



STATE OF WISCONSIN

DEPARTMENT OF ADMINISTRATION

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

September 23, 2025

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

Dear Co-Chairpersons and Committee Members:

The State of Wisconsin, represented by the Department of Administration, Division of Personnel Management (DPM), and the Wisconsin Law Enforcement Association (WLEA) have completed the process of negotiating a labor agreement for the 2025-2027 biennium for the public safety bargaining unit. In addition, the DPM has completed the process of negotiating a labor agreement for the 2025-2026 fiscal year for the TRADES bargaining unit.

Negotiations resulted in tentative agreements that have been ratified by the members of the bargaining units. DPM recommends approval of the tentative agreements by the Joint Committee on Employment Relations and the Legislature.

The tentative agreement for WLEA provides the following:

- A general wage increase of 3.0% for each employee, with a lump sum payment for the amount of the increase for all hours in pay status back to June 29, 2025.
- A second general wage increase of 2.5% for each employee effective June 28, 2026.
- Increases the foot protection allowance to match the rates proposed for nonrepresented employees.
- Increases the meal amounts to match the rates proposed for nonrepresented employees.
- Increases the meal claim tip amounts to match the rates proposed for the nonrepresented employees.
- Increases the lodging allowance to match the rates proposed for nonrepresented employees.
- Increases the standby allowance to match the rate proposed for nonrepresented employees.

The tentative agreement for TRADES provides for a 2.95% wage increase, as equivalent to the CPI increase, for each employee, with a lump sum payment for the amount of the increase for all hours in pay status back to June 29, 2025.

The effective date of the Agreements will be the day following publication in the official state newspaper.

In addition to the information above on the tentative labor agreements, the Division of Personnel Management has identified the following items in need of correction in the proposed 2025-2027 State Compensation Plan previously submitted to you. These corrections are as follows:

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Jennifer Fogel
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Jen Fogel

Attachments:

1. Bill Drafts for the WLEA and Trades Agreements
2. Fiscal Notes for the WLEA and Trades Agreements
3. 2025-27 WLEA Tentative Agreement
4. 2025-26 TRADES Tentative Agreement