

**SUMMARY OF CHANGES  
2017-2019 COMPENSATION PLAN**

**The list below identifies substantive revisions to the Compensation Plan. Additional revisions, not listed, were made to fix typos, correct references to renumbered provisions and to statutes, and to make other minor changes that have no effect on the provisions or their intent. Comments have been added between <...> to identify whether items shown as struck have been deleted or just moved to another location; these comments are for review purposes and will not be part of the published compensation plan.**

1. Section A is reorganized and 2.02, 2.09, 4.11, 4.15(3), 4.20, 4.32, 4.36, 4.37, 4.38, 4.39, 4.40 (first paragraph only), 4.43, 4.46, and 4.50 have been moved to other areas within the section. The following references to Section A will reflect the new numbers assigned to provisions after the reorganization unless the provision is being deleted for another reason.
2. Section A, 1.00 is revised to include project employee language previously provided in Section A, 4.20.
3. Section A, 2.01 is revised to reflect a General Wage Adjustments (GWA) of 2.0% effective June 24, 2018, and 2.0% effective January 6, 2019, with lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations.
4. Section A, 2.02 is created to provide a progression for Department of Administration (DOA) police officers and detectives, and Department of Natural Resources (DNR) wardens.
5. Section A, 2.03 is revised to reflect a pay range reassignment for the Ethics Specialist classification.
6. Section A, 2.04 is revised to remove Special Agents from pay progression and to grandfather pay progression for Criminal Analysts.
7. Section A, 2.06 is revised to reflect new rates established under the former Section A, 2.12 for the Department of Corrections (DOC), to allow security employees in the Department of Health Services (DHS) to receive the same rates, and to increase the rates by the GWAs.
8. Section A, 2.09 is created to provide security employees whose classifications are assigned to pay ranges 05-31 and 05-32 with an equity pay structure effective January 20, 2019.
9. Section A, 2.10 is revised to allow the Fire Crash/Rescue progression adjustment to be affected by changes in the federal maximum rate and to remove the initial implementation language.
10. Section A, 2.12 is deleted and progression amounts and provisions created under it are now provided in Section A, 2.06 and Section E, 4.00, respectively.
11. Section A, 2.12 is revised to clarify when and how additional pay for Crafts Worker lead and supervisory position is used for determining various personnel transactions and to include language previously provided in 2.09.

12. Section A, 3.04 regarding intervening adjustments is revised to include pay upon return to previous level.
13. The title of Section A, 4.00 is revised to reflect the movement of holiday pay language into the overtime provisions.
14. Section A, 4.01 is revised to include the definition of FLSA regular rate and delete the definition of regular rate to reduce confusion (they are the same), to delete the definition of responsibility hours because of the changes to the nursing supplemental pay provisions, to revise the references in the definition of supplemental pay due to changes throughout 4.00, and to revise the definition of weekend hours to include specific times.
15. Section A, 4.03 is revised to include language requiring agencies to have a written policy regarding exempt employee overtime, to cash out all unused compensatory time each November, and to provide holiday language previously provided in 4.11.
16. Section A, 4.04 is revised to include the project employee exclusion previously provided in 4.20, and to allow up to premium pay for employees that are sent in response to out-of-state emergencies.
17. Section A, 4.05 is revised to require DPM approval for granting night differentials to FLSA exempt employees.
18. Section A, 4.06 is revised to require DPM approval for granting weekend differential to FLSA exempt employees and to allow weekend differentials to be received by Crafts Workers.
19. Section A, 4.07 is revised to change the name of the nursing-related responsibility differential, and to simplify, clarify and change the hours for the differentials.
20. Section A, 4.08 is deleted to remove the Crafts Worker spray painting add-on.
21. Section A, 4.08 is revised to include other standby provisions previously in 4.15(3), 4.32, 4.38, 4.39 and 4.46, and to require DPM approval for granting standby pay to FLSA exempt employees.
22. Section A, 4.08(9) is created to provide on-call pay for technicians at the Educational Communications Board.
23. Section A, 4.10, 4.11, and 4.13 are revised to increase the add-on amounts and to reflect that these add-on amounts for an employee can only be changed with DPM approval.
24. Section A, 4.12, 4.14, 4.15, 4.16.... Add-on provisions are revised to ensure payment of add-ons cannot be prior to the date of management approval.
25. Section A, 4.13, is revised to increase the discretionary supplemental pay amounts for dentists /physicians /psychiatrists.
26. Section A, 4.19 and 4.30 are deleted due to these add-ons being obsolete, having been rolled into eligible employees' base pay rates effective June 28, 2015.
27. Section A, 4.20 is revised to remove NR Manager and NR Program Manager from the list of classifications eligible for the add-ons related to specific DNR duties.
28. Section A, 4.24 is revised to remove the aircraft mechanic flight pay add-on that was received as a passenger.
29. Section A, 4.27 is revised to add Social Worker-Advanced as a classification eligible for the AODA Treatment Programs Add-on.
30. Section A, 4.33(3) is created to allow sanitarians with certifications from the National Environmental Health Association to receive the science add-on because

- that certification's exam is equivalent to one received from the Department of Safety and Professional Services.
31. Section A, 4.35 is deleted because DOA Capitol Police do not use motorcycles.
  32. Section A, 4.35 (formerly 4.49) regarding the DOT Dignitary Protection Unit is revised to allow flexibility for the amount and the effective date.
  33. Section A, 4.36 is revised to provide a Certified Nursing Assistant add-on that is currently being paid as a pilot add-on.
  34. Section A, 4.37 is created to provide a temporary retention add-on for Youth Counselors working at the Lincoln Hills/Copper Lake schools.
  35. Section A, 4.48 is deleted to remove the trainer add-on for Psychiatric Care Technicians.
  36. Section A, 5.01 was previously 2.02, and is revised to require that the appointing authority request from DPM the ability to grant a Relocation Incentive Award.
  37. Section A, 5.02 was previously 4.36 and is revised to change some of the DPI special activities, levels of experience required, and payment amounts.
  38. Section A, 5.03 was previously part of 4.40.
  39. Section A, 5.04 was previously 4.37.
  40. Section A, 5.05 was previously 4.43 and is expanded from allowing sign-on bonuses for Nurse Clinicians to allowing sign-on bonuses for any classification, with the approval of the DPM Director of Merit Recruitment and Selection, and to allow DVA to provide 6-month retention bonuses to certified nursing assistants.
  41. Section A, 5.06 was previously 4.50.
  42. Section B, Introduction is revised to exclude certain unclassified positions at the Wisconsin Historical Society per s. 230.12(1)(a)1.b., Wis. Stats.
  43. Section B, 2.00 is revised to reflect a General Wage Adjustments (GWA) of 2.0% effective June 24, 2018, and 2.0% effective January 6, 2019, in the Rates for Office of elected officials.
  44. Section B, 2.01 is revised to remove a note regarding Chief Justice supplemental pay which was removed due to 2015 Act 55, and to add market increases to the justice and judge pay rates.
  45. Section B, 3.03(2)(a) and (b) are revised to reflect a reorganization of divisions within DOA and the assignment of the new division, the Division of Facilities Development and Management, to pay range ESG 4.
  46. Section B, 3.03(2)(b) is revised to reflect the retitling of divisions within the Department of Natural Resources (DNR) and Department of Public Instruction (DPI).
  47. Section B, 3.03(2)(c)3 is revised to delete the Department of Health Service (DHS) Division of Long Term Care, which is now part of the Division of Medicaid Services.
  48. Section B, 3.03(2)(c)5 is revised to reflect the elimination of the DNR Division of Air and Waste and the DNR Division of Water, their replacement by the DNR Environmental Management Division, and the assignment of the new division to pay range ESG 5.
  49. Section B, 3.03(2)(d)1 is revised to reflect the elimination of the DHS Division of Health Care Access and Accountability, the creation of the DHS Division of Medicaid Services, and the assignment of the new division to pay range ESG 6.

50. Section B, 3.03(3)(a) is revised to remove the DPM Director of the Bureau of Merit Recruitment and Selection because this will be covered by s. 20.923(4)(c)3m, Wis. Stats., due to 2015 Wisconsin Act 150, and to add the Director of the Interagency Council on Homelessness at not to exceed (NTE) 81-03.
51. Section B, 3.03(3)(e) is revised to add the DHS Deputy Medicaid Director at a pay range NTE 81-01.
52. Section B, 3.03(3)(h) is created to add the General Counsel of the Labor and Industry Review Commission at a pay range NTE ESG 5.
53. Section B, 3.03(3)(i) is revised to change the pay range for the Executive Director of the Lower Wisconsin State Riverway Board from NTE 81-03 to NTE 81-02 and to add a Program Assistant at NTE 81-05.
54. Section B, 3.03(3)(j) is created to add the Department of Military Affairs Director of Emergency Communications at a pay range NTE 81-01.
55. Section B, 3.03(3)(m) is revised to change the pay range for the Executive Director of the Kickapoo Reserve Management Board from NTE 81-03 to NTE 81-02, to add the Property Manager at NTE 81-04, and to add the Training Coordinator at NTE 81-04.
56. Section B, 3.03(3)(p) is the re-creation of an already approved pay range designation for unclassified Communications Director that had been accidentally removed from the Compensation Plan.
57. Section B, 3.05 is revised to reflect a General Wage Adjustments (GWA) of 2.0% effective June 24, 2018, and 2.0% effective January 6, 2019.
58. Section B, 3.07(3)(b) is revised to remove reference to a UW-related statute that no longer exists, to clarify that the covered employees may not receive holiday premium, and to change pay out of compensatory time for unclassified employees to reflect the changes made in Section A for classified employees.
59. Section B, 3.07(4)(d) is created to require DPM approval for granting weekend or night differential to FLSA exempt employees.
60. Section B, 3.07(5) is revised to reflect that the Supervisory Attorney add-on amount for an employee can only be changed with DPM approval.
61. Section C, 1.00(1) is revised to clarify that all classifications in pay schedules 9 and 71 are covered by this section.
62. Section C, 2.00 is revised to reflect a General Wage Adjustments (GWA) of 2.0% effective June 24, 2018, and 2.0% effective January 6, 2019, for employees not covered by a collective bargaining agreement and not eligible for merit progression, with lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations.
63. Section C, 4.00 is revised because range 71-02 will no longer exist and range 71-01 will be used for those positions previously using 71-02.
64. Section C, 10.00 is deleted because these protections for Assistant State Public Defender Attorneys are now provided under s. 230.34(1), Wis. Stats.
65. Section C, 10.00 is created to provide a funded structure adjustment to the minimum of the applicable pay range (when necessary) for employees affected by the deletion of pay ranges 09-76 and 71-02, or the increase in the minimum rates of pay ranges 20-75 and 21-75.
66. Section C, 11.00 is deleted to remove the holiday work provision for attorneys which is now covered by statute under 2015 Wisconsin Act 150.

67. Section D, 2.01(2)(a) is revised to clarify the situations in which Schedule 18 classification titles may be used.
68. Section D, 2.01(2)(b)2, b, is revised to allow pay upon return to previous level for a Limited Term Employee (LTE) appointment.
69. Section D, 4.02 is revised to reflect a change in the maximum hours for a Limited Term Employee (LTE) appointment under s. 230.26(1), Wis. Stats.
70. Section D, 4.03 is revised to provide a more complete reference to the Administrative Code.
71. Section D, 4.04 is revised to treat Physician LTEs and Psychiatrist LTEs the same as corresponding Medical Consultant LTEs for receipt of supplemental pay.
72. Section D, 5.00 is deleted because these provisions for nonresident LTEs are now provided under s. 230.26(1m), Wis. Stats.
73. Section E, 1.04(1) is revised to allow DPM to modify the pay increase schedule of trainees.
74. Section E, 4.00 introduction is revised to remove a reference to a paragraph that is being removed from the Compensation Plan.
75. Section E, 4.00(2) is revised to delete pay ranges 05-31 and 05-32 from coverage because of separate new provisions being created under 4.00(5).
76. Section E, 4.00(5) is deleted because all temporary transaction rates have expired and provisions for them no longer exist.
77. Section E, 4.00(5) is revised to include pay upon personnel movement language that was created under the former Section A, 2.12 regarding employees in pay ranges 05-31 and 05-32, and to guarantee an 8% of the minimum increase for promotion.
78. Section E, 4.00(6) is deleted because the transactions will now be covered in 4.00(5).
79. Section E, 4.00(6) is revised to reference federal maximums for Fire/Crash Rescue positions without indicating specific amounts.
80. Section E, 4.00(7), (8) and (9) are created to include pay upon return to previous level language for original appointments, promotions and regrades.
81. Section G, 4.02 is revised to increase the protective shoe allowance from \$30 to \$35 annually.
82. Section G, 5.00 is revised to specify an August date for the DOC/DHS belt and shoe annual allowance paid to eligible employees.
83. Section G, 8.00 is deleted because it is no longer necessary.
84. Section G, 9.00 is deleted because grievance procedures were changed by 2015 Act 150.
85. Section G, 9.00 is updated to state no reimbursements are to be provided unless authorized in the Compensation Plan, the administrative code, the statutes, or an applicable collective bargaining agreement.
86. Section G, 10.00 is created to reference the statute allowing ECB to provide bonuses to unclassified employees whose primary duty is fund raising.
87. Section G, 11.00 is deleted due to the probationary periods now provided under 2015 Wisconsin Act 150.
88. Section G, 12.00 definition of “professional employee” is deleted as unnecessary.
89. Section I, 3.00(4) is revised to reflect that red circling only applies to layoffs occurring before the effective date of 2015 Act 150.
90. Section I, 3.00(5) is created to provide a definition of “return to previous level.”

91. Section I, 4.01(1) is deleted because the increase is obsolete and (4), (10) and (18) are revised to include return to previous level when determining the order applied when multiple transactions occur on the same date.
92. Section I, 4.03 is revised to remove the time period designation in language that excludes increases for completion of probationary periods, project appointment segments, and career executive trial periods unless specifically authorized by the Compensation Plan.
93. Section I, 4.04(2) to clarify that it applies to current unclassified attorneys and to include pay upon return to previous level for original appointments.
94. Section I, 4.04(2)(e) is created to require that original appointments to pay progression classifications shall be below the lowest rate for provided for experience unless otherwise approved by DPM.
95. Section I, 4.04(3) is revised to require DPM approval for increases involving classifications eligible for progression and for voluntary lateral movements, and to include pay upon return to previous level for promotions.
96. Section I, 4.06(3) is revised to remove language about displacement that no longer is applicable because of 2015 Act 150, and to allow employees who demote in lieu of layoff to keep their pay rate.
97. Section I, 4.06(4) is revised to allow discretion in setting the pay of certain employees who demote in lieu of layoff.
98. Section I, 4.09 is revised to include pay upon return to a previous level for regrades.
99. Section I, 4.11(3) is deleted because it is policy that is better addressed outside the Plan.
100. Section I, 6.00(5) is revised to allow DPM to provide additional guidelines regarding the use of Discretionary Equity or Retention Adjustments (DERA).
101. Section I, 6.00(6) is revised to:
  - a. add to (e) a classification missing from the list of those ineligible.
  - b. to revise (h) to allow a different equity comparison classification only upon prior approval of DPM.
  - c. to limit retention DERA to employees who have an offer in hand from outside the executive branch of state service in (i).
  - d. to create (b) to make ineligible for DERA employees who have received formal discipline in the past 24 months.
  - e. to create (e) to make ineligible for DERA any employee in the first 12 months of an original probationary period or career executive trial period.
  - f. to create (j) to prohibit retention DERA for potential movements within agency or to another executive branch, non-UW agency.
  - g. to rename paragraphs because of the creation of new provisions.
102. Section I, 6.00(10) is revised to remove language allowing self-nominations, and to limit the additional increase that the DPM Administrator can allow to two within range pay steps.
103. Section I, 7.00 is revised to reference federal maximums for Fire/Crash Rescue positions without indicating specific amounts.
104. Section I, 8.00 is created to require agencies to have written policies regarding the use of the pay-setting flexibility provided in Section I.
105. The title of Section J is revised to show that retention adjustments are being separated from Discretionary Merit Compensation (DMC).

106. Section J, 2.00(1) is revised to remove language regarding retention due to the creation of separate provisions in 4.00.
107. Section J, 2.00(4) is revised to allow DPM to provide additional guidelines regarding the use of DMC.
108. Section J, 2.00(5) is revised to remove from (f) references to statute provisions that no longer exist, to add a missing classification to (h), to delete (k) due to the creation of 4.00, and to create within Section J, 2.00(5) (b) to make ineligible for DMC any employee disciplined in the past 24 months, and (k) to make ineligible for DMC any employee in the first 12 months of an original probationary or evaluation period; renamed paragraphs because of the creation of new provisions.
109. Section J, 2.00(7) is revised to allow funds provided for lump sum discretionary awards under 2015 Wisconsin Act 150 to be supplemented per the Act, and to allow DMC provisions of Section J to govern the awards.
110. Section J, 2.00(9) and (10) are revised to remove language allowing DMC self-nominations, to reduce the normal limit for base pay DMC awards from 4 steps to 2 steps, to limit the additional increase that the DPM administrator can allow to two steps, and to add a title missing from the list of those ineligible for lump sum payments.
111. Section J, 3.00 is created to specify base pay DMC provisions for General Senior Executive Positions at the Dept of Employee Trust Funds and WI Technical College System.
112. Section J, 4.00 is created to indicate that retention adjustments for employees in non-broadband positions will now be granted in accordance with the provisions outlined in Section I, 6.00, for broadband employees.
113. The following are revised or deleted from Section K due to 2015 Wisconsin Act 150:
  114. 1.00 is revised to clarify that the exceptions to statutes in Section K are allowed by the statutes.
  115. 2.00 is retitled “Continuous Service of Former UW Employees” and 2.01 and 2.02 are deleted.
  116. 8.00 regarding restoration is deleted due to 2015 Act 150. Relevant statutes and/or administrative code will apply.
117. Section L, 2.01(4) is revised to allow agencies to request parity with market/equity classifications listed in Section L.
118. Section L, 2.01(5) is created to allow DOC and DHS to request parity for security supervisors with adjustments provided for security staff in pay ranges 05-31 and 05-32.
119. Section L, 2.02 is revised to provide compensation reserve-funded market adjustments.
120. Section L, 2.03 is created to provide DHS-funded market adjustments for pay ranges 05-31 and 05-32.
121. Section L, 2.04 is created to provide DATCP-funded market adjustments for meat safety classifications.
122. Section L, 2.05 is created to authorize DOJ-funded equity adjustments for Special Agents.
123. Section L, 2.06 is created to authorize ETF-funded equity adjustments for Employee Benefit Plan Policy Advisors.

124. Section Z is revised in the following respects:
- a. to reflect the June 24, 2018 and January 6, 2019 GWAs.
  - b. to reflect new minimums for pay ranges 05-31 and 05-32.
  - c. to add a placement structure for pay ranges 05-31 and 05-32 effective January 20, 2019.
  - d. to reflect the reassignment of Criminal Analyst-Senior from 07-04 to 07-03.
  - e. to remove pay progression for Special Agents.
  - f. to remove references to years in the Schedule 14 and 15 progressions because they don't always apply.
  - g. increase minimums and maximums of pay ranges 20-75 and 21-75 so they are identical to the minimums of other Attorney pay ranges.
  - h. to remove non-broadband pay ranges from Schedule 36 and to create new broadband pay ranges.
  - i. to create the progression schedule for Police and Wardens provided in Section A, 2.02.
  - j. to update the step rates in the attorney pay ranges.