Security Director, and DHS Security Director in accordance with the parity criteria in 2.01(4), above.

Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agencies will be required to provide the necessary funding.

Comp Plan Reference: Section L, 2.05 Treatment Provider Market Equity Adjustment

Effective Date. The adjustments will be effective December 14, 2025.

Amount.

Subject to 1 through 4 below, the Department of Corrections, Department of Health Services, and Department of Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

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 through 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.

Effective December 14, 2025, each employee in a position allocated to one of the classifications listed below will generate \$10.00 per hour for distribution.

Code	Classification
38470	Advanced Practice Nurse-Prescriber
32300	Dentist
31210	Physician
38000	Physician Assistant
31310	Psychiatrist

Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agencies will be required to provide the necessary funding.

Parity. The agencies may request parity for individuals in the classifications of Dentist Supervisor, Dentist Management, Physician Supervisor, Physician Management, Psychiatrist Supervisor, Psychiatrist Management who supervise the above classification and are required to perform similar work.

Comp Plan Reference: Section L, 2.06 Pharmacist and Pharmacist Tech Market Equity Adjustment

Effective Date. The adjustments will be effective December 14, 2025.

Amount.

Subject to 1 through 4 below, the Department of Corrections, Department of Health Services, and Department of Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

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 through 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.

Effective December 14, 2025, each employee in a position allocated to one of the classifications listed below will generate \$5.00 per hour for distribution.

Code	Classification
36550	Pharmacist
36540	Pharmacist Supervisor

Effective December 14, 2025, each employee in a position allocated to one of the classifications listed below will generate \$3.00 per hour for distribution.

Code	Classification
36402	Pharmacy Technician-Obj
36420	Pharmacy Technician Supervisor

Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agencies will be required to provide the necessary funding.

Parity. There will be no eligible classification for parity for this provision.

SECTION 14: IMPLEMENTATION OF FY 2026 AND FY 2027 PAY SCHEDULE MODIFICATIONS

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.

Fiscal Year 2025-26 and 2026-27 pay schedules that reflected only FY26 and FY27 General Wage Adjustments to the previous pay ranges were implemented in bulletin DPM-0646-CC/PP, published August 7, 2025.

Listed below are pay schedule creations, removals, and modifications for FY26 and FY27 approved by JCOER and effective December 14, 2025. All pay schedules created or modified for FY26 are increased on June 28, 2026, by the General Wage Adjustment effective on that date.

- Broadband Pay Schedule 05: Security & Public Safety – creation of new Pay Range 05-65
- Broadband Pay Schedule 06: Technical - creation of new Pay Range 06-65
- Removal of Pay Schedule 07: Excise Tax Agent Pay Progression
- Broadband Pay Schedule 10: Patient Treatment - modify Pay Range 10-50
- Broadband Pay Schedule 11: Patient Care - creation of Pay Range 11-11
- Creation of Social Worker Pay Progression in broadband pay schedule 12
- Creation of Treatment Specialist Pay Progression in broadband pay schedule 12
- Creation of Initial Assessment Specialist Pay Progression in broadband pay schedule 12
- Modification of Probation and Parole Agent Progression in broadband pay schedule 12 including addition of pay points at 20 and 25 years of state service
- General Broadband Pay Schedules – modify Pay Ranges 50-50 and 81-04
- Creation of Broadband Pay Schedule 76: Information Technology Staff

SECTION 15: MISCELLANEOUS SMALL PROVISIONS

A. Section A, 2.03, Eligible Classifications for Progression Adjustments. Section A, 2.03 has two eligible classification title updates: Employee Benefit Plan Program Specialist-Entry replaces Employee Benefit Plan Policy Advisor-Entry, and Public Utility Financial Analyst is added at A-2.03(2)(f).

B. Excise Tax Agents Progression Deleted. Sections A and Z of the Comp Plan have been updated to remove pay progression for the Excise Tax Agent classification series. No current staff will be affected by this change.

C. Pay Range 05-31 and 05-32 Pay Progression Schedules. The pay progression schedules for pay ranges 05-31 and 05-32 have been moved from Section A to the Section Z of the Compensation Plan to be with all the other pay schedules and progression structures. The Section A pay administration language has been updated to list the eligible classification titles.

D. Ineligibility Due to Unsatisfactory Performance. In several places throughout the Compensation Plan, previous language disqualifying an employee who received an unsatisfactory performance evaluation within twelve (12) months prior to the granting date has been updated to “an employee whose most recent performance evaluation was unsatisfactory.”

E. DOC Maximum and Medium Security Add-ons. This note is added at Section A, 4.44(3): “Note: If the formal security designation of an institution changes or a new institution is created, the add-on amount will be adjusted or set accordingly.”

F. 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. After the listing, a new provision adds the duties of “Safety & Support Aid” to Timers/Scorers for hourly payment at each DPI school.

G. District Attorney Rate for Office. The Rates for Office for a District Attorney in a prosecutorial unit population of more than 750,000 are increased beyond the rates approved with the FY26 and FY27 General Wage Adjustments. These changes will not affect an incumbent until January 2029 following the next election for District Attorneys.

H. Pay on Appointment for Unclassified non-ESG Supervisory/Management Attorneys. Language is added at Section C, 4.00 and Section I, 4.04(1)(g) and (2) to clarify that pay on appointment for these positions is set in accordance with the “NTE” pay range amount specified under Section B, 3.03(3) and not under broadband pay administration in Section I of the Compensation Plan.

I. Pay Administration for the Probation and Parole Agent Classifications. The provision at Section E, 4.00(11)(d)b., is modified to the number from more than 15 to more than 25 years of service for eligibility to be paid above the probation and parole agent pay structure rates.

J. Nurse Clinician 2 Pay on Appointment. The provision at Section I, 4.16(3) has been modified that employees transferring or promoting into a Nurse Clinician 2 classification and whose current pay rate is equal to or greater than the designated amount may keep their current pay rate only with the approval of DPM.

K. Licensed Practical Nurse Pay on Appointment. The provision at Section I, 4.17(3) has been modified that employees transferring or promoting into a Licensed Practical Nurse classification and whose current pay rate is equal to or greater than the designated amount may keep their current pay rate only with the approval of DPM.


SECTION 16: REFERRAL OF 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 regarding the **pay provisions** contained in this bulletin should be directed to the Bureau of Classification and Compensation at DOADPMCompEmploymentRelGenl@wisconsin.gov.

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

Signed by:


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Donna Bente, Administrator
Division of Personnel Management