

**SUMMARY OF CHANGES
2019-2021 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, revise font and formatting, and to make other minor changes that have no effect on the provisions or their intent.

Introductory Notes

1. The first paragraph is updated for the applicable Fiscal Year dates and to delete unnecessary language.

Section A

2. Section A, 2.01 is revised to reflect General Wage Adjustments (GWA) of 2.0% effective January 5, 2020, and 2.0% effective January 3, 2021, for eligible employees with satisfactory performance, with lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations. Employees with unsatisfactory performance will receive a Delayed GWA about 3 months later, if they achieve satisfactory performance.
3. Section A, 2.01(2)(a) is revised to clarify that Crafts Worker Supervisors are not eligible for the GWAs because their pay is based on the negotiated building trades pay schedule.
4. Section A, 2.02 is revised to delete the obsolete former 2.02(5) which was initial implementation language for the Police and Conservation Warden pay progression system.
5. Section A, 2.02(2) is revised to add a cross-reference to another relevant provision.
6. Section A, 2.03 is revised to remove progression-eligible classifications that have been abolished, update classification titles that have been changed, and to provide a similar pay progression opportunity for entry-level Information Systems classifications.
7. Section A, 2.05 is revised to increase the number of eligible annual progression increases for Law Enforcement Dispatchers from one to two, and to provide the second increase to all dispatchers with two years in the classification.
8. Section A, 2.06 is revised to reflect new pay progression rates for Dept of Corrections and Dept of Health Services Correctional Officers, Sergeants, Youth Counselors, and Psychiatric Care Technicians and to increase the current progression rates by the GWAs. This includes extending the pay progression structure beyond the first two years effective December 6, 2020.
9. Section A, 2.08 is revised in the following respects:
 - a. Update the DMV Customer Service Representative class title starting January 19, 2020.

- b. Reduce the DMV Representative progression amount from \$1.40 to \$1.00 starting January 19, 2020.
 - c. Delete detailed procedural language for addressing unsatisfactory performance.
 - d. Expand the scope of 2.08 to allow the Division of Personnel Management to approve other customer service representative classes for pay progression following completion of a classification study.
10. The former Section A, 2.09 is deleted which was a one-time placement of Corrections and Health Services security employees on a pay structure.
11. The new Section A, 2.09 provides that effective April 12, 2020, Nurse Clinician 2 employees are placed on a pay progression structure based on license granting date. This provision aligns these positions more closely with the healthcare labor market.
12. The new Section A, 2.10, establishes a pay progression system effective April 26, for Nurse Clinician 2 employees based on years licensed as a nurse.
13. Section A, 2.12 is revised to add Revenue Agents and Revenue Field Agents to the pay progression structure and to update Revenue Auditor titles.
14. Section A, 2.13 is revised to clarify that the additional pay for Lead Craftworker duties is base pay and not an add-on.
15. Section A, 3.02(4) is created to permit the DPM Administrator to establish or revise pay progression systems, as provided for under s. 230.12(1)(b), Wis. Stats., based on a Classification and/or Compensation Survey and to establish limitations on the frequency and amount of any such pay progression.
16. Section A, 4.03(2)(a) is revised to remove a provision requiring agencies to have a DPM-approved policy for providing overtime to FLSA exempt employees (recreated in Section A, 6.00 consolidating all such approvals).
17. Section A, 4.03(2)(b)2.a. is revised to update engineering-related classification titles.
18. Section A, 4.03(3)(b) is revised to change the annual date when unused compensatory time must be cashed out, and to allow agencies to request that a different cash-out be used for that agency.
19. Section A, 4.03(3)(c) is revised to include the Weekend Certified Nursing Assistant program with the holiday pay and cash out exceptions.
20. Section A, 4.05 is revised to remove a provision requiring agencies to obtain DPM approval to pay the night differential to FLSA exempt employees (recreated in Section A, 6.00 consolidating all such approvals).
21. Section A, 4.06 is revised to remove a provision requiring agencies to obtain DPM approval to pay the weekend differential to FLSA exempt employees (recreated in Section A, 6.00 consolidating all such approvals).
22. Section A, 4.08(1) is revised to state that an employee may not simultaneously be in work status and earning standby pay.
23. Section A, 4.14(1) and (3) are revised to clarify that a license, permit, or registration must be recognized by the State of Wisconsin for add-on pay eligibility.

24. Section A, 4.14(6) is created to clarify that an employee may receive only one of the engineering-related add-ons.
25. Section A, 4.30 is revised in the following respects:
 - a. The nurse add-on language is given an expiration date of April 11, 2020 for the Nurse Clinician 2 classifications.
 - b. A provision is created that effective April 12, 2020, any nurse in the Nurse Clinician 2 classifications receiving the \$1.00 add-on under current language will have it converted to base pay.
 - c. A provision is created for continuation of the separate add-on for the Milwaukee Secure Detention Facility and the provision was updated to remove the add-ons for the hemodialysis units.
26. New Section A, 4.32 is created to allow agencies to create Weekend Certified Nursing Assistant programs based on the same model as the existing Weekend Nurse program under 4.31. The weekend pay premium will be \$5.00/hour.
27. Section A, 4.34 is revised to add the Certified Hazardous Material Manager credential and to clarify that an employee may receive only one of the science related add-ons.
28. New Section A, 4.37 is created to provide an add-on structure for Revenue Economists that mirrors the add-on structure at 4.35 for certain enterprise classifications.
29. Section A, 4.38(3) is revised to increase the certified nursing assistant add-on from \$0.80 to \$1.20 (\$1.20 to \$1.80 for FLSA exempt employees) and to include positions at the Department of Corrections.
30. Section A, 4.39 is revised to specify an end date of June 20, 2020 for the Youth Counselor add-on.
31. Section A, 4.40 is created to authorize DOT to pay discretionary add-ons to State Patrol supervisors while working as a Field Training Officer, Background Investigator, or National Training Center Instructor.
32. Section A, 4.41 is created to authorize an add-on structure for Safety & Professional Services Building Inspectors for obtaining certain newly required credentials.
33. Section A, 4.42 is created to authorize an add-on structure for Public Service Commission Utility Auditors and Financial Analysts for obtaining specified high-value skills and education.
34. Section A, 5.02 is revised to modify various DPI lump sum payments for school employees that lead various extracurricular activities. In addition, a note has been added that only FLSA exempt employees may receive the lump sum payments.
35. Section A, 5.06 is revised to reflect current Revenue classification titles.
36. Section A, 5.07 is created to provide retention payments to Corrections and Health Services employees in protective occupation positions that attain the specified years of state service beginning July 1, 2019.
37. Section A, 6.00 is created to require each agency to submit for approval to DPM, by December 31, 2019, policies and practices for broadband pay on appointment,

providing supplemental pay to FLSA exempt employees, awarding Discretionary Merit Compensation and awarding Discretionary Equity and Retention Awards.

Section B

38. Section B, 2.01(2) is revised to apply GWA amounts to Judge and Justice pay rates.
39. Section B, 2.02(1) is revised to provide information on when legislators take office.
40. Section B, 2.02(2) is revised to increase the pay rates for future legislators by the GWA amounts.
41. Section B, 2.03(1) is revised to provide information about the pay rate for the incumbent State Superintendent of Public Instruction, and to identify the statute that determines the date Constitutional Officers take office after election.
42. Section B, 2.03(2) is revised to apply increases to the Constitutional Officer salaries (for future incumbents) and to identify the statute that determines how these salaries are calculated.
43. Section B, 2.04 is revised to apply increases to the pay rates for future District Attorneys, and to reflect the statutory change increasing the population for the largest prosecutorial unit from 500,000 to 750,000.
44. Section B, 3.03(2) is revised in the following respects:
 - a. Updated titles as needed
 - b. Added Division of Agriculture Development; Office of the Inspector General; Division of Energy Regulation and Analysis; Division of External Services; Division of Fish, Wildlife and Parks.
 - c. Removed various titles that have been reorganized, or no longer exist.
45. Section B, 3.03(3) is revised in the following respects:
 - a. Update titles as needed.
 - b. Add the Elections and Ethics Commissioners.
 - c. Add the Elections Commission Assistant Administrator.
 - d. Delete the abolished Solicitor and Deputy Solicitor General positions in the Department of Justice.
 - e. Changed the Pay Range assignment of the Executive Secretary of the Board of Commissioners of Public Lands.
46. Section B, 3.05 is revised to provide 2.0% General Wage Adjustments to eligible unclassified employees effective January 5, 2020 and January 3, 2021.
47. Section B, 3.07(3)(b)3., is revised to allow that agencies may request compensatory time cash out at a time other than the end of a calendar year.
48. Section B, 3.07(4) is revised to remove the requirement that DPM approval is required to provide FLSA exempt employees with the night and/or weekend differential.

Section C

49. Section C, 2.00 is revised to reflect General Wage Adjustments (GWA) of 2.0% effective January 5, 2020, and 2.0% effective January 3, 2021, for eligible employees with satisfactory performance, with lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations. Employees

with unsatisfactory performance will receive a Delayed GWA if satisfactory performance is achieved.

50. Section C, 2.00(4) is created to stipulate that attorneys with satisfactory performance will receive an increase of at least 2.0% each fiscal year when pay increase funding is provided in the compensation reserve.
51. Section C, 10.00 is deleted as obsolete language regarding a one-time pay range adjustment.

Section D

52. Section D, 5.00 is revised to retile “Engineer Student-Engineer Trainee” to “Student Intern Trainee” consistent with the statutory prohibition against using the title “engineer” for non-engineers.

Section E

53. Section E, 4.00 is revised to remove the reference to pay schedule 36 which no longer has non-broadband pay ranges covered by this section.
54. Section E, 4.00(5) is revised as follows:
 - a. The former subparagraph (a) is deleted as obsolete language.
 - b. The former subparagraph (b) becomes new subparagraph (a) and is revised to expire December 5, 2020.
 - c. New subparagraph (b) is created to provide pay administration language for DOC/DHS security employees starting effective December 6, 2020.

Section F

55. The Introduction is revised in the following respects:
 - a. Clarify that some travel expenses may not be reimbursed if they exceed the established limits. Although this has always been true, adding the provision makes it clearer to the workforce.
 - b. Encourage agencies and employees to use state purchasing cards as much as possible in lieu of expense reimbursements.
 - c. Add a paragraph regarding taxability of late reimbursements and encouraging agencies to develop compliant travel policies.
56. Section F, 1.05 is revised for the definition of Lowest Appropriate Airfare to better reflect current airline pricing practices.
57. Section F, 1.05(2) is added to clarify how to authorize reimbursement for additional luggage.
58. Section F, 1.05(3) is added to clarify that the state will not reimburse for premium fares.
59. Section F, 1.07 is created to define Ridesharing Services and to allow reimbursement for use of these ridesharing services.
60. Section F, 3.01(1) is revised to clarify the process for requesting reasonable accommodations.
61. Section F, 3.01(5) is created to clarify that charges for seat changes or upgrades are generally not reimbursable.

62. Section F, 3.04 is revised to include ridesharing services with taxis and airline shuttles.
63. Section F, 3.05(3)(a) has a NOTE added to clarify how reimbursable miles are determined when an employee is required to work at an alternate worksite.
64. Section F, 4.01 is revised to clarify circumstances when meals are not reimbursable.
65. Section F, 4.02(1) and (2) are revised to include delivery and other meal related fees in the permissible maximum amounts.
66. Section F, 5.02(1) is revised to establish a single maximum lodging rate of \$94 in Wisconsin, and a NOTE is added that when rates fluctuate by day, the lodging is permissible if the average is \$94/day or less.
67. Section F, 5.02(2) is deleted which had the former Milwaukee, Racine, and Waukesha county maximum hotel rates.
68. Section F, 5.06 is revised to clarify the types of licensed lodging facilities eligible for reimbursement and that exceptions are prohibited.

Section G

69. Section G, 5.00 is revised to allow reimbursement for special clothing purchased by an employee as required for a special assignment.
70. Section G, 11.00 is created to authorize DPM to establish a pilot program for bus commuters during the biennium.

Section H

No changes

Section I

71. Section I, 4.10(2) is created by splitting the old (1) into two sections.
72. Section I, 4.10(3) is revised to increase the flexibility for pay adjustments on certain reallocations to the same or counterpart pay range within the same 12% maximum amount as currently allowed.
73. Section I, 4.15 is revised to include all three Section I, 4.04(3)(a) options instead of just options 1. and 2. for movement of a craftworker employee into a supervisor/manager position.
74. Section I, 8.00 is deleted because the agency pay setting policy requirements will be covered under Section A, 6.00.

Section J

75. Section J, 2.00(10)(a) is revised to update the list of unclassified positions that may not receive a lump sum merit award.

Section K

76. Section K, 3.03 is revised to update the annual leave accrual rates for Fire/Crash employees to reflect the standard schedule of 112 hours per pay period.

77. Section K, 3.04 is revised to add Weekend Certified Nursing Assistants to the provisions, and to stipulate that unused annual leave may be cashed out after six months of service instead of at the end of the one-year probationary period.
78. Section K, 4.03 is revised to add coverage of Weekend Certified Nursing Assistants.
79. Section K, 5.02 is revised to add coverage of Weekend Certified Nursing Assistants.

Section L

80. Section L, 2.01(a) is revised to include the previous 12 months as a performance contingency for market/parity adjustments.
81. New Section L, 2.01(b) is revised to update the requirements for supervisory eligibility for market/parity adjustments.
82. Section L, 2.01(4) is revised to stipulate that parity adjustments related to agency-funded market or equity adjustments must also be funded by the agency.
83. Section L, 2.01(5) is updated to stipulate that any DOC/DHS parity under this provision will be funded by the agencies.
84. Section L, 2.01(6) is created to allow DOT to request parity related to State Patrol labor agreements that may be implemented during the life of the Compensation Plan. Any such parity would be funded by DOT.
85. Section L, 2.02 is revised to list classifications eligible for the specified market adjustments effective November 24, 2019.
86. Section L, 2.02(3) is revised to clarify that only compensation reserve-funded market and parity adjustments may be supplemented.
87. New Section L, 2.03 is created to generate market funding for DWD Employment & Training Specialist classifications, effective November 24, 2019.
88. New Section L, 2.04 is created to generate market funding for DCF Initial Assessment classifications, effective November 24, 2019.
89. New Section L, 2.05 is created to generate market funding for certain DATCP classifications, effective November 24, 2019.
90. New Section L, 2.06 is created to generate market funding for Attorney classifications, effective November 24, 2019.
91. New Section L, 2.07 is created to generate market funding for DOJ and DATCP Fingerprint and Laboratory Technician classifications, effective November 24, 2019.
92. New Section L, 2.08 is created to generate DOT-funded adjustments for DMV customer service and related supervisory positions, effective January 19, 2020.
93. New Section L, 2.09 is created to generate equity funding for a new Revenue Agent classification series, effective January 19, 2020.
94. New Section L, 2.10 is created to generate DNR-funded adjustments for technician classifications, effective January 19, 2020.
95. New Section L, 2.11 is created to generate DOJ-funded market equity funding for forensic scientists, effective April 12, 2020.
96. New Section L, 2.12 is created to provide market adjustments to Correctional Officers, Sergeants, Youth Counselors, and Psychiatric Care Technicians. The first group eligible January 19, 2020 are those who are not in the training academy and also not receiving the current \$5 pilot add-on for work hours. Employees will continue to receive these

market adjustments as they move into eligible positions, with all employees receiving the market adjustments by June 21, 2020 upon expiration of the add-ons.

97. New Section L, 2.13 is created to provide market stratification pay increases effective November 24, 2019, to all eligible employees in non-broadbanded pay ranges in pay schedules 02 (administrative support), 03 (blue collar), 05 (security and public safety), and 06 (technicians). Excluded from this provision are employees in pay ranges 05-31 and 05-32. Eligible employees will receive a pay adjustment ranging from \$0.20 to \$0.60 per hour, based on years of state service.
98. The former Section L, 2.04, 2.05, and 2.06 are deleted because they were one-time market adjustment provisions in the previous Compensation Plan.

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

99. Section Z pay schedules are revised in the following respects:
 - a. Unless otherwise specified here, current pay ranges are adjusted by the January 5, 2020 and January 3, 2021 2.0% GWAs.
 - b. Effective June 7, 2020, certain pay range minimums are increased in conjunction with a market stratification as part of the initiative to have all pay range minimums equal to at least \$15.00 per hour following the January 3, 2021 GWA. Pay range minimums increased on June 7, 2020, include:
 - i. Pay Schedule 2, Ranges 9 and 10.
 - ii. Pay Schedule 3, Ranges 9, 10, 11, 12, and 13.
 - iii. Pay Schedule 5, Ranges 9, 10, and 11.
 - iv. Pay Schedule 6, Ranges 9, 10, 11, 12, and 13.
 - c. Effective January 3, 2021, pay range 8 is deleted from schedules 02, 03, 05, and 06. Pay range 8 is the lowest range in each of these pay schedules.
 - d. Effective January 19, 2020, a new Transaction Structures is created for DOC and DHS security employees in pay ranges 05-31 and 05-32 and will cover employees who have received the security pay increase. This Structure will wholly replace the January 5, 2020 structure when all security employees have received the security increase.
 - e. Effective January 5, 2020, a new broadband pay range 06-65 is created for future use.
 - f. Effective with implementation of the Compensation Plan, all pay progression points for Excise Tax Agents in Pay Schedule 07 are increased by \$4.00/hour, to reflect market increases for Special Agents under the previous Compensation Plan.
 - g. Effective with implementation of the Compensation Plan, pay schedules 10-52 and 50-52 are increased for Psychiatrists and Psychiatrist Supervisor/Management, respectively. There are no pay adjustments as a result of this action.
 - h. Effective with implementation of the Compensation Plan, pay schedules 10-51 and 50-51 are increased for Physicians. There are no pay adjustments as a result of this action.

- i. Effective with implementation of the Compensation Plan, new broadband pay range 11-11 is created for Advanced Practice Nurses and Physician Assistants. There are no pay adjustments as a result of this action.
- j. Effective April 12, 2020, a pay progression schedule is created in Pay Schedule 11 for Nurse Clinician 2 classifications.
- k. In the entry level pay progressions for Pay Schedules 14 and 15, Point A is clarified as the one-year point, Point C as the 2 years point, and Point 3 as the 3 years point, for employees starting below the Point A pay rate.
- l. Effective January 19, 2020, the Appointment Maximum for broadband Pay Schedule 81-04 is increased to be 65% of the way through the pay range to accommodate anticipated parity adjustments for Supervising Officer 1 employees.
- m. Effective January 5, 2020, create broadband pay range 15-02 for potential future use for high level science positions. Retitle the current broadband 15-02 for pharmacists as 15-22. There are no pay adjustments as a result of this action.
- n. Effective January 3, 2021, the minimums of broadband pay ranges 81-05, 12-65, and 14-15 are increased to \$15.00/hour to conclude the initiative of having all pay range minimums equal to \$15.00 or more.
- o. Effective January 5, 2020, Executive Salary Group pay ranges (Schedule 90) are calculated in the traditional manner with the minimum of 90-01 equal to the senior manager minimum of 81-01, and each successive pay range minimum increased by 8.0% through 90-10. This is in lieu of applying the GWAs to each pay range minimum, as was done in the previous Compensation Plan. The maximum of each ESG range continues to be set at 65% greater than the minimum.
- p. Added annotation to the Executive Salary Group Schedule 90 to ensure it is understood that these executives must be paid below the Gov's salary regardless of the ESG range maximums.
- q. The statutorily required seventeen step rates in the attorney pay ranges are updated along with each GWA increase to the pay range minimums and maximums.