

State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

– CLASSIFICATION AND COMPENSATION BULLETIN –

Date: February 6, 2026

Locator No: DPM-0660-CC/PP

Subject: Information for Processing FY 2025-2026 Base Wage Adjustments for Employees in the Building Trades Crafts Bargaining Unit (Unit 04), Nonrepresented Project Employees in Pay Schedule 04, and Nonrepresented Craftworker Supervisors

This information is provided to assist appointing authorities in determining 2025-2026 fiscal year base wage adjustments for employees in the building trades crafts bargaining unit (bargaining unit 04) and related nonrepresented project and supervisory craftworkers. The wage increases for represented staff are granted in accordance with the Fiscal Year 2026 collective bargaining agreement between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee (Trades). The wage increases for nonrepresented craftworker project and supervisory staff are granted in accordance with the 2025-2027 State Compensation Plan.

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

- A. Effective Date.** The GWA is effective February 8, 2026.
- B. Amount.** Each employee in pay status on February 8, 2026, in a permanent or project position in pay schedule 04, shall receive a GWA equal to 2.95% of the employee's base pay rate to match the occupational rates in the new Building Trades Rate Booklet effective February 8, 2026, attached to this bulletin and posted on the Division of Personnel Management website. This GWA rate shall be rounded down for each employee, to the nearest cent, in accordance with the negotiated agreement.
- C. Lump Sum for the Delay in Implementation.** Employees eligible for this GWA will also receive a lump sum payment calculated as the amount of the GWA increase multiplied by the number of hours in pay status in a Pay Schedule 04 position or in a supervisory crafts worker position from June 29, 2025, through February 7, 2026. The lump sum will include an adjustment for premium pay paid.
- D. Employees on Leave of Absence or Layoff.** Employees on an approved unpaid leave of absence on February 8, 2026, will receive the GWA and associated lump sum payment upon their return to pay status prior to implementation of a successor Trades agreement. Employees in layoff status are immediately eligible for a lump sum payment calculated in accordance with the lump sum for the delay in implementation.

E. Former Employees. Former employees who retired or died while in a bargaining unit position after June 29, 2025, will be eligible for the GWA applied to their final pay rate, and will receive a lump sum wage payment in an amount equal to the amount of the GWA increase multiplied by the number of hours in pay status in a bargaining unit position from June 29, 2025, through February 7, 2026. The lump sum will include an adjustment for premium pay paid. Except for retirement or death, other former employees are not eligible for the GWA nor the lump sum payment.

F. LTE Craftworkers. Pay increases may be provided but are not necessary for limited-term employees in pay schedule 04 craftworker jobs. LTE craftworker pay is set in accordance with Section D, 2.01(2)(c) of the Compensation Plan, and is subject to the Maximum LTE Rate as indicated in the Building Trades Rate Booklet. There is no lump sum payment associated with LTE pay increases.

SECTION II. PAY INCREASE FOR SUPERVISORY CRAFTSWORKERS

A. Effective Date. The pay increase is effective February 8, 2026. Supervisors who terminate or leave an eligible classification prior to the effective date are not eligible for this increase or associated lump sum payment.

B. Eligible Employees.
Crafts Worker Supervisor – class code 76710
Shop Supervisor – class code 76810

C. Amount. The pay rates for supervisory craftworkers are set in accordance with the provisions at Section A, 2.15, (2) and (3), of the Compensation Plan.

1. Crafts Worker Supervisors will be paid one dollar (\$1.00) per hour more than the adjusted state rate for the highest paid Craft supervised, or one dollar (\$1.00) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
2. Shop Supervisors will be paid one dollar and fifty cents (\$1.50) per hour more than the pay rate for the highest paid Crafts Worker Supervisor supervised, or one dollar and fifty cents (\$1.50) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
3. The pay rate calculations for Crafts Worker Supervisors and Shop Supervisors will be based on the applicable rate for 100 hours of annual leave as shown in the Building Trades Rate Booklet, regardless of the actual choice of annual leave by subordinate craftworker staff. The pay rates of LTE craftworkers are not considered in the pay rate calculations for supervisors.

D. Lump Sum for the Delay in Implementation. Supervisory craftworkers will also receive a lump sum payment calculated as the amount of the pay increase received on February 8, 2026, multiplied by the number of hours in pay status in a supervisory craftworker position

or in a Pay Schedule 04 craftsworker position from June 29, 2025, through February 7, 2026. The lump sum will include an adjustment for premium pay paid.

SECTION III. DETERMINING HOURS IN PAY STATUS

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

SECTION IV. REFERRAL OF QUESTIONS

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

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

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

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

DOA Central Payroll:

Dennis Dissmore at (608) 266-8431

Signed by:



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Donna Bente, Administrator
Division of Personnel Management

Building Trades Adjusted Hourly Rate Booklet

Rates are effective February 8, 2026, and reflect implementation of the Fiscal Year 2025-2026 labor agreement.

These rates apply only to craftsworker employees of the Executive Branch of WI state government, and do not apply to employees of the Universities of Wisconsin. See the State Compensation Plan at Section A - 2.22 and Section Z for administrative information and lead crafts worker and supervisory pay.

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

<u>INSTITUTION OR FACILITY</u>	<u>AREA NAME</u>	<u>MAXIMUM LTE RATE*</u>	<u>ADJUSTED 100 HOUR LEAVE RATE</u>	<u>ADJUSTED 140 HOUR LEAVE RATE</u>	<u>ADJUSTED 180 HOUR LEAVE RATE</u>
76200 BRICKLAYER & MASON					
DHS-Northern WI Center	Eau Claire	57.96	48.96	48.20	47.42
DHS-Sand Ridge STC	Stevens Point/ Wausau/ WI Rapids	57.96	48.96	48.20	47.42
DOC-Green Bay CI DHS-Winnebago MHI DVA-Veterans Home	Green Bay	57.95	48.95	48.19	47.41
DOC-Prairie du Chien CI	La Crosse	57.96	48.96	48.20	47.42
DHS-Southern WI Center	Racine/Kenosha	63.46	53.61	52.78	51.94
DOA DHS-Mendota MHI	Madison	60.11	50.78	50.00	49.19
State Fair Park	Milwaukee	63.67	53.81	52.96	52.11
DOC-Waupun CI DOC-Dodge CI	Jefferson/Dodge	60.11	50.78	50.00	49.19

76260 CARPENTER

Attachment

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State Fair Park	Milwaukee	60.79	51.35	50.55	49.75
DHS-Southern WI Center	Racine/Kenosha	60.79	51.35	50.55	49.75
DOA (includes Lather)	Madison	55.25	46.67	45.92	45.22
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Mendota MHI					
DMA-Volk Field					
DOC-Green Bay CI	Greater Fox River Valley/ Eau Claire/ LaCrosse/ Stevens Point/ Green Bay	55.25	46.67	45.92	45.22
DOC-Kettle Moraine CI					
DHS-Northern WI Center					
DHS-Sand Ridge STC					
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Lincoln Hills/Copper Lakes					
DPI-Schl for Visually Impaired/Deaf	Janesville	55.25	46.67	45.92	45.22
	Superior	50.87	43.00	42.31	41.65
Hudson	Hudson	54.99	46.45	45.73	44.99

76300 ELECTRICIAN

DOC-Oshkosh CI	Appleton/Oshkosh	55.86	47.18	46.43	45.72
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Red Granite CI					
DHS-Northern WI Center	Eau Claire/ La Crosse	58.30	49.26	48.47	47.71
DOT					
DOC-Jackson CC					
DOC-Jackson CI					
DOC-WI Secure Program Facility					
DOC-Prairie du Chien CI					
DOC-Stanley CI					
DMA-Fort McCoy					
DOC-Green Bay CI	Green Bay	55.64	47.01	46.28	45.55
DOT					
DOT	Stevens Point/ WI Rapids	56.83	48.02	47.26	46.50
DMA-Volk Field					

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

	Kenosha	66.91	56.49	55.63	54.74
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DPI-School for the Deaf	Janesville	58.99	49.83	49.06	48.28
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DOA	Madison	63.30	53.46	52.65	51.79
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DOC-Columbia CI

DOC-Fox Lake CI

DOC-Oakhill CI

DHS-Mendota MHI

DWD

DOT

DOC-Dodge CI	Kettle Moraine/ Milwaukee	60.53	51.13	50.33	49.52
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DOC-Kettle Moraine CI

DOC-Waupun CI

DOC-Taycheedah CI

DOC-John Burke CC

DOT	Superior	65.15	55.04	54.19	53.31
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DHS-Southern WI Center	Racine	65.44	55.29	54.42	53.54
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DOC-Racine CI

State Fair Park	Greater Milwaukee area	66.03	55.80	54.93	54.03
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DOT

Milw Secure Detention Fac

DMA - Mitchell Field

76400 PAINTER-BRUSH

DMA-Camp Williams	Wausau/Stevens Point	40.74	34.41	33.89	33.34
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DMA-Chippewa Falls	Eau Claire/LaCrosse	48.09	40.64	40.00	39.35
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DHS-Northern WI Center

DMA-Fort McCoy	LaCrosse (Fort McCoy)	38.63	32.64	32.13	31.61
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DOC-Green Bay CI	Green Bay	40.74	34.41	33.89	33.34
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DMA-Green Bay

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DPI-Delavan	Kenosha/Walworth	55.14	46.60	45.84	45.11
	Superior/Duluth	50.92	43.02	42.33	41.67
DOA	Madison	49.40	41.75	41.08	40.44
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Central WI Center					
DHS-Mendota MHI					
DMA-Madison					
DOC-Kettle Moraine CI	Sheboygan/Manitowoc	40.74	34.41	33.89	33.34
DMA-West Bend	Milwaukee	55.17	46.62	45.86	45.13
State Fair Park					
DHS-Winnebago MHI	Oshkosh	40.74	34.41	33.89	33.34
DVA-Veterans Home					
DHS-Southern WI Center	Racine	55.14	46.60	45.84	45.11

76500 PLUMBER

DHS-Northern WI Center	Eau Claire/ La Crosse/ WI Rapids/ Stevens Pt	59.39	50.17	49.37	48.61
DHS-Sand Ridge STC					
DOC-WI Secure Program Facility					
DOC-Jackson CC					
DOC-Stanley CI					
DOC-Prairie du Chien CI					
DOC-New Lisbon CI					
DOC-Lincoln Hills/Copper Lakes					
DOC-Waupun CI	Appleton/ Fond du Lac/ Green Bay/ Oshkosh	58.77	49.66	48.86	48.09
DOC-Green Bay CI					
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Red Granite CI					
DOC-Taycheedah CI					
DOC-Oshkosh CI					
DOC-Winnebago CC					
DHS-Winnebago MHI					
DVA-Veterans Home					
DPI-School for the Blind and Visually Impaired	Janesville	65.51	55.34	54.48	53.61

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DHS-Southern WI Center	Racine/ Kenosha/ Walworth County	66.62	56.28	55.39	54.50
DPI-School for the Deaf					
DOC-Racine CI and RYOCF					
DOC-Robert E Ellsworth CC					

DOA	Madison	62.25	52.58	51.75	50.94
DHS-Mendota MHI					
DOC-Columbia CI					
DOC-Oakhill CI					

DOC-Milw Secure Fac (MSDF)	Milwaukee	65.20	55.08	54.22	53.36
State Fair Park					

	Superior	61.71	52.15	51.32	50.49
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76600 STEAMFITTER & 76660 WELDER

DVA-Camp Douglas	Eau Claire/ LaCrosse/ WI Rapids/ Stevens Pt	59.39	50.17	49.37	48.61
DHS-Sand Ridge STC					

DOC-Waupun CI	Appleton/ Fond du Lac/ Green Bay	58.77	49.66	48.86	48.09
DOC-Green Bay CI					
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Red Granite CI					
DOC-Taycheedah CI					
DOC-Oshkosh CI					
DHS-Winnebago MHI					
DVA-Vets Home					

DHS-Southern WI Center	Racine/ Kenosha/ Walworth County	66.62	56.28	55.39	54.50
DPI-Delavan					

DOA	Madison	67.65	57.16	56.27	55.35
DHS-Mendota MHI					

DOC	Milwaukee/Janesville	66.53	56.23	55.33	54.45
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	Superior	61.71	52.15	51.32	50.49
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