

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: February 6, 2026

Locator No: DPM-0659-CC/PP

Subject: Information Necessary to Process Fiscal Biennium 2025-2027 Wage Adjustments, and Revised Standby Pay, Meal and Lodging Reimbursements and Foot Protection Allowances for Employees in the Public Safety Bargaining Unit (Unit 63).

This information is provided to assist appointing authorities in determining FY 2025-2027 base pay adjustments, lump sum payments, and standby pay for employees in the public safety bargaining unit (DP code 63). These adjustments are made in accordance with the provisions in the Collective Bargaining Agreement (Agreement) between the State and the Wisconsin Law Enforcement Association (WLEA) for the 2025-2027 fiscal biennium. This bulletin also contains information on meal reimbursement rate increases, lodging rate increases, and potential pay parity for nonrepresented state patrol.

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

Multiple pay adjustments that have the same effective date will be processed in accordance with s. ER 29.04, Wis. Adm. Code, except as modified here for adjustments effective February 8, 2026, and June 28, 2026.

Use the current pay range from the 2023-25 Agreement for personnel transactions number 1 through number 6, below, that are effective February 8, 2026.

The new Pay Schedule 63-40 pay ranges and progression pay points effective February 8, 2026, and June 28, 2026, are provided in the Attachment to this bulletin.

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

SECTION II. FISCAL YEAR 2025-26 GENERAL WAGE ADJUSTMENT

A. Effective Date. The General Wage Adjustment (GWA) is effective February 8, 2026.

B. Eligibility.

Eligible. All employees in pay status in a bargaining unit position on February 8, 2026, with satisfactory performance are eligible for the GWA.

Ineligible.

1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
2. Any former employee who separated from state service prior to February 8, 2026.
3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to February 8, 2026.

C. Amount. Each eligible employee will receive a GWA equal to 3.0% of their current base pay rate.

D. Lump Sum for the Delay in Implementation. Employees eligible for this GWA will also receive a lump sum payment calculated as the amount of the pay increase received multiplied by the number of hours in pay status in a bargaining unit position from June 29, 2025, through February 7, 2026, and shall include adjustment for premium pay paid. For the purpose of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing June 29, 2025, through February 7, 2026.

E. Employees Not in Pay Status. Employees on an approved unpaid leave of absence on February 8, 2026, will receive the GWA and associated lump sum payment upon their return to pay status during the life (including extension) of the Agreement.

SECTION III. IMPLEMENTATION OF FY 2025-26 PAY PROGRESSION STRUCTURE

Effective February 8, 2026, immediately following the GWA, the FY 2025-26 Pay Progression Structure, shown in the Attachment, is fully implemented, and any employee in pay status paid below the minimum of the pay range is raised to the pay range minimum of \$35.39, even if the employee was disqualified from the GWA due to unsatisfactory performance. There is no lump sum payment associated with this increase to the pay range minimum.

SECTION IV. CONTINUATION OF PAY PROGRESSION

Pay Progression adjustments during the life (including extension) of the Agreement will continue to be administered for bargaining unit employees in accordance with Appendix C of the 2025-27 Agreement. The terms for pay progression are unchanged from the previous Agreement.

SECTION V. FISCAL YEAR 2026-27 GENERAL WAGE ADJUSTMENT

A. Effective Date. The General Wage Adjustment (GWA) is effective June 28, 2026.

B. Eligibility.

Eligible. All employees in pay status in a bargaining unit position on June 28, 2026, with satisfactory performance are eligible for the GWA.

Ineligible.

1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
2. Any former employee who separated from state service prior to June 28, 2026.
3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to June 28, 2026.

C. Amount. Each eligible employee will receive a GWA equal to 2.5% of their current base pay rate.

D. Employees Not in Pay Status. Employees on an approved unpaid leave of absence on June 28, 2026, will receive the GWA upon their return to pay status during the life (including extension) of the Agreement.

SECTION VI. IMPLEMENTATION OF FY 2026-27 PAY PROGRESSION STRUCTURE

Effective June 28, 2026, immediately following the GWA, the FY 2026-27 Progression Structure, shown in the Attachment, is fully implemented, and any employee in pay status paid below the minimum of the pay range is raised to the pay range minimum of \$36.28, even if the employee was disqualified from the GWA due to unsatisfactory performance.

SECTION VII. DETERMINING HOURS IN PAY STATUS

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

SECTION VIII. NONREPRESENTED PARITY

In accordance with Section L-2.01(5) of the 2025-2027 State Compensation Plan, DPM may approve parity, with the amounts to be determined separately, for employees in the following nonrepresented classifications:

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

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

SECTION IX. INCREASE TO STANDBY PAY

Effective with the 2025-27 WLEA Agreement, per 12/18/1 of the Agreement, the standby pay for each eight-hour period, or portion thereof, is increased from \$18.00 to \$24.00.

SECTION X. INCREASE TO FOOT PROTECTION ALLOWANCE

Effective with the 2025-27 WLEA Agreement, per 9/9/1 of the Agreement, the annual allowance for employees required to purchase safety shoes necessary in the performance of assigned duties is increased from \$60.00 to \$80.00.

SECTION XI. INCREASE TO MEAL REIMBURSEMENT RATES

Effective xxx, per 12/16/7 of the Agreement, the in-state and out-of-state meal rates are increased to the following amounts, including tax and tip up to 18%:

In-State	Out-of-State
Breakfast - \$11.00	Breakfast - \$12.00
Lunch - \$13.00	Lunch - \$18.00
Dinner - \$24.00	Dinner - \$28.00

SECTION XII. INCREASE TO LODGING REIMBURSEMENT RATES

Effective with the 2025-27 WLEA Agreement, per 12/16/11 of the Agreement, the normal maximum reimbursement for lodging in Wisconsin is increased to \$101.00 per night, except that the normal maximum reimbursement rate will be \$106.00 per night in the counties of Milwaukee, Racine, and Waukesha.

SECTION XIII. REFERRAL OF QUESTIONS

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

Allison Huiras at Allison.Huiras@dot.wi.gov or by phone/TEAMS at (608) 266-9725.

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

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

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

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

DOA Central Payroll:

Dennis Dissmore at (608) 266-8431

Signed by:



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Donna Bente, Administrator
Division of Personnel Management

Attachment**Pay Schedule 63-40****Pay Schedule 63-40****Pay Schedule 63-40**

FY 2025-26 Pay Progression Structure
effective with the FY26 GWA
 (reflects 3.0% GWA)

FY 2026-27 Pay Progression Structure
effective with the FY27 GWA
 (reflects 2.5% GWA)

Years of State Patrol Law Enforcement		Pay Point	Years of State Patrol Law Enforcement		Pay Point
	Experience			Experience	
Min	0	35.39	Min	0	36.28
	0.5	36.20		0.5	37.11
	2	36.78		2	37.70
	3	37.36		3	38.30
	4	38.24		4	39.20
	5	40.28		5	41.29
	6	42.62		6	43.69
Max	7	48.93	Max	7	50.16

See 11/1/2 C. and Appendix C for Pay Progression Administration

Effective the first pay period following the Agreement effective date after implementation of the GWA, through June 27, 2026

Pay Schedule	Pay Range	Minimum	Maximum
63	40	35.39	48.93

Effective June 28, 2026, through June 30, 2027

Pay Schedule	Pay Range	Minimum	Maximum
63	40	36.28	50.16