

## SUMMARY OF CHANGES 2025-2027 COMPENSATION PLAN

**This list identifies substantive revisions to the Compensation Plan. Additional revisions, not listed, were made to fix typos, update references to renumbered provisions and statutes, and revise formatting, without substantive effect on the provisions or their intent.**

**Where <td> is shown in the Compensation Plan and this document, the date to be inserted is the first day of the first pay period following JCOER approval of the Plan. This date will be the effective date for pay progressions, new pay ranges, and most market pay provisions.**

### **Introductory Notes**

1. The first paragraph is updated for the applicable Fiscal Year dates.

### **Section A**

2. Section A, 2.02 (6) through (8) - Remove obsolete language for the placement of police and DNR wardens on a pay progression structure.
3. Section A, 2.03 (2a) - Change the pay rate limitation from the minimum of 81-03 to the 81-04 appointment maximum.
4. Section A, 2.03 (2b) - Change the pay rate limitation from the minimum of 81-03 to the 81-04 appointment maximum and update a class title to Employee Benefit Plan Program Specialist-Entry.
5. Section A, 2.03 (2c) - Change the pay rate limitation from the minimum of 81-04 to the 81-05 appointment maximum.
6. Section A, 2.03 (2d) - Change the pay rate limitation from the minimum of 81-03 to the 81-04 appointment maximum.
7. Section A, 2.03 (2e) – Change the pay rate limitation from the minimum of 08-03 to the 08-04 appointment maximum.
8. Section A, 2.03 (2f) - Change the pay rate limitation from the minimum of 07-03 to the 07-04 appointment maximum and add the Public Utility Financial Analyst entry-level classification.
9. Section A, 2.03 (2g) - Change the pay rate limitation from the minimum of 07-03 to the 07-04 appointment maximum
10. Section A, 2.03 (2h) - Change the pay rate limitation from the minimum of 07-34 to the 07-35 appointment maximum and create note to eliminate provision June 28, 2026 with administrative detail on the last date of eligibility.
11. Section A, 2.03 (4) – Add new provision authorizing DPM Administrator to designate eligibility for newly created entry-level classifications due to implementation of a personnel management survey. Any such additions will be listed as an update in the next Compensation Plan.
12. Section A, 2.04 - Remove the Excise Tax Agent progression.

13. Section A, 2.05 – Remove the 2023 placement on the new progression structure for pay ranges 05-31 and 05-32. Add list of classifications in pay ranges 05-31 and 05-32. Move the pay progression schedules to Section Z with pay schedule 05.
14. Section A, 2.09 - Remove the 2023 Nurse Clinician 2 and Nurse Clinician 2 Weekend market placement.
15. Section A, 2.10 - Revise language for unsatisfactory performance evaluation disqualification to receive pay progression.
16. Section A, 2.11 – Remove the 2023 Nursing Assistant and Resident Care Technician market placement.
17. Section A, 2.13 – Remove the 2023 Licensed Practical Nurse market placement.
18. Section A, 2.14 – Revise the language for unsatisfactory performance evaluation disqualification to receive pay progression.
19. Section A, 2.11 (new) - Create Social Worker classification series market placement based on years of licensure.
20. Section A, 2.12 (new) - Create Social Worker classification series pay progression based on years of licensure. Progression adjustments are given with attainment of 3, 5, 7, 9, and 11 years of licensed social work experience.
21. Section A, 2.13 (new) - Create Treatment Specialist 1 and 2 market placement based on years of state service.
22. Section A, 2.14 (new) - Create Treatment Specialist 1 and 2 Pay Progression based on years of state service. Progression adjustments are given with attainment of 3, 5, 7, 9, and 11 years of state service.
23. Section A, 2.15 (new) - Create Initial Assessment Specialist Market Placement based on years of state service.
24. Section A, 2.16 (new) - Create Initial Assessment Specialist Pay Progression based on years of state service. Progression adjustments are given with attainment of 3, 5, 7, 9, and 11 years of state service.
25. Section A, 2.17 (new) – Create Income Maintenance Specialist Market Placement based on years of state service.
26. Section A, 2.18 (new) - Create Income Maintenance Specialist Market Pay Progression based on years of state service. Progression adjustments are given with attainment of 1, 2, 3, 5, 10, and 15 years of state service.
27. Section A, 2.16 (now 2.20 (1)) - Revise language for performance evaluation requirement for Revenue progression.
28. Section A, 2.16 (now 2.20 (2)) – Add a 5 year progression increase of \$1.00 and a 25 year \$2.00 increase. Update classification titles for the Tax Resolution Officer classification series.
29. Section A, 2.16 (now 2.20 (3)) - Remove language allowing delay of progression adjustments due to leaves of absence or other absences from employment.
30. Section A, 2.21 (new) - Create Information Technology Progression effective June 28, 2026.
  - a. Eligible pay ranges:
    - 07-32, 07-33, 07-34, 07-35 (until June 13, 2027)
    - Any pay range in Pay Schedule 76 (Information Technology Staff broadband ranges)

- b. Progression will be based on attainment of years of state continuous service at the following:
  - i. 5 years, 7 years, and 10 years \$1.00
  - ii. 15 years, 20 years, and 25 years \$2.00
- 31. Section A, 2.22- (new) - Create Trust Funds Specialist Progression effective <td>.
  - a. Eligible classifications are Trust Funds Specialist-Obj and Trust Funds Specialist-Adv
  - b. Progression will be based on attainment of years of state continuous service at the following:
    - i. 5 years, 7 years, and 10 years \$1.00
    - ii. 15 years, 20 years, and 25 years \$2.00
- 32. Section A, 2.23 (new) - Create Forensic Scientist Progression effective <td>.
  - a. Eligible classifications:
    - Controlled Substance Analyst-Adv
    - Controlled Substance Analyst-Sen
    - Crime Scene Response Spec
    - DNA Analyst-Adv
    - DNA Analyst-Sen
    - Fingerprint & Footwear Examiner-Adv
    - Fingerprint & Footwear Examiner-Sen
    - Firearms & Toolmark Examiner-Adv
    - Firearms & Toolmark Examiner-Sen
    - Forensic Imaging Specialist-Adv
    - Forensic Imaging Specialist-Sen
    - Toxicologist-Adv
    - Toxicologist-Sen
    - Trace Evidence Examiner-Adv
    - Trace Evidence Examiner-Sen
  - b. Progression will be based on attainment of years of state continuous service at the following:
    - i. 5 years, 7 years, and 10 years \$1.00
    - ii. 15 years, 20 years, and 25 years \$2.00
- 33. Section A, 2.24 (new) - Create Disability Determination Progression effective <td>.
  - a. Eligible classifications:
    - Disability Determination Spec – Obj
    - Disability Claims Reviewer
    - Disability Claims Specialist
  - b. Progression will be based on attainment of years of state continuous service at the following:
    - i. 5 years, 7 years, and 10 years \$1.00
    - ii. 15 years, 20 years, and 25 years \$2.00
- 34. Section A, 2.25 (new) - Create Classified Attorney Progression effective <td>.
  - a. Eligible classifications:
    - Attorney
    - Attorney Confidential
    - Attorney Confidential/Supervisor

Attorney Supervisor  
Attorney Management

- b. Progression will be based upon years of adjusted continuous service at the following:
  - i. 3 years, 5 years, and 7 years \$1.00
  - ii. 9 years, 11 years, and 15 years \$2.00
35. Section A, 2.17 (now 2.26 (1)) – Establish a renewed effective date <td> for Probation and Parole Market Placement on an increased pay progression structure.
36. Section A, 2.18 (now 2.27) – Add pay progression at 20 and 25 years of state service for Probation & Parole Agents.
37. Section A, 4.03 (2a) – For compliance with a new state statute, add language to end compensatory time cash-out effective January 1, 2026, except where required by federal law.
38. Section A, 4.03 (3b) - Remove language requiring annual cash-out of compensatory time.
39. Section A, 4.08 (1) – Increase Standby Pay from \$2.25 to \$3.00 per hour.
40. Section A, 4.08 (7) - Revise language to add Physician Assistant and Advanced Practice Nurse-Prescribers to the eligibility for Medical Officer of the Day Pay.
41. Section A, 4.15 - Revise CPA License add-on to a single \$1.00 add on for obtaining and maintaining a CPA license for eligible employees.
42. Section A, 4.20 – Add Department of Justice classifications of Special Agent, Special Agent-Sr, and Special Agent In-Charge to receive \$1.50 per hour add-on for conducting duties as Field Training Officer, Background Investigator, or Instructor.
43. Section A, 4.23 - Revise language for the flight pay add-on to be inclusive of all employees conducting duties of piloting an aircraft, and added language making payment of flight pay at the discretion of the appointing authority. Prior to use, agencies must submit a policy on using flight pay to the Division of Personnel Management for approval.
44. Section A, 4.27 - Revise the AODA Treatment Programs Add-on:
  - a. Add the Substance Use Disorder (SUD) description.
  - b. Add classifications of Corrections Program Supervisor and Human Services Program Coordinator.
  - c. Create the following add-ons for AODA/SUD certification for supervisory levels:
 

Clinical Supervisor in Training (CSIT)	\$3.00 / hour
Intermediate Clinical Supervisor (ICS)	\$3.50 / hour
Independent Clinical Supervisor (ICS)	\$4.00 / hour
45. Section A, 4.44 (3) - Revise language for the DOC maximum and medium security add-on to include: 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.
46. Section A, 4.44 (4) - Remove language providing a lump sum delay in implementing the add-ons to maximum and medium security institutions in 2023.
47. Section A, 4.45 (1) – Add cross-reference for the definition of a “high-vacancy” location.
48. Section A, 4.47 – Create Supplemental pay for DOJ Special Agents effective <td>.
  - a. Add-on amount of \$7.00/hour for all hours in pay status

- b. Eligible classifications:
    - Special Agent
    - Special Agent Senior
    - Special Agent In-Charge
- 49. Section A, 4.48 – Create Supplemental Pay for Security Employees at Waupun Correction Institution effective <td>.
- a. Add-on amount of \$5.00/hour for worked hours only
  - b. Eligible classifications:
    - Correctional Officer
    - Correctional Sergeant
  - c. Expires if Waupun is no longer a maximum security facility
- 50. Section A, 4.49 – Create Supplemental Pay for Universal Building Inspectors based on attaining levels for certain required credentials.
- a. Eligible credentials:
    - Commercial Building
    - Commercial Electric
    - Commercial Plumbing
    - Uniform Dwelling (plumbing, electrical, building, HVAC)
  - b. Add-on pay amounts for hours worked only for reaching credential levels:
 

Credential Level 1	\$1.50/hour
Credential Level 2	\$1.50/hour
Credential Level 3	\$1.50/hour
Credential Level 4	\$1.50/hour
  - c. Maximum allotted add-on will be \$6.00/hour
- 51. Section A, 4.50 – Create Supplemental Pay for Nurse Clinician 2 Weekend Hours effective <td>.
- a. Eligible at DHS and DVA institutions that are 24/7 and a position vacancy rate of 25% or more. Will end when vacancy rate is below 25% for six consecutive months.
  - b. Amount of \$3.00/hour add-on for hours worked on Saturday and Sunday only.
  - c. Replaces current pilot add-on having the same eligibility terms.
- 52. Section A, 4.51 – Create DVA Nursing Home Administrator Add-on effective <td>.
- a. \$5.00/hour add-on pay for all hours in pay status for positions at DVA in the following classifications that require a Nursing Home Administrator license.
    - Administrative Manager
    - Veterans Home Administrator
    - Veterans Home Assistant Administrator
- 53. Section 5.02 – Revise DPI Special Activities list for eligible school activities and certain lump sum payment amounts.
- 54. Section 5.05 – Increase the Sign-on Bonus limit from \$2,000 to \$3,000.
- 55. Section 5.05 (1) – Revise Sign-on Bonus language to specify the pay period instead of paycheck (due to the weekly pay check program at DVA).
- 56. Section 5.07 (1) – Revise Referral Bonus language to specify the pay period instead of paycheck (due to the weekly pay check program at DVA).
- 57. Section 5.08 - Remove DOC/DHS Retention Incentive Payments provision.

## **Section B**

- 58. Section B, 2.03 – Update the dates for when the next DPI State Superintendent will take office.
- 59. Section B, 2.04 – Reconcile the future Rates for Office for the District Attorney in the prosecutorial unit size of more than 750,000 to the rates that would be in place without the freeze to the pay rate for this prosecutorial unit applied in the 2023-25 Compensation Plan.
- 60. Section B, 3.03 – Miscellaneous updates to agency division titles.

## **Section C**

- 61. Section C, 4.00 – Revise Pay on Appointment language to clarify coverage for unclassified non-ESG supervisory/management positions.

## **Section D**

- 62. Section D, 2.01(2)(b)2./f., is created to allow LTEs to be paid up to the pay rate for zero years of experience or licensure on a pay progression structure in Section Z covering the classification.
- 63. Section D, 3.01(3) is created to allow pay increases for LTEs up to the pay rate for zero years of experience or licensure on a pay progression structure in Section Z covering the classification.

## **Section E**

- 64. Section E, 1.04 - Revise to add Apprentices to coverage under this provision.
- 65. Section E, 1.04 (3) - Create language for an RMR rate to be utilized to establish pay rates steps in lieu of the pay range minimum for the trainee/apprenticeship pay progression plan.
- 66. Section 1.04 (4) - Create language for a HAM rate to be utilized to establish pay rates steps in lieu of the pay range minimum for the trainee/apprenticeship pay progression plan.
- 67. Section 1.04(6) – Create language that attendance of Trainees/Apprentices at approved training and educational activities shall be without loss of pay and shall be at the employer's expense.
- 68. Section 1.04 (8) – Create language that a current or former state employee who is hired as a Trainee/Apprentice shall receive a pay rate and pay progression as determined by these Trainee/Apprentice provisions, regardless of the employee's previous pay rate.
- 69. Section E, 4.00(5b) – Update cross-reference to point to new location of the Security Pay Structure and Progression table in Section Z.
- 70. Section E, 4.00(11)(d)b. – Change 15 years to 25 years to reflect proposed expansion of the Probation & Parole Agent progression structure in Section Z to include 20 and 25 year pay points.
- 71. Section E, 5.00 – Delete current 5.00 to be replaced with a new 5.00.
- 72. Section E, 5.00 (new) – Create Pay Administration for Transactions to Non-Broadband Pay Ranges from Classifications with Pay Progression Structures or

From Pay Ranges 81-33 and 81-34, to provide that employees moving from these pay progression structures or security supervisor pay ranges into a non-broadband classification will be paid in accordance with:

- a. 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,
- b. A rate set in accordance with a pay progression structure provided in Section Z in this Compensation Plan; or,
- c. 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 or in 81-33 or 81-34.

### **Section F**

73. Section F, 3.05 (3)(f) – Revise terminology from “van” to “vehicle” for the mileage reimbursement rate for persons with disabilities.
74. Section F, 4.00 - Create introduction statement to clarify the reimbursement for meal expenses is only for employees in travel status.
75. Section F, 4.02 (1) - Revise to increase in-state maximum meal allowances.
76. Section F, 4.02 (2) - Revise to increase out-of-state maximum meal allowances.
77. Section F, 4.02 (3) – Revise the maximum allowable tip from 15% to 18%.
78. Section F, 5.02 – Increase the general maximum lodging rate from \$98 to \$101 and the maximum amount for Milwaukee, Racine, and Waukesha counties from \$103 to \$106.
79. Section F, 7.00 - Create introduction statement to clarify the reimbursement for travel expenses is only for employees in travel status.
80. Section F, 7.03 – Clarify the language for reimbursable hotel and portage gratuities.

### **Section G**

81. Section G, 4.02 – Increase the allowance for purchase of safety shoes from \$60 to \$80.
82. Section G, 9.00 – Revise the language to permit agencies to reimburse employees for organizational memberships, licenses, or certifications that are job required and for which the employee is not receiving an add-on.

### **Section H**

No change in Section H.

### **Section I**

83. Section I, 4.04(1g) – Revise to clarify exclusion of unclassified non-ESG supervisory/management attorney positions from the pay upon appointment provisions.
84. Section I, 4.04 (2) – Revise language to clarify inclusion of non-supervisory/management unclassified attorney positions. In addition, identify

- location of new pay on appointment provisions for Social Workers, Income Maintenance Specialists, Initial Assessment Specialists, and Treatment Specialists.
85. Section I, 4.14 – Add concept of “Apprentice” and create language for pay upon appointment for trainee/apprenticeship positions and subsequent pay increases while a Trainee/Apprentice. Also creates language regarding payment for educational or in-classroom learning costs.
  86. Section I, 4.16 – Add requirement for DPM to approve an employee keeping their current pay rate on a transaction when the pay rate would be higher than the designated pay structure amount for Nurse Clinician 2 classifications.
  87. Section I, 4.17 - Add requirement for DPM to approve an employee keeping their current pay rate on a transaction when the pay rate would be higher than the designated pay structure amount for Licensed Practical Nurse classifications.
  88. Section I, 4.18 – Create pay upon appointment provisions for the proposed pay progression structure for Social Workers in Pay Schedule 12.
  89. Section I, 4.19 - Create pay upon appointment provisions for the proposed pay progression structures in pay schedule 12 for the following classifications:
    - Initial Assessment Specialist-Senior
    - Initial Assessment Specialist-Advanced
    - Income Maintenance Specialist
    - Income Maintenance Specialist-Advanced
    - Treatment Specialist 1
    - Treatment Specialist 2
  90. Section I, 4.18 – Delete former section 4.18 pay on appointment and replace with new section 4.20.
  91. Section I, 4.20 – Create Pay Administration for Transactions to Broadband Pay Ranges from Classifications with Pay Progression Structures or From Pay Ranges 81-33 and 81-34 to provide that employees moving from these pay progression structures or security supervisor pay ranges into a broadband pay range classification will be paid in accordance with:
    - a. A rate from the minimum of the pay range to a rate calculated as an original appointment under Section I, 4.04; or,
    - b. A rate set in accordance with a pay progression structure provided in the Compensation Plan (the Attorney Step Rates provided in Section Z are NOT a pay progression structure for this provision); or,
    - c. 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 or in 81-33 or 81-34.

## **Section J**

No change in Section J.

## **Section K**

No change in Section K



**Section L**

92. Section L, 2.01 (1) – Remove market/parity eligibility limitation to cover all classifications listed in Section L and not just under 2.02 of Section L. Under 2.01 (1)(a), modify the disqualifier for unsatisfactory performance.
93. Former Section L, 2.01 (5) - Delete as obsolete for 2023 parity.
94. Section L, 2.01 (2) – Add language to clarify that if a new or modified pay range takes effect on the same date as a market or parity wage adjustment, the market/parity adjustment is subject to the new pay range maximum taking effect.
95. Section L, 2.01 (5) (new) - Update to authorize parity adjustments for certain State Patrol supervisory staff in the event of reaching a 2025-2027 labor agreement with the public safety bargaining unit.
96. Former Section L, 2.01 (7) – Delete as obsolete for 2023 parity.
97. Former Section L, 2.01 (8) – Delete as obsolete for 2023 parity.
98. Former Section L, 2.01 (9) – Delete as obsolete for 2023 parity.
99. Section L, 2.01(6) (new) – Change “new” to “modified” for the proposed enhanced pay progression structure for Probation and Parole Agents.
100. Section L, 2.01 (7) (new) - Create parity provision for Social Services Supervisor, Institution Social Services Director, and Corrections Program Supervisor in relation to the Social Worker market placement on a new pay progression structure.
101. Section L, 2.01 (8) (new) - Create parity provision for Treatment Coordinator, Clinical Coordinator, Corrections Program Supervisor, and Military Affairs Program Supervisor in relation to the Treatment Specialist market placement on a new pay progression structure.
102. Section L, 2.01 (9) (new) – Create parity provision for Initial Assessment Supervisor in relation to the Initial Assessment Specialist market placement on a new pay progression structure.
103. Section L, 2.01 (10) (new) - Create parity provision for Health Care Supervisor in relation to the Income Maintenance Specialist market placement on a new pay progression structure.
104. Section L, 2.02 - Revise to provide a new list of funded market adjustments effective <td> for the specified classifications and delete the obsolete 2023 market list, and to remove reference to a GWA taking effect on the same date.
105. Section L, 2.03 – Create the Agency Funded Manager Pay Compression Equity Adjustment effective <td> to authorize agencies to provide base pay adjustments for certain managers where pay compression equity is a concern. Each eligible manager will generate two within-range pay steps for distribution, and no individual increase may exceed four within-range pay steps.
106. Section L, 2.04 – Create the DOA and DNR Funded Aircraft Pilot and Aircraft Mechanic Market Adjustment effective <td>. This \$5.00/hour market adjustment replaces a current pilot add-on which will be discontinued. Eligible classifications are Aircraft Pilot, Aircraft Mechanic, and Aircraft Mechanic Supervisor. Parity may be requested for certain positions that supervise Aircraft Pilots and are required to maintain a pilot’s license.

107. Section L, 2.05 – Implement a DHS and DOC Security Supervisor Market Structure effective <td>. Employees in the listed eligible classifications will have their pay increased to the designated pay rates or keep their current rate, whichever is higher. This market structure is a one-time application and will not be listed in the Comp Plan as an ongoing required structure. DOC and DHS may request parity for certain other supervisory classifications that meet the general criteria for parity.
108. Section L, 2.06 – Create the Trust Funds Specialist Market Equity Adjustment effective <td>. Each employee in a Trust Funds Specialist classification series position will generate \$1.50 per hour for distribution. Individual increase amounts will be determined by ETF subject to DPM approval. ETF will fund any adjustments and there will be no parity adjustments.
109. Section L, 2.07 – Create the Child Care Subsidy Specialist Market Equity Adjustment effective <td>. Each employee in a Child Care Subsidy Specialist classification series position will generate \$2.00 per hour for distribution. Individual increase amounts will be determined by DCF subject to DPM approval. DCF will fund any adjustments and there will be no parity adjustments.
110. Section L, 2.08 - Create the Ombudsman Services Specialist Market Equity Adjustment effective <td>. Each employee in an Ombudsman Services Specialist classification series position will generate \$2.00 per hour for distribution. Individual increase amounts will be determined by ETF and the Board on Aging and Long Term Care subject to DPM approval. The agencies will fund any adjustments and there will be no parity adjustments.
111. Section L, 2.09 – Create the Property Assessment Specialist Market Equity Adjustment effective <td>. Each employee in a Property Assessment Specialist classification series or Supervisor position will generate \$1.50 per hour for distribution. Individual increase amounts will be determined by DOR subject to DPM approval. DOR will fund any adjustments and there will be no parity adjustments.
112. Section L, 2.10 – Create the Treatment Provider Market Equity Adjustment effective <td>. Each employee in one of the following classifications will generate \$10.00 per hour for distribution:
  - Advanced Practice Nurse-Prescriber
  - Dentist
  - Physician
  - Physician Assistant
  - Psychiatrist
 Individual increase amounts will be determined by DOC, DHS, and DVA subject to DPM approval. Agencies will fund any adjustments. Parity may be provided to employees in the following classifications:
  - Dentist Supervisor or Management
  - Physician Supervisor or Management
  - Psychiatrist Supervisor or Management
113. Section L, 2.11 – Create the Pharmacist and Pharmacist Tech Market Equity Adjustment effective <td>. Each employee in a in a Pharmacist or Pharmacist

Supervisor position will generate \$5.00 per hour for distribution. Each employee in a Pharmacy Technician-Objective or Pharmacy Technician-Supervisor position will generate \$3.00 for distribution. Individual increase amounts will be determined by the agencies subject to DPM approval. The agencies will fund any adjustments and there will be no parity adjustments.

114. Former Section L, 2.03 through 2.20 – Delete all as obsolete for 2023 and 2024 pay adjustments.

**Section Z – all current Section Z pay schedules are deleted and replaced with new pay schedules**

115. Unless otherwise specified here, all pay range minimums and maximums and pay progression structure pay points have been increased effective August 10, 2025, and June 28, 2026, by the 3.0% GWA effective August 10, 2025, and the 2.0% GWA effective June 28, 2026, respectively. Executive Salary Grades were calculated in the customary manner based on the GWAs. Within-range pay steps, 8% of the minimum, and Broadband pay range appointment maximums were also calculated in the customary manner.
116. Effective <td>, create new broadband pay range 05-65 in the Security and Public Safety pay schedule and increase the pay range by 2.0% effective June 28, 2026.
117. Effective <td>, create new broadband pay range 06-65 in the Technical pay schedule and increase the pay range by 2.0% effective June 28, 2026.
118. Effective <td>, create new Broadband Pay Schedule 76 with 13 pay ranges for Information Technology Staff, and increase the pay ranges by 2.0% effective June 28, 2026.
119. Effective <td>, remove pay schedule 07 Excise Tax Agent progression from the Compensation Plan.
120. Effective <td>, increase the Dentist pay range 10-50 to be initially set at \$10 below the minimum and maximum of Physician Range 10-51, and increase the pay range by 2.0% effective June 28, 2026.
121. Effective <td>, create new broadband pay range 11-11 for Advanced Practice Nurse-Prescribers and Physician Assistants, and increase the pay range by 2.0% effective June 28, 2026.
122. Effective <td>, create a Social Worker Pay Progression structure in broadband pay ranges 12-64 and 12-63 based on years of Social Worker licensure, and increase the structure points by 2.0% effective June 28, 2026.
123. Effective <td>, create a Treatment Specialist Pay Progression structure in broadband pay ranges 12-64 and 12-63 based on full years of state service, and increase the structure points by 2.0% effective June 28, 2026.
124. Effective <td>, create an Initial Assessment Specialist Pay Progression structure in broadband pay range 12-63 based on full years of state service, and increase the structure points by 2.0% effective June 28, 2026.
125. Effective <td>, create an Income Maintenance Specialist Pay Progression structure in broadband pay ranges 12-64 and 12-63 based upon full years of state service, and increase the structure points by 2.0% effective June 28, 2026.

126. Effective <td>, implement an enhanced Probation and Parole Agent Progression schedule in pay ranges 12-06 and 12-08, including addition of pay points at 20 and 25 years of state service, and increase the structure points by 2.0% effective June 28, 2026.
127. Effective <td>, increase the Dentist Supervisor/Management pay range 50-50 to be initially set at \$10 below the minimum and maximum of Physician Supervisor/Management pay range 50-51, and increase the pay range by 2.0% effective June 28, 2026.
128. Effective <td>, reduce the broadband 81-04 appointment maximum from 65% to 60% through the pay range.
129. Effective June 28, 2026, reduce the broadband 81-04 appointment maximum from 60% to 55% through the pay range.