



# STATE OF WISCONSIN

## DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor  
Kathy Blumenfeld, Secretary  
Jen Fogel, Administrator

August 27, 2025

Joint Committee on Employment Relations  
Co-Chairpersons and Members  
Room 113 South, State Capitol  
Madison, WI 53707

Dear Co-Chairpersons and Committee Members:

In accordance with the Administrative Procedures of the Joint Committee on Employment Relations, I request that the Committee hold a meeting and public hearing regarding the 2025-27 State of Wisconsin Compensation Plan covering general employees, certain unclassified employees, and elected officials. At this meeting I will present my recommendations for the Compensation Plan in accordance with s.230.12(3), Wis. Stats.

The Compensation Plan includes pay and benefit administration for all non-represented and represented classified positions – except those in the public safety bargaining unit – and the following unclassified positions: elective offices, appointive executive salary group (ESG) positions, and certain non-ESG positions in the executive branch. It includes various market and other pay increases for nonrepresented employees.

Following is a brief overview of the most significant recommendations. Attachment A provides a summary of all substantive changes proposed. The full text of the proposal is provided in Attachment B, with changes noted by underscoring and strikethroughs as appropriate. A summary of the costs associated with the proposed changes are provided in Attachment C.

**Pay Administration Provisions:** Sections A, E, and I are revised to reflect the modified pay administration and pay progression provisions for employees in pay-point progression. Section A is also revised to include: a modified pay progression for Probation & Parole Agents; pay progressions created for Social Services, Attorneys, Information Technology, Trust Funds Specialist, and Forensic Scientists; and creation of add-ons for Waupun security employees and DOJ Special Agent employees.

**Market Increases:** Market increases funded by the Compensation Reserve are provided effective with Plan implementation to several positions with the most challenging vacancy and/or turnover rates, positions that are below market, or are critical positions. The Compensation Plan also provides agency-funded market and parity increases responsive to unique labor market issues or recruitment and retention needs, including, but not limited to, some critical blue collar positions, specialized skilled professional positions like aircraft pilot positions, security supervisory positions, critical high-skilled treatment positions, and pharmacy positions at multiple agencies.

**Travel Reimbursement:** The proposal increases the single maximum lodging rate from \$98 to \$101 per night, and from \$103 to \$106 in urban counties. The proposal also includes an increase to the reimbursable meal amounts.

**Miscellaneous:** Pay ranges have been created for Information Technology positions, advanced practice nurses, entry level security, public safety and technical positions. In addition, certain medical treatment pay ranges are adjusted to continue to be competitive in a restrictive market.

**Companion Bill:** Given the challenging labor market and to provide pathways into state service, there are recommendations to include provisions for Apprenticeships in the 2025-27 Compensation Plan. A companion bill is a critical adjustment needed in s. 230.046 Wis. Stats. to ensure that the State can be competitive in building its workforce in critical areas of employment. These changes will allow positions hired as an apprentice to be hired above the minimum of

a broadband pay range. Without these changes, the State will continue to have challenges recruiting in critical areas of its workforce.

It is estimated that the 2025-27 biennial cost of wage increases and other initiatives will be \$27.5 million, all funds, with fringe. The general purpose revenue (GPR) portion of this overall cost is \$23.1 million, with fringe. Attachment C provides detailed costing by item including the breakdown of the compensation reserve and the agency funded provisions.

I look forward to responding to any questions the Committee or its staff may have about the 2025-27 Comp Plan.

Thank you for your attention to this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Jen Fogel", written over a horizontal line.

Jen Fogel

DPM Administrator

Attachments:   A. Summary of Changes  
                  B. 2025-27 Compensation Plan  
                  C. 2025-27 Compensation Plan Cost Estimate  
                  D. Companion Bill